



MUNICIPALITY OF
ARRAN-ELDERSLIE

2026-2030 Multi-Year Accessibility Plan

The Municipality of Arran-Elderslie

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The Municipality of Arran-Elderslie's Commitment

The Municipality of Arran-Elderslie is committed, to the best of our ability, to identify, remove, and preventing accessibility barriers across our organization. We strive to ensure that people with disabilities can participate in our programs, services, facilities, public spaces, information and communication, and employment opportunities wherever possible.

We recognize that individuals with disabilities may experience compounding barriers related to race, age, gender, socio-economic status, Indigeneity, or 2SLGBTQ+ identity. Our approach to accessibility reflects our commitment to equity and inclusion in all municipal policies, programs, and services.

The Municipality supports the goals of the Accessibility for Ontarians with Disabilities Act (AODA) and will make every reasonable effort to maintain policies, practices, and procedures consistent with the accessibility standards established under the AODA. These include accessible customer service, information and communication, employment, transportation, and the built environment. Our work is guided by the core principles outlined in the AODA:

- Dignity — Services are provided in a way that allows persons with disabilities to maintain self-respect and the respect of others.
- Independence — People are supported to do things on their own without unnecessary help or interference.
- Integration — Services are provided so that persons with disabilities can benefit from the same services, in the same place, and in the same or similar way as others, unless an alternate measure is necessary.
- Equal Opportunity — Persons with disabilities have an opportunity to access goods and services equal to that given to others.

To the best of our ability, we will continue to prevent barriers by designing inclusive programs and fostering positive attitudes that value and support the potential of persons with disabilities.

In working toward these goals, the Municipality of Arran-Elderslie is committed to meeting legislative requirements and advancing our own policies and objectives to identify, remove, and prevent barriers—moving toward becoming a barrier-free community.

Accessibility, Diversity, Inclusion and Equity (ADIE) Advisory Committee

The Municipality of Arran-Elderslie established the Accessibility, Diversity, Inclusion and Equity Advisory Committee (ADIE) as an advisory body to Council, guided by its formal Terms of Reference. The ADIE Committee's mandate is to provide feedback, guidance, and support to improve accessibility, diversity, equity, and inclusion within the Municipality. Its work focuses on reinforcing these values within the organizational culture, engaging staff, promoting leadership and development opportunities, and identifying and addressing barriers to inclusion in municipal programs and services.

The Committee is composed of seven to nine voting members, including Council representatives and community members who reflect a broad cross-section of Arran-Elderslie's population, with at least three members identifying as having a disability. Youth members (ages 13–18) are encouraged to participate as non-voting members. The ADIE Committee also strives to include voices from under-served and equity-seeking groups, such as Indigenous Peoples, LGBTQ2S+, newcomers, persons living with low income, persons with disabilities, racialized people, older adults, women, youth, and allies for equity and anti-racism.

Under the Accessibility for Ontarians with Disabilities Act (AODA), the Committee advises Council on the implementation of accessibility standards, reviews site plans, and performs other functions as specified by regulation. The ADIE Committee meets regularly in accessible locations, operates transparently, and reports its recommendations to Council, helping ensure that Arran-Elderslie continues to advance as a welcoming, barrier-free, and inclusive community

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA)

The Accessibility for Ontarians with Disabilities Act (AODA) is legislation that passed in Ontario in 2005. The Act sets out mandatory accessibility standards that organizations – public, private, and non-profit must follow. These standards help identify, remove, and prevent barriers so that people with disabilities can participate in everyday life.

The Municipality of Arran-Elderslie must meet the requirements and deadlines under the AODA. These requirements are outlined in the Integrated Accessibility Standards Regulation (IASR), which includes five key areas:

- Customer Service
- Information and Communication
- Employment
- Transportation
- Design of Public Spaces

In addition to the Design of Public Spaces Standard, the Municipality must also comply with the Ontario Building Code, which includes updated rules for barrier-free design in new and renovated buildings and spaces.

Recent AODA updates now require all employees to receive training on accessible customer service. Organizations with 50 or more employees are required to have a written accessible customer service policy that is available in accessible formats. Smaller organizations must still have a policy in place, but it does not need to be written. When safety concerns arise regarding a support person or service animal, organizations must consult with the individual and base decisions on evidence provided by a regulated health professional. In addition, municipalities are required to file an Accessibility Compliance Report every two years.

The AODA and the Ontario Human Rights Code (the Code) work together to promote equality and accessibility. The Code states that people living with disabilities must be free from discrimination where they work, live and receive services, and that their needs must be accommodated.

Under the Code, the Municipality of Arran-Elderslie has a legal obligation to accommodate any person with a disability regardless of whether they are an employee, volunteer, resident or visitor. The duty to accommodate means that wherever unequal treatment or discrimination exists, it must be remedied unless the remedy would cause undue hardship. The Code has primacy over the Accessibility for Ontarians with Disabilities Act legislation.

