

**APPENDIX A
CITY OF KINGSTON 2012 ACCESSIBILITY PLAN**

STRATEGIC ACTIONS FOR BARRIER PREVENTION OR REMOVAL IN 2012

INITIATIVES	RESPONSIBILITY	BARRIERS	NEW ACTIONS	Completion Date
ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT, 2005 (AODA) – <i>The AODA provides for the development, implementation and enforcement of accessibility standards for public and private sector organizations in Ontario.</i>				
<u>AODA Compliance</u>	Accessibility and Department responsible for policy development	Lack of Awareness & Inclusion of People with Disabilities	Funding to support implementation activities to ensure that the Corporation meets all of its obligations per regulations established under the AODA.	Ongoing
CUSTOMER SERVICE STANDARD – Businesses and organizations that provide goods or services to people in Ontario are now legally required to make their customer services accessible to people with disabilities. This will be done by indentifying and removing barriers to customer service in such areas as operational practices, policies and procedures, communications and staff training				
<u>Accessible Customer Service Policy</u>	Accessibility	Barriers to accessible goods and services to customers	Continue to monitor AODA Standard development and implement any requirements that become law	Ongoing

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INFORMATION & COMMUNICATION STANDARD - <i>Refers to information processing and communication, and could include publications, software applications, and web sites.</i>				
<u>Education</u> Promoting an accepting and welcoming environment for persons with disabilities through education of the public designed to raise awareness and eliminate attitudinal barriers	MAAC	Lack of Awareness & Inclusion of People with Disabilities	Actively promote the need for accessibility awareness training to business, professional and service communities – e.g. make presentations to Chamber of Commerce, Downtown Kingston, etc.	2012
	MAAC	Lack of Awareness & Inclusion of People with Disabilities	Participate in the annual International Day of Persons with Disabilities. Be a leader in bringing together the community to organize an annual event. Theme to be determined by MAAC.	Ongoing
	MAAC	Lack of Awareness & Inclusion of People with Disabilities	Continue outreach program to educate agencies, businesses and the broader private sector about the AODA and the importance of identifying, preventing and removing barriers/challenges faced by people with disabilities.	2012
	Accessibility and MAAC	Require the identification of barriers and possible solutions	Obtain City Council approval in December 2011 for the City of Kingston's 2012 Accessibility Plan	December 2011
			Educate the public and other sectors of the community on the role of the Municipal Accessibility Advisory Committee	Ongoing
			Develop linkages with other municipalities and the Advisory Committees	2012
			Educate about different types of disabilities and provide education on the Accessibility web page	Ongoing
			Investigate the feasibility of hosting a regional accessibility	2012

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			conference for Accessibility Advisory Committees	
	Human Resources Corporate Accessibility	Lack of Awareness & Inclusion of People with Disabilities	Continue to deliver Accessible Customer Service training to all new employees and volunteers	Ongoing
<u>Information and Communication</u> Promote the continuous improvement of information sharing which will include a variety of methods to inform persons with disabilities, the City and the general public about issues related to persons with disabilities	Accessibility MAAC	Lack of Awareness for Persons with Disabilities	Annually implement the International Day of Persons with Disabilities Access Awards Program	Ongoing
	Emergency Services	Lack of awareness & inclusion of people with disabilities	Provision of Emergency & Public Safety information in an accessible format as soon as practicable upon request	2012
	MAAC	Lack of Awareness & Inclusion of Persons with Disabilities	Continue to develop and distribute the MAAC fact-sheet to inform the public about issues related to persons with disabilities	Ongoing
	Communications	Lack of Communication with People with Disabilities	Conduct detailed assessment of City website to identify, prioritize and plan accessibility improvements	2012
	Accessibility & Communications	Lack of Awareness for People with Disabilities	Implement ongoing communications initiatives such as news releases, website information	Ongoing
	Purchasing	Lack of awareness for people with disabilities	Incorporate accessibility criteria and features when procuring or acquiring good, services and facilities	2012

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EMPLOYMENT STANDARD - <i>Refers to hiring and retaining employees, and could include employment practices, policies and processes.</i>				
<u>Human Resources</u>	Human Resources	Lack of Employment of People with Disabilities	Human Resources will implement a new on-line application process which will enhance accessibility for individuals.	2012
	Human Resources	Lack of Awareness & Inclusion of People with Disabilities	Provision of individualized workplace emergency response information to employees who have a disability	2012
TRANSPORTATION STANDARD - <i>The Transportation Accessibility Standard addresses barriers to accessibility for persons with disabilities in the delivery of public and private transportation services. Public and private transportation services refer to modes of passenger transportation within provincial and municipal jurisdiction (such as municipal transit and taxis)</i>				
<u>Roads & Transportation</u>	Engineering	Sidewalks/Curb Cuts Barriers	Continue to incorporate sidewalk-ramps into all construction and reconstruction projects.	Ongoing
	Public Works	Sidewalks/Curb Cuts Barriers	Continue to implement the "Step Safe" Program (accessible sidewalks)	Ongoing
	Engineering	Sidewalks/Curb Cuts Barriers	Additional warranted sidewalks are installed every year in locations where none currently exist through a dedicated program	Ongoing
	Transit	Physical Barriers	Establish new Easier Access Routes	Ongoing
	Transit	Physical Barriers	Redesign and upgrade the transit stops in the Riocan Centre to be fully accessible	2012
	Public Works	Physical Barriers	Winter Control of sidewalks	Ongoing

