

**Instructions**

All information you provide is subject to the *Freedom of Information and Protection of Privacy Act*.  
Fields marked with an asterisk (\*) are mandatory.

**A. Organization information**

Organization category * Designated Public Sector	Number of employees range * 50+ employees	Reporting year 2019
---	--	------------------------

**Business details**

Organization legal name * United Counties of Leeds and Grenville	Number of employees in Ontario * <a href="#">Help</a> 438
---	--

Business number (BN9) \* [Help](#)  Check this box if you have received an AODA identifier from the Ministry for Seniors and Accessibility

Check if operating/business name is same as legal name

Organization operating/business name United Counties of Leeds and Grenville	Language preference for communications * English
--	---

Sector that best describes your organization's principal business activity \* [Help](#)  
91

Subsector (if possible) 913	Industry group (if possible)
--------------------------------	------------------------------

**Mailing address**

Address where letters can be sent to the person responsible for coordinating the organization's AODA compliance activities.

Country \*  Canada  USA  International

Type of address \*  Street address  Street address served by route  Other

Unit number 100	Street number * 25	Street name * Central
--------------------	-----------------------	--------------------------

Street type Avenue	Street direction W (West)	City * Brockville	Province * ON (Ontario)
-----------------------	------------------------------	----------------------	----------------------------

Postal code \*  
K6V 4N6

**Business address**

(Address at which letters can be sent to the company director/officer accountable for the organization's compliance with the AODA.)

Check if business address is same as mailing address

Country \*  Canada  USA  International

Type of address \*  Street address  Street address served by route  Other

Unit number 100	Street number * 25	Street name * Central
--------------------	-----------------------	--------------------------

Street type Avenue	Street direction W (West)	City * Brockville	Province * ON (Ontario)
-----------------------	------------------------------	----------------------	----------------------------

Postal code \*  
K6V 4N6

Organization category **Designated Public Sector**

Number of employees range **50+**

Filing organization legal name **United Counties of Leeds and Grenville**

Filing organization business number (BN9) **108154956**

Fields marked with an asterisk (\*) are mandatory.

**B. Understand your accessibility requirements**

Before you begin your report, you can learn about your accessibility requirements at [ontario.ca/accessibility](http://ontario.ca/accessibility)

Additional accessibility requirements apply if you are:

- [a library board](#)
- [a producer of education material \(e.g. textbooks\)](#)
- [an education institution \(e.g. school board, college, university or school\)](#)
- [a municipality](#)

**C. Accessibility compliance report questions**

**Instructions**

Please answer each of the following compliance questions. Use the Comments box if you wish to comment on any response.

If you need help with a specific question, click the help links which will open in a new browser window. Use the link on the left to view the relevant AODA regulations and the link on the right to view relevant accessibility information resources.

**Foundation requirements**

1. Does your organization have written accessibility policies and a statement of commitment? \*  Yes  No

[Read O. Reg. 191/11 s. 3: Establishment of accessibility policies](#)

[Learn more about your requirements for question 1](#)

Comments for question 1

2. Has your organization established, implemented and maintained a multi-year accessibility plan and posted it on your organization's website? \*  Yes  No

[Read O. Reg. 191/11 s. 4: Accessibility plans](#)

[Learn more about your requirements for question 2](#)

Comments for question 2

3. Has your organization completed a review of its progress implementing the strategy outlined in its accessibility plan and documented the results in an annual status report posted on the organization's website? \*  Yes  No

[Read O. Reg. 191/11 s. 4\(1\), 4\(3\): Accessibility plans](#)

[Learn more about your requirements for question 3](#)

Comments for question 3 **2019 Summary Report to be reviewed by the Accessibility Advisory Committee in February 2020 and posted once it is received by Counties Council.**

4. Did your organization consult with people with disabilities when establishing, reviewing and updating its multi-year accessibility plan? \*  Yes  No

[Read O. Reg. 191/11 s. 4\(2\): Accessibility plans](#)

[Learn more about your requirements for question 4](#)

Comments for question 4

5. Does your organization provide the appropriate training on the Integrated Accessibility Standards Regulation and the Human Rights Code as it pertains to persons with disabilities? \*  Yes  No

[Read O. Reg. 191/11 s. 7: Training](#)

[Learn more about your requirements for question 5](#)

Comments for question 5

---

6. Has your organization established and documented a process to receive and respond to feedback on how its goods or services are provided to persons with disabilities, including actions that your organization will take when a complaint is received? \*  Yes  No

[Read O. Reg. 191/11 s. 80.50: Feedback process required](#)

[Learn more about your requirements for question 6](#)

Comments for question 6

---

7. Does your organization ensure that its feedback processes are accessible to persons with disabilities by providing or arranging accessible formats or communication supports, upon request, and do you notify the public of this accessible feedback policy? \*  Yes  No

