

**THE CORPORATION OF THE TOWNSHIP OF MCMURRICH/MONTEITH**

**By-Law #06-2014**

Being a by-law to adopt Customer Service and  
Integrated Accessibility Standards Regulation Policies.

**WHEREAS** the Province of Ontario passed the Accessibility for Ontarians with Disabilities Act (“AODA”), 2005;

**AND WHEREAS** the Province of Ontario passed Ontario Regulation 429/07 Accessibility Standards for Customer Service made under the AODA requiring municipalities to establish customer services policies, practices and procedures governing the provision of its goods or service to persons with disabilities;

**AND WHEREAS** the Province of Ontario passed Ontario 191/11 Integrated Accessibility Standards made under the AODA requiring organizations to develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements in the Regulation;

**NOW THEREFORE** the Council of the Township of McMurrich/Monteth does hereby adopt the attached Customer Service Policy, attached as Schedule “A” and Integrated Accessibility Standards Policy, attached as Schedule “B” to this By-law.

Read a first, second and third time,  
signed and the seal of the  
Corporation affixed thereto and  
finally passed in open Council this  
07day of April, 2014.

Original Signed by Glynn Robinson  
REEVE

Original Signed by Cheryl Marshall  
CLERK-TREASURER

**Schedule "A"**  
**to By-law #06-2014**

**Customer Service Policy**

**Providing Goods and Services to People With Disabilities**

1. Our Mission

The mission of the Corporation of the Township of McMurrich/Monteith is to provide quality programs and services that are accessible to all persons served by the municipality.

2. Our Commitment

In fulfilling our mission, the Corporation of the Township of McMurrich/Monteith strives to at all times, provide goods and services in a way that respects the dignity and independence of people with disabilities. We are committed to giving people with disabilities the same opportunity to access our goods and services and allowing them to benefit from the same services, in the same place and in a similar way as other customers.

3. Providing Goods and Services to People with Disabilities

The Corporation of the Township of McMurrich/Monteith is committed to excellence in serving all customers including people with disabilities and we will carry out our functions and responsibilities in the following areas:

a. Communication

We will communicate with people with disabilities in ways that take into account their disability. We will train staff who communicate with customers on how to interact and communicate with people with various types of disabilities.

b. Telephone Service

The municipality will make reasonable efforts to provide accessible telephone service to our customers. We will train staff to communicate over the telephone in clear and plain language and to speak clearly and slowly. We will offer to communicate with customers by regular mail or email if telephone communications is not suitable to their needs.

c. Assistive Devices

We are committed to serving people with disabilities who use their own assistive devices to obtain, use or benefit from our goods and services.

#### d. Billing

We will make reasonable efforts to provide accessible invoices/tax billings to all our customers. For this reason invoices/ tax billings will be provided on request, by large and or darker print or by email. We will answer any questions customers may have about the content of the invoice/ tax bill in person, by telephone or email.

#### 4. Use of Service Animals and Support Persons

We are committed to welcoming people with disabilities who are accompanied by a service animal (unless excluded by other law, then we will take reasonable efforts to find an alternate means of providing assistance) on the parts of our premises that are open to the public and other third parties. We are committed to welcoming people with disabilities who are accompanied by a support person. Any person with a disability who is accompanied by a support person will be allowed to enter the Township of McMurrich/Monteith premises with his or her support person. At no time will a person with a disability, who is accompanied by a support person, be prevented from having access to his or her support person while on our premises. Fees will not be charged for support persons for admission to the Township of McMurrich/Monteith premises for any events where a fee is required.

#### 5. Notice of Temporary Disruption

The municipality will make reasonable efforts to provide customers with notice in the event of a planned or unexpected disruption in the facilities or services usually used by people with disabilities. This notice will include information about the reason for the disruption, its anticipated duration and a description of alternative facilities or services, if available. (See Appendix "A").

#### 6. Training of Staff

The Corporation of the Township of McMurrich/Monteith will provide training to staff that interact with the public or other third parties on their behalf. This will involve training council, administrative, road department and landfill staff and volunteers on an annual basis, with new staff being updated with in a reasonable time period after commencement of employment.

Training will include the following:

- The purposes of the Accessibility for Ontarians with Disabilities Act, 2005 and the requirements of the customer service standard
- How to interact and communicate with people with various types of disabilities
- How to interact with people with disabilities who use an assistive device or require the assistance of a service animal or a support person
- What to do if a person with a disability is having difficulty in accessing the Corporation of the Township of McMurrich/Monteith goods and services

- The Corporation of the Township of McMurrich/Monteith policies, practices and procedures relating to the customer service standard.

