



**Lake Simcoe Region**  
conservation authority

# **LSRCA's Multi-Year Accessibility Plan**

# LSRCA's 2012 to 2021 Multi-Year Accessibility Plan Integrated Accessibility Standards Regulation (IASR)

General Deliverables	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private & Non Profits (January)
<b>Policies &amp; Procedures</b>			January 1, 2014
Create Policies with Statement of Organizational Commitment in written form	November 1, 2013	December 14, 2013	January 1, 2014
Approval and Sign off	December 13, 2014	December 14, 2013	January 1, 2014
Make available to the Public	January 1, 2014	Upon request	January 1, 2014
Available in Alternative Formats - upon request		January 1, 2014	January 1, 2014
<b>Accessibility Plan - Multi Year</b>			January 1, 2014
Develop Multi Year Accessibility Plan		January 1, 2014	January 1, 2014
Accessibility Plans - Post to web	January 1, 2014	January 1, 2014	January 1, 2014
Prepare an Annual Status Report and post	January 1, 2014	January 1, 2014	January 1, 2014
Review every 5 years	January 1, 2014	January 1, 2014	January 1, 2014
Provide in alternative format	January 1, 2014	January 1, 2014	January 1, 2014
<b>Training</b> - All employees & volunteers, policy developers, those providing goods or services on behalf of organization regarding IARS and Human Rights Code		All but 3 employees completed by February 7, 2014. Three employees completed by March 31, 2014 and volunteers, consultants will be trained on "as utilized basis"	January 1, 2015

## LSRCA's 2012 to 2021 Multi-Year Accessibility Plan Integrated Accessibility Standards Regulation (IASR)

<b>Information &amp; Communications</b>	<b>Proposed Date for Implementation</b>	<b>Date of Completion</b>	<b>Legislated Date for Large Private &amp; Non Profits (January)</b>
Emergency Procedure Plans or Public Safety Information - inventory and make accessible ie. Any warning we share with the public		January 1, 2012	January 1, 2012
Feedback - is feedback system accessible upon request		January 1, 2012	January 1, 2015
Accessible formats and communication supports upon request (timely manner, no cost charged to other persons)		January 1, 2012	January 1, 2016
Create Strategic Communication Plan -create processes for flow of documents, who creates source documents, who ensures pdf's are accessible, who checks for accessibility before posting to website, decide on corporate wide fonts, staff training on accessible document creation, analysis of website content and new content	December 31, 2015		Suggestion Only
Website New Internet WCAG 2.0 Level A (other then closed caption Live pre-recorded		January 1, 2014	January 1, 2014
All internet websites and web content WCAG 2.0 Level AA	January 1, 2021		January 1, 2021

## LSRCA's 2012 to 2021 Multi-Year Accessibility Plan Integrated Accessibility Standards Regulation (IASR)

<b>Employment</b>	<b>Proposed Date for Implementation</b>	<b>Date of Completion</b>	<b>Legislated Date for Large Private &amp; Non Profits (January)</b>
Workplace Emergency Response		January 1, 2012	January 1, 2012
Recruitment - notify employees and public regarding availability of accommodation	January 1, 2016	January 1, 2015	January 1, 2016
Notify applicant - availability of accommodation upon request for assessments or selection process	January 1, 2016	January 1, 2015	January 1, 2016
Inform employees of policies regarding job accommodations	January 1, 2016	January 1, 2015	January 1, 2016
Accessible formats and communication supports available to perform job	January 1, 2016	January 1, 2015	January 1, 2016
Have a Documented Individual Accessibility Plan	January 1, 2016	January 1, 2016	January 1, 2016
Have a Return to Work Process	January 1, 2016	January 1, 2016	January 1, 2016
Performance Management takes into account accessibility needs	January 1, 2016	January 1, 2016	January 1, 2016
Career Development and Advancement Process takes into account accessibility needs	January 1, 2016	January 1, 2016	January 1, 2016
Redeployment process takes into account accessibility needs	January 1, 2016	January 1, 2016	January 1, 2016

# LSRCA's 2012 to 2021 Multi-Year Accessibility Plan Integrated Accessibility Standards Regulation (IASR)

<b>Public Spaces</b>	<b>Proposed Date for Implementation</b>	<b>Date of Completion</b>	<b>Legislated Date for Large Private &amp; Non Profits (January)</b>
Incorporate the <b>Design of Public Spaces</b> on newly developed or redeveloped recreational trails and beach access routes, outdoor public use eating areas, outdoor play spaces, exterior paths of travel, accessible parking and service related elements	January 1, 2017	January 1, 2017	January 1, 2017
If developing recreational trails consult with public, persons with disabilities and municipal Accessibility Advisory Committee if there is one	January 1, 2017	January 1, 2017	January 1, 2017
Provide maintenance and restoration of public spaces	January 1, 2017	January 1, 2017	January 1, 2017
Develop procedures for preventative and emergency maintenance of accessible elements in public spaces	January 1, 2017	January 1, 2017	January 1, 2017
Develop procedures for dealing with temporary disruptions when accessible elements under public spaces not working	January 1, 2017	January 1, 2017	January 1, 2017
<b>General Requirements</b>	<b>Proposed Date for Implementation</b>	<b>Date of Completion</b>	<b>Legislated Date for Large Private &amp; Non Profits</b>
Report every three years as of December 31, 2014	December 31, 2017	March 23, 2017	December 31, 2017

\* Per regulation 80.44: Should LSRCA re-develop or construct any element referred to in the Design of Public Spaces subsection, LSRCA will follow current practices for dealing with temporary disruptions when accessible elements are not in working order. Further, we will ensure that preventative and emergency maintenance is performed on the accessible elements in public spaces as required in the Act.