



The Corporation of the County of Essex
Multi-Year Accessibility Plan 2018-2022

This document is available in alternate formats upon request.

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Background

The Ontarians with Disabilities Act (ODA) was passed in December, 2001 with the purpose of improving opportunities for people with disabilities in Ontario by identifying, preventing and removing physical and other barriers that may limit opportunities for people with disabilities to fully participate in society.

The Accessibility for Ontarians with Disabilities Act, (AODA) was passed in 2005 with the vision of creating a fully accessible Ontario by 2025. The AODA gave the Province the mandate to create sets of standards in accessibility which will apply to both public and private sector organizations. The AODA is more comprehensive and prescriptive than the Ontarians with Disabilities Act (ODA).

The Accessibility Standards for Customer Service (Ontario Regulation 429/07) was passed in January, 2008.

The Integrated Accessibility Standards which regulate information and communications, employment and transportation came into effect on July 1, 2011, with requirements under this standard to be phased in over time.

The Design of Public Spaces Standards (Ontario Regulation 413/12) came into effect on January 1, 2013. Also known as the Accessibility Standards for the Built Environment, these standards provide technical requirements for the design and construction of external elements, including:

- Recreational Trails and Beach Access Routes
- Public Use Eating Areas
- Outdoor Play Spaces
- Exterior Paths of Travel
- On and Off Street Parking
- Service Counters, Fixed Queuing Lines and Waiting Areas
- Maintenance

Under the AODA, private, public and non-profit organizations are required to identify, remove and prevent barriers in order to make the Province accessible for all people with disabilities by 2025. Through the AODA, the Provincial Government has identified key areas for the development of “common” accessibility standards intended to set requirements across all organizations and sectors:

Customer Service

- Addresses how organizations are required to provide their goods and services in an accessible manner – influencing attitudes and behaviour.

Information and Communications

- Outlines how organizations are required to create, provide and receive information and communications in ways that are accessible to persons with disabilities.

Employment

- Builds upon the existing requirements under the Ontario Human Rights Code in relation to how to accommodate individuals with disabilities throughout the recruitment process and employment relationship.

Transportation

- Intended to prevent and remove barriers in transportation, making it easier for everyone to travel in Ontario including people with disabilities, older Ontarians and families traveling with children in strollers.

Built Environment

- Intended to address access to and within buildings and outdoor spaces. The standards for public spaces will only apply to new construction and planned redevelopment. Enhancements to accessibility in buildings will happen at a later date through Ontario's Building Code, which governs new construction and renovations in buildings.

About Essex County's Multi-Year Accessibility Plan

This Multi-Year Plan outlines Essex County's strategy to prevent and remove barriers and meet the requirements under the AODA, Accessible Customer Service Standard (Ontario Regulation 429/07) and Integrated Accessibility Standards (Ontario Regulation 191/11, as amended.) The Corporation of the County of Essex continues to identify new accessibility initiatives which have been incorporated in this Multi-Year Accessibility Plan for the period 2018 to 2022.

This Plan was prepared by the County of Essex, in conjunction with the Essex County Accessibility Advisory Committee. Public consultation was

sought on the draft Multi-Year Accessibility Plan prior to the Plan being presented to Essex County Council for adoption.

Statement of Commitment to Accessibility

Essex County Council recognizes that improving accessibility is important to all residents. Approximately 15.5% or 1.85 million people in Ontario have a disability – that's one in seven. That number is expected to grow significantly in the next 20 years as the population ages.

The Corporation of the County of Essex, is committed to meeting the accessibility needs of persons with disabilities in a respectful, equitable and timely manner and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the AODA.

The Essex County Accessibility Advisory Committee

The Essex County Accessibility Advisory Committee (ECAAC) was established by Council resolution on September 18th, 2002. The Committee consists of 7 members representing the following groups:

- 1 member from Essex County Council
- 2 members who are professionals from the stakeholder community
- 4 members who are people with disabilities

Members of both the previous and current Essex County Accessibility Advisory Committees (ECAAC) have been instrumental in continuing to identify for the County of Essex, the barriers that they believe should be addressed in the Essex County Accessibility Plans and in County activities/initiatives.

Past Achievements to Remove & Prevent Barriers

Since September of 2003, when the first generation Accessibility Plan for the Corporation of the County of Essex was adopted by Essex County Council, the Corporation has been making every effort to implement the initiatives approved in the annual Accessibility Plans.