Introduction

The Municipality of Arran-Elderslie's 2026-2030 Multi-Year Accessibility Plan outlines how the Municipality will continue to remove barriers and improve accessibility to the facilities and services through the next five years. The Plan builds on the Municipality's accomplishments from the past several years.

This Plan incorporates the legislative requirements of the Accessibility for Ontarians with Disabilities Act, 2005 and provides the Municipality's approach to compliance with Ontario's accessibility legislation.

Municipal Profile

The Municipality of Arran-Elderslie is located in Bruce County at the headwaters of the Saugeen River and Sauble River on the northwest boundary. In 1999, the Municipality was formed by amalgamating the Town of Chesley, Village of Paisley, Village of Tara and the Townships of Arran and Elderslie. According to 2021 Census data, the Municipality has a population of 6,913, spanning across 460 square kilometres.

Arran-Elderslie is in the heart of Bruce County, close to many major tourist destinations. Retail businesses and manufacturing companies have found the municipality to be a great place to locate.

The Municipality owns and/or operates the following amenities:

Municipal Administration Building	Three Community Centres	Two Medical Clinics
Three Libraries	Three Fire Halls	One Campground
One Museum	Cemeteries	Multiple Municipal Parks
Six Ball Diamonds	Three Soccer Fields	Five Pavilions
Three Public Works Buildings	Lagoons	Water Treatment Plants
Landfill	Municipal Pools	Municipal Trails

Past Achievements | Information, Communication And Customer Service

The Municipality created its Policy HR-2018-01 - Integrated Accessibility Standards Policy in 2018, citing the Municipality's commitment to providing persons with disabilities consistent opportunity and access to all municipal goods, services and facilities while ensuring that policies, procedures and practices are provided in a timely manner and address integration, independence, dignity and equal opportunity.

An Accessible Customer Feedback Form was created and made available on the Municipality's website or from the Municipal Office.

In addition, all Departments monitor their feedback processes to include feedback on accessibility, as appropriate. The Municipality is committed to responding to feedback from the public in a timely way and shall ensure that the process is accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communication supports, upon request. The Municipality shall notify the public on its website about the availability of accessible formats and communication supports.

Information and communications are a large part of the Municipality's daily business. It is because of this that it is extremely important to ensure that information and communications are created and presented in a way that considers accessibility.

The Municipality is committed to ensuring that information and communications are available and accessible to people with disabilities. The Municipality will make reasonable efforts upon request within the constraints of being a small rural Municipality to accommodate all needs of service by the availability of the service requested, the relative cost compared to the overall Municipal budget, best practices recognized by similar rural municipalities, and Provincial regulations.

The Municipality will achieve this by:

- Ensuring that emergency information, procedures, plans and public safety information is available in alternate formats, when requested.
- Continue working with staff to ensure they have the knowledge and tools to create accessible materials.
- Ensuring documents are available in an alternate format, upon request.
- Review and update the Municipal Multi-Year Accessibility Plan at least once every five (5) years.

Past Achievements | Employment

The Municipality accommodates the individual needs of applicants with disabilities within the recruitment process and advises of the availability of accommodation to ensure equal participation in the recruitment process.

Arran-Elderslie will create individualized accommodation plans in consultation with any employee with a disability and will develop a return to work plan that meets the recovery needs of an employee.

All Municipal employees are also trained on Accessibility Standards, referred to in Regulation 191/11 and the Human Rights Code, as it pertains to persons with disabilities. This training is provided to all current and new employees and any volunteers within the Municipality.

Past Achievements | Design Of Public Spaces

Facilities

Chesley Community Centre's arena entrance and community hall entrance are fully automated. An accessible washroom is also available.

Chesley's Bijou Theatre has an accessible entrance, washroom and theatre seating.

Chesley Library is fully accessible with automated entrance doors, an accessible washroom and an interior layout conducive to any ability.

Chesley Medical Clinic is fully accessible with automated entrance doors, appropriate ramps from entrance to sidewalk, accessible washroom and appropriate hardware on all doors to clinic rooms.

The Municipal Office front entrance is fully automated with an accessible washroom located inside the building. The reception area has been updated with a multi height front counter and visual flooring. A lift has been installed to make the second floor accessible to those with disabilities.

Paisley Community Centre's arena entrance is automated and an elevator has been installed for entry to the second level. An accessible washroom is available on the second level of this building.

Paisley Medical Clinic is fully accessible with an automated entrance, accessible washroom and appropriate door hardware to all rooms within the clinic area.

Tara Community Centre's arena entrance is automated. Accessible washrooms are available on the curling club side of the building. Braille signage exists within the facility.

Parks

The Kinette Club of Chesley recently created an accessible playground at Hutchison Park in Chelsey. The park includes accessible play features, firm surface and a ramp from the parking area to play area.

Sidewalks

Arran-Elderslie has a total of 25.14 kilometres of sidewalk distributed throughout the entire Municipality. The Municipality annually budgets to improve sidewalks to include tactile plates, appropriate widths and slopes and even surfaces. The Municipality will continue to invest in sidewalk construction to ensure accessibility requirements are met.