Applicable staff will be trained on policies, practices and procedures that affect the way goods and services are provided to people with disabilities. Staff will also be trained on an ongoing basis when changes are made to these policies, practices and procedures.

## 7. Feedback Process

The Corporation of the Township of McMurrich/Monteith welcomes feedback on our provision of services while serving customers with disabilities. Feedback may identify areas that require change and encourage continuous service improvement. (See Appendix “B”) The public can provide feedback (See Appendix “C”) to the municipality on the delivery of goods and services to persons with disabilities:

By regular mail addressed to:	Clerk-Treasurer 31 William Street; P.O. Box 70 Sprucedale, Ontario P0A 1Y0
By telephone:	705-685-7901
By fax:	705-685-7393
In person:	Municipal Office 31 William Street Sprucedale, Ontario P0A 1Y0
By email:	<a href="mailto:clerk@mcmurrichmonteith.com">clerk@mcmurrichmonteith.com</a>

Feedback will not be acted upon unless the person providing same includes his or her name, mailing address and daytime telephone number. The Township will make reasonable efforts to provide acknowledgement to feedback within seven business days from receipt (See Appendix “D”)

## 8. Modifications to this or other Policies

The Corporation of the Township of McMurrich/Monteith is committed to developing customer service policies that respect and promote the dignity and independence of people with disabilities. Therefore no changes will be made to this policy before considering the impact on people with disabilities. The Corporation of the Township of McMurrich/Monteith will make reasonable efforts to modify or amend any policy that does not respect and promote the dignity and independence of people with disabilities.

## 9. Questions About This Policy

If anyone has a question about this policy or if the purpose of the policy is not understood, an explanation should be provided by or referred to the municipal clerk’s office of the

Township of McMurrich/Monteith located 31 William Street; P.O. Box 70, Sprucedale,  
Ontario P0A 1Y0

**Township of McMurrich/Monteith**

**Customer Service Policy**

**Appendix "A"**

**Document for Notification to the Public Disruption in Service**

Type of Disruption \_\_\_\_\_

Reason For Disruption \_\_\_\_\_

Duration of Disruption \_\_\_\_\_

Alternative Facilities  
for Service \_\_\_\_\_

**Township of McMurrich/Monteith**

**Customer Service Policy**

**Appendix “B”**

Invitation for Comments on the Provision of Goods and Services to People with Disabilities and availability of the Policy.

We welcome your input and comments. We strive to improve accessibility for our customers with disabilities and we welcome your feedback.

This accessibility plan and customer service policy is available:

- in hard copy from the municipal office
- download from our website

You may forward your comments by mail to:

Clerk -Treasurer

Township of McMurrich/Monteith

31 William Street

P.O. Box 70

Sprucedale, Ontario

P0A 1Y0

[clerk@mcmurrichmonteith.com](mailto:clerk@mcmurrichmonteith.com)

**Township of McMurrich/Monteith**

**Customer Service Policy**

**Appendix "C"**

**Document for Obtaining Comments**

**Customer Comment Form**

Thank you for visiting the Corporation of the Township of McMurrich/Monteith. We value all our customers and strive to meet the needs of all. Please assist us by providing the following information:

Did we respond to your customer service needs today?

Yes

No

Was our customer service provided to you in an accessible manner?

Yes

Somewhat

No

Did you have any problems accessing our goods and services?

Yes (please provide details)

Somewhat (please provide details)

No

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Name \_\_\_\_\_

Mailing Address \_\_\_\_\_

Phone Number \_\_\_\_\_



**Township of McMurrich/Monteith**

**Customer Service Policy**

**Appendix "D"**

**Document for Addressing Customer Comments**

Date Comments Received: \_\_\_\_\_

Name of Customer: \_\_\_\_\_

Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Details:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Follow-up:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Action:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Staff Member: \_\_\_\_\_ Date: \_\_\_\_\_

**Schedule “B”  
to By-law #06-2014**

**Integrated Accessibility Standards Regulation (IASR) Policy**

**1. Purpose**

Under the *Accessibility for Ontarians with Disabilities Act, 2005* all public and private sector organizations must meet the requirements of accessibility standards established by regulation. This policy establishes the Integrated Accessibility Standards Regulation in the areas of Employment, Transportation, Information and Communication for the Township of McMurrich/Monteith in accordance with Ontario Regulation 191/11 and with the Ministry of Community and Social Services intent to “streamline, align and phase-in accessibility requirements and allow for progress on accessibility and reduce the regulatory burden for obligations organizations”. “This regulation came into force July 1, 2011.