Many physical changes to County owned or operated facilities have been made to remove barriers. As noted in previous Accessibility Plans these have included:

- The removal of the exterior lift at the Essex County Civic Centre and the installation of a new ramp;
- Relocation of accessible parking at the Civic Centre, including line painting and signage;

- The construction of a family washroom on the main floor of the Civic Centre, complete with automatic doors;
- Renovations to other existing washrooms within the Civic Centre to make them more accessible;
- Additional automatic doors were installed at the east entrance of the Civic Centre;
- Ramp to the shade rock garden/fountain at the Civic Centre
- adjustable table in the Civic Centre Cafeteria;
- Renovations to County Administration reception desk to improve Accessibility;
- Continuing renovations to the Sun Parlor Home to improve the accessibility of that entire facility for the residents and visitors.

Other accessibility initiatives in previous Accessibility Plans have included:

- Sensitivity training for County of Essex employees to enhance their awareness of accessibility issues and to provide them with knowledge on how to effectively serve people with disabilities and how to remove attitudinal barriers;
- The annual Accessibility Workshop, designed to provide a day filled with motivational/inspirational speakers and educators who focus on ways in which to make communities barrier free from both physical and attitudinal barriers;
- Implementation of employee return to work and accommodation policies for County of Essex employees;
- Annual promotion of National Accessibility Awareness Week through activities and education;
- Annual publication of a newsletter providing information on activities of the Accessibility Advisory Committees throughout the region;
- Development of Accessible Customer Service Policy, Practices and Procedures for services provided by the County of Essex and Accessible Customer Service training for all employees and Council of the County of Essex;
- Development of policies in accordance with the Integrated Accessibility Standard;
- Employee training on how to create accessible documents;
- Emergency and public safety information developed by the Essex County Emergency Management Coordinator available in accessible formats;
- Essex County employees advised that workplace emergency response plans and information will be developed to accommodate any employees with disabilities specific accessibility requirements;
- Construction of a new West End Depot for Infrastructure Services that was constructed in accordance with the Integrated Accessibility Standard and to the Building Code;

- Construction of a new Tecumseh Station (2013/14) and Dougall Station (2017/18) for Emergency Medical Services that was constructed in accordance with the Integrated Accessibility Standard and to the Building Code;
- The implementation and use of a formalized electronic procurement system, "Bids & Tenders", that allows for fair and accessible procurement process and documents available in accessible formats;
- Redeveloped existing exterior off-street parking and pathways at the Essex Civic Centre that meet the technical and general requirements of 80(21) – 80(23) and 80(32) – 80(37) of the Integrated Accessibility Standard Regulation;
- Employee workshops and information sessions surrounding mental health, aimed at removing attitudinal barriers surrounding friends and coworkers that may be experience mental health concerns;
- Implemented the use of a software program, "Site Improve", for the external websites of the [County of Essex](#) and [CWATS](#) in order to consistently monitor for website accessibility concerns to make speedy corrections in accordance with WCAG 2.0 website standards;
- Developed practices and procedures to notify job applicants who have been invited to participate in the recruitment, assessment or selection process that accommodations for disabilities are available upon request;
- Developed practices and procedures for notifying successful applicants of the policy for accommodating employees with disabilities when offering employment;
- Developed accessible document requirements for consultants and other third parties engaged to prepare public documents on behalf of the Corporation;
- Continued improvement projects at the Sun Parlor Home including:
 - Firm surfaced flooring
 - New dining room chairs which allows for easier sliding
 - Purchase of additional electric hi-low beds, and specialized lifts.
- Installation of a Nurse Call System at the Sun Parlor Home addressing safety and accessibility home-wide;
- Continued individual resident needs assessments and procurement of resultant assistive devices;
- The Essex County Accessibility Advisory Committee visits the Sun Parlor Home to make recommendations for improved accessibility;
- Essex County Accessibility Advisory Committee launched a social media platform to help share information and awareness surrounding accessibility;
- Developed templates for letters, documents and presentations for staff use in accessible formats.

- Contracted with National Captioning Services of Canada to provide live closed captioning services for broadcasts of Essex County Council meetings.

The Council of the Corporation of the County of Essex remains committed to ensuring that the facilities, services and programs provided by the County are available to all residents including people with disabilities. The process of identifying barriers is constant.

Description of the County of Essex

Essex County is Canada's southernmost county, located on a peninsula of land surrounded by Lake St. Clair to the north, the Detroit River to the West and Lake Erie to the south. The County has a population of over 180,000 (according to the Canada 2016 Census) and an overall area of 1720 km².