Past Facility Barrier-Removal Initiatives

- The Chesley Community Centre Lobby had a new platform installed for viewing the ice surface. An accessible washroom is located between the hall and arena.
- Installed a pool lift at the Chesley Rotary Pool.
- A lift was installed at the Municipal Office to access the lower level.
- The old Paisley Library building was sold.
- The Paisley Library is now in the Paisley Community Centre. An accessible washroom was installed on the 2nd level.
- Installed a pool lift at the Tara Rotary Pool.
- Wood fibre chips were added to the Chesley Community Park to change the play surface.
- A new Chesley Skate Park was installed with accessible access.
- An accessible washroom and lift was installed in the Paisley Town Hall.
- An accessible entrance and washroom will be installed at the Treasure Chest Museum.
- An accessible entrance is being installed at the Tara Library.
- The Paisley Ball Diamond dugouts have been replaced and the interlocking brick removed, the new dugouts are on a concrete surface.

Informal Site Audit Of Municipally Owned Facilities

Municipal staff have toured all municipally owned parks and facilities to assess barriers that exist. Solutions to remove these barriers to comply with current legislation under AODA and the Building Code were identified. A tour was conducted in fall 2019. Items identified as non-compliant were identified and will be detailed within this Plan. Facilities are classified as Public Buildings, Parks and Pavilions and Non-Public Buildings. Identified barriers can be sourced within the tables below.

Public Buildings

<u>FACILITY AREA</u>	<u>DEFICIENCY</u>	<u>REQUIRED</u>	<u>TIMELINE</u>
CHESLEY COMMUNITY CENTRE			
Curling Club Entrance	Door is not automated.	Automated door required on both doors.	Long term planning with the curling club
Arena Washrooms	Accessible stall is not wide enough. Soap and paper towel dispenser too high.	Renovate washroom to accommodate larger stall. Move dispensers to appropriate height.	Long-term planning
Community Hall Washrooms	No accessible stall in either washroom. Soap and paper towel dispenser too high.	Renovate washroom to accommodate larger stall. Move dispensers to appropriate height.	Long-term planning
Spectator Seating	Tiered seating is not accessible. No adequate space for viewing ice surface.	A lift to the spectator area or a ramp at the boards for viewing.	Long-term planning
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired.	Future budget
CHESLEY ROTARY POOL			
Change Rooms	Access from exterior of building and to the pool does not meet requirements.	Easier access for entry into the room from the public side.	Long-term planning
Change Rooms Washroom	Accessible stall is not wide enough. Soap and paper towel dispenser too high.	Create an accessible stall in both changerooms.	Long-term planning
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired.	Future budget
Parking	No Signage or lines to indicate	Paint an accessible parking spot and sign accordingly.	Future budget

	accessible parking area.		
Pool Deck	Step from the changerooms to the deck.	A ramp or step removed from change rooms to pool deck.	Long-term planning
Pool	No access to the pool for all abilities.	An accessible lift to ensure all patrons can enter the pool.	Long-term planning
CHESLEY TOWN HALL/BIJOU			
Town Hall Entrance	Door is not wide enough. Door is not automated.	Ramp to door is useable, but a wider door with automation is required.	Long-term planning
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired.	Future budget
Town Hall Building Side	No access to upper or lower level that meet AODA requirements.	Upper levels are not accessible as stairs are the only access.	Long-term planning
Town Hall Washroom	Undersized and not capable to be made accessible.	Renovate and make the washroom large enough to meet requirements.	Long-term planning
Mezzanine	No access to the mezzanine, except stairs.	A lift would be required.	Long-term planning
CHESLEY LIBRARY			
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired	Future budget
MUNICIPAL OFFICE			
Rear Entrance	Door is not automated.	Install an automated door opener.	2020
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired.	Future budget
CHESLEY FIRE HALL			
Main Entrance	Door is wide enough but is not automated.	Add an automated door opener.	Long-term planning

Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired.	Future budget
Lower Level	No access except via stairs.	Does not need to be fully accessible as it is not necessary to gain access.	Long-term planning
PAISLEY COMMUNITY CENTRE			
Curling Club Entrance	There is a step to enter into the building. No automated door opener.	A ramp added or step removed and add automated door opener.	Long-term planning with the curling club
Main Floor Washrooms	No accessible stalls in either washroom. Soap and paper towel dispenser too high.	Renovate washroom to accommodate larger stall. Move dispensers to appropriate height.	Long-term planning
Spectator Seating	Only access to area is via stairs. An area exists in the arena for view at the glass.	No access to specific spectator seating. A lift would be required.	Long-term planning
Curling Club Lounge - main level	A step is located at the entrance of the room.	Requires a ramp or removal of step to access.	Long-term planning with the curling club
Dressing Rooms	No hand rails in washroom. Washroom area is not large enough to accommodate a wheelchair.	Room is accessible, washrooms require greater turning radius and handrails. Showers need to be wider and step would need to be removed.	Long-term planning
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired.	Future budget
PAISLEY LCBO/OPP			
Entrance - OPP	Lip at door is too high. Door is not automated.	Fix lip and add door automation.	Long-term planning

Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired.	Future budget
TREASURE CHEST MUSEUM			
Entrance	No automation on door. Door knob needs to be removed.	Replace door knob with lever, add door automation.	Future budget
Washroom	Room is not large enough to meet requirements.	Renovate and make the washroom large enough to meet requirements. There is a lack of space to create a washroom large enough within the facility.	Long-term planning
Second Level	Only access to area is via stairs.	Install and elevator or lift to gain access.	Long-term planning
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired	Future budget
PAISLEY TOWN HALL			
Legion Hall	None	Room is accessible, but ensure adequate pathways.	Ongoing
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired	Future budget
PAISLEY MEDICAL CLINIC			
Lower Level	Only access to area is via stairs.	A lift is required	Long-term planning
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired	Future budget
PAISLEY FIRE HALL			
Main Entrance	Door is not wide enough to accommodate all abilities. Lip at door is too high. Door handle is a knob. Door is not automated.	Construct a larger door with smaller lip that is automated. Ensure door handle is a lever system.	Long-term planning

Rear & Side Entrance	Door is not wide enough to accommodate all abilities. Lip at door is too high. Door handle is a knob. Door is not automated.	Construct a larger door with smaller lip that is automated. Ensure door handle is a lever system.	Long-term planning
Office Area	Doors are not wide enough to accommodate all abilities. Door handle is a knob.	Construct a larger door at both entry points. Ensure door handle is a lever system.	Long-term planning
Washroom	Room is not large enough to meet requirements.	Renovate and make the washroom large enough to meet requirements. There is a lack of space to create a washroom large enough within the facility.	Long-term planning
Kitchen	Room is not large enough to meet requirements.	Renovate to ensure counter is appropriate height. Path to access the kitchen must be accessible.	Long-term planning
Change Room	No changeroom exists within the building.	Renovate to include accessible showers and change area. There is a lack of space to create a changeroom large enough within the facility.	Long-term planning
A New Paisley Firehall will be built			
PAISLEY PALACE			
Entrance - front	Door is not automated.	Door meets all AODA requirements except for automation. Install automated door opener.	Long-term planning
Entrance - side	Door is not automated.	Door meets all AODA requirements except	Long-term planning

		for automation. Install automated door opener.	
Kitchen	Paths are not wide enough to accommodate all abilities.	Renovate kitchen to accommodate wider paths of travel.	Long-term planning
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired.	Future budget
ARKWRIGHT HALL			
Front Entrance	Steps to front building entrance. Door is not automated.	A ramp is required and an automated door to gain full access.	Long-term planning
Washroom	Doorway does not meet minimum width requirements. Additional grab bars to be installed.	Renovate to widen doorway to appropriate width and include door automation. Install handrails.	Long-term planning
Second Level	Can only be accessed via stairs.	A lift is required. There is a lack of space to add a lift and there is limited space available on the upper level.	Long-term planning
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired.	Future budget
TARA COMMUNITY CENTRE			
Curling Club Entrance	Step from the parking lot to door. Door not automated.	Requires a ramp or step to be removed and an automated door opener to be installed.	Long-term planning with the curling club
Lobby Washrooms	Stalls not large enough. Soap and paper towel dispenser too high. Sink not accessible.	Renovate washroom to accommodate larger stall. Move dispensers to appropriate height.	Long-term planning

Dressing Rooms	Showers and toilets are too small, have a step to gain entry and no turning radius.	Room is accessible, washrooms require greater turning radius and handrails. Showers need to be wider and step in removed.	Long-term planning
Spectator Seating	Cannot gain access to the seating	Areas for accessible viewing in the arena, but not the Lobby.	Long-term planning
Lounge	Cannot gain access via the Curling Club entrance	Room is accessible from the hall, but not the Curling Club entrance. A ramp from the Curling Club entrance is required.	Long-term planning with the curling club
Curling Club	Cannot gain access via the Curling Club entrance.	Room is accessible from the hall, but not the Curling Club entrance. A ramp from the Curling Club entrance is required.	Long-term planning with the curling club
Curling Club Washrooms	Cannot gain access via the Curling Club entrance.	Rooms are accessible from the hall, but not the Curling Club entrance. A ramp from the Curling Club entrance is required.	Long-term planning with the curling club
Accessible Washroom	Does not currently exist	Renovate to include a fully accessible washroom near the arena washrooms.	Long-term planning
Arena Washrooms	Stall are not wide enough. Soap and paper towel dispenser too high.	Renovate washroom to accommodate larger stall. Move dispensers to appropriate height.	Long-term planning
Interior Signage	Not all areas have signage for visually impaired.	Some areas have visually impaired signage. Include signage for visually impaired.	Long-term planning
TARA ROTARY POOL			