**2. Scope and Responsibilities**

This policy has been drafted in accordance with the Regulation and addresses how the Township of McMurrich/Monteith achieves accessibility through meeting the Regulation’s requirements. It provides the overall strategic direction that we follow to provide accessibility supports to Ontarians with disabilities. The requirements of the regulation include:

- Establishment, implementation, maintenance and documentation of a **multi-year accessibility plan**, which outlines the organizations’ strategy to prevent and remove barriers and meet its requirements under the Regulation;
- Incorporation of accessibility criteria and features when **procuring or acquiring goods, services, or facilities**;
- **Training**; and
- Other **specific requirements under the Information and Communication, Employment and Transportation Standards**.

**3. Policy Statement and Organization Commitment**

The Corporation of the Township of McMurrich/Monteith is committed and guided by the four core principles of dignity, equal opportunity, integration, full inclusion and supports the needs of persons in a timely manner of persons as set out in the *Canadian Charter of Rights and Freedoms*, and the *Accessibility for Ontarians with Disabilities Act, 2005*. The Township of McMurrich/Monteith shall use every effort to ensure that we meet the needs of people with disabilities, in a timely manner, through the implementation of this policy.

## 4. Definitions

“**accessible formats**” may include, but are not limited to, large print, recorded audio and electronic formats, Braille and other formats usable by persons with disabilities.

“**communications**” means the interaction between two or more persons or entities, or any combination of them, where information is provided, sent or received.

“**communication supports**” may include, but are not limited to, captioning, alternative and augmentative communication supports, plain language, sign language and other supports that facilitate effective communications.

“**conversion ready**” means an electronic or digital format that facilitates conversion into an accessible format.

“**designated public sector organization**” means every municipality and every person or organization listed in Column 1 of Table 1 of Ontario Regulation 146/10 (Public Bodies and Commission Public Bodies – Definitions) made under the *Public Service of Ontario Act, 2006*.

“**information**” includes data, facts and knowledge that exists in any format, including text, audio, digital or images, and that conveys meaning.

“**small designated public sector organization**” means a designated public sector organization with at least one but fewer than 50 employees.

## 5. General Provisions

### Multi-Year Accessibility Plan

The Corporation of the Township of McMurrich/Monteith’s Multi-Year Accessibility Plan outlines a phased-in strategy to prevent and remove barriers and addresses the current and future requirements of the AODA.

The Township of McMurrich/Monteith shall,

- a) Establish, implement, maintain and document a multi-year accessibility plan, which outlines the township’s strategy to prevent and remove barriers and meet its requirements under this policy;
- b) Post the accessibility plan on our website and provide the plan in an accessible format upon request;
- c) Prepare an annual status report on the progress of measures taken to implement the strategy; and

- d) Review and update the accessibility plan at least once every five years.

#### Procuring or Acquiring Goods, Services or Facilities

The Corporation of the Township of McMurrich/Monteith will use accessibility criteria and features when procuring or acquiring goods, services or facilities. Except where it is not practicable to do so, in which case, if required, we will provide an explanation.

#### Training

The Corporation of the Township of McMurrich/Monteith will ensure training is provided to all employees and regular fees for service staff on the *Human Rights Code* as it pertains to persons with disability. Training will be provided as soon as practicable if any changes to this policy occur, training will be provided. We will maintain our records of dates, when training is provided and the number of individuals.

### **6. Information and Communications Standard**

The Township of McMurrich/Monteith will create, provide and receive information and communications in ways that are accessible to people with disabilities.

If the township determines that it is not technically feasible to convert the information or communications or the technology to convert the information or communication is not readily available, we will be obligated to provide the person that requires the information with:

- a) An explanation as to why the information or communications are unconvertible;  
and
- b) A summary of the unconvertible information or communications

### **7. Emergency Information**

If the Township of McMurrich/Monteith prepares emergency procedures, plans or public safety information and makes the information available to the public, we shall provide the information in an accessible format or with appropriate communication support as soon as practicable upon request.

