



## MUNICIPALITY OF **West Elgin**

### Staff Report

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**Report To:** Council Meeting  
**From:** Jana Nethercott, Clerk  
**Date:** 2021-10-14  
**Subject:** Accessibility Policy Updates

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#### **Recommendation:**

That West Elgin Council hereby receives the report from J. Nethercott, Clerk re: Accessibility Policy Updates; and

That West Elgin Council consider approving the updated Accessibility Policies; HR 8.2 Accessibility Policy, HR 8.3 Emergency Response, HR 8.4 Accommodation in Workplace, HR 8.5 Return to Work and HR 8.6 Temporary Service Disruption in the by-law portion of the agenda.

#### **Purpose:**

The purpose of this report is to provide Council with updated Accessibility Policies as required as part of the Desk Audit for Accessibility that was done in 2020 by Ministry of Seniors and Accessibility.

#### **Background:**

In November of 2020 West Elgin received a notice that we were chosen to have a desk audit done of the Municipality's accessibility. The Ministry for Seniors and Accessibility conducts desk audits on selected organizations to confirm they are in compliance with AODA, 2005, and its associated accessibility standards, and to provide any needed support.

As a result of this audit it was found that some of the Municipal Policies were out of date and needed to be updated. In working with the Accessibility Coordinator for Elgin County the following policies were adapted from Elgin County's policies for the Municipality of West Elgin. By adopting these policies we will be in full compliance with all AODA standards.

#### **Financial Implications:**

N/A

#### **Policies/Legislation:**

*Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11*

*Integrated Accessibility Standard Regulation (O. Reg 191/11)*

*Ontario Human Rights Code, R.S.O. 1990, c. H. 19*