



Accessibility Policies for Howick Township

Howick Township Council and staff are committed to improving accessibility and will put policies into practice as required by the Accessibility for Ontarians with Disabilities Act.

General

An accessibility plan outlines the steps that will be taken to prevent and remove barriers to accessibility and how the requirements of the regulation will be met. The Huron County Accessibility Plan is a joint initiative of all municipal councils within the County.

Howick Township is committed to training staff on Ontario's accessibility laws and on accessibility aspects of the Human Rights Code that apply to persons with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

Information and Communications

Howick Township is committed to meeting the communication needs of people with disabilities. When asked, staff will provide information and communications materials in accessible formats or with communication supports. This includes publicly available information about our goods, services and facilities, as well as publicly available emergency information.

Howick staff will consult with people with disabilities to determine their information and communication needs.

Employment

Howick Township will notify the public and staff that, when requested, staff will accommodate disabilities during recruitment and assessment processes and when people are hired. If needed, staff will provide customized workplace emergency information to employees who have a disability. If using performance management, career development and redeployment processes, staff will take into account the accessibility needs of employees with disabilities.

Design of Public Spaces

Howick Township will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces include:

- Recreational trails/beach access routes
- Accessible off street parking
- Service-related elements like service counters, fixed queuing lines and waiting areas

Modifications to this or other policies

Any of our policies that do not respect and promote the dignity and independence of people with disabilities will be modified or removed.