The Corporation of the County of Essex is an upper tier municipality comprised of 14 members being the Mayor and Deputy Mayor of each of the 7 local municipalities within the County of Essex. One of the 14 County Councillors is elected as the Warden who serves as the Head of County Council.

The Corporation of the County of Essex is responsible for providing services that are common to all municipalities in Essex County thereby minimizing the need for duplicate services and administration. These services include transportation services, libraries, a long-term care home, planning, emergency management co-ordination, community services, emergency medical services and general government administration.

As well, the County of Essex is a funding partner for regional services including social services, child care, social housing, public health, economic development, tourism and property assessment.

Facilities Owned/Leased by the Corporation of the County of Essex

Essex County Civic and Education Centre

360 Fairview Avenue, Essex, N8M 1Y6

The building at 360 Fairview Avenue (also known as the Essex County Civic and Education Centre) became home to the County Administration offices in October of 1975.

The administrative offices for Essex County Council Services, Corporate Services, Infrastructure Services, Human Resources, Planning, Emergency Management Co-ordination, Emergency Medical Services, Community

Services and the Essex County Library are all located in the Civic Centre. The County of Essex Council Chamber is also located in this building, as well as a number of Committee Rooms which are utilized by the tenants of the building and other community organizations.

In November of 2017, the Corporation of the County of Essex assumed full ownership of the Civic Centre.

Many of the barriers identified in the previous Accessibility Plans which related to physical accessibility barriers in the Civic Centre have been addressed.

The latest renovation to improve accessibility in the Civic Centre was in 2013, and focused on the West access of the building to provide ground level access at that entrance, with a new elevator to be accessible from ground level from inside the building, a new ramp to the patio area under the Council Chambers, and a new covered ramp at East entrance. In 2015 and beyond the replacement of plumbing fixtures, when appropriate, have been installed with automatic features to improve accessibility and water savings.

The Civic Centre is an important gathering place for a broad array of the community and given that the Civic Centre is in excess of 40 years old, a number of significant deficiencies have been identified with the facility which must be addressed in the near future. Many are not accessibility related, however, the renewal and/or rehabilitation of the existing infrastructure will allow for an opportunity to remove additional barriers in the facility.

Infrastructure Services

The Engineering, Transportation Planning and Construction Divisions of Infrastructure Services currently operate from offices in Suite 201, on the main floor of the Essex County Civic Centre, 360 Fairview Avenue West in Essex. These services will be relocating to renovated offices on the second floor of the Civic Centre, Suite 2015, in mid-2018. Renovations are being constructed in accordance with the Integrated Accessibility Standard and to the Building Code.

The Maintenance Operation Division operates from four year round depots and one seasonal depot.

Year Round Maintenance Facilities:

- Maintenance Depot, 1941 Road 4 E, Kingsville
- West End Depot, 7101 North Sideroad, Amherstburg
- West Pike Creek Depot, 11965 Cty Rd 42, Tecumseh
- Tilbury North Depot, 2400 Comber Side Rd, Lakeshore.

All Maintenance Depots have varying degrees of material storage, equipment housing, office and washroom facilities. These maintenance depots are not service locations that the general public would readily visit. Primarily, only roads maintenance staff have occasion to frequent these facilities.

Sun Parlor Home

The Sun Parlor Home, located at 175 Talbot Street East in Leamington, is a long-term care home that was completed in early 1992. The Home has a capacity of 206 residents.

While the SPH was designed to exceed accessibility standards from the day when it was constructed in 1992, over the past decade, general wear on some fixtures and furnishings, as well as the increasingly frail nature of the residents, has created accessibility issues. To address these issues, the management team in cooperation with the Accessibility Advisory Committee continues to investigate options for refurbishing areas of the Home, particularly with respect to enhancing the accessibility of the facility for residents, visitors and staff, and is always pleased to receive suggestions.

Some examples of improvements over the past several years have been the purchase of a new telephone system that included options for residents' phones with louder volume controls, flashing ringers, programmable phone numbers and larger buttons; new flooring, doors equipped with automatic openers, doorway widenings, replacement of threshold moldings, accessible walkways in the courtyard, the relocation of accessible parking spaces from the side to the front of the building and the installation of some directional signage to reflect the changes.

The Home encourages both management and staff to be "thinking accessibility" at all times.

As always, on an individual resident needs basis, the Home makes every effort to facilitate the acquisition of a variety of assistive devices as may be required. The increasingly frail residents being admitted to the Home have many needs to be met.