Entrance	No accessible way to access the building. There is a step to gain access to building. Building too small to accommodate appropriate turning radius.	Step to enter the building needs to be removed. Ramp to building needs to be repaired. There is a lack of space to create appropriate paths of travel and access within the facility.	Long-term planning
Parking	No Signage or lines to indicate accessible parking area	Paint an accessible parking spot and sign accordingly. There is a lack of parking available at this facility.	Long-term planning
Change Rooms	Access from exterior of building and to the pool does not meet requirements.	Easier access for entry into the room from the public side.	Long-term planning
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired.	Long-term planning
Pool Deck	Step from the changerooms to the deck	A ramp or step removed from change rooms to pool deck.	Long-term planning
Pool	No access to the pool for all abilities.	An accessible lift to ensure all patrons can enter the pool.	Long-term planning
TARA LIBRARY			
Library Area	Most paths are wide enough.	Most areas are accessible. Some areas require wider path.	Ongoing
Lower Level	Access via stairs only.	Requires a lift.	Long-term planning
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired	Future budget
TARA FIRE HALL			
Main Entrance	Door is not automated.	Add automated door opener.	Future budget

Washroom	No hand rails. Sink not accessible. Dispensers too high.	Requires changing locations of dispensers, adding hand rails.	Future budget
Interior Signage	No visually impaired signage within the facility.	Include signage for visually impaired.	Future budget

Parks And Pavilions

<u>FACILITY AREA</u>	<u>DEFICIENCY</u>	<u>REQUIRED</u>	<u>TIMELINE</u>
CHESLEY BALL DIAMONDS			
Parking	No specific accessible parking spots. No lined spots.	Add painted accessibility spot at each diamond that is signed appropriately.	Future Budget
CHESLEY SOCCER FIELD			
Parking	No specific accessible parking spots. No lined spots.	Add painted accessibility spot at the field that is signed appropriately.	Future Budget
CHESLEY TENNIS COURT			
Entry	Door latch is too high for all abilities.	Lower door latch.	
Parking	No specific accessible parking spots. No lined spots.	Add painted accessibility spot that is signed.	Future Budget
CHESLEY SPLASH PAD			
Parking	No specific accessible parking spots. No lined spots.	Paint an accessible parking spot and sign accordingly.	Future Budget
CHESLEY COMMUNITY PARK			
Play Area	Ground surface is stone dust. No accessible features in the play area.	Change surface to engineered wood fibre or rubberized surface. Add accessible play components.	Long-term planning

Parking	No specific accessible parking spots. No lined spots.	Paint an accessible parking spot and sign accordingly.	Future budget
KINSMEN PAVILION			
No issues at time of inspection.			
ROTARY PAVILION			
Parking	No specific accessible parking spots. No lined spots.	Paint an accessible parking spot and sign accordingly.	Future Budget
CHESLEY TRAILER PARK			
Washrooms	Washroom stalls are not wide enough. Shower is too small to meet the requirements. No hand rails, sink and dispenser too high.	Reconfigure both washrooms to ensure adequate turning radius for stalls and showers. Add grab bars and lower sinks and dispensers. There is a lack of space within the washroom building to meet all AODA requirements.	Long-term planning
Dock Access	Slope to dock is too steep. Ground is pea gravel, dock is not sturdy.	Fix grade to dock, make surface engineered wood fibre or rubberized, fix dock to be more stable, add hand rails.	Long-term planning
CHESLEY ALL WHEELS PARK			
Play Area	Surface is concrete, features are not all accessible.	Unknown.	Unknown
Parking	No specific accessible parking spots. No lined spots.	Paint an accessible parking spot and sign accordingly.	Future Budget
HUTCHISON PARK			
Parking	No specific accessible parking spots. No lined spots.	Add painted accessibility spot at each diamond that is signed.	Future budget
ELLIOTT PARK			
Entry	Grade to park is steep, no hand rails	Unknown.	Unknown

	or solid surface to gain access.		
Parking	No parking available at this park.	Unknown.	Unknown
RIVERSIDE PARK			
No issues at time of inspection.			
KRUG PARK			
Parking	No specific accessible parking spots. No lined spots.	Add painted accessibility spot that is signed accordingly.	Future budget
PAISLEY BALL DIAMONDS			
Fields	Diamond surface is a clay mixture.	Replace surface on Diamond with more stable option.	Future budget
Parking	No specific accessible parking spots. No lined spots	Add painted accessibility spot at each diamond that is signed accordingly.	Future budget
PAISLEY SOCCER FIELDS			
Parking	No specific accessible parking spots. No lined spots	Add painted accessibility spot at each diamond that is signed accordingly.	Future budget
DOC MILNE PARK			
Play Area	Surface is sand, no accessible play features.	Change surface to engineered wood fibre or rubberized surface. Add accessible play components.	Long-term planning
Parking	Specific accessible parking spot available, but not lined.	Add painted accessibility spot that is signed accordingly.	Future budget
KINSMEN PLAYGROUND			
Entry	Entrance is accessible, but surface within the playground is not.	Change surface to engineered wood fibre or rubberized surface.	Long-term planning
Play Area	Ground surface is grass/sand and wood fibres. No accessible	Change surface to engineered wood fibre or rubberized surface.	Long-term planning

