



# Municipality of Whitestone Accessibility Policy

## **Statement of organizational commitment**

The Corporation of the Municipality of Whitestone (Whitestone) is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws.

## **Training**

Whitestone is committed to training staff and volunteers in Ontario's accessibility laws and aspects of the Ontario Human Rights Code that relate to persons with disabilities.

We will train our employees and volunteers on accessibility as it relates to their specific roles.

## **Procurement**

Whitestone will make efforts to incorporate accessibility criteria and features when procuring or acquiring goods, services or facilities, including self-serve kiosks, when applicable. If it is not possible and practical to do so, we will provide an explanation upon request.

## **Self-service kiosks**

Whitestone will incorporate accessibility features/consider accessibility for people with disabilities when designing, procuring or acquiring self-service kiosks.

## **Information and communications**

Whitestone will communicate with people with disabilities in ways that take into account their disability. When asked, we will provide information about our organization and its services, including public safety information, in accessible formats or with communication supports.

Whitestone will also endeavor to meet internationally-recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws as soon as practicable and possible for the Municipality of Whitestone.

## **Employment**

Whitestone will notify employees, potential hires and the public that accommodations can be made during recruitment and hiring.

We will notify staff that supports are available for those with disabilities. We will put in place a process to develop individual accommodation plans for employees should that be required.

Where needed, we will also provide customized emergency information to help an employee with a disability during an emergency.

## **Design of Open Spaces**

When constructing new or redeveloping existing public spaces, Whitestone will adhere to the applicable requirements under the Design of Public Spaces.

## **Changes to existing policies**

Whitestone will work towards modifying or removing existing policies that do not respect and promote the dignity and independence of people with disabilities.

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