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	Public Works	Physical Barriers	As street benches are replaced and installed new benches will meet FADS	Ongoing
	Transit	Physical Barriers	Consultation with MAAC, the public and persons with disabilities regarding the implementation of the Transportation section of the Integrated Accessibility Standard	Ongoing
	Transit	Physical Barriers	Upgrade existing bus stops to an accessible standard as part of planned Engineering sidewalk and roadway reconstruction	Ongoing
	Transit	Physical Barriers	Provide current information on Kingston Transit accessibility equipment and features of the vehicles, routes and services to satisfy the requirements of Ontario Regulation 191/11 Section 34	2012
	Transit	Physical Barriers	Implement and communicate an emergency preparedness and response policy that addresses persons with disabilities to satisfy the requirements of Ontario Regulation 191/11 Section 37	2012
	Transit	Physical Barriers	Implement and communicate a policy that ensures persons with a disability boarding a Kingston Transit vehicle can have the ramp or lifting devices lowered upon request, are given adequate time to safely board/deboard, have access to and can travel with mobility aids, mobility assistive devices, and a medical aid to satisfy the requirements of Ontario Regulation 191/11 Section 44	2012
	Transit	Physical Barriers	Implement and communicate a safe storage policy for mobility aids and mobility assistive devices on all Kingston Transit vehicles to satisfy the requirements of Ontario Regulation 191/11 Section 48.	2012
	Transit	Physical Barriers	Implement and communicate a courtesy seating policy for persons with disabilities on all Kingston Transit vehicles to satisfy the requirements of Ontario Regulation 191/11 Section 49.	2012

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	Transportation Accessibility	Physical Accessibility in the community	Provide input and comments on the Transportation Master Plan update	2012
BUILT ENVIRONMENT STANDARD - <i>Refers to access to, from and within buildings and outdoor spaces, and could include counter heights, aisle/door widths, parking, and signs, as well as pedestrian access routes and signal systems.</i>				
FACILITIES AND PARKS Ensure physical accessibility through barrier free design for new and modified City Facilities, including structures not covered under the Building Code, (eg. Playground equipment) and parks for all residents. Access to City of Kingston facilities being constructed, renovated or funded will be in	Accessibility	Facilities Barriers	Seek input from MAAC when completing an annual review of the Facility Accessibility Design Standards (FADS). Changes incorporated into new updates every 3 to 5 years	Ongoing
	Real Estate and Construction	Facilities Barriers	Seek input from MAAC on upgrades needed to existing City facilities	Ongoing
	MAAC, Applicable Staff Accessibility	Facilities Barriers	Accessibility Audits – City Hall, and others as approved by staff in consultation with MAAC	2012
	Real Estate and Construction	Facilities Barriers	Barrier free upgrades and design work to 362 Montreal Street. Design to begin in 2011 with construction in 2012	2012
	Recreation Facilities, MAAC	Inaccessible facilities	Barrier free upgrades and design work to the Artillery Park Aquatic Centre. Design in 2011 with construction in 2012/2013	2012/2013
	Parks, MAAC	Inaccessible facilities	Barrier free upgrades and design work to Polson, Grenadier and Wally Elmer Skate Park	2012
	Parks, MAAC	Inaccessible facilities	Review and provide feedback on accessibility of new and retro-fit playgrounds	Ongoing

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compliance with the City of Kingston FADS	Parks, MAAC	Inaccessible facilities	Barrier free upgrades and design work to Lake Ontario Park. Design in 2011 with construction in 2012	2012
	Parks, MAAC	Inaccessible facilities	Barrier free upgrades and design work to Polson Tennis Courts	2012
	Real Estate and Construction	Inaccessible facilities	Barrier free upgrades and design work to J.K. Tett Centre. Design work 2011, construction 2012	
	Real Estate and Construction	Inaccessible facilities	Barrier free upgrades and design work to 362 Montreal Street	2012
	Real Estate and Construction	Inaccessible facilities	Barrier free upgrades and design work to MacLachlan Woodworking Museum	2012
	Real Estate and Construction	Inaccessible facilities	Barrier free upgrades and design work to Pumphouse Steam Museum	2012
	Planning Accessibility MAAC	Lack of awareness & inclusion of People with Disabilities	Identify opportunities to enhance accessibility requirements within the new Zoning By-law	2012-2013
	Planning Accessibility MAAC	Physical accessibility in the community	Identify opportunities to enhance accessibility requirements as part of a parking review for the new Zoning By-law	2012
	Planning Accessibility MAAC	Physical accessibility in the community	Identify opportunities to enhance accessibility requirements within urban design guidelines as developed by the Planning department	2012
	Real Estate and Construction, Engineering,	Physical accessibility in the community	Preparation of a policy regarding tactile surfaces on ramps and curbs	2012

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	Accessibility			
	Planning, MAAC	Physical accessibility in the community	Continue to review and provide comments on accessibility on selected Site Plan applications	Ongoing