



Town of Kirkland Lake 2021 Annual Accessibility Status Report

Town's Commitment to Accessibility

The Town of Kirkland Lake is committed to developing an accessible community for all residents, businesses and visitors. As required by the Accessibility for Ontarians with Disabilities Act and the Integrated Accessibility Standards, a Multi-Year Accessibility Plan was developed to outline strategies and actions to identify, prevent and remove barriers. To complement the Plan, an Annual Status Report has been prepared to report the progress of measures taken to implement the strategies identified within the Plan.

Works Completed – Built Environment

- New change room signage installed at the Aquatic Facility with visual and braille added.
- New children's playground installed with accessible structures and ground cover.
- Municipal Businesses offered "gap ramps" free of charge to improve access.
- Improved signage at Public Works to facilitate easier access/egress and better customer service.
- The Town Hall (municipal office) is equipped with an elevator for full accessibility. Proper signage is in place and we have submitted a funding application for a full refurbishment of the elevator.

Works Completed - Communication

- Staff continue to ensure documents posted to the Town's website are accessible and advise the public that alternative formats are available upon request.
- The Town employs a Communication Coordinator to ensure all documents posted to our Town Website follow all accessibility rules and regulations. All accessibility policy documents are available in an accessible format.

Works Completed - Attitudinal

- Continue to conduct accessibility training for new employees, including students, through the orientation program.

- As a result of the COVID-19 pandemic, and to provide continual support for the mental wellbeing of Town employees, mental health programs, resources and webinars are provided to staff.
- The Town ensures all training and course offerings are up to date by using HR Downloads as part of our Accessibility training.

Works Completed - Technological

- Continue to make meetings (with public, individuals or government agencies) available via online platforms, enabling greater convenience.
- Our internet website conforms to the Work Wide Web Consortium Web Content Accessibility Guidelines 2.0 Level AA.

Works Completed - Systemic

- Continued the Community Improvement Plan fund, which provides financial support for building owners and business operators to take advantage of building and façade upgrades, including accessibility accommodations.

Works Completed – Standard Operations

- An Age Friendly Checklist is provided with all Building Permits.
- All operations adhere to our written accessibility policies. All new employment applicants are notified of the Town's policies for accommodating employees with disabilities. All decisions or changes require an accessibility review before implementation.
- As per standard operational practices, the following is conducted on a regular basis either through legislative or municipal policy requirements:
 - Repair, maintenance and removal of barriers on municipal trails, sidewalks, and public spaces
 - Building Code inspections of new or renovation facilities.

Public Review

Members of the public are encouraged to make comments on the Annual Status Report and accessibility matters in general.

Comments can be received in person (at the office, over the telephone etc.) or writing (email, letter, fax.). Please contact the Municipal Office (Town Hall)

- in person/by mail to: Town of Kirkland Lake, 3 Kirkland Street West, Kirkland Lake, ON P2N 3P4, Attention: Municipal Clerk
- via telephone: 705-567-9361 x. 238
- via fax: 705-567-3535, or
- email: clerk@tkl.ca

RECEIVED BY COUNCIL ON: April 5, 2022

POSTED ON: April 6, 2022