	features in the play area.	Add accessible play components.	
Spectator Area	Ground surface is grass/sand.	Change surface to engineered wood fibre or rubberized surface.	Long-term planning
Parking	No specific accessible parking spots. No lined spots.	Add painted accessibility spot that is signed accordingly.	Future budget
MARY CUMMING PARK			
Play Area	Ground surface is pea gravel. No accessible features in the play area.	Change surface to engineered wood fibre or rubberized surface. Add accessible play components.	Long-term planning
Spectator Area	Ground surface is pea gravel.	Change surface to engineered wood fibre or rubberized surface.	Long-term planning
Parking	Parking is only available on the road adjacent to this park. Parking is not lined or signed on this street.	Unknown	Unknown
WILLOW CREEK PARK			
Parking	No parking available at this park.	Unknown.	Unknown
TARA BALL DIAMONDS			
Dugouts	Ground surface is sand.	Add a more solid ground surface.	Long-term planning
Fields	Both diamonds are a sand/clay mix.	Replace surface with more stable option.	Long-term planning
Parking	No specific accessible parking spots. No lined spots	Add painted accessibility spot at each diamond that is signed accordingly.	Future budget
ROGER THORNE PARK			

Play Area	Ground surface is pea gravel. No accessible play features.	Replace surface with engineered wood fibre or rubberized surface. Add accessible play features.	Long-term planning
Parking	No specific accessible parking spots. No lined spots.	Add painted accessibility spot that is signed accordingly.	Future budget
LEGION PLAYGROUND			
Play Area	Ground surface is sand. No accessible play features.	Replace surface with engineered wood fibre or rubberized surface. Add accessible play features.	Long-term planning
Parking	No specific accessible parking spots. No lined spots	Add painted accessibility spot that is signed accordingly.	Long-term planning
TARA KINETTE PAVILION			
Parking	No specific accessible parking spots. No lined spots.	Add painted accessibility spot that is signed accordingly.	Long-term planning
TARA ROTARY PARK (pool)			
Play Area	No accessible features.	Add accessible play features.	Long-term planning
ALLENFORD COMMUNITY PARK (Nickason Drive)			
Play Area	Ground surface is sand. No accessible features.	Replace surface with engineered wood fibre or rubberized surface. Add accessible play features.	Long-term planning
Parking	No specific accessible parking spots. No lined spots	Add painted accessibility spot that is signed accordingly.	Future budget
ALLENFORD BALL DIAMOND			
Fields	Diamond is a sand/clay mix.	Replace surface with more stable option.	Long-term planning
Parking	No specific accessible parking spots. No lined spots	Add painted accessibility spot that is signed accordingly.	Long-term planning
ALLENFORD BALL PAVILION			

Parking	No specific accessible parking spots. No lined spots.	Add painted accessibility spot that is signed accordingly.	Long-term planning
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Customer Service, Information & Communication, Employment And Transportation

BARRIER	ACTION	RESPONSIBILITY
CUSTOMER SERVICE		
Potential Barriers in Delivering Goods and Services to Customers	Continue to train all new employees, volunteers and third parties	Department Heads
	Review and update policies, as required	Clerk
	Review customer feedback, and take appropriate action	Clerk/Department Heads
INFORMATION AND COMMUNICATION		
Procurement	Incorporate accessibility criteria and features into procuring or acquiring goods and services	Department Heads
Multi-Year Accessibility Plan	Develop and update annually	Clerk
Training	Provide training on accessibility requirements as per regulations	Clerk/Department Heads
Information Sharing	Ensure documents are available in accessible formats	Department Heads
Feedback	Ensure that receiving feedback is available in an accessible format upon request or with appropriate communication supports	Department Heads
Website	Ensure website is fully accessible	Communications Officer/Clerk
EMPLOYMENT		
Recruitment	Job postings notify applicants that accommodations for persons with disabilities are available upon request	Department Heads
Notice to Successful Applicants	Policy for accommodating employees with disabilities when offering employment	Department Heads

Informing Employees of Supports	Inform new and existing employees with employment related accommodations for disabilities	Department Heads
Accommodation Plans	Develop written individual accommodation plans for employees with disabilities	Department Heads
Return to Work Process	Have in place, a documented process for supporting employees who return to work after being away for reasons related to disability	Clerk
Career Development	Provide career development and advancement opportunities that take into account the accessibility needs of employees who have disabilities	Clerk/Department Heads
TRANSPORTATION		
None at this time	N/A	N/A

Public Spaces

Arran-Elderslie is committed to continued accessibility enhancements of Municipal public spaces. Some accessibility features have been added to public buildings and progress will continue to ensure that all residents and visitors have the opportunity to enjoy all municipal amenities.

