

Exhibit A

City of Kingston Accessibility Implementation Plan

2014 Year End Report

Introduction

This report is based on the City of Kingston Multi-year Accessibility Plan (2013-2017) approved by City Council in January of 2013. The items noted highlight both planned and completed projects and activities noted in the Plan associated with the prevention, identification and removal of barriers for all who live, work, visit and play in the City of Kingston.

The Plan was built around six initiative areas: general requirements – policies and procedures; customer service; information and communications; employment; transportation; and the built environment.

1. Policy and Procedure

Commitment: Identification of accessibility barriers & implementation of solutions to prevent and remove them throughout the organization.

Initiatives:

The following four areas are to be addressed:

- Staff training on new policies and legislation;
- Ongoing policy, programming and legislation reviews to identify and remove barriers;
- New and refreshed corporate policies and directives; and
- New and existing accessibility tools and resources incorporated into daily practices.

Actions, Responsibility, Timelines and Current Status:

1.1. Multi-Year Accessibility Plan

1.1.1. Outline the City of Kingston's strategy to prevent, identify and remove barriers and meet the requirements of the AODA and accompanying accessibility standards.

Responsibility of: Accessibility Staff

Planned Completion Date and Status: Multi-Year Plan approved by Council in January 2013

1.1.2. Provide an annual status report on the progress of the plan's implementation.

Responsibility of: Accessibility Staff

Planned Completion Date and Status: Ongoing

1.1.3. Conduct a comprehensive review of the plan at least every five years.

Responsibility of: Accessibility Staff

Planned Completion Date and Status: 2017

1.2 Policy Review and Development

- 1.2.1 Develop and maintain policy documents relative to how the City of Kingston will achieve accessibility through meeting the requirements of the AODA and accompanying accessibility standards.

Responsibility of: Accessibility Staff

Planned Completion Date and Status: Accessible Information and Communication Procedure completed 2014

- 1.2.2 Annual review of existing accessibility related documents using diversity lens.

Responsibility: Accessibility Staff

Planned Completion Date and Status: Ongoing

1.3 Training on the Integrated Accessibility Standards Regulation and Ontario Human Rights Code (2014)

- 1.3.1 Develop and deliver mandatory accessibility training applicable to all employees, volunteers and third parties. Provide in multiple formats (i.e. face-to face training sessions, e-learning, job aids); tailor to employee duties.

Responsibility of: Human Resources and Accessibility Staff

Planned Completion Date and Status: Ongoing

E-learning Modules:

Integrated Accessibility Standards Regulation – General – 1,459 participants to date. Training is ongoing.

Integrated Accessibility Standard Regulation – Employment Standard (Only for leaders) - 170 participants to date. Training is ongoing.

Integrated Accessibility Standard Regulation – Information and Communication – 1,544 participants to date. Training is ongoing.

Integrated Accessibility Standard Regulation – Transportation Standard (for Transit only) 87 participants to date. Training is ongoing.

“AODA and Ontario Human Rights Code” - 1,452 Participants to date. Training is ongoing.

2. Customer Service

Commitment: Provision of accessible customer service in response to the diverse needs of the City of Kingston.

Initiatives:

The following five areas are to be addressed:

- Diverse programming and services;
- Ongoing outreach and consultation with persons with disabilities, the public and MAAC;
- Accessible procurement criteria;
- Provision of accessible feedback methods; and
- Accessibility related information made widely available.

Actions, Responsibility, Timelines and Current Status:

2.1 Customer Feedback Mechanisms

- 2.1.1 Monitor current customer feedback mechanisms and look to increase feedback/engagement with persons with disabilities.

Responsibility of: Client Services

Planned Completion Date and Status: Ongoing - customer feedback reviewed on a quarterly basis on report submitted to MAAC. In 2014, there were 226 contacts with client services regarding accessibility matters.

