



ANNUAL ACCESSIBILITY STATUS REPORT

2025

EXECUTIVE SUMMARY

The [Accessibility for Ontarians with Disabilities Act, 2005 \(AODA\)](#) establishes a framework for developing, implementing, and enforcing accessibility standards to identify, remove, and prevent barriers for people with disabilities in daily life.

The Integrated Accessibility Standard requires the Municipality to develop a multi-year plan every five years.

Statement of Commitment

The Municipality is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner and shall do so by preventing and removing barriers to accessibility and meeting the accessibility requirements under the *Accessibility for Ontarians with Disabilities Act, 2005*.

STATUS UPDATE

2025 to 2029 ACCESSIBILITY PLAN

2025 - ACTION	RESPONSIBILITY	COSTS	TARGET DATE
Multi-Year Accessibility Plan – 2025-2029 <ul style="list-style-type: none">Develop Plan (including public outreach)Adopt PlanPost Plan on Website	Clerk and Community Services Coordinator Council	Staff Time	December 9, 2025
File an Accessibility Compliance Report to Province	Clerk and Community Services Coordinator	Staff Time	December 31, 2025
Annual Status Report <ul style="list-style-type: none">Complete FormPost on Website and at Municipal Office	Clerk and Community Services Coordinator	Staff Time	December 31, 2025

2026 - ACTION	RESPONSIBILITY	COSTS	TARGET DATE
<p>Complete Accessibility Re-Assessments</p> <ul style="list-style-type: none"> • Municipal Office • Community Hall – Burgess Hall • Community Hall – Maberly • Trail/Park/Pavilion - Forest Trail Park • Park - John Millar Park • Playground/Park/Tennis Court – Maberly Community Park • Playground/Park – Fallbrook • Playground/Park - O'Neill Park • Ball Park – Burgess • Ball Park – Fallbrook (Fallbrook Park) • Outdoor Ice Rink – Glen Tay (Bowes Ice Rink) • Outdoor Ice Rink - Maberly • Boat Launch - Otty Lake • Public Access Point – Maberly Fall River Park • Public Access Point – Glen Tay Swimming Area • Public Access Point – Little Silver Lake • Public Access Point – Mississippi River • Public Access Point – Noonan • Glen Tay ReUse Centre • Waste Site – Glen Tay • Waste Site - Maberly • Waste Site – Stanleyville • Fire Hall – South Sherbrooke 	Clerk and Community Services Coordinator	Staff Time	August 31, 2026
<p>Annual Status Report</p> <ul style="list-style-type: none"> • Complete Form • Post on Website and at Municipal Office 	Community Services Coordinator	Staff Time	December 31, 2026

2027 - ACTION	RESPONSIBILITY	COSTS	TARGET DATE
Develop Plan for Removing Barriers identified in the Re-Assessments	Clerk and Community Services Coordinator	Staff Time	December 31, 2027
Annual Status Report <ul style="list-style-type: none"> • Complete Form • Post on Website and at Municipal Office 	Community Services Coordinator	Staff Time	December 31, 2027

2028 - ACTION	RESPONSIBILITY	COSTS	TARGET DATE
Implement Plan for Removing Barriers	Clerk and Community Services Coordinator	Staff Time	To be determined
Annual Status Report <ul style="list-style-type: none"> • Complete Form • Post on Website and at Municipal Office 	Community Services Coordinator	Staff Time	December 31, 2028

2029 - ACTION	RESPONSIBILITY	COSTS	TARGET DATE
Multi-Year Accessibility Plan – 2030-2034 <ul style="list-style-type: none"> • Develop Plan (including public outreach) • Adopt Plan • Post Plan on Website 	Community Services Coordinator Council	Staff Time	December 31, 2034
Annual Status Report <ul style="list-style-type: none"> • Complete Form • Post on Website and at Municipal Office 	Community Services Coordinator	Staff Time	December 31, 2034

PAST ACHIEVEMENTS

This section outlines the Municipality's accomplishments with regards to the measures implemented to identify, remove and prevent barriers.

2004 ACHIEVEMENT <ul style="list-style-type: none"> Reviewed all programs and existing documents to identify potential barriers (systemic and specific)
2005 ACHIEVEMENT <ul style="list-style-type: none"> Educated employees and Council about the barriers and work with the County Committee on the establishment of practices/forms for use in evaluation of buildings
2006 ACHIEVEMENTS <ul style="list-style-type: none"> Worked with County Committee on the establishment of standards and application of those standards during joint site visit of 3 Municipal Halls Established handicapped parking spaces (line paint/signage) at 3 Municipal Halls Considered accessibility issues for municipal election – electronic voting
2007 ACHIEVEMENTS <ul style="list-style-type: none"> Improved accessibility to Municipal Halls by implementing corrective actions suggested by the County of Lanark – Inspection Sub-Committee Established a reserve in anticipation of mandatory standards for accessibility and the cost of implementation over time
2008 ACHIEVEMENTS <ul style="list-style-type: none"> Monitoring of documents and decisions to identify inherent, systemic, culture insensitivities or barriers
2009 ACHIEVEMENTS <ul style="list-style-type: none"> Renovated the BBDE Fire Hall incorporating accessibility features throughout Hired a full-time in-house Planner to improve education and one-on-one consultation with applicants of development proposals Provided Customer Service training to all Employees and Members of Council
2010 ACHIEVEMENTS <ul style="list-style-type: none"> Rebuilt Municipal Office, incorporating accessibility features throughout Revamped Municipal Website using plain language and intuitive design Designed new South Sherbrooke Fire Hall with accommodations for the mobility challenged Offered on-line and telephone voting services for the municipal election
2011 ACHIEVEMENTS <ul style="list-style-type: none"> Built new South Sherbrooke Fire Hall and included accessibility features Increased access to Municipal Information - in addition to the website, developed a Facebook page, developed a "Municipal Matters" bi-weekly newspaper column
2012 ACHIEVEMENTS <ul style="list-style-type: none"> Installed an audio visual system in the Council Chambers at the Municipal Office, consisting of microphones and projector screens Posted Emergency Plan on Municipal Website

