



Pathways Health Centre for Children

**Accessibility for Ontarians with Disabilities Act
(AODA)**

ACCESSIBILITY PLAN

Reviewed annually by: HEALTH, SAFETY & RISK COMMITTEE

Revision Dates:

2011 10 01	2015 01 12	2019 03 05	2022 03 17
2012 08 21	2016 07 26	2019 08 01	2023 03 29
2013 01 30	2018 02 28	2020 02 26	
2014 01 17	2018 06 21	2021 02 22	

Approved by: 
Chief Executive Officer



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Annual Multi-year Accessibility Plan 2023

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 Plan:

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

The AODA has identified these five types of barriers:

- i. **Attitudinal**
- ii. **Architectural/ physical**
- iii. **Technological**
- iv. **Informational/ communication**
- v. **Policies/ procedures**

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

- Feedback from our clients, customers, volunteers, staff and community
- The Ontario Government website <https://www.ontario.ca/page/accessibility-in-ontario>
- Consultation with our municipal Accessibility Coordinator



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- Participation in monthly Sarnia Accessibility Advisory Committee meetings Accessibility Standards Checklist/Self-Assessment Tool

1. **Pathways' Commitment to Accessibility**

Pathways Health Centre for Children is committed to:

- Monitoring and improving accessibility of Centre facilities, and services for clients and their families, staff, clinicians, volunteers, our community partners and the community of Sarnia-Lambton;
- Responding to feedback provided by persons with disabilities, addressing these concerns and reflecting the solutions in our annual accessibility plans;
- The provision of quality services to all clients and their families, our community partners and the community of Sarnia-Lambton.

2. **Process for Identifying Accessibility Needs at Pathways**

Pathways will use the following methods to identify accessibility needs and requirements during 2023:

- Any current AODA legislation that identifies compliance requirements for 2023
- Client, staff and community input
- Input from the Pathways Health, Safety and Risk Committee
- Accessibility Standards Checklist/Self-Assessment Tool

3. **Process for ensuring accessibility supports through 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.

4. **The Pathways Accessibility Oversight, Review and Monitoring Process**

Pathways accessibility work is integrated into the Health, Safety and Risk Committee with "Accessibility" being a standing agenda item for monthly discussion. When required, Ad Hoc Group meetings are arranged.

The Director of Community Services is the Chair of the Accessibility Ad Hoc Group of the Health, Safety and Risk Committee at Pathways Health Centre for Children.



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Members of the Pathways Accessibility Ad Hoc Group include, at minimum:

- Director of Community Services (Chair and Pathways Accessibility Officer)
- Chief Executive Officer
- Supervisor of Maintenance

Staff are reminded annually, either through personal contacts or by email, about their roles in supporting accessibility and in implementing the Accessibility Plan.

The Accessibility Ad Hoc Group of the Health, Safety and Risk Committee commits to providing annual information updates to the Leadership Team and the Health, Safety and Risk Committee.



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5. Communication of the Plan

The Centre's annual multi-year Accessibility Plan will be posted on Pathways Health Centre for Children's website.

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 if anyone has feedback, questions or concerns about the annual update to our multi-year Accessibility Plan.

6. 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 the previous years to enhance accessibility and any new initiatives we will explore during 2023 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.



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2020 Accessibility Work Plan – REPORT

Task	Action	Status
<p>Complete an accessibility audit of our change rooms as part of the pool refurbishment project.</p> <p>*This project is time sensitive and cannot wait for the full facility audit.</p>	<p>The City of Sarnia's Accessibility Coordinator has been contacted to assist in the audit. Audit tentatively confirmed with City of Sarnia's Accessibility Coordinator for February 5, 2020.</p>	<p>The accessibility audit was completed Feb. 2020 and the report forwarded to the Project Director to be reviewed during the design phase of the pool refurbishment project.</p>
<p>Complete a full facility accessibility audit by a third party through the March of Dimes AccessAbility Advantage program.</p>	<p>Pathways will contact the March of Dimes to provide a proposal and costing for a full facility audit. If we are able to complete this project, this information will assist us in prioritizing future accessibility initiatives.</p>	<p>Pathways was provided with a proposal from the March of Dimes to complete a full facility audit. Due to COVID-19 Restrictions, we were unable to move further with this project in 2020. Unfortunately, the project quotes have now expired and are no longer valid.</p>
<p>Explore the possibility of refurbishing our current children's playground to enhance the level of accessibility features.</p>	<p>Contact New World Park Solutions to provide a proposal and costing for the project. This company is recognized as a leader in inclusive play design.</p>	<p>Pathways was provided with a proposal and costing for the playground renewal project.</p> <p>The next phase is to explore funding sources for this project. This is a long- term plan without an identified completion date at this time.</p>
<p>Repaint parking lot curbs (yellow) to enhance contrast for individuals with visual impairments.</p>	<p>This task was planned as part of the summer maintenance schedule.</p>	<p>This project was completed in July 2020. All parking space lines were painted as well.</p>