- 2.1.2 Ensure feedback processes are accessible to persons with disabilities

Responsibility of: Client Services

Planned Completion Date and Status: 2014 Client Services completed audit to ensure feedback processes are accessible.

2.2 Accessible Customer Service Standard Regulation Implementation

- 2.2.1 Continue to conduct, assess and review accessible customer service training for staff volunteers and third parties.

Responsibility of: Accessibility Staff and Human Resources

Planned Completion Date and Status:

In class Accessible Customer Service Workshop (3 hours) 504 participants

In class Accessible Customer Service Workshop (1 hour) 813 participants

E-learning Accessible Customer Service Standard – 1,221 participants to date.

Training is ongoing.

2.3 Procurement

- 2.3.1 Review/revise procurement process and guiding documents to incorporate accessibility criteria and features when procuring and acquiring goods, services or facilities, including accessibility features when designing self-service kiosks.

Responsibility of: Purchasing

Planned Completion Date and Status: 2015 Accessible procurement guidelines being developed with training for appropriate purchasers within the Corporation.

2.4 Municipal Election Accessibility

- 2.4.1 Ensure that coordination of the 2014 municipal election includes accessibility considerations.

Responsibility of: Clerk's Department

Planned Completion Date and Status: Completed 2014

- 2.4.2 Review elections manuals, technology and software.

Responsibility of: Clerk's Department

Planned Completion Date and Status: Completed 2014

- 2.4.3 Investigate assistive voting technology opportunities.

Responsibility of: Clerk's Department

Planned Completion Date and Status: Completed 2014; new assistive devices were purchased and installed at all voting locations.

- 2.4.4 Develop municipal election accessibility plan.

Responsibility of: Clerk's Department

Planned Completion Date and Status: Completed 2014

- 2.4.5 Provide post-election accessibility report to Council and make publically available
 Responsibility of: Clerk's Department.
 Planned Completion Date and Status: Completed 2014
- 2.5 Community Accessibility Partnerships
- 2.5.1 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.
 Responsibility of: Accessibility Staff and MAAC
 Planned Completion Date and Status: Ongoing
- 2.6 Accessible Programming
- 2.6.1 Continue development of accessible and inclusive recreation programming opportunities.
 Responsibility of: Recreation & Leisure
 Planned Completion Date and Status: Ongoing; 2014 highlights included:
 "Changing Minds, Changing Lives" presentation January 2014
 Leisure Connections Group (adults with varying abilities) Annual Baseball team exceeded its max number of participants (over 25 players);
 Offered: Yoga for osteoporosis, low impact plus (cardio/endurance class), more youth and adult open gymnasium drop-in times available which allows access for persons of all ages & abilities for individual or self -guided play, low-ratio swim classes (lessons with fewer children);
 Recreation Integration staff (staffing available to work 1-1 or with several individuals with special needs and integrate into program setting) available for year round support for programs and camps;
 Public Skating at INVISTA: We now allow wheelchairs on the ice providing they are controlled by someone wearing ice skates and that the person in the chair is wearing a protective helmet;
 Enhanced working relationships with community groups: Community Living, Metis Nation, Immigration Kingston Services and the Seniors Association
 Canadian Sport for Life grant project introduced the 'Discover' a sport programs were available for 2014;
 Kingston Gets Active Month (April/September) offering variety of free recreation program opportunities around Kingston; and
 RZONE Code of Conduct for Recreation facilities, parks, pools, fields, rinks.
- 2.6.2 Continue Development of accessible and inclusive cultural programming opportunities.
 Responsibility: Cultural Services
 Planned Completion Date and Status: Ongoing - increase programming at museums & free community events; more collaboration with Recreation & Leisure to provide delivery of arts and other programming.
- 2.6.3 Council requested an update from staff on how future progress and actions can be planned to remove barriers that prevent or impede citizens, including the disabled, from participating meaningfully in the municipally sponsored or supported arts and culture life of Kingston.
 Planned Completion Date and Status: Ongoing - Cultural Service staff are working with MAAC on a strategy and work plan to remove barriers.