As public spaces are constructed or redeveloped, the Municipality will ensure that the following features are included:

Recreational Trails

- Clear widths, firm and stable surfaces, clear signage and ramps

Outdoor Spaces

- Firm and stable surfaces, accessibility features including picnic tables

Outdoor Paths of Travel

- Clear widths, ramps, tone contrast, tactile surface

Accessible Parking

- Type A – 3400mm wide parking spot with signage indicating “van accessible”
- Type B – 2400mm standard

Maintenance and Restoration

- Maintain and restore public spaces and a sidewalk log, to be inspected annually

Review And Monitoring Of The Process

This plan will be reviewed, at minimum, once every five (5) years. Municipal staff and the public will have opportunities to review and monitor progress of the Municipality removing barriers that have been identified under the Ontarians with Disabilities Act.

Communication Of The Plan

Copies of the plan will be made available at the Municipal Office, or can be delivered and available to any Municipal Facility. The Plan will also be available on the Municipal website, www.arran-elderslie.ca. Arran-Elderslie, with assistance from members of the community are committed to to remove barriers that exist within the Municipality.

Municipal staff will make every effort to accommodate any specific request to receive this Plan in any other format, including Braille, with the assistance of the Canadian Institute for the Blind.

For More Information

Members of the public are encouraged to make comments on the Multi-Year Accessibility Plan 2026-2030 and provide input regarding any accessibility issues. Please contact the information below to provide comments or fill out the Accessible Customer Feedback form, available at the Municipal Office or on the website, www.arran-elderslie.ca.

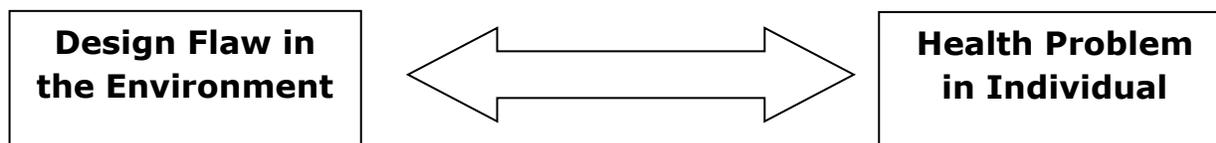
Municipality of Arran-Elderslie
Clerks Department
1925 Bruce Road 10,
Chesley, ON N0G 1L0

(519)363-3039 x 101
clerk@arran-elderslie.ca

APPENDIX A | ABOUT DISABILITY

The Disability Continuum

There is no universally accepted meaning for the word “disability”. Most definitions, however, can be placed on a continuum. At one end of the spectrum, disability is explained in terms of medical conditions (medical model). At the opposite end, disability is explained in terms of the social and physical contexts in which it occurs (environmental model).



The medical model focuses on deficiencies, symptoms and treatments. The World Health Organization’s (WHO) 1976 definition for disability, for example, is “any restriction or lack (resulting from impairment) of ability to perform an activity in the manner or within the range considered normal for a human being.” Medical model definitions promote the idea that disability is a deviation of the norm.

Many people with disabilities are troubled by definitions that regard disability as abnormal, preferring instead to portray disability as commonplace, natural, and in fact, inevitable. As people age, they experience gradual declines in visual acuity, auditory sensitivity, range of motion, bodily strength and mental powers. Significant functional limitations affect almost half of people between the ages of 55 and 79, and over 70% of people over 80. Beyond middle age, disability is the norm.

The environmental model explains disability in relation to social and physical contexts. In this view, the environment, not an individual’s medical condition, causes disability. For example, during an electrical blackout, a person who is completely blind can effortlessly navigate around the home, hammer nails, and, if a Braille user, read a novel. A sighted person would be unable to perform these tasks easily, if at all. In this example, the environment disables the sighted person.

The environmental model emphasizes that people with disabilities are capable human beings, and that it is barriers, not medical conditions, that are disabling. Disability results when people design a world for their way of living only, without taking into account the natural – and foreseeable – variability among human beings. In other words, disability is a consequence of design flaws in the built and human environments.

All barriers are human-made. If design problems cause barriers, then disabilities can be eliminated – or minimized – by modifying how we live, the tools we use, and our intuitions about the proper way to do things. If systematic barriers cause disabilities, the disabilities can be eliminated by modifications to policies, plans and processes. If attitudes cause barriers, then disability awareness, respect and an understanding of positive interaction with people with disabilities will remove barriers.

Specialized medical knowledge may be needed to treat diseases and symptoms, but not to address barriers. Barriers, not medical conditions, prevent people with disabilities from participating fully in life.

Types of Disability and Functional Limitations

A person's disability may make it physically or cognitively hard to perform everyday tasks such as operating a keyboard, reading a sign, differentiating colours, distinguishing sounds, climbing stairs, grasping small items, remembering words, or doing arithmetic.

Consider the functional limitations associated with twelve different kinds of disability and the effects of these limitations on an individual's ability to perform everyday tasks.

