

**Municipality of Callander 2014 - 2018 Multi-Year
Accessibility Plan - Integrated Accessibility Standards Regulation**

Employment	Legislated Date for Lg Public Sector (Jan)	Legislated Date for Small Public < 50 (Jan)	Proposed Date for Implementation	Date of Completion	Notes and Comments
Workplace Emergency Response	2012	2012		2010	
Educate and Train HR Staff re Employment Standard	2014	2015	2015	2015	Clerk provided staff training
Recruitment - notify employees and public re availability of accommodations	2014	2015	2015	2105	Included in job ads and all public notices
Notify applicant - availability of accommodation upon request for assessments or selection process	2014	2015	2015	2015	Standard part of recruitment and hiring process
Process to arrange for suitable accommodation if required	2014	2015	2015	2015	Included in HR Policy
Notice to Successful Applicant - notify of policies for accommodation	2014	2015	2015	2015	provided copy of HR policy will include process
Informing employees of policies re job accommodations	2014	2015	2015	2015	Included in HR Policy
Strategy to provide Accessible Formats & Communication Supports	2014	2015	2015	2015	On request
Develop and Document Individual Acc. Plan	2014	2015	2015	2015	As needed
Develop Return to Work Process	2014	2015	2015	2015	As needed
Employer that uses Performance Management Incorporate process	2014	2015	2015	2015	Yes included with notification of process
Employer that provides: Career Development and Advancement incorporate process	2014	2015	2015	2015	N/A
Employer that uses Redeployment incorporate process	2014	2015	2015	2016	N/A
Transportation - Duties of Municipalities	Legislated Date for Lg Public Sector (Jan)	Legislated Date for Small Public < 50 (Jan)	Proposed Date for Implementation	Date of Completion	Notes and Comments
Every municipality consults with AAC, pwd and public to determine on-demand accessible taxicabs required in community	2013	2013	2013	2013	Advertisement in Nugget seeking feedback
Progress made toward meeting the need for accessible taxicabs in its accessibility plan	2013	2013	2013	2013	By-law incorporates accessibility requirements
DUTIES OF MUNICIPALITIES - That License Taxicabs					
Ensure not charging a higher fare or an additional fee for pwd	2011	2011		2011	Incorporated into Taxi By-law and Licence Requirements
Ensure no extra charges for storage of mobility aids or assistive devices	2011	2011		2011	Incorporated into Taxi By-law and Licence Requirements
Ensure owners and operators place vehicle registration and identification on rear bumper	2012	2012		2011	Incorporated into Taxi By-law and Licence Requirements
ODA - Accessibility Plan Continuance			Proposed Date for Implementation	Date of Completion	Notes and Comments
Yearly Report				2010	annual updates adopted by Council and presented to the Public
List current projects and new				2010	Annual Updates adopted by Council and presented to the Public
Customer Service				2010	Customer Services requirements ongoing and adopted as needed to meet the needs of persons with a disability
Information and Communication			2015	2015	Accessibility Policies Developed
Employment			2015	2015	Accessibility Policies Developed
Built Environment			2016	2015	Accessibility Policies Developed
Procurement			2013	2015	Accessibility Policies Developed
Accessibility Training				2010	Accessibility Training is ongoing and will include Human Rights and Employment Standard Training in future
Accessibility Feedback				2010	Accessibility Feedback requirement was included with Customer Services Standards and is ongoing and updated as needed to meet the needs of persons with a disability.