<p>2013 ACHIEVEMENTS</p> <ul style="list-style-type: none"> • Adoption of an “Accessibility Policy” (consolidated Customer Service Standard & Integrated Standards) • Adoption of a Multi-Year Accessibility Plan • Amended Procurement Policy to incorporate Accessibility provisions • Developed Template for Job Postings • Developed Telephone Script for Scheduling Interviews • Developed a Template for Letters of Offer and Employment Contracts
<p>2014 ACHIEVEMENTS</p> <ul style="list-style-type: none"> • Completed Accessibility Assessments of Municipal Office, Maberly Community Hall and Burgess Community Hall • Launched an Accessible Website • Completed Annual Status Report and Posted to Website and at the Municipal Office
<p>2015 ACHIEVEMENTS</p> <ul style="list-style-type: none"> • Developed Annual Status Report Template for Multi-Year Accessibility Plan • Provided Training to Council, Staff and Volunteers on Policies and Procedures that relate to Accessibility • Completed Annual Status Report and Posted to Website and at the Municipal Office
<p>2016 ACHIEVEMENTS</p> <ul style="list-style-type: none"> • Reviewed current documents to ensure compliance • Completed Accessibility Assessments of Little Silver Lake, Noonan, Mississippi, Glen Tay and Fall River public access points. • Completed Annual Status Report and Posted to Website and at the Municipal Office
<p>2017 ACHIEVEMENTS</p> <ul style="list-style-type: none"> • Adoption of Individual Accommodation Plan – Policy • Developed Individual Accommodation Plan - Functional Abilities Form • Developed Individual Accommodation Plan - Template • Adoption of Return to Work – Policy • Developed Return to Work - Attending Physician's Report • Developed Return to Work – Meeting Form • Developed Return to Work – Plan • Completed 2015 and 2016 Annual Status Reports and posted them on the Township website and at the Municipal Office
<p>2018 ACHIEVEMENTS</p> <ul style="list-style-type: none"> • Completed Accessibility Assessments of Glen Tay Outdoor Ice Rink, Maberly Outdoor Ice Rink, O'Neill Park/Playground, Burgess Ball Park, Fallbrook Ball Park/Playground, Maberly Playground, Maberly Tennis Court and Otty Lake Boat Launch • Completed Annual Status Report and Posted to Website and at the Municipal Office
<p>2019 ACHIEVEMENTS</p> <ul style="list-style-type: none"> • Developed and Adopted the Multi-Year Accessibility Plan – 2019 to 2023; posted on Township website • Completed the Outstanding Accessibility Assessments for Glen Tay ReUse Centre, Glen Tay Waste Site, Maberly Waste Site, Stanleyville Waste Site, and South Sherbrooke Fire Hall • Updated Training on Policies and Procedures that relate to Accessibility • Filed an Accessibility Compliance Report to Province

<ul style="list-style-type: none"> Completed Annual Status Report and Posted to Website and at the Municipal Office
2020 ACHIEVEMENTS* <ul style="list-style-type: none"> Updated the Multi-Year Accessibility Plan – 2019 to 2023; posted on Township website Installed accessible amenities (bench, garbage receptacle) and an accessible picnic table in a newly created park - John Miller Park Completed Annual Status Report and Posted to Website and at the Municipal Office
2021 ACHIEVEMENTS* <ul style="list-style-type: none"> Redeveloped Website; more services and available online Filed an Accessibility Compliance Report to Province Completed Annual Status Report and Posted to Website and at the Municipal Office
2022 ACHIEVEMENTS <ul style="list-style-type: none"> Installed accessible amenities (bench, picnic table) - Maberly Fall River Park Installed an accessible swing and accessible amenities (bench, picnic table) – Maberly Community Park Development of the primary accessible trail, and secondary accessible trail, installation of accessible exercise equipment, accessible amenities (picnic tables, benches) and accessible parking lot - Solar Farm/Forest Trail Park Completed Annual Status Report and Posted to Website and at the Municipal Office
2023 ACHIEVEMENTS <ul style="list-style-type: none"> Implemented MyAccount which allows property owners to view, store and print current and previous tax bills, pay taxes and sign up for pre-authorized payments online Installed Community Notice Boards at all three waste sites and the Maberly Hall Redeveloped Glen Tay Swimming Area – seasonal accessible washroom, signage, accessible picnic tables, new pathways Redeveloped Otty Lake Boat Launch – seasonal accessible washroom, signage, accessible picnic table, dock, parking area Redeveloped Maberly Hall – accessible ramp, front and washroom doors Forest Trail Park opened to the public
2024 ACHIEVEMENTS <ul style="list-style-type: none"> Established a Satellite Library Location at Maberly Hall for book club, book pick-up and return and story-time Installed Internet and a Computer at Maberly Hall for public use Installed a Timber Framed Pavilion at the Forest Trail Park
2025 ACHIEVEMENTS <ul style="list-style-type: none"> Constructed accessible pathways in Maberly Community Park Redeveloped off-site parking at Maberly Community Park and Maberly Hall – paving and accessible parking spaces Adopted Multi-Year Accessibility Plan – 2025-2029 Completed Annual Status Report and Posted to Website and at the Municipal Office

*Pandemic