

MULTI-YEAR ACCESSIBILITY PLAN

TEHKUMMAH TOWNSHIP
2026-2031
NOVEMBER 27, 2025



Tehkummah Multi-Year Accessibility Plan

(2026–2031)

Introduction

The Corporation of the Township of Tehkummah (“the Municipality”) is pleased to present its 2026–2031 Multi-Year Accessibility Plan, an update to its ongoing commitment to accessibility under the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA).

This Plan reaffirms the Municipality’s strong commitment to accessibility, inclusion, and full compliance with Ontario’s accessibility legislation. It sets out the Municipality’s actions and priorities for identifying, removing, and preventing barriers that affect people with disabilities, ensuring that everyone can access and benefit from our programs, services, and facilities.

As part of this commitment, the Township is embedding accessibility into its Asset Management Plan and incorporating accessibility considerations into future updates to municipal plans, policies, and service delivery. By planning ahead and integrating accessibility into how we manage, maintain, and invest in municipal assets, we are working toward a more inclusive and barrier-free community over time.

Our goal is to ensure that all people—regardless of age or ability—can live, work, and visit Tehkummah with dignity and independence, in keeping with the principles of equality, integration, and respect for every individual.

Statement of Organizational Commitment

The Corporation of the Township of Tehkummah is committed to providing equal access and opportunity for all people and ensuring that its services, programs, and facilities are accessible, inclusive, and welcoming.

The Municipality will:

- Treat all individuals in a way that allows them to maintain dignity, independence, and equality of opportunity;
- Identify, remove, and prevent barriers that hinder accessibility in the workplace, in public facilities, and in the delivery of municipal services;

- Ensure that accessibility considerations are integrated into all policies, planning, procurement, and infrastructure decisions; and
- Meet or exceed the requirements of Ontario’s accessibility laws, including the AODA, the Integrated Accessibility Standards Regulation (IASR), the Ontario Building Code, and the Ontario Human Rights Code.

Accessibility is recognized as a fundamental component of good governance and community sustainability. The Municipality is committed to continuous improvement across all areas under its responsibility, including buildings, parks, trails, and public spaces.

The Township of Tehkummah is committed to accessibility for everyone who lives in or visits our community. Our goal is to ensure people with disabilities can access our services, information, and facilities with dignity, independence, and equal opportunity.

We work proactively to identify, remove, and prevent barriers, and we meet all requirements under the Accessibility for Ontarians with Disabilities Act (AODA). We also involve people with disabilities in the development of our accessibility plan to ensure it reflects real needs and experiences.

We welcome feedback from the public at any time. Input from residents, visitors, and community groups helps us better understand accessibility challenges and continue removing barriers in our facilities, services, and programs.

Legislative Framework

This Plan is guided by the following key legislative requirements:

- Ontarians with Disabilities Act, 2001 (ODA)
- Accessibility for Ontarians with Disabilities Act, 2005 (AODA)
- Integrated Accessibility Standards Regulation (IASR)
- Ontario Human Rights Code
- Ontario Building Code (Accessibility Standards)

Barrier Identification

A barrier is anything that prevents a person with a disability from fully participating in society. The Municipality recognizes five primary types of barriers:

- Physical and Architectural Barriers: e.g., stairs without ramps, narrow doorways, or uneven surfaces.
- Informational and Communication Barriers: e.g., printed materials not available in accessible formats.
- Attitudinal Barriers: e.g., assumptions or stereotypes about abilities.
- Technological Barriers: e.g., websites or systems not compatible with assistive technology.
- Systemic Barriers: e.g., policies or procedures that unintentionally create obstacles.

General Requirements

Accessibility Plans and Policies

This Multi-Year Accessibility Plan will be reviewed and updated at least once every five years, with annual progress reports made available to the public.

Accessibility will continue to be incorporated into all strategic and operational planning, including asset management, facility upgrades, and service delivery. All accessibility-related policies will be available in accessible formats upon request.

Training

The Municipality will ensure that all employees, volunteers, Council members, and policy developers receive training on:

- The AODA and the Integrated Accessibility Standards Regulation (IASR); and
- The Ontario Human Rights Code as it pertains to people with disabilities.

Training records will be maintained, and refresher training will be provided as needed to reflect legislative or procedural changes.

Customer Service Standards

The Municipality is committed to providing equitable, respectful, and accessible customer service to all residents and visitors.

Actions Taken:

- Staff trained in Accessible Customer Service.
- Accommodations provided upon request.
- Accessible municipal elections conducted with post-election reports.