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2021 Accessibility Work Plan – PLAN

Task	Action	Status
Complete a full facility accessibility audit by a third party to inform our annual Accessibility Plan action items for the next 4-5 years.	Pathways will contact a local AODA compliance auditor to request a proposal and quote for a facility audit to be completed before May 2021. Once an audit report has been received, we can establish priorities to add to this Work Plan.	Audit completed by Dale Mosely of the City of Sarnia and report received March 2021
Engage in a website redesign to enhance ease of navigation and ensure compliance with AODA.	An internal working group will be established to oversee this project before February 2021.	A web design company has been selected and work is being done to create a new fully accessible website. Projected completion date is summer 2022
Install 2 door accessibility switches: 1) Door on the west side of reception desk that leads to the media hall; 2) Double doors next to the Clinical Services Supervisor's office.	Pathways Executive Assistant will send a floorplan to the Finance and Corporate Services Director indicating where the switches are needed.	Accessibility switches installed 2021 Completed
Refurbish playground to meet the <i>Inclusive Outdoor Play Spaces Design Standards</i> of the City of Sarnia.	Review standards and discuss options to ensure all standards are met in the proposed design.	A playground design company has been selected and the work will begin in Spring 2022
Improve access to sinks.	Clear out any clutter underneath sinks for knee clearance and space for wheelchairs. Add to the Health, Safety and Risk checklist to ensure spaces are kept clear.	Completed
Curb ramps in the parking lot to be located with the accessible parking area. See Appendix A .	Pathways to discuss and plan parking lot improvements.	Partial work completed in the parking lot in 2021. Removed old speed bumps. Installed removeable ones
Ensure all power door systems are in working condition.	All doors will be double checked during monthly Health, Safety and Risk checks. Defects will be noted and reported to the Maintenance Supervisor for repair.	Completed



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Assess the need for more automatic lights, faucets and soap dispensers	Pathways will create a list of all rooms that would benefit from automated lights, facets and soap dispensers that would increase accessibility throughout the building and get quotes to have the work completed.	This item has been added to the plan for future updates/renovations
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2022 Accessibility Work Plan – PLAN

Task	Action	Status
Engage in a website redesign to enhance ease of navigation and ensure compliance with AODA.	Finalize web redesign.	A web design company has been selected and work is being done to create a new fully accessible website. Projected completion date is spring 2022-completed
Refurbish playground to meet the <i>Inclusive Outdoor Play Spaces Design Standards</i> of the City of Sarnia.	Review standards and discuss options to ensure all standards are met in the proposed design.	A playground design company has been selected and the work will begin in Spring 2022-completed
Curb ramps in the parking lot to be located with the accessible parking area. See Appendix A .	Pathways to discuss and plan parking lot improvements.	Not started yet
Assess the need for more automatic lights, faucets and soap dispensers	Pathways will create a list of all rooms that would benefit from automated lights, facets and soap dispensers that would increase accessibility throughout the building and get quotes to have the work completed.	Many lights, taps and dispensers have been replaced with touchless units
Lambton Room kitchen upgrades to include an accessible hand washing sink	Pathways will get quotes/designs to make the kitchen more accessible and then choose a vendor to complete the project.	Renovations started in Feb 2022- completed
Replace the speaker/monitor system in observations rooms to enhance hearing and increase safety.	Hire a contractor to replace the current sound system and layout of the observation rooms.	Completed



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2023 Accessibility Work Plan

Task	Action	Status
Curb ramps in the parking lot to be located with the accessible parking area. See Appendix A .	Pathways to discuss and plan parking lot improvements.	
Pool changeroom renovations to increase access	Project will be led by architect. Construction company has been selected. Work has begun.	Underway January 2023
Accessible sitting areas outside	Create an accessible pergola area with an accessible picnic table	Completed
Increase automatic door openers and fobs through the building	Obtain quotes and select a vendor to complete the work	Completed



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Appendix A

Where there is the accessible parking, ensure there is a curb ramp located at the accessible parking area. Similar to the picture located below:

