

**THE CORPORATION OF THE TOWNSHIP OF EMO**

**BY-LAW NO. 2025-17**

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Being a By-Law to Update the Township of Emo Accessibility Policy

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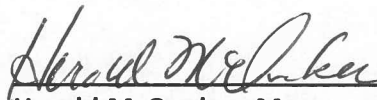
**NOW THEREFORE Council for the Corporation of the Township of Emo HEREBY ENACTS as follows:**

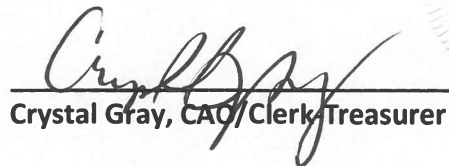
- 1. That the Mayor and CAO/Clerk-Treasurer be and are hereby authorized to execute and affix the Corporate Seal to a policy this 30<sup>th</sup> day of October, 2025, hereto attached as Schedule "A".**
- 2. That this by-law shall come into full force and take effect on the date that it receives final reading.**

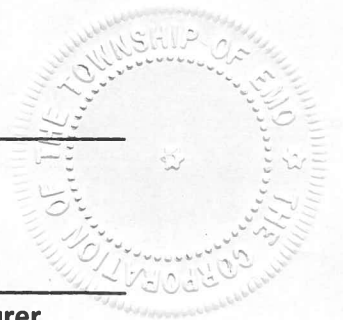
**Enacted and passed this 30<sup>th</sup> day of October, 2025, as witnessed by the Seal of the Corporation and the hands of its proper Officers.**

**Read a First and Second time this 30<sup>th</sup> day of October, 2025**

**Read a Third time and finally passed this 30<sup>th</sup> day of October, 2025.**

  
Harold McQuaker, Mayor

  
Crystal Gray, CAO/Clerk/Treasurer



**Township of Emo Accessibility Policy**



<b>Section</b>	<b>Date</b>	<b>By-law Number</b>	<b>Page</b>	<b>of</b>
Administration & Finance	October 30, 2025	By-Law 2025-17	<b>1</b>	<b>5</b>
<b>Subsection</b>	<b>Repeals By-law Number</b>		<b>Policy Number</b>	
Accessibility	Any former Accessibility Policy		AF-	

**Policy Statement**

It is the policy of the Corporation of the Township of Emo that all people achieve accessibility, consistent with the principles of independence, dignity, integration and equality of opportunity as set out in the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code.

**Purpose**

This Policy is intended to provide the overarching framework to guide the review and development of other policies, standards, procedures, By-laws and guidelines of The Township of Emo (Township) in order to comply with the standards developed under the Accessibility for Ontarians with Disabilities Act (AODA), 2005, the Accessibility Standards for Customer Service established by Ontario Regulation 429.07, and the Integrated Accessibility Standards Regulation (IASR) established by Ontario Regulation 191/1, and all regulation pursuant to this Act.

**Application**

This Policy applies to all Township employees, volunteers, and to third parties who provide goods, services or facilities to the public on behalf of the Township and who develop policies on behalf of the Township.

**Principles**

The Township of Emo:

- Is committed to treating all people in a way that allows them to maintain their dignity and independence.
- Believes in inclusion and equal opportunity
- Is committed to meeting the needs of people with disabilities in a timely manner,
- Is committed to preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

## **Township of Emo Accessibility Policy**

### **General Requirements**

The Township of Emo is a designated public sector organization under the AODA and is committed to meeting the accessibility needs of people with disabilities.

### **Accessibility Advisory Committee**

The Township of Emo is a small community, with a population of under 10,000. The Township of Emo does not meet the legislated requirement where an Accessibility Advisory Committee is required to be developed under the Accessibility for Ontarians with Disabilities Act (AODA). Senior Staff are responsible for the development and implementation of the Municipal Accessibility Plan and advising Council on issues relating to citizens with a disability.

### **Accessibility Plans and Policies**

The Township shall produce a Multi-year Accessibility Plan. The Multi-year Accessibility Plan will be:

- Reviewed and updated at least every five years, and
- Established, reviewed and updated in consultation with persons with disabilities.

If through public consultation, feedback, and our own accessibility action and planning processes, it is determined that the Multi-year Accessibility Plan needs revision, the Township of Emo will update it to reflect these insights.

The Township of Emo Staff will review progress in meeting the requirements of the AODA and to monitor progress on implementing the accessibility plan and to determine that barrier- removal and barrier-prevention strategies are implemented effectively.