3. Information and Communication Standard

Commitment: Provision of City of Kingston information and communications in accessible and alternate formats.

Initiatives:

The following five areas are to be addressed:

- Accessible intranet, internet sites and applications;
- Staff knowledge and training on assistive technologies;
- Alternative communication methods;
- Communications material availability in accessible and alternative formats; and
- Accessibility kiosk features.

Actions, Responsibility, Timelines and Current Status:

- 3.1 Continued communications and awareness of accessibility issues for the public and staff.
- 3.1.1 Annual recognition of International Day of Persons with Disabilities Access Award - Plan and implementation of a campaign/event to increase awareness of accessibility issues related to persons with disabilities.
Responsibility of: MAAC & Accessibility Staff
Planned Completion Date and Status: Access Awards reception held Dec 3, 2014.
- 3.1.2 Actively promote the need for accessibility awareness training to business, professional and service communities – i.e. make presentations to Chamber of Commerce, Downtown Kingston, etc.
Responsibility of: MAAC
Planned Completion Date and Status: Ongoing
- 3.1.3 Educate the public and other sectors of the community on the role of the Municipal Accessibility Advisory Committee.
Responsibility of: Accessibility Staff & MAAC
Planned Completion Date and Status: Ongoing - MAAC will be actively inviting community groups to MAAC meetings in 2015 to share information and expertise.
- 3.1.4 Develop linkages with other municipalities and the Advisory Committees.
Responsibility of: Accessibility Staff & MAAC
Planned Completion Date and Status: Ongoing - Staff are active participants in the Ontario Network of Accessibility Professionals.
- 3.1.5 Continue to develop and distribute the MAAC fact sheet to inform the public about issues related to persons with disabilities.
Responsibility of: MAAC
Planned Completion Date and Status: Ongoing
- 3.1.6 Implement ongoing communications initiatives such as news releases, website information.
Responsibility of: Accessibility Staff
Planned Completion Date and Status: Ongoing
- 3.1.7 10 week communication campaign through the Whig Standard to raise awareness of the removal of barriers within the City of Kingston.

Responsibility of: Communications
Planned Completion Date and Status: Completed; Accessibility Awareness campaign conducted for 10 weeks from Jan – March 2013.

3.2 Accessible Formats and Communication Supports

- 3.2.1 Develop accessibility standards for major corporate publications including advertising such as the community pages, promotional materials (flyers, posters) and resident communications (notices, reports, etc.).

Responsibility of: Communications
Planned Completion Date and Status: 2015

- 3.2.2 Review and develop relevant policy/procedure documents pertaining to the provision of accessible formats and communication supports for persons with disabilities, taking into consideration accessibility format/communication supports requirements.

Responsibility of: Accessibility Staff and Communications
Planned Completion Date and Status: Completed 2014

- 3.2.3 Develop guidelines and resources for creating accessible documents for common workplace desktop applications: Word, Excel, PDF's, PowerPoint

Responsibility of: Communications and Accessibility Staff.
Planned Completion Date and Status: 2014 Accessible Information & Communication Procedure developed with implementation in 2015.

3.3 Accessible Website & Web Content

- 3.3.1 Review online applications.

Responsibility of: IS&T, Communications, Accessibility Staff
Planned Completion Date and Status: 2014 all new forms on municipal website created in an accessible, fillable format while older forms are being converted.

- 3.3.2 Provide ongoing staff training on how to create accessible online documents.

Responsibility of: Accessibility Staff & Human Resources
Planned Completion Date and Status: 2014
Accessible documents workshop (MS Word) 175 participants to date
Accessible forms training (MS Word) 35 participants to date
Accessible MS Excel training (for Finance) 12 participants to date
Accessible Adobe Acrobat Professional 22 participants to date

- 3.3.3 Develop tip sheets and staff resources.