As well as the enhancements to physical assistive devices and removal of physical barriers in the Home, the life enrichment staff provide and coordinate a number of social activities and services designed to promote inclusiveness and enhancements to the quality of life of residents.

Emergency Medical Services Facilities

The administration offices for Emergency Medical Services (EMS), for Essex County, Windsor and Pelee Island are currently located on the ground level of the Civic Centre, Suite 115, located at 360 Fairview Avenue West, Essex.

In 2018, the EMS administration offices will be locating to the main floor of the Civic Centre, Suite 218. Renovations to the offices will be constructed in accordance with the Integrated Accessibility Standard and to the Building Code.

There are EMS administrative offices and an ambulance base located at 920 Mercer Street in Windsor. This facility is a two-storey structure, not utilized by the general public. The majority of the administrative offices are located on the second floor of the building. While the budget for the renovations of the building in 2004 did not allow for the installation of an elevator to the second floor, additional office space and accessible washrooms were provided on the first floor.

There are currently two other ambulance stations in Windsor which are located at:

3180 Jefferson Avenue - The County of Essex leased this property until 2010, at which time it was purchased.

2620 Dougall Avenue - The County of Essex leased this property until purchase and re-construction in 2017.

Throughout the County, Ambulance stations (bases) are situated at the following locations:

- LaSalle Station – A new, joint Police, Fire and EMS facility was constructed in 2014 by the Town of LaSalle, to replace the existing municipal complex.
- Leamington Station – This was the former Leamington Day Care building and renovated as an ambulance station in 2010. It is owned by the County of Essex.
- Lakeshore Station – This was a new station, constructed in 2011 on Renaud Line. This station is owned by the County of Essex.
- Tecumseh Station – This is a new station, constructed in 2013 and is located on Lesperance Rd.
- Kingsville Station – This station is located in a joint facility with the Town of Kingsville Fire Station on Division Road. This station is leased from the Town of Kingsville.
- Harrow Station – This was a new station constructed in 2010 on Queen Street in Harrow. This station is owned by the County of Essex.
- Amherstburg Station – The County of Essex purchased the former AA & M Ambulance Station on Simcoe Street in 2009 and renovated it.
- Essex Satellite Station – In 2013, the new Essex EMS base was located in the newly constructed joint facility with the Essex Centre Fire Station.

- Pelee Island Station – The Station on Pelee Island is located in part of the Medical Centre.

None of these ambulance bases are service locations that the general public would readily visit. Primarily, only EMS staff frequents these facilities however, the newly constructed bases and those that have been recently renovated, have been designed with accessibility features in mind. Future bases are designed in accordance with the Built Environment Standard and amended Building Code.

Essex County Library Facilities and Services

The Essex County Library operates a system of 14 branch libraries that provide library materials and services, free of charge, to all residents of Essex County.

Library facilities are provided by the local municipalities with one facility located in each of Amherstburg, LaSalle, Leamington and Tecumseh, three facilities in both Essex and Kingsville and four in Lakeshore. The local municipalities are responsible for access into the buildings and for designating accessible parking adjacent to the facilities. While the local municipalities provide the facility for the Library Branches, the Essex County Library Board is responsible for furnishing the inside of the buildings with shelving, furniture, equipment, library resources and employs the staff who deliver all the services the Essex County Library provides.

Library administration offices are located in the lower level of 360 Fairview Avenue West, Essex in Suite 101, where Administration, computer network services, ordering and processing of library materials are centralized. Only library staff has access to the library administration offices.

The Essex County Library is funded primarily through the County of Essex. A Library Board, appointed every four years by Essex County Council, in accordance with the Public Libraries Act, has four members from the current County Council. There are 3 lay appointees. The Board is responsible for setting policy and reviewing the overall performance of the Library. The Board's budget is approved annually by County Council.

The Essex County Library produces its own [Accessibility Plan](#) and [Policies and Procedures](#) and the library branches are observed for accessibility via the seven municipalities' own accessibility advisory committees.

Accessibility Initiatives Identified in the Multi-Year Accessibility Plan

The attached "Appendix B" of the County of Essex Multi-Year Accessibility Plan outlines strategies and actions to prevent and remove barriers for

people with disabilities to be undertaken over the next five years. These initiatives include our strategy for meeting the timelines established in Regulations enacted under the Accessibility for Ontarians with Disabilities Act, 2005.