1. Physical

Physical disabilities include minor difficulties moving or coordinating a part of the body, muscle weakness, tremors and in extreme cases, paralysis in one or more parts of the body. Physical disabilities can be congenital, such as Muscular Dystrophy; or acquired, such as tendonitis.

Physical disabilities affect an individual's ability to:

1. Perform manual tasks, such as hold a pen, grip and turn a key, type on a keyboard, click a mouse button, and twist a doorknob.
2. Control the speed of one's movements.
3. Coordinate one's movements.
4. Move rapidly, experience balance and orientation.
5. Move one's arms or legs fully, e.g., climb stairs.
6. Move around independently, e.g., walk any distance, easily get into or out of a car, stand for an extended period, reach, pull, push or manipulate objects, have strength or endurance.

2. Hearing

Hearing loss includes problems distinguishing certain frequencies, sounds or words, ringing in the ears and total (profound) deafness.

A person who is deaf, deafened or hard-of-hearing may be unable to use a public telephone, understand speech in noisy environments, or pronounce words clearly enough to be understood by strangers.

3. Speech

Speech disability is a partial or total loss of the ability to speak. Typical voice disorders include problems with:

1. Pronunciation;
2. Pitch and loudness;
3. Hoarseness or breathlessness;
4. Stuttering or slurring.

People with severe speech disabilities sometimes use manual or electronic communication devices. Individuals who have never heard may have speech that is hard to understand.

4. Vision

Vision disabilities range from slightly reduced visual acuity may have trouble recognizing faces, or judging distances. They might find it difficult to manoeuvre, especially in an unfamiliar place. He or she may have a very narrow field of vision, be unable to differentiate colours, have difficulties navigating or seeing at night, or require bright lights to read. Most people who are legally blind have some vision.

5. Deaf-Blind

Deaf-blindness is a combination of hearing and vision loss. It results in significant difficulties accessing information and performing activities of daily living. Deaf-blind disabilities interfere with communication, learning, orientation and mobility.

Individuals who are deaf-blind communicate using various sign language systems, Braille, standard PCs equipped with Braille displays, telephone devices for the deaf-blind and communication boards. They navigate with the aid of white canes, service animals, and electronic navigation devices.

People who are deaf-blind may rely on the services of an intervener. Interveners relay and facilitate auditory and visual information and act as sighted guides. Interveners are skilled in the communication systems used by people who are deaf-blind, including sign language and Braille.

6. Smell

Smell disability is the inability to sense, or a hypersensitivity to, odours and smells.

A person with a smelling disability may have allergies to certain odours, scents or chemicals or may be unable to identify dangerous gases, smoke, fumes and spoiled food.

7. Taste

Taste, disability limits the ability to experience the four primary taste sensations: sweetness, bitterness, saltiness and sourness.

A person with a taste disability may be unable to identify ingredients in food, spoiled food, or noxious substances.

8. Touch

Touch disability alters the ability to sense surfaces and their texture or quality, including temperature, vibration and pressure. Touching sensations may be heightened, limited, absent (numbness), or may cause pain or burning.

A person with a touch disability may be unable to detect (or be insensitive to) heat, cold or changing temperatures. Alternatively, a person with a touch disability may be hypersensitive to sound, physical vibrations, or heated surfaces or air.

9. Intellectual

An intellectual disability affects an individual's ability to think and reason. The disability may be caused by genetic factors (e.g., Down's Syndrome), exposure to environmental toxins (as in Fetal Alcohol Syndrome), brain trauma and psychiatric conditions.

A person with an intellectual disability may have difficulty with:

1. Language: understanding and using spoken or written information;
2. Concepts: understanding cause and effect;
3. Perception: taking in and responding to sensory information;
4. Memory: retrieving and recognizing information from short - or long-term memory; and
5. Recognizing problems, problem solving and reasoning.

10. Mental Health

There are three main kinds of mental health disabilities:

1. Anxiety: a state of heightened nervousness or fear related to stress;
2. Mood: sadness or depression; and
3. Behavioural: being disorganized; making false statements or inappropriate comments; telling distorted or exaggerated stories.

People with mental health disabilities may seem edgy or irritated; act aggressively; exhibit blunt behaviour; be perceived as being pushy or abrupt; start laughing or get angry for no apparent reason.

11. Learning

Learning disabilities are disorders that affect verbal and non-verbal information acquisition, retention, and understanding, processing, organization and use.

People with learning disabilities have average or above-average intelligence, but take in information, retain it, and express knowledge in different ways. Learning disabilities affect reading comprehension and speed; spelling; the mechanics of writing; manual dexterity; math computation; problem solving; processing speed; the ability to organize space and manage time; and orientation and way-finding.

12. Other

Disabilities result from other conditions, accidents, illnesses, and diseases, including ALS (Lou Gehrig disease), asthma, diabetes, cancer, HIV/AIDS, environmental sensitivities, seizure disorders, heart disease, stroke, and joint replacement.