Actions Planned:

- Continue to solicit and act on public feedback, including from persons with disabilities.
- Maintain and expand accessibility accommodations as needs evolve.
- Review customer service policies and practices periodically.
- Strengthen the formal feedback process for accessibility concerns.

Information and Communication Standards

The Municipality will ensure that information and communications are clear, accessible, and available in multiple formats when requested.

Actions Taken:

- Publicized availability of accessible document formats and communication supports.

Actions Planned:

- Develop procedures to provide alternative formats promptly upon request.
- Train staff in accessible document creation and digital accessibility.
- Maintain compliance with WCAG 2.0 Level AA standards for web content.
- Provide emergency and safety information in accessible formats.

Employment Standards

The Municipality is committed to accessible and inclusive employment practices, ensuring fair and equitable treatment throughout recruitment, employment, and accommodation processes.

Actions Taken:

- Implemented accommodation procedures for employees with disabilities.
- Job postings include accommodation statements.

Actions Planned:

- Review accommodation and return-to-work policies regularly.
- Maintain accessible hiring and interview processes.
- Review and update emergency and accommodation plans annually.

Design of Public Spaces Standards

The Municipality is committed to ensuring that all newly constructed or significantly renovated public spaces—including parks, trails, parking areas, and recreational facilities—are designed and maintained to meet or exceed accessibility standards.

Actions Taken:

- Upgrades to the Municipal Office and Community Hall are underway, featuring:
 - A fully accessible universal washroom with multiple accessibility supports and safety features;
 - Fob-activated, sensor-operated automatic doors that allow individuals using mobility aids to enter and exit independently;
 - Improved ramps and entryways;
 - Enhanced LED lighting for visibility and safety.

Actions Planned:

- Continue to integrate accessibility into all infrastructure and facility projects.
- Regularly review design standards and provincial guidelines for compliance.
- Identify funding opportunities to support additional accessibility upgrades across public spaces and parkland.

Transportation Standards

The Municipality does not operate public transportation services. However, the Municipality will continue to apply accessibility principles to any municipal vehicles or publicly funded transportation initiatives that may arise in the future.

Maintenance of Accessible Elements

In accordance with Section 80.44 of the IASR, the Municipality has procedures for the inspection, repair, and maintenance of accessible elements in public spaces and municipal facilities.

Preventative Maintenance

- Scheduled quarterly inspections.
- Documentation and tracking for all accessibility features.
- Proactive replacement of worn or damaged components.

Emergency Maintenance

- Response within 24 hours for reported issues.
- Prioritize repairs impacting access or safety.
- Maintain a list of qualified contractors for rapid response.
- Communicate updates to affected individuals and staff.

Temporary Disruptions


- Provide advance notice through the website, signage, and direct communication.
- Include details about duration, reason, and available alternatives.
- Provide interim accommodations where possible.
- Log and review all disruptions for improvement.

Feedback and Contact Information

The Municipality welcomes feedback on accessibility policies, programs, and services to help identify and address barriers. Feedback will be acknowledged and reviewed promptly.

Contact:

Administration, Corporation of the Township of Tehkummah

 705-859-3293

 adminassistant@tehkummah.ca

Alternate formats of this Plan and all related documents are available upon request.

Looking Ahead (2026–2031 Priorities)

The Municipality is committed to continuous improvement in accessibility over the next several years. Key priorities include:

1. Completion of Community Park (Behind Municipal Office) Upgrades (2026)

- Remove aging or unsafe play structures.
- Develop the park as a passive, walking-friendly space.
- Install accessible pathways for safe and independent use by all visitors.
- Add features such as accessible seating, resting areas, and landscaping to enhance enjoyment and comfort.

2. Digital and Communication Accessibility Enhancements

- Upgrade municipal website, online services, and documents to maintain WCAG 2.0 Level AA compliance.
- Provide accessible formats of all municipal communications upon request.

3. Policy and Program Integration

- Embed accessibility considerations into all municipal planning, budgeting, and decision-making processes.
- Regularly review policies to remove systemic barriers and ensure inclusion in service delivery.

4. Community Engagement and Feedback

- Establish ongoing channels for residents to provide input on accessibility needs.
- Use feedback to guide improvements in municipal facilities, programs, and services.

5. Training and Awareness

- Continue training for employees, Council members, and volunteers on AODA requirements, Human Rights obligations, and accessibility best practices.

Through these actions, the Municipality will ensure that all facilities, parks, services, and programs are accessible and inclusive, reinforcing the Municipality's commitment to being a community where everyone can participate fully and independently.