Review and Monitoring of the Progress

The Multi-year Accessibility Plan will be updated at least once every five years. The County of Essex will review the progress of the initiatives undertaken in the Multi-Year Accessibility Plan on an on-going basis. Progress reports will also be provided to the Essex County Accessibility Advisory Committee. Feedback from the Essex County Accessibility Advisory Committee on the progress of the initiatives will be reported to Essex County Council through their Committee minutes.

The Essex County Accessibility Advisory Committee will also complete a report on their accomplishments from the current year and provide it to County Council annually.

Communication of the Plan

Copies of the Multi-Year Accessibility Plan for the Corporation of the County of Essex will be available at the County of Essex Administration Office located at 360 Fairview Avenue West, Essex, Suite 202. The Plan will also be posted on the [County of Essex website](#) once approved. Copies of the Plan will be available in alternate formats, upon request.

Feedback

Essex County welcomes public input as feedback helps to identify areas where changes need to be considered and ways in which we can improve facilities, goods and services. Should a member of the public wish to provide general feedback, comments or suggestions on how to improve accessibility in our facilities, goods or services, please contact us by:

Phone: 519-776-6441, ext. 1330

TTY: 1-877-624-4832

Email: accessibility@countyofessex.on.ca

Mail: 360 Fairview Ave. W., Essex, Ontario, N8M 1Y6

Appendix A – Definitions

Accessibility— the term accessibility means giving people of all abilities opportunities to participate fully in everyday life. It is used to describe how widely a service, product, device, or environment is available to as many people as possible. Accessibility can be seen as the ability to access and benefit from a system, service, product or environment.

Barrier— Barriers are obstacles that limit access and prevent people with disabilities from fully participating in society. Most barriers are not intentional. Barriers usually arise because the needs of people with disabilities are not considered from the beginning.

Disability— Ontario's accessibility law adopts the definition for disability that is in the Ontario Human Rights Code. It defines disability broadly:

- a. "any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
- b. a condition of mental impairment or a developmental disability,
- c. a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- d. a mental disorder, or
- e. an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997."

Appendix B - Accessibility Initiatives 2018-2022

Accessibility Initiatives	Action to be Taken	Timeframe
Accessible Customer Service Addressing any barriers in the delivery of accessible goods and services to customers	Continue to deliver Accessible Customer Service training to all new employees and volunteers	Ongoing 2018-2022
	Ensure Vendor Accessible Training Certificates are being received.	Ongoing 2018-2022
	Review and update Accessible Customer Service Policies and Procedures as required.	Ongoing 2018-2022
	Construction of a new administration reception desk for even greater accessibility at the Essex County Civic Centre.	2018-2020
	Construction of a new EMS reception desk for even greater accessibility at the Essex County Civic Centre.	2018-2020
Information and Communications Addressing barriers to providing information and communication in accessible formats	Training of employees on the Essex County Integrated Accessibility Standard Policy #12-001 , on requirements of the Information and Communications Standard including the use of accessible formats or communication supports.	Ongoing 2018-2022
	Continue employee training on how to create accessible documents in WORD and PDF formats.	Ongoing 2018-2022
	Re-development of a new corporate website, ensuring WCAG AA and AAA compliance as well as mobile technology compliance.	2018

Accessibility Initiatives	Action to be Taken	Timeframe
	Investigate screen reader technology integration for the new website (i.e.: browsealoud)	2018-2019
	Monitor feedback process to ensure that receiving and responding to feedback is made available in an accessible format upon request or with appropriate communication supports.	Ongoing 2018-2022
	Ensure all items posted to the employee intranet system are in accessible formats and available in additional accessible formats as per the IASR.	Ongoing 2018-2022
	Ensure any marketing and communications efforts reach people with disabilities. Include people with disabilities of all generations in photos, testimonials and other communications. Ensure marketing collateral such as flyers, brochures, podcasts and YouTube videos, are accessible.	Ongoing 2018-2022
	When planning events, ensuring that accessibility is considered and using the Planning Accessible Events Guide .	Ongoing 2018-2022
Employment Addressing barriers to employment with the County of Essex for people with disabilities and addressing accommodation requirements of	Training of employees on the Essex County Integrated Accessibility Standard Policy #12-001 , on requirements of the Accessible Employment Standard.	Ongoing 2018-2022

