



MULTI-YEAR ACCESSIBILITY PLAN

January 2026 – January 2030

Submitted to:
Mayor and Council
Township of The North Shore

Submitted by:
Municipal Clerk/Deputy Treasurer
Rachel Jean Schneider

Goal

The Multi-Year Accessibility Plan describes how the Township of The North Shore can identify, remove and prevent barriers for people with disabilities with respect to the use of municipal services, facilities, and workplaces.

Commitment and Objectives

The Township of The North Shore is committed to the continued improvement of access to all municipally owned facilities, premises and services and the provision of services to all members of the community with disabilities.

The Township of The North Shore strives for compliance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) by implementing standards pertaining to: accessible customer service; information and communication; employment and the built environment.

The objectives of the Township of The North Shore accessibility planning process are outlined below and include:

- Being committed to providing barrier free access to citizens and visitors;
- Identify, remove (wherever possible) and prevent all types of barriers to access for people with disabilities;
- Foster an operating environment to prevent the formation of future barriers;
- Undertake appropriate building retrofits to improve accessibility for a wide spectrum of users;
- Meet the requirements as outlined in AODA; and,
- Seek funding opportunities to support these goals.

Legislative Summary

The AODA applies to private and public sector organizations and mandates the development, implementation and enforcement of common and sector specific standards to achieve accessibility for persons with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises.

The AODA, Integrated Accessibility Standards Regulation (IASR) contains standards in the following five areas:

- Customer Service Standard
- Information and Communications Standard
- Transportation Standard
- Employment Standard
- Design of Public Spaces Standard.

Section 3 of the IASR requires every obligated organization to develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements referred to in the IASR. This includes a statement of organizational commitment to meet the accessibility needs of persons with disabilities.

Section 4 of the IASR requires every obligated organization to establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this Regulation under the IASR. The plan must be reviewed and updated at least once every five years.

Under the AODA, the definition of disability is noted as follows:

- a. Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
- b. A condition of mental impairment or a developmental disability,
- c. A learning disability or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- d. A mental disorder, or
- e. An injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

Disabilities can take many forms. They may be permanent or temporary; developmental or physical; severe or mild; for the young or the old; any combination of disabilities. A person can be born with a disability, or someone could become injured resulting in a temporary or permanent disability. Some disabilities are visible, and many are non-visible.

About the Township of The North Shore

The Township of The North Shore is located in Northern Ontario, approximately midway between the cities of Sudbury and Sault Ste. Marie in the District of Algoma, on the north shore of Lake Huron. The geographic Townships of Lewis, Spragge, Long and part of Striker, combine to form the Township of The North Shore. The Township boundaries extend into the North Channel of Lake Huron, including the North Channel Islands. The Township has a population of approximately 531 and 365 households (2021 Census).

Municipal facilities include 1 Municipal Office, 2 Fire Halls, 6 boat launch facilities, approximately 13.05 km of Municipally maintained roads, x2 water plants, 1 public beach, 1 playground, 1 outdoor recreation area/outdoor rink, 1 tennis court, 1 pump track, and 1 volleyball court.

Policing Services are provided by the East Algoma OPP Detachment located in the Town of Blind River.

Identification of Municipal Barriers

The following barriers and initiatives have been undertaken to resolve these barriers:

Barrier Type	Location	Particulars Undertaken
Access to Municipal Office	Algoma Mills	Ramp at main municipal door; installation of automatic door openers; customer service counter at standard accessible height
Website	Online	Upgraded website and information to provide accessible web content and to meet AODA standards

Training is provided on an ongoing basis, and mandatory training will be provided to all new employees and members of Council through interactive workbooks or available online training initiatives.

Identification of Barriers

The Township of The North Shore determines which barriers will be addressed in current and future years depending on budget constraints, available resources and feasibility. Actions and priorities are determined based on input from municipal staff, council, and members of the public. All future actions and priorities will be considered during annual budget discussions.

