



Township of Sioux Narrows - Nestor Falls

Multi-Year Accessibility Plan 2025-2026

For more information on this accessibility plan, as well as to acquire alternative, accessible formats of this document (free upon request), please contact:

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Guiding Legislation

The *Ontarians with Disabilities Act, 2001* (ODA) ensures that public organizations incorporate accessibility planning into their operations and facilities and document such actions within an accessibility plan. In 2005, a second piece of legislation, the *Accessibility for Ontarians with Disabilities Act* (AODA) was enacted to further qualify the ODA and serve as a framework for the establishment of accessibility standards in five areas: customer service, employment, transportation, information & communications, and the built environment. The standards support the principles of the AODA to ensure dignity, integration, independence and equal opportunity and each have specific timelines for implementation. Compliance with the AODA is required by both public and private sector organizations.

The ODA and AODA are in place for the purpose of ensuring that people with disabilities are not discriminated against. Implementation for both public and private sectors will be phased in over time to achieve the Provincial government objective of a fully-accessible province by 2025.

Customer Service – Ontario Regulation 429/07: This standard was the first under the AODA to become law. It ensures that people with disabilities can receive goods and services in a manner that takes into account one's disability.

Integrated Accessibility Standards – Ontario Regulation 191/11: Three of the five accessibility standards comprise the recently enacted IASR. These standards will ensure accessibility in the areas of information & communications, employment and transportation. Development of accessibility implementation strategies is currently underway to reach compliance and provide for accessibility across the organization. The Township of Sioux Narrows – Nestor Falls Multi-Year Accessibility Plan identifies the implementation schedule and actions to be taken.

Accessibility Standards for the Built Environment: The Design of Public Spaces shall ensure that accessibility is included within all new construction and extensive renovations. Technical requirements pertain to recreational trails, beach access, outdoor public use seating areas, outdoor play spaces, exterior paths of travel, obtaining service and maintenance. Understanding a wide variety of barriers for persons with disabilities in the physical environment is essential to implementation of standards. In the event of service disruption to accessible parts of our public spaces, we will notify the public of the service disruption and alternatives available.

The Township of Sioux Narrows – Nestor Falls understands the importance of an accessible built environment that allows for independence and participation for persons with disabilities. As well, any construction or renovations to public facilities and spaces shall adhere to the Accessibility Design Guidelines.

Statement of Commitment

The Township of Sioux Narrows – Nestor Falls is committed to treating all individuals in a way that allows them to maintain their dignity and independence, as evidenced by our accessibility initiatives. We believe in integration and equal opportunity. We are committed to meeting the needs of individuals with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act, 2005 and its Regulations. We are committed to including people with disabilities in the development of our accessibility plan and will make status reports publicly available each year to highlight or achievements.

Multi-Year Accessibility Plan

The multi-year accessibility plan is a tool for the Township of Sioux Narrows – Nestor Falls to communicate its accessibility initiatives internally and to the public.

This plan will be reviewed at minimum annually.

The plan shall also be updated annually to include reporting on the status of goals and achievements. This plan/report is available online.

Copies will also be provided upon request in alternate format upon request.

The following targets and actions table outlines the completed and planned initiatives for the Township of Sioux Narrows – Nestor Falls.

Accessible Emergency Information

The Township of Sioux Narrows – Nestor Falls is committed to providing our residents, customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary. This is detailed in our Individualized Workplace Emergency Response Information for Employees who have Disabilities. This policy, and all policies, are available upon request in paper format, electronically or an alternate format.

Employment & Training

The Township of Sioux Narrows – Nestor Falls is committed to fair and accessible employment practices.

The Township of Sioux Narrows – Nestor Falls will provide training to employees, volunteers and other staff members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

The Township of Sioux Narrows – Nestor Falls will take the following steps to ensure employees are provided with the training needed to meet Ontario's accessible standards:

- Employees will be trained and provided with the Township of Sioux Narrows – Nestor Falls' Providing Goods & Services to People with Disabilities Customer Service Policy;
- Employees will be trained when changes are made to the accessibility policy as soon as practicable; and,
- New employees will be trained during Orientation on all plans and policies; and,
- Training resources available from www.accessforward.ca shall be provided to Council, the AODA Working Group and employees.

Information and Communications

The Township of Sioux Narrows – Nestor Falls is committed to meeting the communication needs of people with disabilities and shall provide alternate means of communications as required. Any new websites developed shall conform to WCAG 2.0, Level A. We shall ensure that all feedback processes shall be accessible and will take measures to ensure that public information is accessible upon request.