Responsibility of: IS&T; Communications; Accessibility Staff
Planned Completion Date and Status: Completed 2014; tip sheets available on intranet.

- 3.3.4 Include accessibility considerations in site upgrades

Responsibility of: IS&T
Planned Completion Date and Status: 2013-2015

3.4 Website Redesign

- 3.4.1 Coordinate comprehensive website redesign, providing the opportunity to incorporate new technologies and accessibility tools.

Responsibility of: IS&T; Communications
Planned Completion Date and Status: Website meets the AODA required standard. New documents on the website will be in accessible formats.

- 3.4.2 WCAG Level 2.0 AA compliance.
Responsibility of: IS&T, Accessibility Staff
Planned Completion Date and Status: 2021

4. Employment Standard

Commitment: Full participation of persons with disabilities in City of Kingston employment.

Initiatives:

The following three areas are to be addressed:

- Individual employee accommodations plans;
- Accessible human resource practices: Recruitment, Interview, Growth and Development and Redeployment; and
- Ontario Human Rights Code training for all staff.

Actions, Responsibility, Timelines and Current Status:

4.1 Employee Employment Accommodations

- 4.1.1 Ensure that recruitment planning, screening and selection processes provide and notify availability of accommodations.

Responsibility of: Human Resources

Planned Completion Date and Status: Completed 2014; Policies updated

- 4.1.2 Ensure appropriate accommodations are provided to current employees as required.

Responsibility of: Human Resources

Planned Completion Date and Status: Ongoing

- 4.1.3 Ensure a return to work process with related accommodation support in place.

Responsibility of: Human Resources

Planned Completion Date and Status: Completed 2014; Policies updated

- 4.1.4 Ensure that performance management, career development and redeployment practices take into consideration the accessibility and accommodation needs of employees with disabilities.

Responsibility of: Human Resources

Planned Completion Date and Status: Completed 2014; Policies updated

- 4.1.5 Ensure that workplace emergency response information is provided in an accessible format or with accommodation upon request.

Responsibility of: Human Resources

Planned Completion Date and Status: Ongoing

- 4.1.6 Review and revise where necessary, policy and work processes for recruitment, workplace emergency response, employee accommodations, return to work processes, performance management, career development and employee redeployment.

Responsibility of: Human Resources

Planned Completion Date and Status: 2014; Policies updated

- 4.1.7 Develop targeted staff training on policy and process changes.

Responsibility of: Human Resources

Planned Completion Date and Status: 2014

- 4.1.8 Communicate employment policies and processes to all staff.
Responsibility of: Human Resources
Planned Completion Date and Status: ongoing

5. Transportation Standard

Commitment: Ensure accessible public and private transportation services within municipal jurisdiction (such as municipal transit and taxis).

Initiatives:

The following two areas are to be addressed:

- Roads and Transportation; and
- Ensure accessible transit planning and municipal taxicabs meet the needs of persons with disabilities.

Actions, Responsibility, Timelines and Current Status:

5.1 Sidewalks and Crosswalks

- 5.1.1 Continue to incorporate sidewalk-ramps into all construction and reconstruction projects.

Responsibility of: Engineering

Planned Completion Date and Status: Ongoing as part of the 2014 construction program 155 to 160 sidewalk para ramps were constructed and/or reconstructed Engineering has liaised with sidewalk product specialists for built environment infrastructure (tactile warning strips, pre-cast sidewalk para ramps).

- 5.1.2 Consider the replacement of all courtesy crosswalks with the installation of signalled pedestrian crosswalks especially at or near the hospitals. In the meantime, initiate a communication program to the public regarding courtesy crosswalks.

Responsibility of: Engineering

Planned Completion Date and Status: Ongoing

Recent draft amendments to Highway Traffic Act are expected to be passed in spring 2015 providing more rights to pedestrians. If and when passed, courtesy crossings could change to legal crosswalks requiring motorists to stop. Public education and communications will be key part of any changes.

