



The Corporation of the Town of Marathon

Accessibility Plan 2011

**Submitted to
Mayor and Council
Town of Marathon**

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Executive Summary

The purpose of the Ontarians with Disabilities Act, 2001 (ODA) is to improve opportunities for people with disabilities and to provide for their involvement in the identification, removal and prevention of barriers to their full participation in the life of the Province. To this end, the ODA mandated that each Municipality prepare an annual Accessibility Plan.

This plan was prepared by the Accessibility Working Group (AWG). The plan describes the measures the municipality has taken in the past and the measures the municipality will take in the upcoming year to identify, remove and prevent barriers to persons with disabilities. The plan focuses on municipal facilities and services with a view to improving access for the public and employees of the Corporation of the Town of Marathon.

The municipality has undertaken several initiatives to reduce physical barriers in the community including reviewing/remediating the availability of “Designated Disabled” parking spaces, power assisted door mechanisms (Town Hall, Lakeview Community Hall, Recreation Complex) and access ramps (Town Hall, Lakeview Community Hall). The municipality will continue to pursue additional door mechanisms for its other facilities, reduction of accessibility barriers in the construction of new infrastructure, and inclusion of consideration toward disability barriers in development of municipal policy and regulations.

The AWG identified various barriers to persons with disability throughout the development of this plan. The AWG recommends the consistent review & identification of barriers denying access to persons with disabilities within the municipal environment with a view to reducing barriers where possible.

1. Aim

The aim of this plan is to set the framework from which the municipality will identify, prevent and remove (where possible) barriers to persons with disability who utilize the facilities and services of the municipality.

2. Objectives

The Objective of this Plan is to:

- (a) Describe the process by which the municipality will identify, remove and prevent barriers to persons with disability.
- (b) Review prior initiatives taken toward the identification, prevention and removal of barriers to persons with disability.
- (c) List the facilities, services, policies and municipal legislation that the municipality will review to identify barriers to persons with disabilities.
- (d) Describe the measures the municipality will take to identify, prevent and remove barriers to persons with disability.
- (e) Describe how the municipality will make this Accessibility Plan available to the public.

3. Definitions

Barrier – A “barrier” is anything that stops a person with a disability from fully taking part in society because of that disability. Some barriers include:

- Physical barriers – e.g., a step at the entrance to a store;
- Architectural barriers – e.g., no elevators in a building of more than one floor;
- Information or communications barriers – e.g., a publication that is not available in large print;
- Attitudinal barriers – e.g., assuming people with a disability cannot perform a certain task when in fact they can;
- Technological barriers such as traffic lights that change too quickly before a person with a disability has time to get through the intersection; and,
- Barriers created by policies or practices – e.g., not offering different ways to complete a test as part of job hiring.

Disability – The following is the same definition as used in the Ontario Human Rights Code. A “disability” is:

- (a) Any degree of physical disability, infirmity, malformation or disfigurement caused by bodily injury, birth defect or illness and includes, but is not limited to:
- Diabetes mellitus;
 - Epilepsy;
 - A brain injury;
 - Any degree of paralysis;
 - Amputation;
 - Lack of physical co-ordination;
 - Blindness or visual impediment;
 - Deafness or hearing impediment;
 - Muteness or speech impediment; or
 - Physical reliance on a guide dog or other animal, or on a wheelchair or other remedial appliance or device;
- (b) A condition of mental impairment or a developmental disability;
- (c) A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- (d) A mental disorder; or
- (e) An injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

Note: For other definitions, please refer to Section 2 of the Ontarians with Disabilities Act, 2001.

4. Description of the Town of Marathon

Vision Statement

Marathon, The Superior Community!

Mission Statement

Marathon will continue to be a healthy and progressive community that supports development opportunities, lifestyle quality and open, flexible governance.

Our Town departments provide reliable, high quality services to Marathon and its residents. We work hard to maintain a superior quality of life for our residents, providing a high standard of accessible services. To this end, the Council of the Town of Marathon develops a Strategic Plan for each term of Council. This plan is a commitment from Mayor and Council and provides a roadmap that Council and Administration can build on together, in partnership with the community, to ensure a progressive future for our Town.