Procurement

The Township of Sioux Narrows – Nestor Falls has established an AODA Procurement Policy pursuant to the requirements of the AODA and regulations, which incorporates accessibility criteria and features when procuring or acquiring goods, services or facilities, including any self-serve kiosks. This policy, and all policies, are available upon request in paper format, electronically or an alternate format. As is stated in the AODA Procurement Policy, if it is not possible and practical to do so, we will provide an explanation on request.

Section 1: Municipal Jurisdiction

Municipality: Township of Sioux Narrows - Nestor Falls

Address: P.O. Box 417
 Sioux Narrows, Ontario
 P0X 1N0
 807-226-5241 Phone
 807-226-5712 Fax
 www.snnf.ca

Key Contact: Chief Administrative Officer

Population: 727 (Canadian - only available statistic)

Households: 1214 (349 Residential, 865 Recreational)

Municipal Highlights

The Township of Sioux Narrows - Nestor Falls is a newly restructured municipality, made effective January 1, 2001, as a result of a Commissioner's Order. Our municipal boundaries encompass a very large geographic area, some 156,385 Hectares, ranging from Blindfold Lake in the North to Caliper Lake in the South. Among all else, our new municipality includes the former Township of Sioux Narrows and the small formerly unorganized community of Nestor Falls. Our statistical population is 667, but our household total is 1,214, evidently indicating the popularity of both seasonal and recreational residential use. This is due primarily to our proximity to Lake of the Woods, and a terrain rich with smaller lakes, rivers and wilderness. Our primary industry is tourism.

Our infrastructure is not unlike many small municipalities, including:

- 2 community halls (1 in Sioux Narrows and 1 in Nestor Falls);
- 1 Administration (Township) Office located in Sioux Narrows;
- 1 Part-Time Administration (Township) Office located in Nestor Falls;
- 1 Council Chambers located in Sioux Narrows;
- 1 Alternate Council Chambers located in Nestor Falls (at Administration Office);
- 2 travel information Centres (1 in Sioux Narrows and 1 in Nestor Falls);
- 1 Seniors Centre located in Sioux Narrows;
- 2 Fire Halls (1 in Sioux Narrows and 1 in Nestor Falls).

Section 1: Municipal Jurisdiction (cont.)

Our organizational structure is as follows:

Municipal Council:

Mayor	Gale Black
Councillor Ward 1	Doug Brothwell
Councillor Ward 2	Holly Chant
Councillor	Matt Rydberg
Councillor	Steve Salvador

Municipal Administrative Staff:

Chief Administrative Officer	Wanda Kabel
Treasurer	Maureen Hanson
Administrative Assistant	Roxanne McCabe
Planner	Jeff Port
Maintenance Manager	Mike Salvador
Chief Building Official	Cullen Robb
Municipal Fire Chief	Mike Kakeeway
Librarian	Alice Motlong

The municipality does not have a hospital. There are part-time outreach clinics held in Sioux Narrows in the Sioux Narrows Ambulance Building/Health Centre (Doctor, Dentist and Health Nurse visits).

The municipality does not administer Social Services, rather we are part of a District Social Services Board (Kenora District Services Board - KDSB). Additionally, KDSB administers our land ambulance service.

Police services are provided to the municipality via Contract with the Ontario Provincial Police. There is one local detachment office (un-staffed) located in Sioux Narrows.

The municipality does not have a transit service (public or private), nor is there a taxi-service operating in the municipality.

There are two public schools located in the municipality. The Sioux Narrows Public School is administered by the Keewatin-Patricia District School Board and the Nestor Falls Public School is administered by the Rainy River District School Board.

Section 2: Other Organizations & Agencies Participating in this Plan

Organization: Sioux Narrows Public School
Sioux Narrows, Ontario
P0X 1N0
Attention: Principal

The School will be contacted annually and asked to provide confirmation on accessibility (including whether they have an accessibility plan, if so will they please provide a copy to the municipality). Please complete the following checklist:

Date	Details of Request/Re-request	Response Received ✓
Nov. 21 st , 2002	Letter, as attached	✓
Jun. 18 th , 2003	Follow up letter, as attached	✓
Jun. 23 rd , 2003	Response received from Mr. Kim Carlson, via telephone, of forthcoming written response and that a plan is under development	✓
June 25 th , 2003	Received written response from Mr. Kim Carlson that their plan is under development and a copy will be forwarded once complete (early this Fall).	✓
February 6 th , 2004	Received the Keewatin-Patricia District School Board Accessibility Plan	✓
August 2005	Waiting for copy of 2005 Plan	✓
January 2006	Left message requesting copy of their current Plan	✓
March 2006	Received the Keewatin-Patricia District School Board Accessibility Plan	✓
January 2007	Left message requesting copy of their current Plan	✓
March 2008	Left message requesting copy of their current Plan	✓
February 2009, 2010	Left message requesting copy of their current Plan	✓
March 2012	Viewed Plan on Board website	✓
January 2013	Viewed Plan on Board website	✓
January 2014	Viewed Plan on Board website	✓
June 2015	Viewed Plan on Board website	✓
July 2016	Viewed Plan on Board website	✓
June 2017	Viewed Plan on Board website	✓
March 2018	Viewed Plan on Board website	✓
April 2019	Viewed Plan on Board website	✓
October 2020	Viewed Plan on Board website	✓
September 2021	Viewed Plan on Board website	✓
December 2022	Viewed Plan on Board website	✓
March 2023	Viewed Plan on Board website	✓
January 2024	Viewed Plan on Board website	✓
March 2025	Viewed Plan on Board website	✓

Section 2: Other Organizations & Agencies Participating in this Plan (cont.)

Organization: Nestor Falls Public School
Nestor Falls, Ontario
POX 1K0
Attention: Principal

The School will be contacted annually and asked to provide confirmation on accessibility (including whether they have an accessibility plan, if so will they please provide a copy to the municipality). Please complete the following checklist:

Date	Details of Request/Re-request	Response Received ✓
Nov. 21 st , 2002	Letter, as attached	X
Jun. 18 th , 2003	Follow up letter, as attached	✓
September 29 th , 2004	Follow up letter sent, as attached	✓
October 7 th , 2004	Received the Rainy River District School Board Accessibility Plan	✓
August 2005	Waiting for copy of 2005 Plan	
January 2006	Left message requesting copy of their current Plan	
April 2006	Received the Rainy River District School Board Accessibility Plan	✓
January 2007	Left message requesting copy of their current Plan	✓
March 2008	Left message requesting copy of their current Plan	✓
February 2009, 2010	Left message requesting copy of their current Plan	✓
March 2012	Viewed Plan on Board Website	✓
January 2013	Viewed Plan on Board website	✓
January 2014	Viewed Plan on Board website	✓
June 2015	Viewed Plan of Board website	✓
July 2016	Viewed Plan of Board website	✓
June 2017	Viewed Plan on Board website	✓
March 2018	Viewed Plan on Board website	✓
April 2019	Viewed Plan on Board website	✓
October 2020	Viewed Plan on Board website	✓
September 2021	Viewed Plan on Board website	✓
December 2022	Viewed Plan on Board website	✓
March 2023	Viewed Plan on Board website	✓
January 2024	Viewed Plan on Board website	✓
March 2025	Viewed Plan on Board website	✓

Organization: _____

[illegible]

Section 3: Consultation Activities

The municipality shall, by way of public information (posted on municipal website and/or posted on Township Bulletin Board) informing/receiving public input annually for their feedback and possible recommendations with respect to barriers and access. Please complete the following checklist:

Date Public Notice Issued	Details of Public Notice	Where/How was the Notice Issued
March 20, 2018	Updated plan and posted on municipal website	Posted on Website
April 2, 2019	Updated plan and posted on municipal website	Posted on Website
October 8, 2020	Updated plan and posted on municipal website	Posted on Website
September 29, 2021	Updated plan and posted on municipal website	Posted on Website
December 2022	Updated plan and posted on municipal website	Posted on Website
March 2023	Updated plan and posted on municipal website	Posted on Website
January 2024	Updated plan and posted on municipal website	Posted on Website
March 2025	Updated plan and posted on municipal website	Posted on Website

Section 4: Working Group

Municipal Council and Staff shall comprise the body/group co-ordinating the accessibility plan. This body shall be referred to as the Working Group. The key contact for the Working Group shall be the Municipal Clerk. If members of the public or other agency officials wish to contribute, they may make a request to Council/Working Group to be added to the Working Group.

Working Group Member	Municipality/ Agency (Title)	Department Represented	Contact
Wanda Kabel	Chief Administrative Officer	All	807-226-5241
Gale Black	Mayor	Administration, Finance	807-226-5241
Doug Brothwell	Councillor Ward 1	Planning, Tourism	807-226-5241
Holly Chant	Councillor Ward 2	Fire/Emergency Services, Nursing Station, W2 Recreation Committee	807-226-5241
Matt Rydberg	Councillor	Golf Course, Trails, Cemeteries, W1 Recreation Committee	807-226-5241
Steve Salvador	Councillor	Waste Management, Buildings, Roads, Library	807-226-5241

Member Additions to Working Group:

Date	Name	Agency	Contact

Section 5: Identified Barriers Chart/Report

The municipal Working Group (and any possible participating group/person/agency) shall identify accessibility initiatives and report on barriers identified through these initiatives (and whether they have been addressed). Please complete the following chart:

Barrier and Type	Strategy for removal/prevention	Status
Describe the barrier (use one of physical, architectural, information/communication, attitudinal, technological, policies and practices to describe the type)	(a brief description of strategies in place to address the barrier)	(i.e., date completed, date work to commence, not addressed etc.)
Sioux Narrows Council Chambers/Municipal Office does not have wheel chair access	June 3, 2003 - Council notified of barrier - funds have been allocated for construction of ramp (according to the OBC)	Electronic lift was installed June 1 st , 2004, and received final inspection September 10 th , 2004, lift is fully functional and in-use
Sioux Narrows Council Chambers/Municipal Office Lift	November 2006 - lift was identified by private contractor as not yet having proper certification - we are working on resolving this issue	Funds budgeted in 2008 to repair/bring lift up to standard
Sioux Narrows Council Chambers/Municipal Office Lift	November 2009 - 3 rd attempt to contact Allied Elevator to repair lift - we are working on resolving this issue	Awaiting Allied Elevator Winnipeg to repair lift
Sioux Narrows Council Chambers/Municipal Office Lift	November 2010 - Elevator Repair Completed, Inspected & Certified	Lift is operational
Sioux Narrows Council Chambers/Municipal Office Lift	Spring and Fall 2012 - Elevator inspected per standard	Lift is operational
Sioux Narrows Council Chambers/Municipal Office Lift	Old Inspection Contractor Quit, Found New Contracting May 2015 – Elevator inspected per standard	Lift is operational, Township is in compliance with TSSA
Verification of website's WCAG compliance completed by web host/developer (Wake Marketing)	Developer found WCAG 2.0 Level AA issues.	Completed - Developer confirmed that issues were resolved to bring us into compliance – December 10, 2020
Sioux Narrows and Nestor Falls Council Chambers identified as areas to be assessed for sound amplification for persons with hearing impairments	Staff will contact sound technicians for review and quotations for sound amplification/enhancements	Council has committed to budgeting for such (budget not complete)

Section 5: Identified Barriers Chart/Report (cont.)

If preparing a separate report, or a group/agency wishes to submit a report to the Working Group, the following subheadings would prove useful when organizing the information:

- *Initiative* (State the initiative and organization that conducted the initiative if a joint plan is being prepared)
- *Methods Used to Identify Barriers* (State the methods used to identify the barriers)
- *Barriers Identified* (State the barriers that were identified)

Note: once the Working Group receives/completes the report, please add it to the Identified Barriers Chart on Page 8.

Section 6: Operational Review

The municipal Working Group shall review the organizations participating in this plan annually. Reviews are necessary in order to report/review activities necessary to identify barriers in the current operations of the organizations that are participating in this plan. Use an Operational Review Checklist Form (see Appendix D). Also, please complete the following:

Date	Organization	Operational Review Checklist Form Completed ✓
Nov. 21 st , 2002	Sioux Narrows Public School	Awaiting response to letter
Jun. 18 th , 2003	Sioux Narrows Public School	Awaiting response to letter
Jun. 23 rd , 2003	Sioux Narrows Public School	Received verbal indicating written response forthcoming
Nov. 21 st , 2002	Nestor Falls Public School	Awaiting response to letter
Jun. 18 th , 2003	Nestor Falls Public School	Awaiting response to letter
February 6 th , 2004	Sioux Narrows Public School	Received the Keewatin-Patricia District School Board Accessibility Plan
September 29 th , 2004	Nestor Falls Public School	Awaiting response to letter
August 2005	Sioux Narrows Public School	Awaiting copy of 2005 Plan
August 2005	Nestor Falls Public School	Awaiting copy of 2005 Plan
January 2006	Sioux Narrows Public School	Awaiting copy of 2005-2006 Plan
January 2006	Nestor Falls Public School	Awaiting copy of 2005-2006 Plan
January 2007	Sioux Narrows Public School	Received copy of 2007 Plan
January 2007	Nestor Falls Public School	Received copy of 2007 Plan
March 2008	Sioux Narrows Public School	Received copy of 2008 Plan
March 2008	Nestor Falls Public School	Received copy of 2008 Plan
February 2009	Sioux Narrows Public School	Received copy of 2009 Plan
February 2009	Nestor Falls Public School	Received copy of 2009 Plan
February 2010	Sioux Narrows Public School	Received copy of 2010 Plan
February 2010	Nestor Falls Public School	Received copy of 2010 Plan
April 2011	Sioux Narrows Public School	Received copy of 2011 Plan
April 2011	Nestor Falls Public School	Received copy of 2011 Plan
March 2012	Sioux Narrows Public School	Viewed copy of 2012 Plan on Web
March 2012	Nestor Falls Public School	Viewed copy of 2012 Plan on Web
January 2013	Sioux Narrows Public School	Viewed copy of current Plan on Web
January 2013	Nestor Falls Public School	Viewed copy of current Plan on Web
January 2014	Sioux Narrows Public School	Viewed copy of current Plan on Web
January 2014	Nestor Falls Public School	Viewed copy of current Plan on Web
June 2015	Sioux Narrows and Nestor Falls Public Schools	Viewed copies of current Plans on Web
July 2016	Sioux Narrows and Nestor Falls Public Schools	Viewed copies of current Plans on Web

June 2017	Sioux Narrows and Nestor Falls Public Schools	Viewed copies of current Plans on Web
March 2018	Sioux Narrows and Nestor Falls Public Schools	Viewed copies of current Plans on Web
April 2019	Sioux Narrows and Nestor Falls Public Schools	Viewed copies of current Plans on Web
October 2020	Sioux Narrows and Nestor Falls Public Schools	Viewed copies of current Plans on Web
September 2021	Sioux Narrows and Nestor Falls Public Schools	Viewed copies of current Plans on Web
December 2022	Sioux Narrows and Nestor Falls Public Schools	Viewed copies of current Plans on Web
March 2023	Sioux Narrows and Nestor Falls Public Schools	Viewed copies of current Plans on Web
January 2024	Sioux Narrows and Nestor Falls Public Schools	Viewed copies of current Plans on Web
March 2026	Sioux Narrows and Nestor Falls Public Schools	Viewed copies of current Plans on Web

Section 6: Operational Review (cont.)

Section 6: Operational Review (cont.)

List of Barriers Identified

Use this chart to list the barriers identified by the reviews noted on page 10:

[illegible]

Section 7: Decision-Making Review

The municipality shall review the decision-making process at least annually, including: policies and practices, capital planning, by-laws approval, etc. Use a Decision-Making Review Checklist Form (see Appendix E). Also, please complete the following:

Date	Process (policy, practice, capital planning, by-law, etc.)	Operational Review Checklist Form Completed ✓
Jan. 7 - Jun. 3, 2003	Municipal Policy & Procedure Manual	✓
Jan. 7 - Jun. 3, 2003	Municipal By-Laws	✓
Jan. 7 - Jun. 3, 2003	Office/Building Plans	✓
Jan. 6, 2004 - May 4, 2004	Municipal Policy & Procedure Manual	✓
Jan. 6, 2004 - May 4, 2004	Municipal By-Laws	✓
Jan. 6, 2004 - May 4, 2004	Office/Building Plans	✓
Jan. 4, 2005 - May 3, 2005	Municipal By-Laws	✓
Jan. 4, 2005 - May 3, 2005	Office/Building Plans	✓
Jan. 2, 2006 - Mar. 3, 2006	Municipal By-Laws	✓
Jan. 2, 2006 - Mar. 3, 2006	Office/Building Plans	✓
Jan. 2, 2007 - Feb. 16, 2007	Municipal By-Laws	✓
Jan. 2, 2007 - Feb. 16, 2007	Office/Building Plans	✓
March 25, 2008	Municipal By-Laws	✓
March 25, 2008	Office/Building Plans	✓
February 13, 2009	Municipal By-Laws	✓
February 13, 2009	Office/Building Plans	✓
January 18, 2010	Municipal By-Laws	✓
January 18, 2010	Office/Building Plans	✓
February 22, 2011	Municipal By-Laws	✓
February 22, 2011	Office/Building Plans	✓
Fall 2011 to May 15, 2012	Municipal Policies & Procedures	✓
October 2012	Offices/Building Plans	✓
November 2013	Policies, procedures and building plans	✓
November 2014	Polices, procedures and building plans	✓
December 2014 to June 2015	Policies, procedures and building plans	✓
July 2015 to December 2016	Policies, procedures and building plans	✓
January 2017	Policies, procedures and building plans	✓
March 2018	Policies, procedures and building plans	✓
April 2019	Policies, procedures and building plans	✓
October 2020	Policies, procedures and building plans	✓
September 2021	Policies, procedures and building plans	✓
December 2022	Policies, procedures and building plans	✓
March 2023	Policies, procedures and building plans	✓
January 2024	Policies, procedures and building plans	✓
March 2025	Policies, procedures and building plans	✓

Section 7: Decision-Making Review (cont.)

List of Barriers Identified

Use this chart to list the barriers identified by the reviews noted on page 12:

Barrier	Barrier Type	Strategies for removal or prevention
(describe barrier)	(see appendix B for terms)	(describe corrective measures, and when these will occur)
Sioux Narrows Council Chambers does not have wheel chair access	Architectural	✓ Completed Sept. 2004
Sioux Narrows Council Chambers Lift is not properly certified	Architectural	Working on it with contractor
Sioux Narrows Council Chambers Lift is not properly certified	Architectural	Budgeted to complete works in 2008
Sioux Narrows Council Chambers Lift is not properly certified	Architectural	Working on it with contractor 2009
Sioux Narrows Council Chambers Lift is not properly certified	Architectural	✓ Completed Nov. 2010
Sioux Narrows and Nestor Falls Council Chambers identified as areas to be assessed for sound amplification for persons with hearing impairments	Communicational/Architectural	Council has committed to budgeting for such (budget not complete)

Section 8: Targets and Actions

The municipality shall set targets to help establish when barriers will be addressed or actions taken to address preventative measures. Use a Targets and Actions Form (see Appendix F). Also, complete the following chart to summarize the actions identified in the Targets and Actions Form (to be completed within twelve (12) months):

Action	Resources	Costs	Target
Install electronic lift at Sioux Narrows Council Chambers/Municipal Office	Monetary	\$20,000.00 actual cost (built to OBC standards)	✓ Completed Sept. 2004
Certify Lift at Sioux Narrows Council Chambers/Municipal Office	Monetary	Unknown	Complete asap
Upgrade and Certify Lift at Sioux Narrows Council Chambers/Municipal Office	Monetary	Unknown	Will complete in 2008
Upgrade and Certify Lift at Sioux Narrows Council Chambers/Municipal Office	Monetary	Unknown	Still attempting to secure contractor to perform works
Upgrade and Certify Lift at Sioux Narrows Council Chambers/Municipal Office	Monetary	\$10,000.00	✓ Completed Nov. 2010
Bring municipal website to WCAG 2.0 Level AA	Monetary	\$1,000.00	✓ Completed Dec. 2020
Sioux Narrows and Nestor Falls Council Chambers identified as areas to be assessed for sound amplification for persons with hearing impairments	Monetary	In progress	In progress March 2026

Appendix A

ACCESSIBILITY PLANNING CHECKLIST

Activity	Timeline	Completed ✓
Establish AAC or create a process for consultation with people with disabilities (refer to Section 12 of the ODA for specific details in this area)	Nov. 2002	✓
Create an Accessibility Planning Work Group	Nov. 2002	✓
Consult with potential partners in a joint plan	ongoing	✓
Review Past Initiatives	ongoing	✓
Conduct an Operational Review	ongoing	✓
Review Decision-making practices	ongoing	✓
Determine How to Address barriers	ongoing	✓
Develop a Draft Plan	Nov. 2002	✓
Set Targets (6, 12 month or longer), establish a monitoring process	ongoing	✓
Consult with AAC or people with disabilities on the draft plan	always ongoing	✓
Amend plan based on AAC recommendations or the results of the consultations	ongoing	✓
Obtain Council Approval	Nov. 2002	✓
Make the Plan Public	Jan. 2003	✓
Review and Update Plan for 2004	June 2004	✓
Review and Update Plan for 2005	June 2005	✓
Review and Update Plan for 2006	Mar. 2006	✓
Review and Update Plan for 2007	Feb. 2007	✓
Review and Update Plan for 2008	Mar. 2008	✓
Review and Update Plan for 2009	Feb. 2009	✓
Review and Update Plan for 2010	Jan. 2010	✓
Review and Update Plan for 2011	Mar. 2011	✓
Review and Update Plan for 2012	Mar. & Nov. 2012	✓
Review and Update Plan for 2013	Jan. & Nov. 2013	✓
Reviewed and Updated Plan Pursuant to AODA Compliance Plan	Oct. 2014	✓
Reviewed and Updated Plan Pursuant to AODA Compliance Plan	Jun. 23, 2105	✓
Reviewed and Updated Plan Pursuant to AODA Compliance Plan	Dec. 14, 2016	✓
Reviewed and Updated Plan Pursuant to AODA Compliance Plan	Jan. 3, 2017	✓
Reviewed and Updated Plan Pursuant to AODA Compliance Plan	Mar. 20, 2018	✓
Reviewed and Updated Plan Pursuant to AODA Compliance Plan	Apr. 2, 2019	✓
Reviewed and Updated Plan Pursuant to AODA Compliance Plan	Oct. 8, 2020	✓
Reviewed and Updated Plan Pursuant to AODA Compliance Plan	Sept. 29, 2021	✓
Reviewed and Updated Plan Pursuant to AODA Compliance Plan	Dec. 15, 2022	✓
Reviewed and Updated Plan Pursuant to AODA Compliance Plan	Mar. 22, 2023	✓
Reviewed and Updated Plan Pursuant to AODA Compliance Plan	Jan. 27, 2024	✓
Reviewed and Updated Plan Pursuant to AODA Compliance Plan	Mar. 26, 2025	✓

Appendix B

DISABILITY BARRIERS

People with disabilities face unnecessary barriers almost everywhere: at home, at work, at school, in parks, in recreational facilities, in the streets, in theatres, in stores and in restaurants - and even in municipalities.

A "barrier" means anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability, including a physical barrier, an architectural barrier, an informational or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice . Barriers prevent people with disabilities from going to school and to work.

Types of barriers:

Barrier Type	Example
Physical	A door knob that cannot be operated by a elderly person with limited upper-body mobility and strength
Architectural	A hallway or door that is too narrow for a wheelchair or scooter
Informational	Typefaces that are too small to be read by a person with low vision
Communicational	A professor who talks loudly when addressing a deaf student
Attitudinal	A recreational swimming program which discourages people with developmental disabilities from participating
Technological	Information on a municipal Web site, which cannot be, accessed by a person who is blind who has reading software for a computer
Policy/Practice	A practice of announcing important messages over an intercom that people with hearing impairments cannot hear clearly

Appendix C

DISABILITY: THE AODA DEFINITION

The AODA draws on the broad definition for disability that appears in the Ontario Human Rights Code. "Disability" is:

any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes 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, a condition of mental impairment or a developmental disability, a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language, a mental disorder, or an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

For additional information on disability, types of disability and barriers see *Appendix A* of the "Guide to Accessibility Planning".

Appendix D

Operational Review Checklist Form

Organization	Township of Sioux Narrows - Nestor Falls (Self)
<p>Department (Provide the name of the department and a description of the activities that take place within the department, the departmental responsibilities, the departmental work teams and/or divisions)</p>	<p>Council Chambers/Municipal Office</p>
<p>Review Date (Provide the dates that the review took place. If a review has not taken place, provide the dates for when the review is planned and the completion date. A planned review becomes an action set by the plan)</p>	<p>Planned - notice has been provided to Municipal Council for consideration and planning to remove barrier. 2009 Current Annual Budget approve. Waiting for contractor to complete works.</p>
<p>Rationale for Planned Review (If the review has not taken place a rationale should be provided for the planned time period. Appropriate rationales could consist of the size of the department, the scope of the activity, a recent amalgamation, and the resources available. A 12-month target should be set for activities.)</p>	<p>Plan is in place (Electronic lift was installed June 1st, 2004, but we are awaiting an upgrade to bring up to current standard and certification prior to activation)</p>
<p>Review Methodologies (Describe the methodologies used to conduct the review. Examples would be office sites review, building plans reviewed, client questionnaire, etc. If a review has not taken place, describe the methodologies that will be used to conduct the planned review. In larger municipalities where a department may consist of divisions and/or work teams different review methodologies may be used. This section should be</p>	<p>Building plans reviewed February 13th, 2009 (Electronic lift was installed June 1st, 2004, but we require upgrades in order to certification and use)</p>

<i>structured according to the departmental structure)</i>	
Status*	Completed - November 2010

**There are three choices to identify the status of the departmental review:*

Completed: if the review is completed provide the dates completed.

Ongoing: If the review is still underway, provide a summary of the progress and an assessment if the review is within the time frames set.