An annual status report on the progress of measures taken to implement the multi-year accessibility plan will be prepared. The Multi-year Accessibility Plan and accompanying status report will be posted on the Township's web-site and provided in an accessible format upon request.

### **Procurement**

When procuring goods, services, self-service kiosks or facilities, the Township shall incorporate accessibility criteria and features, unless it is not feasible (practicable). If not practicable, the Township shall provide an explanation, upon request.

## **Township of Emo Accessibility Policy**

### **Training**

All Township employees, volunteers and third parties providing goods and services to members of the public on the Township's behalf, as well as those who develop the policies, practices and procedures governing the provision of goods or services to member of the public or other third parties will receive accessibility training.

This training shall include:

- A review of the purposes of the AODA and the requirements of the Accessibility Standards for Customer Service (Ontario regulation 429/07)
- A review of the requirements of the accessibility standards referred to in the AODA Integrated Accessibility Standards (Ontario Regulation 191/110) and on the Human Rights Code as it pertains to persons with disabilities.

The training provided shall be appropriate to the duties of the employee, volunteer or third party. Training shall take place as soon as is practical and upon completion, the Township shall keep a record of the training provided including the dates on which accessibility training took place.

### **Information and Communications**

#### **Accessible Formats and Communication Supports**

The Corporation of the Township of Emo is committed to making our information and communication accessible to people with disabilities by:

Providing information to the public in accessible formats on municipal website [www.emo.ca](http://www.emo.ca), upon request by contacting the municipal office at 807-482-2378 or by email: [township@emo.ca](mailto:township@emo.ca).

#### **Websites and Web Content**

Internet websites and web content controlled directly by the Township will conform to the World Wide Web Content Accessibility

Guidelines (WCAG) 2.0 in accordance with the schedule set out in the Information and Communication Standards of the IASR.

### **Transportation**

The Township is committed to ensuring accessible public transportation services are available through both conventional and specialized transit services in accordance with Transportation Standards of the IASR.

## **Township of Emo Accessibility Policy**

### **Built Environment**

The Township shall comply with the AODA Design of Public Spaces Standards (Accessibility Standards for The Built Environment) when undertaking new construction and redevelopment of public spaces in the following areas:

- Recreational trails and beach access routes;
- Outdoor public use eating areas;
- Outdoor play spaces;
- Exterior paths of travel;
- Accessible Parking;
- Obtaining Services; and
- Maintenance of accessible elements.

This policy does not apply to construction that is external to the Township for which the Township has provided a permit however compliance with the AODA Built Environment Standards should be encouraged.

The Township shall ensure that the Township's Accessibility Design Standards reflect the AODA Built Environment Standards.

### **Customer Service Standards**

The Township of Emo is committed to the provision of excellent customer service. The Accessibility Policy effective since October 2014, outlined the customer service standards as required by the AODA. The contents of the Policy are now included in this document where appropriate.

### **Guide Dogs, Service Animals**

If a person with a disability is accompanied by a guide dog or other service animal, the Township will permit the person to enter the premises with the animal and keep it with him or her, unless the animal is otherwise excluded by law from the premises. If the service animal or guide dog is excluded by law from the premises, the Township will look to other available measures to enable the person with a disability to obtain, use or benefit from the Township's goods and services.

### **Support Persons**

If a person with a disability is accompanied by a support person, they are permitted to enter the premises together and are not prevented from having access to each other while on the premises. The Township may require a person with a disability to be accompanied by a support person while on its premises, but only if a support person is necessary to protect the health or safety of the person with a disability or the health or safety of others on the premises. In such a situation, where a support person is deemed necessary the Township of Emo will waive the admission fee or fare for the support person, if one exists.

## **Township of Emo Accessibility Policy**

### **Disruption of Services**

If there is a temporary disruption in a particular facility or service used to allow a person with a disability to access good or service, the Township will give notice of the disruption to the public.

### **Assistive Devices**

If a person with a disability requires assistive devices to access good or service of the Township they are allowed to use such devices.

### **Accessibility Feedback**

The Township of Emo has an accessible feedback process. Feedback on how services are delivered to people with disabilities shall be invited, forwarded to the appropriate personnel, responded to, documented and tracked. Feedback can be provided in multiple formats including in person, by mail, phone, email and TTY.

### **Non Compliance**

Failure to comply with the AODA regulations can result in administrative penalties as defined in Part V: Compliance of the Integrated Accessibility Standards, Ontario Regulation 191/11. Employees who fail to comply with this policy may be subject to disciplinary action. Agents who fail to comply with this policy may be subject to contract termination.