



DRYDEN

**City of Dryden's
Multi-Year Accessibility Plan
2025-2029**

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The Corporation of the City of Dryden's – Multi-Year Accessibility Plan

Introduction

The City of Dryden is committed to identifying, preventing, and removing barriers to persons with disabilities. This Multi-Year Accessibility Plan, 2025-2029, continues the strategies set out in the City's previous Multi-Year Accessibility Plans and outlines the strategies and actions the Municipality will take from 2025 to 2029 to prevent and remove barriers to meet the requirements under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA). The City continues to strive to meet the needs of our employees and customers with disabilities and are working hard to remove and prevent barriers to accessibility.

The Multi-Year Accessibility Plan is reviewed and updated at least once every five (5) years. An annual status report will be completed to document the progress and measures taken to implement the City of Dryden's plan. The Multi-Year Accessibility Plan and Annual Status Reports can be accessed through the City of Dryden's website at www.dryden.ca on the Plans, Reports and Studies page.

Alternate formats of these documents are available upon request.

With a population of approximately 7,800 people, the City of Dryden is not required to have an accessibility advisory committee pursuant to section 29 of the AODA. The Public is encouraged to submit their feedback through the online form located on the City's website at www.dryden.ca on the Plans, Reports, and Studies page.

Legislation

Accessibility for Ontarians with Disabilities Act, 2005 (AODA)

The province enacted the Accessibility for Ontarians with Disabilities Act (AODA) in 2005. This legislation requires both public and private sector organizations to develop, implement and enforce accessibility standards in order to identify, remove and prevent barriers for people with disabilities.

Accessibility Standards for Customer Service Regulation (O. Reg.429/07)

The first standard to be passed by the Ontario government was the Accessibility Standards for Customer Service Regulation (O. Reg. 429/07). The Regulation applies to all organizations, including the City of Dryden, which provides goods or services to the public. It set out the requirements for providing accessible customer service to people with disabilities.

Integrated Accessibility Standards Regulation (O. Reg. 191/11)

The Ontario government combined standards for information and communication, employment and transportation into the Integrated Accessibility Standards Regulation (O. Reg. 191/11).

The IASR establishes accessibility standards and requirements for:

- General Requirements
- Information and Communications
- Employment
- Transportation
- Design of Public Spaces

Statement of Commitment

The City of Dryden is committed to providing persons with disabilities with the same opportunities to access our resources and services, in a manner consistent with the principles of dignity, independence, integration, and equal opportunity.

The City of Dryden recognizes the importance of meeting the needs of all individuals we serve and interact with, and is committed to providing services and facilities that are accessible to everyone in our community.

The City shall use reasonable efforts to ensure that we meet the needs of persons with disabilities in a timely manner through the implementation of this plan in accordance with all applicable legislation including the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the Ontario Human Rights Code, and the Occupational Health and Safety Act.

Past Accessibility Achievements

The City has made significant progress in achieving compliance with AODA standards over the past several years. The following list highlights some of the completed projects.

- The City's emergency management information is located on the website at www.dryden.ca on the Emergency Planning page.
- Implemented a multipurpose public notification service that is used to communicate public safety information and alerts to our staff and residents of the City of Dryden.
- Implemented meeting management software which allows for access to Council agendas, minutes, recorded sessions, live streaming and virtual participation.
- Re-developed and upgraded the City's website to meet the accessibility needs outlined in WCAG 2.0 Level AA.
- In 2019 the City re-branded its colours, logos and fonts to enhance consistency in communication materials. Reversible logos were developed, and three fonts were

selected as part of the City's branding, to ensure all materials are easy to read and comply with AODA standards.

- Upgraded the Dryden Regional Airport terminal by replacing carpet with textured anti-slip epoxy flooring and renovated the public washrooms in compliance with AODA standards.
- Consolidated front counter at City Hall streamlining customer services points.
- Renovated the Dryden Public Library's patron washroom in compliance with AODA standards.
- Installed a mobile aquatic pool lift at the Dryden Pool and Fitness Centre.
- Added an accessible change room at the Dryden Pool and Fitness Centre.
- Installed automatic door operators and interior sliding doors at the recreation complex.
- Pronger Arena expansion included four new accessible change rooms, second level accessible viewing area and installation of an elevator.
- Updated accessible curbs and tactile walking surface indicators in some areas of the City.
- Traffic Signal System Replacement at eight (8) intersections with audible pedestrian signals and tactile walking surface indicators.
- My-Lift Transit vehicle was replaced with an accessible passenger vehicle.
- For the 2022 Municipal Election, accessible polling stations and internet voting were implemented.

For a more comprehensive progress report please visit the website at www.dryden.ca on the Plans, Reports and Studies page.

