



Pathways Health Centre for Children

ACCESSIBILITY PLAN

Accessibility for Ontarians with Disabilities Act (AODA)

Reviewed annually by: HEALTH, SAFETY & RISK COMMITTEE

Last Reviewed: 2019 08 01

Revision Dates:

2011 10 01	2015 01 12	2019 03 05	
2012 08 21	2016 07 26	2019 08 01	
2013 01 30	2018 02 28		
2014 01 17	2018 06 21		

Approved by: 
Executive Director



ACCESSIBILITY PLAN

Annual Multi-year Accessibility Plan Update 2019

1. **Executive Summary**

The Government of Ontario enacted the Accessibility for Ontarians with Disabilities Act (AODA) in 2005. This act lays the framework for the development of province-wide mandatory standards on accessibility in all areas of daily life.

Ontario now has accessibility standards in five areas:

- i. Customer Service
- ii. Employment
- iii. Information and Communications
- iv. Transportation
- v. Design of Public Spaces

These additional provincial laws and regulations shape our accessibility plans:

- The 2001 Ontarians with Disabilities Act (ODA)
- Accessibility Standards for Customer Service (Regulation 429/07)
- The AODA Integrated Accessibility Standard Regulation (IASR)

The following tools and supports are used to shape our Pathways accessibility plans and maintain compliance with the AODA Standards:

- Feedback from our clients, customers, volunteers, staff and community
- The Ministry of Community and Social Services website: AccessOn.ca
- AODA Compliance Wizard (AccessOn.ca website)
- Consultation with our municipal Accessibility Coordinator

2. **Pathways' Commitment to Accessibility**

Pathways Health Centre for Children is committed to:

- The continual improvement of access to Centre facilities, policies, programs, practices and services for clients and their families, staff, clinicians, volunteers, our community partners and the community of Sarnia-Lambton;
- The participation of persons with disabilities in the development and review of its annual accessibility plans;
- The provision of quality services to all clients and their families, our community partners and the community of Sarnia-Lambton.



ACCESSIBILITY PLAN

3. Process for Identifying Accessibility Needs at Pathways

Pathways will use the following methods to identify accessibility needs and requirements during 2019:

- Current AODA legislation that identifies compliance requirements for 2018 / 2019
- Client, staff and community input
- Input from the Pathways Health, Safety and Risk Committee

4. Process for ensuring accessibility elements at Pathways remain available to clients and customers

Any specialized equipment that enhances accessibility at Pathways (e.g., ceiling lift systems, water wheelchairs, etc.) are integrated into our annual Preventative Maintenance Plan to ensure they are inspected regularly and, if necessary, repaired.

If building renovations temporarily affect accessibility elements such as parking or washroom access, we will communicate (via email, social media, posters, etc.) to our clients and customers the alternative measures we have taken to minimize the temporary disruption.

5. The Pathways Accessibility Committee

Dave Schaller is the Chair of the Accessibility Committee at Pathways Health Centre for Children. He is the Manager of Community Services and co-ordinates a number of inclusive community programs and services for children and young adults with disabilities.

Dave Schaller is a member of Sarnia's Accessibility Committee and has been working closely with the City of Sarnia since September 2003 to develop the city's accessibility plans in compliance with the AODA.

Members of the Pathways Accessibility Committee:

- Dave Schaller - Chair
- Jenny Greensmith
- Spencer Pollard
- Jennifer Howell

6. 2018 Accessibility Work Plan Summary

This is an update to our multi-year accessibility plan. This work plan is a continuation of the tasks and projects accomplished in our previous Accessibility Plan. It identifies the measures that Pathways Health Centre for Children has taken in 2018 to enhance accessibility and any new initiatives we will explore during 2019 to support compliance of the AODA Integrated Accessibility Standards Regulations for 2025. It also captures activities that Pathways will do to enhance accessibility in our community for our clients and families.



ACCESSIBILITY PLAN

2018 Accessibility Work Plan Summary

Task	Action	Status
<p>Provide staff training regarding the accessibility checking options now available in Microsoft 2016 to support staff in creating accessible documents.</p>	<p>Schedule training with the City's Accessibility Coordinator.</p>	<p>Staff training with the city had been scheduled in 2018. The training was to include our Information Technologist and the plan was this individual would be the Pathways Lead to sustain and support the future training needs of new staff at Pathways. Our IT person left the employment of Pathways during 2018 and we decided to reschedule the training until the new Information Technologist was hired. This task will be added to the 2019 plan.</p>
<p>Install automatic door openers on the doorways that lead from the waiting area to the treatment hallway beside reception and the doorway that leads from the waiting area to the Supervisor / Manager office hallway.</p>	<p>We will explore funding possibilities with the Ministry for this project. The quotation for the installation of the doors has been forwarded to our Ministry for review.</p>	<p>We were unsuccessful in our attempts to find funding for this project in 2018. We feel this is still a valid project and will add this task to the 2019 plan.</p>
<p>Continue active involvement with the Sarnia Accessibility Advisory Committee (SAAC)</p>	<p>Pathways regularly attended SAAC meetings this year and was actively involved in the development of guidelines for the city to follow when planning and developing accessible playgrounds and enhancing the accessibility features of our local library.</p>	<p>The Pathways Community Services Manager reapplied to the Accessibility Committee in 2018 (committee of City Council) and has been accepted for another two year term.</p>



ACCESSIBILITY PLAN

2019 Accessibility Work Plan

Task	Action	Status
Provide staff training regarding the accessibility checking options now available in Microsoft 2016.	Schedule training with the City's Accessibility Coordinator. Training has been scheduled for March 26, 2019.	
Install automatic door openers on the doorways that lead from the waiting area to the treatment hallway beside reception and the doorway that leads from the waiting area to the Supervisor / Manager office hallway.	We will continue to explore funding possibilities with the Ministry and our local community for this project. The quotation for the installation of the doors has been forwarded to our Manager of Finance and Corporate Services.	
Maintain membership with the Sarnia Accessibility Advisory Committee (SAAC)	Continue active involvement with the Sarnia Accessibility Advisory Committee (SAAC) to advocate for the accessibility needs of children and youth with disabilities.	

7. Review and Monitoring Process

- The Pathways Accessibility Committee will meet **regularly** to review progress.
- The committee will remind staff annually, either through personal contacts or by email, about their roles in implementing the plan.
- The Pathways Accessibility Committee will also commit to providing annual information updates to the Leadership Team and the Health, Safety and Risk Committee.

8. Communication of the Plan

- The Centre's annual multi-year Accessibility Plan will be posted on Pathways Health Centre for Children's website under the "Starting with Pathways – Accessibility Information" tab.
- On request, the plan can be provided in alternative formats such as large print (18-point font), at no additional cost to a person with a disability.
- The contact information for the Pathways Accessibility Officer is available on our website under the "**Starting with Pathways – Accessibility Information**" tab if anyone has feedback, questions or concerns about the annual update to our multi-year Accessibility Plan.