[Read O. Reg. 191/11 s. 11: Feedback](#)

[Learn more about your requirements for question 7](#)

Comments for question 7

---

### Information and communications

8. Does your organization have a process to provide accessible formats and communication supports for persons with disabilities in a timely manner and at no more than the cost for other persons who ask for the same information, and do you notify the public of this accessible information policy? \*  Yes  No

[Read O. Reg. 191/11 s. 12: Accessible formats and communications supports](#)

[Learn more about your requirements for question 8](#)

Comments for question 8

---

### Employment

9. Does your organization notify its employees and the public about the availability of accommodations in its recruitment process? \*  Yes  No

[Read O. Reg. 191/11 s. 22-24: Recruitment](#)

[Learn more about your requirements for question 9](#)

Comments for question 9

---

10. Does your organization notify successful applicants of its policies for accommodating employees with disabilities during offers of employment? \*  Yes  No

[Read O. Reg. 191/11 s. 24: Notice to successful applicants](#)

[Learn more about your requirements for question 10](#)

Comments for question 10

---

11. Does your organization develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities? \*  Yes  No

[Read O. Reg. 191/11 s. 28: Documented individual accommodation plans](#)

[Learn more about your requirements for question 11](#)

Comments for question 11

---

## Transportation

12. Does your organization provide transportation services? \*

Yes  No

(If Yes, you will be required to answer an additional question.)

[Read O. Reg. 191/11 Part IV: Transportation standards](#)

[Learn more about your requirements for question 12](#)

12.a Does your organization conduct employee and volunteer accessibility training on the safe use of accessibility equipment and features of your transportation vehicles? \*

Yes  No

[Read O. Reg. 191/11 s. 36: Accessibility training](#)

[Learn more about your requirements for question 12.a](#)

Comments for  
question 12.a

---

## Design of public spaces

13. Since your organization last reported on its accessibility compliance, has your organization constructed new or redeveloped existing off-street parking facilities that it intends to maintain? \*

Yes  No

(If Yes, you will be required to answer an additional question.)

[Read O. Reg. 101/11 Part IV.1: Design of public spaces standards](#)

[Learn more about your requirements for question 13](#)

13.a. When constructing new or redeveloping off-street parking facilities that your organization intends to maintain, does it ensure that the off-street parking facilities meet the accessibility requirements as outlined in sections 80.32 – 80.37 of the IASR? \*

Yes  No

[Read O. Reg. 80.32-37: Accessible parking](#)

[Learn more about your requirements for question 13.a](#)

Comments for  
question 13.a

---

14. Since your organization last reported on accessibility compliance, has your organization constructed new or redeveloped existing outdoor public spaces that it intends to maintain? \*

Yes  No

(If Yes, you will be required to answer additional questions.)

[Read O. Reg. 191/11 Part IV.1: Design of public spaces standards](#)

[Learn more about your requirements for question 14](#)

14.a. When constructing new or redeveloping existing outdoor play spaces, did your organization consult with the public and persons with disabilities on the needs of children and caregivers, and if you represent a municipality did your organization consult with the municipal advisory committee where one was established as outlined in s. 80.19 of the Integrated Accessibility Standards Regulation? \*

Yes  No

[Read O. Reg. 191/11 s. 80.19: Outdoor play spaces](#)

[Learn more about your requirements for question 14.a](#)

Comments for question 14.a The outdoor public space was improvements to a walking trail that includes improvements to a boardwalk and construction of a viewing platform. The Accessibility Advisory Committee was consulted.

14.b. Does your organization's multi-year accessibility plan include procedures for preventative and emergency maintenance of the accessible elements in public spaces, and for dealing with temporary disruptions when accessible elements required under the Integrated Accessibility Standards Regulations Part IV are not in working order? \*

Yes  No

[Read O. Reg. 191/11 s. 80.44: Maintenance of accessible elements](#)

[Learn more about your requirements for question 14.b](#)

Comments for question 14.b Preventative maintenance and emergency maintenance are part of the Organization's Asset Management and Operating Plans.

---

## Customer service

15. In your policies, practices and procedures, does your organization permit persons with disabilities to keep their service animals with them on the parts of your premises that are open to the public or other third parties, except where the animal is excluded by law? If excluded by law, does your organization have alternate ways for people with service animals to access and use your goods, services or facilities?

Yes  No

[Read O. Reg. 191/11 s. 80.47\(1-3\): Use of service animals and support persons](#)

[Learn more about your requirements for question 15](#)

Comments for  
question 15

**General requirements**

16. Other than the requirements cited in the above questions, is your organization complying with all applicable requirements for the information and communications standards in effect under the Integrated Accessibility Standards Regulation? \*  Yes  No

Read O. Reg. 191/11 Part II: Information and communications standards [Learn more about your requirements for question 16](#)

Comments for question 16 The municipality continues to work toward making documents on its website fully accessible.