The Town owns and/or operates a number of facilities including Penn Lake Park (campground, trails, comfort station, playground), Del Earle Park (playground), Dyer's Field (baseball diamond), Youth Sports Park (outdoor rink, skateboard park), Recreation Complex (pool, arena, theatre), Town Hall (meeting rooms), Lakeview Community Hall (gymnasium, bowling alley, seniors' club, meeting rooms), fire hall (training room), Peninsula Club (golf course, cross country ski trails), Visitor Information Centre/Superior Slopes Ski Hill, and airport.

5. Former Initiatives – Barrier Removal

The municipality remains proactive in the initiatives taken to remove accessibility barriers within the community. Example of former initiatives include:

- Installation of power assisted doors at Town Hall, Lakeview Community Hall and Recreation Complex;
- Study and implementation of designated disabled parking spaces;
- Installation of a lift device to access the swimming pool;
- Revision of the one-person-one-fare policy to the Personal Attendant for Leisure (PAL) program;
- Curb cuts have been completed at various town facilities;
- Purchase of a portable FM system to assist those with a hearing loss;
- Construction of a viewing platform at the arena for those using wheelchairs to enable them to see the ice surface;
- Establishment of an Accessible Customer Service policy; and,
- Training staff, contractors, policy makers and volunteers on providing accessible customer service.

6. Annual Site Audits – Municipal Facilities/Services/Policy (Procurement)/ Legislation

Municipal staff and the AWG will endeavour to have site audits of municipally owned buildings and infrastructure conducted for the purpose of identifying barriers that may impose restrictions to persons with disabilities. Additionally, Town staff (in consultation with the AWG) will conduct informal audits of the municipality's services, policies and legislation for the purpose of identifying barriers that may impose restrictions to persons with a disability.

In 2010, two (2) members of the AWG were trained on conducting audits and a preliminary report for the complex was generated as a result of the training exercise. This report is being reviewed, section by section, by the AWG.

7. Barriers to be Addressed

The Town of Marathon (in consultation with the AWG) will endeavour to conduct research, evaluation and the amendment of policy as it pertains to procurement,

legislation as it pertains to construction of new facilities and accessible parking. In addition, barriers of a physical nature imposing restriction of mobility will be researched and evaluated with a view to forwarding recommendation to Council and staff on measures to remedy/remove identified barriers.

Annual priorities are outlined in Schedule "A". For 2011, the focus will be to ensure the Town is continuing to meet its obligations to comply with the Customer Service Regulation and offer assistance to the business community. Priority will also be given to arranging for accessibility audits to be conducted to assist with future planning as there are no indications as to which standard (built environment, employment, information and communication, transportation) is the next to be released and to position the Town to be ready for potential grant opportunities when they arise.

8. Plan Evaluation – Progress Monitoring

In compliance with the ODA, the Town of Marathon and the AWG is committed to maintaining a comprehensive and up-to-date Accessibility Plan. The plan will be updated annually for presentation to and approval of Council. Municipal staff and the AWG are committed to a structured review of barriers that restrict the quality of life of persons with disability and communication of the findings to Council on an annual basis in concert with the annual submission of the Annual Accessibility Plan.

9. Communication of the Plan

The Accessibility Plan will be presented to Council on an annual basis for approval of Council. Once approved, the plan will be posted for public review in the Town Hall, Public Library, and on the Municipal web site www.marathon.ca.

Schedule "A"
2011 Accessibility Barriers

Requirement	Steps	Timeline
1. Ensure continued compliance with the Accessible Customer Service policy	(a) Ensure policies, practices and procedures are consistent with principles in the customer service standard (dignity, independence, integration, equality of opportunity) (b) Ensure training is conducted per policy (c) Ensure feedback process is followed (d) Ensure notification is given in the case of temporary disruptions (e) Increase awareness in business community of their requirement to comply (f) Implement Personal Attendant for Leisure (PAL) program in Marathon and with surrounding municipalities, promote with other leisure services providers in the community	(a) On-going (b) Quarterly (c) On-going (d) On-going (e) First quarter (f) First quarter
2. Arrange for compliance audits	(a) Research funding opportunities (b) Extract engineering specifications and cost estimates to plan for future projects and grant opportunities	(a) First quarter (b) Fourth quarter

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