### **8. Feedback**

The Township of McMurrich/Monteith has processes in place for receiving and responding to feedback and will ensure that those processes are provided in an accessible format and with communication support upon request. We will notify the public about the availability of accessible formats and communication supports.

### **9. Accessible Formats and Communication Supports**

The Township of McMurrich/Monteith shall be obligated to provide or arrange for accessible formats and communication supports for persons with disabilities:

- a) Upon request in a timely manner that takes into account the person accessibility needs.
- b) Costs will be no more than regular costs charged to others.
- c) Consult with the person making the request and determine suitability of an accessible format or communication supports.
- d) Notify the public about the availability or accessible formats and communication supports.

## **10. Website Accessibility**

The Township of McMurrich/Monteith shall make their internet website and web content conform with WCAG 2.0 initially at Level A and increasing to Level AA. By January 1, 2014, any new web content will conform with WCAG 2.0 Level A. By January 1, 2021 all internet website and web content will conform with WCAG 2.0 Level AA.

## **11. Employment Standard**

The Employment Standard builds upon the existing requirements under the Ontario Human Rights Code in relation to how to accommodate individuals with disabilities throughout the job application process and the employment relationship. It applies in respect to employees and does not apply to volunteers and other non-paid employees.

The requirements of the Employment Standard shall be met by the Township of McMurrich/Monteith by January 1, 2014 unless otherwise specified.

## **12. Recruitment and Retention**

We shall notify employees and the public about the availability of accommodations for applicants with disabilities:

- During the recruitment process when job applicants are individually selected to participate in an assessment or selection process;
- If a selected applicant requests an accommodation, we shall consult with the applicant and provide or arrange for provisions of a suitable accommodation that takes into account the applicant's disability;

- Notify successful applicants of the policies for accommodating employees with disabilities.

### **13. Employee Notification**

The municipality shall inform its employees of its policies used to support its employees with disabilities, including but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to a disability:

- As required to new employees as soon as practicable after they begin their employment;
- Whenever there is a change in policies on the provision of job accommodations that take into account an employee's accessibility needs due to a disability.

### **14. Accessible Formats**

In addition and where an employee with a disability requests it, we will consult with the employee to provide or arrange for the provision of accessible formats and communication supports for:

- Information that is needed in order to perform the employee's job;
- Information that is generally available to employees in the workplace; and
- Consult with the employee making the request in determining the suitability of an accessible format or communication support.

### **15. Individual Accommodation Plan**

We shall have in place a written process for the developing a documented individual accommodation plan for employees with a disability. Process to include:

- The employee's participation in the development of the IAP;
- Assessment on an individual basis;
- Identification of accommodations to be provided;
- Timelines for the provision of accommodations;
- We may request an evaluation by medical or other expert at our expense, to assist with determining accommodation and how to achieve accommodation;

- Employee may request the participation of a representative from their bargaining agent where represented, or otherwise a representative from the workplace where employee is not represented by a bargaining agent;
- Steps taken to protect the privacy of the employee's personal information;
- Frequency with which the IAP will be reviewed and updated and the manner in which it will be done;
- If denied, the reason for denial are to be provided to the employee;
- A format that takes into account the employee's disability;
- If requested, any information regarding accessible format and communication supports provided;
- Identification of any other accommodations that is to be provided.

## **16. Return to Work**

We will have in place a return to work process for employees who have been absent from work due to a disability and require disability-related accommodation in order to return to work. Such processes must be documented and must outline steps the Township of McMurrich/Monteith will take to facilitate the return to work and include an IAP plan.

## **17. Performance Management, Career Development and Advancement, Redeployment**

We will take into account the accessibility needs and/or individual accommodation plans of employees when:

- Using performance management processes;
- Providing career development and advancement information;
- Using redeployment procedures.

## **18. Workplace Emergency Response Information**

The Township of McMurrich/Monteith shall provide individualized workplace emergency response information to employees who have a disability:

- If the disability is such that the individualized information is necessary and the employer is aware of the needs for accommodation due to the employee's disability;
- If the employee who receives and individual workplace emergency response information requires assistance and with the employees consent we shall provide the workplace emergency information to the person designated by the Township of McMurrich/Monteith to provide assistance to the employee; and
- As soon as practicable after becoming aware of the need for accommodation due to the employee's disability.

Review the individualized workplace emergency response information when the employee moves to a different location in the organization, when overall accommodations needs or plans are reviewed and when the employer reviews its general emergency response policies.