

# Annual Accessibility Status Report 2019



**Municipality of  
Hastings Highlands**

Alternative accessible versions of this document are available upon request.

## Overview

The *Accessibility for Ontarians with Disabilities Act* was passed in 2005. Under the Act, organizations must meet accessibility requirements in the areas of Customer Service, Employment, Information and Communications, Transportation and Design of Public Spaces, with staggered compliance dates to 2021.

The Municipality of Hastings Highlands has implemented a multi-year accessibility plan, [2018-2022 Accessibility Plan \(link\)](#) to provide us with the framework to meet these deadlines. The Municipality will publish an Annual Accessibility Status Report which will define our annual progress in meeting these goals.

The Municipality of Hastings Highlands strives to meet the needs of its employees and residents with disabilities and is working hard to remove and prevent barriers to accessibility and to fulfill our requirements under the *Accessibility for Ontarians with Disabilities Act*. The 2018-2022 Accessibility Plan in conjunction with the Annual Accessibility Status Report will demonstrate the Municipality's role in making Ontario accessible for all Ontarians by 2025.



## Accessibility Successes in 2019

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The Municipality of Hastings Highlands is committed to meeting the standards set out by AODA regulations, to give people with disabilities inclusive access to our community and all of the services available.

### Highlights for 2019

- Audiovisual equipment was installed in Council Chambers. This included microphones for Members of Council, Staff and Delegates. Two large television monitors with audio equipment were installed to feature communication items and presentations, viewable from all positions in Council Chambers.
- Council Chambers was redesigned to include a more direct, barrier free route to gallery seating.
- Bangor and Musclow Community Centres have been closed, they were named in the 2018-2022 Accessibility Report as having numerous barriers in place for residents and visitors with disabilities.
- Maynooth Community Centre has also been closed, pending discussions with engineers and residents about the future use of the centre. This location was also defined in our 2018-2022 Accessibility Report as having significant barriers in place for people with disabilities.
- The Municipality redesigned our website [www.hastingshighlands.ca](http://www.hastingshighlands.ca) which complies with WCAG 2.1 Level AA guidelines (on exception of a few pdf files we are currently working to enhance).

### Initiatives for 2020

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The Municipality is excited about the initiatives it has scheduled for 2020 and the ability to provide an even more inclusive, barrier free community.

- The Municipality will be working with Engineers to develop a barrier free, fully accessible reception area at the Municipal Office, located at 33011 Hwy 62, Maynooth, ON.
- The Hamlet of Maynooth is undergoing extensive upgrades to the downtown core with construction enhancements designed in accordance with AODA regulations. providing residents and visitors with barrier free access to the downtown core.
- The Municipal website will undergo a series of revisions to ensure all website content adheres to Website Content Accessibility Guidelines as defined within *Accessibility for Ontarians with Disabilities Act*.
- The Municipality will be working to enhance the recruitment and selection hiring process to ensure we can meet the needs of candidates in all sections of our screening process.

*Our Mission Statement is “To provide a community that is Beautiful by Nature for all residents and visitors to thrive, prosper and enjoy life”. Integral to the implementation of this is our Multi-Year Accessibility Plan, designed to ensure we are providing our residents and visitors alike with an inclusive, barrier free community where everyone can “Live, Prosper and Enjoy Life”.*

**- Mayor Vic A. Bodnar, The Municipality of Hastings Highlands**



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