- 5.1.3 Ensure the timing of countdown signals are consistent across City.

Responsibility of: Engineering

Planned Completion Date and Status: Ongoing

Countdown devices are being installed at locations with high pedestrian volumes. Countdown is timed consistently based on the width of the crossing.

- 5.1.4 Continue to implement the "Step Safe" Program (accessible sidewalks) – Is a public reporting process for trip hazards for identification and/or action.

Responsibility of: Public Works

Planned Completion Date and Status: Ongoing

- 5.1.5 Continue to work towards improvements to the "Winter Control" of sidewalks.

Responsibility of: Public Works

Planned Completion Date and Status: Ongoing

- 5.1.6 As street benches are replaced and installed new benches will meet FADS

Responsibility of: Public Works

Planned Completion Date and Status: Ongoing

Additional Activities in 2014: Walk Friendly Ontario pilot project provided a comprehensive assessment of walking in the City with 29 recommendations. One recommendation as a top priority was to increase the percentage of accessible pedestrian infrastructure. RFP released by City of Kingston and Public Health to assist with criteria for accessible pedestrian infrastructure and prioritizing installations in downtown. RFP deliverables expected in spring/summer of 2015 with implementation strategy to follow.

5.2 Transit

5.2.1 Establish new Express Routes

Responsibility of: Transit

Planned Completion Date and Status: 2013-2015; First of the Express Routes implemented in 2013 Additional two express routes to be implemented May 2015.

5.2.1 Consultation with MAAC, the public and persons with disabilities regarding the implementation of the Transportation section of the Integrated Accessibility Standard.

Responsibility of: Transit

Planned Completion Date and Status: 2013-2017

5.2.2 Consultation with MAAC, the public and persons with disabilities regarding the design criteria to be considered on the construction, renovation or replacement of bus stops and shelters.

Responsibility of: Transit

Planned Completion Date and Status: Completed

5.2.3 Upgrade existing bus stops to an accessible standard as part of planned Engineering sidewalk and roadway reconstruction.

Responsibility of: Transit

Planned Completion Date and Status: Ongoing

5.2.4 Provision of accessibility training including emergency preparedness and rescue procedures to staff.

Responsibility of: Transit

Planned Completion Date and Status: Standard operating procedures and training program developed in 2014. All new Kingston Transit employees receive training during on-boarding.

5.2.5 Provision of pre-boarding electronic announcements of the route, destination and next stop.

Responsibility of: Transit

Planned Completion Date and Status: 2017

5.2.6 Provision of on-board electronic announcements that are legible and visually displayed of the route, destination and next stop.

Responsibility of: Transit

Planned Completion Date and Status: 2017

5.2.7 Install accessible mapping/signage in bus shelters.

Responsibility of: Transit

Planned Completion Date and Status: Ongoing

5.2.8 Investigate the redesign and upgrade of the bus stop at the Via Rail Station

Responsibility of: Transit.

Planned Completion Date and Status: Bus stop upgrades completed in 2014

5.3 Parking

5.3.1 Investigate alternative forms of payment for on-street parking.

Responsibility of: Parking

Planned Completion Date and Status: Ongoing; Staff continues to monitor pay by cell and other technologies as they are developed and assess their viability in addressing the City's needs.

5.4 Taxicabs

5.4.1 Identify progress made toward meeting the need for on-demand accessible taxicabs including steps that will be taken to meet the need. Review bi-annually; subsequent actions to be documented within the Multi-Year Accessibility Plan.

Responsibility of: Accessibility Staff

Planned Completion Date and Status: Ongoing; Two accessible taxis available with a third early in 2015.

6. **Built Environment**

Commitment: Greater accessibility into, within, out of and around City of Kingston facilities, parks, trails and public spaces.