Priorities and Commitments

General Requirements

The City is committed to providing accessible and inclusive customer service to all individuals, including people with disabilities. We will ensure that our goods and services are provided with the same high quality and timeliness as those available to all members of the public.

Goals/Actions:

- Keep accessibility standards and criteria consistent in the procurement of goods and services.
- Continue to review and update Corporate Accessibility policies bi-annually as part of the City's policy review process.
- Continue to provide training to all new staff during the onboarding process on the requirements of the Integrated Accessibility Standard Regulation and the Ontario Human Rights Code as it pertains to persons with disabilities and continue to provide legislation updates as required.
- Ensure that the City of Dryden, the Dryden Public Library and the Dryden & District Museum's Accessibility plans are regularly reviewed, updated and available.

- Recognize accessibility as a shared responsibility across all service areas.

Information & Communication

The City of Dryden is committed to providing information in accessible formats to individuals who require it. The City remains focused on expanding the availability of accessible information for residents, visitors and employees.

Goals/Actions:

- Continue to market and promote the public notification system that is used to communicate public safety information and alerts to our staff and residents of the City of Dryden.
- Continue the upgrade of the City's new website and conduct regular reviews of website content for accessibility.
- Continue to provide public documents, agendas, and reports in accessible formats upon request.
- Hold Municipal Elections voting online and continue to offer accessible polling stations.
- The Library will continue to promote Digital Accessible Information System (DAISY) audio or text downloadable and streaming services and continue to expand large print and audio collections.
- The Museum is committed to developing exhibits that all can enjoy. They will continue to create programming, where able to, using technology to assist the deaf and hard of hearing visitors.
- Continue to upload all City of Dryden documents into the document management system.

Employment

The City of Dryden is committed to providing an accessible and inclusive workplace that supports all employees.

Goals/Actions

- Notify applicants about the availability of accessible accommodations during the recruitment process.
- Review recruitment and selection processes for accessibility.
- Provide individualized accommodation plans and return-to-work procedures.
- Ensure all job postings and internal communications are accessible.
- Review human resources policies to ensure they are compliant with legislation.
- Conduct annual reviews and employee training on respectful workplace policies to foster and maintain a respectful work environment.
- Develop individual emergency evacuation plans when required.
- Encourage and foster a culture of employee engagement and inclusion in the workplace.

Transportation

The Transportation Standard sets out the requirements for transportation providers to make their services and vehicles accessible to people with disabilities. The City of Dryden is committed to ensuring that all vehicles and equipment meet the technical requirements.

Goals/Actions

- Continue to maintain the Transportation page on the City's website to ensure compliance and meet the requirements of the standard.
- The City will work to ensure that the My-Lift Accessible Transportation service complies with the accessibility legislation.
- During the procurement process, the City will continue to ensure that all fleet purchases comply with current accessibility standards.

Design of Public Spaces

The Design of Public Spaces Standard outlines the need for newly constructed or redeveloped public spaces to be accessible. The City of Dryden will continue to meet accessibility requirements when building or renovation public spaces.

Forecasted Goals/Actions

- Continue to remove barriers to access City facilities and public spaces as identified.
- South Van Horne Housing Enabling Project – Preliminary Infrastructure Stages (2025-2029)
- Roads including sidewalks and active transportation
 - Duke Street Reconstruction – Casimir Avenue to Earl Avenue (2026)
 - Van Horne Avenue - Wabigoon Drive to Van Horne Landing (2026)
- Sandy Beach Leisureplex Revitalization Project – (2025-2029)
- Aaron Park – Playground and accessible washroom replacement (2026)
- Seniors Centre Sidewalk upgrades (2026)
- Streetlight/Pole replacements (2025-2029)
- Sidewalks and curb replacement/rehabilitated (2025-2029)
- Road rehabilitations (2025-2029)
- Museum Feasibility Study (2026)
- Library lift and sidewalk replacement (2025-2029)
- Parks Improvements (2025-2029)
- Cemetery – 5 Year paving plan (2025-2029)

Review and Monitoring

The Multi-Year Accessibility Plan will be reviewed and updated at least once every five (5) years. An annual status report will be completed to document the progress and measures taken to implement the City of Dryden's plan. The Multi-Year Accessibility Plan and Annual Status Reports can be accessed through the City of Dryden's website at www.dryden.ca on the Plans, Reports and Studies page. The City will prepare and submit accessibility reports to the Ontario Government every two (2) years as required.

Availability of the Plan

The Multi-Year Accessibility Plan can be accessed through the City of Dryden's website at www.dryden.ca on the Plans, Reports and Studies page. Alternate formats are available upon request from the Human Resources department at 807-223-1119 or employment@dryden.ca or by submitting your request on the City's website at www.dryden.ca on the Plans, Reports and Studies page by using the Accessibility Feedback form.