

**2012 - 2017 Multi-Year  
Accessibility Plan - Integrated Accessibility Standards**

| <b>General Deliverables</b>   | <b>Proposed Date for Implementation</b> | <b>Date of Completion</b> | <b>Legislated Date for Lg Public Sector (Jan)</b> | <b>Legislated Date for Small Public &lt; 50 (Jan)</b> |
|---|---|---------------------------|---|---|
| Policies & Procedures   | Sep-12                                  | Sep-12                    | 2013  | 2014  |
| Statement of Org. Commitment  | Sep-12                                  | Sep-12                    | 2013  | 2014  |
| Written Document  | Sep-12                                  | Sep-12                    | 2013  | 2014  |
| Available to the Public   | Dec-12                                  | Dec-12                    | 2013  | 2014  |
| Available in Alternative Formats - upon request   | Dec-12                                  | Dec-12                    | 2013  | 2014  |
| Accessibility Plan - Multi Year   | Nov-12                                  | Nov-12                    | 2013  | 2014  |
| Accessibility Plans in Consultation with pwd and AAC if established   | Nov-12                                  | Nov-12                    | 2013  | 2014  |
| Accessibility Plans - Post to web   | Dec-12                                  | Dec-12                    | 2013  | 2014  |
| Accessibility Plans - Review every 5 years  | Annual                                  | Dec-13                    | 2013  | 2014  |
| Provide in alternative format   | Annual                                  | Dec-13                    | 2013  | 2014  |
| Prepare an Annual Status Report and post  | Annual                                  | Dec-13                    | 2013  | 2014  |
| Procuring or Acquiring Goods or Services  | Dec-12                                  | Dec-12                    | 2013  | 2014  |
| Accessibility Self Service Kiosk - incorporate  | Dec-12                                  | Dec-12                    | 2013  | 2014  |
| Training - all employees & volunteers, policy developers, those providing goods or services on behalf of org re IRS and Human Rights Code | Jun-13                                  | Dec-13                    | 2014  | 2015  |
| <b>Information &amp; Communication</b>  | <b>Proposed Date for Implementation</b> | <b>Date of Completion</b> | <b>Legislated Date for Lg Public Sector (Jan)</b> | <b>Legislated Date for Small Public &lt; 50 (Jan)</b> |
| Emergency Procedure Plans or Public Safety Info   | n/a                                     | n/a                       | 2012  | 2012  |
| Feedback - accessible upon request  | Oct-13                                  | Oct-13                    | 2014  | 2015  |
| Accessible formats and communication supports upon request (timely manner,no cost charged to other persons)                               | Dec-14                                  | Dec-14                    | 2015  | 2016  |

|  |   |                           |  |   |
|--|---|---------------------------|--|---|
| Website New Internet & Intranet Wagg 2.0 Level AA (other than closed caption Live prerecorded audio) | Jun-13                                  | Jun-13                    | 2014                                       | 2014  |
| All internet websites and web content WCAG 2.0 Level AA  | Dec-20                                  |                           | 2021                                       | 2021  |
| Libraries of Educational Institutes - Print upon request   | Exempt                                  | Exempt                    | 2015                                       | 2015  |
| Libraries of Educational Institutes - Digital - Upon request   | Exempt                                  | Exempt                    | 2020                                       | 2020  |
| Public Libraries - arrange for provision of access to accessible materials where exist               | Dec-12                                  | Dec-12                    | 2013                                       |   |
| <b>Employment</b>  | <b>Proposed Date for Implementation</b> | <b>Date of Completion</b> | Legislated Date for Lg Public Sector (Jan) | Legislated Date for Small Public < 50 (Jan) |
| Workplace Emergency Response   | Dec-11                                  | Dec-11                    | 2012                                       | 2012  |
| Recruitment - notify employees and public re availability of accommodations                          | Dec-13                                  | Dec-13                    | 2014                                       | 2015  |
| Notify applicant - availability of accommodation upon request for assessments or selection process   | Dec-13                                  | Dec-13                    | 2014                                       | 2015  |
| Arrange for suitable accommodation if required   | Dec-13                                  | Dec-13                    | 2014                                       | 2015  |
| Notice to Successful Applicant - notify of policies for accommodation                                | Dec-13                                  | Dec-13                    | 2014                                       | 2015  |
| Informing employees of policies re job accommodations  | Dec-13                                  | Dec-13                    | 2014                                       | 2015  |
| Accessible Formats & Communication Supports  | Dec-13                                  | Dec-13                    | 2014                                       | 2015  |
| Document Individual Acc. Plan  | Dec-13                                  | Dec-13                    | 2014                                       | 2015  |
| Return to Work Process   | Dec-13                                  | Dec-13                    | 2014                                       | 2015  |
| Employer that uses Performance Management  | Dec-13                                  | Dec-13                    | 2014                                       | 2015  |
| Employer that provides: Career Development and Advancement   | n/a                                     | n/a                       | 2014                                       | 2015  |
| Employer that uses Redeployment  | Dec-13                                  | Dec-13                    | 2014                                       | 2015  |

| <b>Transportation - Duties of Municipalities</b>  | <b>Proposed Date for Implementation</b> | <b>Date of Completion</b> | Legislated Date for Lg Public Sector (Jan) | Legislated Date for Small Public < 50 (Jan) |
|---|---|---------------------------|--|---|
| Municipality consults with AAC, public & pwd re development of construction of acc. Design criteria for construction or replacement of Bus stops and shelters | Exempt                                  | Exempt                    | 2013                                       |   |
| Identify planning accessible bus stops & shelters   | Exempt                                  | Exempt                    | 2013                                       |   |
| Every municipality consults with AAC, pwd and public to determine on-demand accessible taxicabs required in community   | Exempt                                  | Exempt                    | 2013                                       |   |
| Progress made toward meeting the need for accessible taxicabs in its accessibility plan   | Exempt                                  | Exempt                    | 2013                                       |   |
| <b>DUTIES OF MUNICIPALITIES - That License Taxicabs</b>   | Exempt                                  | Exempt                    |  |   |
| Ensure not charging a higher fare or an additional fee for pwd  | Exempt                                  | Exempt                    | 2011                                       |   |
| Ensure no extra charges for storage of mobility aids or assistive devices   | Exempt                                  | Exempt                    | 2011                                       |   |
| Ensure owners and operators place vehicle registration and identification on rear bumper  | Exempt                                  | Exempt                    | 2012                                       |   |