Initiatives:

The following two areas are to be addressed:

- New facility construction and future renovations consideration for the City of Kingston Facility Accessibility Design Standards and accessible built environment standard requirements (once enacted); and
- Consideration for accessibility improvements during maintenance and repairs to facilities, trails, parks and public spaces.

Actions, Responsibility, Timelines, and Current Status:

6.1 Maintenance, Renovations and Retrofits

6.1.1 Seek input from MAAC on upgrades needed to existing City facilities.

Responsibility of: Facilities Management & Construction Services

Planned Completion Date and Status: Ongoing; Accessibility Consultation Policy updated.

6.1.2 Accessibility Audits – John Counter Boulevard Complex and others as approved by staff in consultation with MAAC.

Responsibility of: Facilities Management & Construction Services

Planned Completion Date and Status: 2013-2017; Project teams requested by staff and established by MAAC following Consultation Policy.

6.1.3 Barrier free upgrades and design work to 362 Montreal Street. Completed with deficiencies being addressed.

Responsibility of: Facilities Management & Construction Services

Planned Completion Date and Status: 2013; Completed

6.1.4 Barrier free upgrades and design work to the J.K. Tett Centre. Design work 2012, construction 2012-2014.

Responsibility of: Facilities Management & Construction Services

- Planned Completion Date and Status: 2015
- 6.1.5 Barrier free upgrades and design work to Pump House Steam Museum.
Responsibility of: Facilities Management & Construction
Planned Completion Date and Status: 2016 completion; accessible lift installed 2012; door openers and ramps 2014 and washrooms 2016.
- 6.1.6 Barrier free upgrades and design work to the Artillery Park Aquatic Centre.
Design in 2012 with construction in 2013-2014
Responsibility of: Recreation & Leisure Services
Planned Completion Date and Status: Completed May 2014 with the following features: accessible/family change room; fully accessible stall with lift and alarm; larger changing stalls in every change room; more accessible washrooms onsite in facility with alarm; access to each area of facility with accessible doors; ramped pool access; therapeutic leisure pool with bubble benches, gentle slope, hand rails; salt water treated pools; water wheel chairs onsite for water entry/exit; ramp entry to facility, ramped exits; additional parking and accessible parking spaces; enhanced lighting indoors and outdoors; accessible cardio and strength training equipment in fitness room; accessible Customer Service counters; all procedures take accessibility into account before implementation.
- 6.1.7 Barrier free upgrades and design work to Polson Park Skatepark, Grenadier Skatepark, Wally Elmer Skatepark.
Responsibility of: Recreation & Leisure Services (Parks Development) and Engineering
Planned Completion Date and Status: Polson and Grenadier Complete; Wally Elmer 2014-2015
- 6.1.8 Barrier free upgrades and design work to Lake Ontario Park.
Design in 2011
Responsibility of: Recreation & Leisure Services (Parks Development) and Engineering
Planned Completion Date and Status: Completed
- 6.1.9 Completion of construction at the INVISTA Track & Field Facility
Responsibility of: Recreation & Leisure Services (Parks Development) and Engineering
Planned Completion Date and Status: Complete 2014

Additional Activities completed in 2014:

Redesign and completion of playground in Riverside Park Central

Upgrade to the entry to City Park at Sir John A Macdonald statue including a book plaque.

6.2 Trails, Parks and Public Spaces

- 6.2.1 Review and provide feedback on accessibility of new and retro-fit playgrounds
Responsibility of: Recreation & Leisure Services (Parks Development) and Engineering.
Planned Completion Date and Status: Ongoing
In 2014 redesign completed for Molly McGlynn Park, Shannon Corners Park, Friendship Park and Riverview Park.
Design completed for Halifax Park, Woodbine Park Splash Pad, Breakwater Park and Throwing Fields at Invista Facility.
Design and Completion of Greenwood Park West Parkette, John Machin Fields artificial sports field and washroom building and Bert Meunier Common.