Accessibility Initiatives	Action to be Taken	Timeframe
existing employees with disabilities		
	Re-evaluate practices and procedures to notify internal and external job applicants that accommodations for disabilities will be provided upon request.	Ongoing 2018-2022
	Conduct employee workshops and sensitivity training to help remove attitudinal barriers surrounding working with persons with disabilities.	Ongoing 2018-2022
	Train staff to interact and communicate with people with different types of disabilities.	Ongoing 2018-2022
Transportation Not Applicable at this time	The County of Essex does not currently operate or contract public transit services or license taxicabs.	Not Applicable at this time.
Procurement Practices Ensuring accessible goods, services and facilities are purchased when available	Continue to ensure the electronic procurement system for the County of Essex remains accessible and is compliant with the latest accessibility requirements.	Ongoing 2018-2022
Ontario Human Rights Code Training Increasing obligations of the 'duty to accommodate'	Provide training to employees on the requirements of the Ontario Human Rights Code as it relates to people with disabilities	Ongoing 2018-2022
Emergency Public Safety Information Making this information available to the public in accessible formats	As new emergency procedures, plans and public safety information becomes available, continue to ensure that the information is developed in formats which are easily convertible to alternate formats upon request.	Ongoing 2018-2022

Accessibility Initiatives	Action to be Taken	Timeframe
Multi-Year Accessibility Plan Ensuring the accessibility plans of the County of Essex continue to address the needs of the community	Review, consult on and update 5 year Multi-Year Accessibility Plan for the period 2018-2022	2021
Sun Parlor Home Facilities and Services Continually enhancing the accessibility of the facility and services for residents, visitors and staff	Purchase and installation of new resident room furnishings that consider and improve accessibility (ease of opening drawers, space, etc.)	2018-2019
	Exterior Courtyard Refresh to include new concrete with slight ramp, to ease mobility for residents and visitors with wheelchairs and walking aids.	2018-2019
	Flooring renovation to eliminate carpet and flooring in the Special Activation Room for ease of mobility and safety.	2019
	Annual review of the facility by the Essex County Accessibility Advisory Committee to provide continued suggestions for improvement.	Ongoing 2018-2022
Essex County Civic Centre Renovations Removing barriers and enhancing the accessibility of the facility	Renovations to upgrade washrooms on the top floor of the Essex Civic Centre to ensure accessibility.	2018

Accessibility Initiatives	Action to be Taken	Timeframe
	Renovations to upgrade washrooms on the basement level of the Essex Civic Centre to ensure accessibility.	2019
	Renovations of the interior office space of the Essex Civic Centre, including an upgraded accessibility counter in administration and EMS and security improvements.	2018-2020
	Installation of security cameras and additional lighting for the Civic Centre parking lot.	2018-2020
Essex County Accessibility Advisory Committee Initiatives Continually promoting accessibility awareness	Annual Accessibility Workshops and/or events/initiatives	Ongoing 2018-2022
	Annual Promotion of National Access Awareness Week and International Day of Persons with Disabilities through activities/information sharing.	Ongoing 2018-2022
	Partnering with the Essex Regional Conservation Authority (ERCA) to provide consultation of matters related to accessibility in regards to ERCA projects such as trail construction and other outdoor spaces.	Ongoing 2018-2022
Maintenance Maintaining the accessible elements in public spaces	Develop policies and procedures for preventative and emergency maintenance of the accessible elements of public spaces.	2018
	Develop procedures for dealing with temporary disruptions when accessible	2018

Accessibility Initiatives	Action to be Taken	Timeframe
	elements are not in working order.	
Infrastructure Services Ensuring new and renovated facilities meet Built Environment Standard and Ontario Building Code	Any improvements or development of depots will be done in accordance with Built Environment Standard and the Building Code.	Ongoing 2018-2022
	Ensure all consultants follow the AODA, IASR and other accessibility regulations and guidelines for Customer Service, Information and Communications, Employment and Built Environments when working on a project on behalf of the County of Essex.	Ongoing 2018-2022
Emergency Medical Services Base Construction and Renovations Ensuring new and renovated facilities meet Built Environment Standard and Ontario Building Code	Any improvements or development of offices/stations will be done in accordance with Built Environment Standard and the Building Code.	Ongoing 2018-2022

Accessibility Initiatives	Action to be Taken	Timeframe
<p>Active Transportation New initiatives related to the development of on and off road pedestrian and cycling facilities under the County's jurisdiction will be accessible</p>	<p>The County Wide Active Transportation Strategy (CWATS is phased over a 20 year period. An Inter-municipal Active Transportation Committee is guiding the process of implementation. Requirements established in the Accessibility Standard for the Built Environment – Design of Public Spaces Standards (Part IV.1 of Ontario Regulation 413/12) is incorporated into the implementation plans.</p>	<p>Ongoing 2018-2022</p>