17. Other than the requirements cited in the above questions, is your organization complying with all applicable requirements for the employment standards in effect under the Integrated Accessibility Standards Regulation? \*  Yes  No

Read O. Reg. 191/11 Part III: Employment standards [Learn more about your requirements for question 17](#)

Comments for question 17

18. Other than the requirements cited in the above questions, is your organization complying with all applicable requirements for the transportation standards in effect under the Integrated Accessibility Standards Regulation? \*  Yes  No

Read O. Reg. 191/11 Part IV: Transportation standards [Learn more about your requirements for question 18](#)

Comments for question 18 The municipality does not provide transportation services.

19. Other than the requirements cited in the above questions, is your organization complying with all applicable requirements for the design of public spaces standards in effect under the Integrated Accessibility Standards Regulation? \*  Yes  No

Read O. Reg. 101/11 Part IV.1: Design of Public Spaces standards [Learn more about your requirements for question 19](#)

Comments for question 19 With the exception as noted in question 14 a.

20. Other than the requirements cited in the above questions, is your organization complying with all applicable requirements for the customer service standards under the Integrated Accessibility Standards Regulation? \*  Yes  No

Read O. Reg. 191/11 Part IV.2: Customer service standards [Learn more about your requirements for question 20](#)

Comments for question 20

21. Other than the requirements cited in the above questions, is your organization complying with all general requirements in effect under the Integrated Accessibility Standards Regulation? \*  Yes  No

Read O. Reg. 191/11 Part I: General requirements [Learn more about your requirements for question 21](#)

Comments for question 21

Organization category	Designated Public Sector	Number of employees range	50+
Filing organization legal name	United Counties of Leeds and Grenville		
Filing organization business number (BN9)	108154956		

Fields marked with an asterisk (\*) are mandatory.

**D. Accessibility compliance report summary**

Your response to the questions on your accessibility report indicate that your organization is not in compliance with AODA standards. You have responded 'No' to the question(s) below:

3. Has your organization completed a review of its progress implementing the strategy outlined in its accessibility plan and documented the results in an annual status report posted on the organization's website?

14.a. When constructing new or redeveloping existing outdoor play spaces, did your organization consult with the public and persons with disabilities on the needs of children and caregivers, and if you represent a municipality did your organization consult with the municipal advisory committee where one was established as outlined in s. 80.19 of the Integrated Accessibility Standards Regulation?

14.b. Does your organization's multi-year accessibility plan include procedures for preventative and emergency maintenance of the accessible elements in public spaces, and for dealing with temporary disruptions when accessible elements required under the Integrated Accessibility Standards Regulations Part IV are not in working order?

16. Other than the requirements cited in the above questions, is your organization complying with all applicable requirements for the information and communications standards in effect under the Integrated Accessibility Standards Regulation?

18. Other than the requirements cited in the above questions, is your organization complying with all applicable requirements for the transportation standards in effect under the Integrated Accessibility Standards Regulation?

This means that your organization is not in full compliance with the requirements of the AODA. If your compliance status changes, you will need to submit an updated report.

Your organization may be audited to verify compliance.

**E. Accessibility compliance report certification**

Section 15 of the *Accessibility for Ontarians with Disabilities Act, 2005* requires that accessibility reports include a statement certifying that all the required information has been provided and is accurate, signed by a person with authority to bind the organization(s).

Note: It is an offence under the Act to provide false or misleading information in an accessibility report filed under the AODA.

The certifier may designate a primary contact for the Ministry for Seniors and Accessibility to contact the organization(s); otherwise the certifier will be the main contact.

Certifier: Someone who can legally bind the organization(s).

Primary Contact: The person who will be the main contact for accessibility issues.

**Acknowledgement**

I certify that I have the authority to bind all organizations specified in Section A of this form, \*

I certify that all the required information has been included in this report, and, \*

I certify that the information in this report is accurate. \*

Certification date (yyyy-mm-dd) \* 2019-12-04

**Certifier Information**

Last name *		First name *	
Brown		Andy	
Position title *	Business phone number *	Extension	<input type="checkbox"/> Check here if TTY
Administrator	613 342-3840	2301	
Email *		Alternate phone number	Fax number
Andy.Brown@uclg.on.ca			613 342-2101

**Primary contact for the organization(s)**

Check if the primary contact is same as the certifier

Last name *		First name *	
Bolton		Andrea	
Position title *	Business phone number *	Extension	<input type="checkbox"/> Check here if TTY
Other	613 342-3840	2307	
Email *		Alternate phone number	Fax number
Andrea.Bolton@uclg.on.ca			613 342-2101