- 6.2.2 K&P Trail Signage
Responsibility of: Recreation & Leisure Services (Parks Development)
Planned Completion Date and Status: Complete 2013
- 6.2.3 Grass Creek Park Visioning
Responsibility of: Recreation & Leisure Services (Parks Development)
Planned Completion Date and Status: Complete 2013
- 6.2.4 Breakwater Park Design
Responsibility of: Recreation & Leisure Services (Parks Development)
Planned Completion Date and Status: 2013-2014
- 6.3 Facility Accessibility Design Standards
 - 6.3.1 Monitor the development of the forthcoming DRAFT Design of Public Spaces Standards (proposed compliance by 2016) and identify implications for new or redeveloped City of Kingston building projects relative to public spaces (recreational trails, beach access routes, outdoor public eating areas, outdoor play spaces, exterior paths of travel, accessible parking, obtaining services).
Responsibility of: Accessibility Staff
Planned Completion Date and Status: AODA Design of Public Spaces Standard (Accessibility for the Built Environment) Part IV.1 released and compliance set for 2016. Staff and MAAC have begun comparison of regulation to City's FADS.
 - 6.3.2 Identify and implement process for consultation with MAAC, the public and persons with disabilities where prescribed within the proposed amendment to OR 191/11.
Responsibility of: Accessibility Staff
Planned Completion Date and Status: Ongoing
 - 6.3.3 Seek input from MAAC when completing an annual review of the Facility Accessibility Design Standards (FADS).
Responsibility of: Accessibility Staff
Planned Completion Date and Status: Ongoing input received from staff on alternate and improved design standards as necessary for inclusion in revised FADS.
 - 6.3.4 Identify opportunities to enhance accessibility requirements within the new Zoning By-Law.
Responsibility of: Planning, Accessibility Staff
Planned Completion Date and Status: 2016-2017
 - 6.3.5 Research the differences between urban and rural trails and pathways.
Responsibility of: MAAC
Planned Completion Date and Status: The new standard for Public Spaces addresses this issue and staff are working with MAAC to understand the differences.
 - 6.3.6 Promote and circulate FADS in the community via various disability organizations. Complete annual review of FADS.
Responsibility of: MAAC
Planned Completion Date and Status: Ongoing
 - 6.3.7 Review and develop accessibility criteria into leases of City owned properties.
Responsibility of: Real Estate and Land Development
Planned Completion Date and Status: Completed. All leases contain provisions that if the tenant is making improvements to leased spaces that the improvements meet the City's Facility Accessibility Design Standards to the extent it is practical and financially feasible.

- 6.3.8 Training on FADS and Site Plan review for members of the Built Environment Working Group.
Responsibility of: MAAC, Accessibility Staff
Planned Completion Date and Status: Ongoing
- 6.3.9 Establish a parking project team to look at issues related to parking, i.e. Chown parking garage and the drop off zone of the Grand Theatre.
Responsibility of: MAAC
Planned Completion Date and Status: Ongoing; Enhancements to Chown and Hanson garages completed 2014
- 6.3.10 Identify opportunities to enhance accessibility requirements within urban design guidelines as developed.
Responsibility of: Planning, Accessibility Staff and MAAC
Planned Completion Date and Status: Accessibility is being included in the development of the new guidelines and should be complete in 2014.
- 6.3.11 Memorial Bench Policy
Responsibility of: Recreation & Leisure Services (Parks Development)
Planned Completion Date and Status: 2013, New Policy Complete
- 6.3.12 City Park Lighting
Responsibility of: Recreation & Leisure Services (Parks Development) and Engineering
Planned Completion Date and Status: Complete 2013
- 6.3.13 Continue to review and provide comments on accessibility on selected Site Plan applications.
Responsibility of: MAAC
Planned Completion Date and Status: Ongoing
- 6.3.14 Develop a plan to prioritize accessibility renovations of City buildings and spaces.
Responsibility of: Facilities Management & Construction Services, MAAC and Accessibility Staff.
Planned Completion Date and Status: 2015