The Township of The North Shore at this time has no identified outstanding barriers, as outlined below:

Barrier Type	Location	Particulars
Accessible Poly John	All outdoor Washrooms	Completed
Braille Signs	Municipal Office building washroom entrances	Completed
Accessible Poly John	Landfill Site	Completed

The Township of The North Shore staff review actions to identify and prioritize barriers identified and these are considered during budget discussions. The Accessibility Plan will be presented to the Township of The North Shore Council for review and approval.

This plan will be reviewed not less than once every five years, allowing Council, staff and the public to monitor the barriers identified and the direction to which the Municipality is moving to remove all barriers under the Ontarians with Disabilities Act.

Addressing Barriers

- a) The Township of The North Shore will utilize the Government of Ontario barrier-free design guidelines that promote accessibility for people with disabilities to buildings that the Township may purchase, lease, builds or significantly renovates. The barrier free design guidelines used will ensure the level of accessibility of Township buildings meets the level of accessibility required by the Building Code Act.
- b) Council will accommodate the employment-related accessibility needs of people with disabilities who apply for jobs with the municipal government, as required by the Human Rights Code.
- c) The Township of The North Shore will accommodate the accessibility needs of its employees as required by the Human Rights Code.
- d) The Township of The North Shore will make sure that its staff have access to information necessary to meet the government's duties to employees with disabilities.
- e) The Township will examine municipal services for barriers.

Township of The North Shore Accessibility Policy

As listed previously, Section 3 of the IASR requires municipalities to develop, implement and maintain policies governing how your municipality achieves or will achieve accessibility, through meeting its requirements outlined in the regulation.

Section 80.46 of the IASR requires that in addition to Section 3, every provider shall develop, implement and maintain policies governing its provision of goods, services or facilities, as the case may be, to persons with disabilities. These must be designed in such a way that they are consistent with the core principles of independence, dignity, integration, equality of opportunity and communication provided that takes into account the persons' disability.

The Township of The North Shore Accessibility Policy will be reviewed not less than once every five years and will be presented to Council for said review in conjunction with the Township of The North Shore Multi-Year Accessibility Plan.

Communicating the Multi-Year Accessibility Plan

Upon approval, the Accessibility Plan will be posted on the Municipality's website at www.townshipofthenorthshore.ca and copies will be made available at the Township Office. A public notice advising the general public that the plan is available for their perusal and review will be placed on the Municipal bulletin boards and in the monthly municipal publication.

Accessibility and the Municipal Elections Act

The legislative requirements for accessible elections are set out in the Municipal Elections Act (MEA) and the AODA.

The Municipal Clerk is responsible for conducting Municipal Elections and establishing policies and procedures to ensure that all electors have the opportunity to fully participate in a municipal election.

In addition to the Township of The North Shore Accessibility Plan, the Clerk must prepare an Accessibility Plan specific to the Municipal Election that outlines the identification, removal and prevention of barriers that affect electors and candidates with disabilities and make the plan available to the public before Voting Day and shall prepare and make available to the public a follow up report within 90 days after Voting Day.

The MEA states the following:

- *"12.1(2) The clerk shall prepare a plan regarding the identification, removal and prevention of barriers that affect electors and candidates with disabilities and shall make the plan available to the public before Voting Day in a regular election."*
- *"12.1(3) Within 90 days after Voting Day in a regular election, the clerk shall prepare a report about the identification, removal and prevention of barriers that affect electors and candidates with disabilities and shall make the report available to the public."*

Consultation

Municipal Staff are committed to a review of barriers that restrict the quality of life of persons with disability and communication of the findings to Council through the submission and approval of the Multi-Year Accessibility Plan.

The Township of The North Shore encourages feedback from the public on accessibility, including suggestions relating to new initiatives and how we can improve our services and invites you to submit your comments on the Multi-Year Accessibility Plan as these will help the Municipality in making our community, local government and services more accessible.

How to Contact Us

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