



## Middlesex Accessibility Advisory Committee

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**Meeting Date:** April 27, 2022  
**Submitted by:** Sarah Savoie  
**SUBJECT:** Accessibility Policy changes

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### **Background:**

The County 5.01 HR –Middlesex Accessibility Policy has been reviewed and updated to reflect industry best practice.

After researching and revising Accessibility Policies from other Municipalities in Ontario, the County Accessibility Coordinator made changes to Middlesex County's policy. The changes are detailed in the analysis section below.

### **Analysis:**

Attachments:

1. 5.01 HR –Middlesex Accessibility Policy

The changes made to the policy includes the following:

1. Updated the purpose section and expanded on the existing information to include more details on the legislative requirements for accessibility policies
2. Included a Statement of Commitment
3. Added a Policy Statement that outlines the IASR and AODA requirements
4. Added a Scope to outline who the policy is directed towards
5. Expanded the Definitions section to include: barrier and support person
6. Readjusted the format of the policy to align with the order of the IASR requirements: General Standards, Information and Communication Standards, Employment Standards, Transportation Standards, Accessible Built Environment Standards, Customer Service Standards
7. Included more details on sections such as: emergency procedures, transportation, the built environment, employment, and compliance
8. Included a page that details the legislative authority and supporting documents

9. Added a footer that states: Request for Accessible Format and/or Communications Support Form (includes hyperlink)
10. Added a check-mark icon to be used to identify which documents are in accessible format according to the Word Accessibility Checker

**Recommendation:**

THAT the Middlesex Accessibility Advisory Committee approve the recommended changes made to the HR Accessibility Policy 5.01 and recommend that the policy be forwarded to County Council for approval.