Planned: In larger municipalities where a department may consist of divisions and/or work teams a review may be completed within certain divisions or work-teams. This section may be structured according to the departmental structure and a status accorded to each division and/or work team.

Appendix D

Operational Review Checklist Form

Organization	Sioux Narrows Public School
Department <i>(Provide the name of the department and a description of the activities that take place within the department, the departmental responsibilities, the departmental work teams and/or divisions)</i>	N/A
Review Date <i>(Provide the dates that the review took place. If a review has not taken place, provide the dates for when the review is planned and the completion date. A planned review becomes an action set by the plan)</i>	Received current plan
Rationale for Planned Review <i>(If the review has not taken place a rationale should be provided for the planned time period. Appropriate rationales could consist of the size of the department, the scope of the activity, a recent amalgamation, and the resources available. A 12-month target should be set for activities.)</i>	Received current plan
Review Methodologies <i>(Describe the methodologies used to conduct the review. Examples would be office sites review, building plans reviewed, client questionnaire, etc. If a review has not taken place, describe the methodologies that will be used to conduct the planned review. In larger municipalities where a department may consist of divisions and/or work teams different review methodologies may be used. This section should be</i>	Reviewed

<i>structured according to the departmental structure)</i>	
Status*	Completed

**There are three choices to identify the status of the departmental review:*

Completed: if the review is completed provide the dates completed.

Ongoing: If the review is still underway, provide a summary of the progress and an assessment if the review is within the time frames set.

Planned: In larger municipalities where a department may consist of divisions and/or work teams a review may be completed within certain divisions or work-teams. This section may be structured according to the departmental structure and a status accorded to each division and/or work team.

Appendix D

Operational Review Checklist Form

Organization	Nestor Falls Public School
Department <i>(Provide the name of the department and a description of the activities that take place within the department, the departmental responsibilities, the departmental work teams and/or divisions)</i>	N/A
Review Date <i>(Provide the dates that the review took place. If a review has not taken place, provide the dates for when the review is planned and the completion date. A planned review becomes an action set by the plan)</i>	Received current plan
Rationale for Planned Review <i>(If the review has not taken place a rationale should be provided for the planned time period. Appropriate rationales could consist of the size of the department, the scope of the activity, a recent amalgamation, and the resources available. A 12-month target should be set for activities.)</i>	Received current plan
Review Methodologies <i>(Describe the methodologies used to conduct the review. Examples would be office sites review, building plans reviewed, client questionnaire, etc. If a review has not taken place, describe the methodologies that will be used to conduct the planned review. In larger municipalities where a department may consist of divisions and/or work teams different review methodologies may be used. This section should be</i>	Reviewed

<i>structured according to the departmental structure)</i>	
Status*	Completed

**There are three choices to identify the status of the departmental review:*

Completed: if the review is completed provide the dates completed.

Ongoing: If the review is still underway, provide a summary of the progress and an assessment if the review is within the time frames set.

Planned: In larger municipalities where a department may consist of divisions and/or work teams a review may be completed within certain divisions or work-teams. This section may be structured according to the departmental structure and a status accorded to each division and/or work team.

Appendix E

Decision-Making Review Checklist Form

Organization	Township of Sioux Narrows - Nestor Falls
Department <i>(Provide the name of the department and a description of the activities that take place within the department, the departmental responsibilities, the departmental work teams and/or divisions)</i>	All municipal by-law, policies, procedures and office/building plans reviewed
Review Date <i>(Provide the dates that the review took place. If a review has not taken place, provide the dates for when the review is planned and the completion date. A planned review becomes an action set by the plan)</i>	Review completed in August 2022 – will begin again with new council in 2024 ongoing until complete by 2026.
Rationale for Planned Review <i>(If the review has not taken place a rationale should be provided for the planned time period. Rationales could consist of the size of the department, the scope of the activity, a recent amalgamation, and the resources available. A review may take longer than one-year. In these cases a rationale should be provided for this extended time line.)</i>	Procedural
Review Methodologies <i>(Describe the methodologies use to conduct the review. Examples would be by-laws review, policy review, client questionnaire, etc. If a review has not taken place, describe the methodologies that will be used to conduct the planned review. In larger municipalities where a department may consist of divisions and/or work teams different review methodologies may be used.</i>	All municipal by-law, policies, procedures and office/building plans & sites reviewed Web ensures and confirmed that we are meeting the required standard

<i>This section should be structured according to the departmental structure.)</i>	
Status*	Ongoing

*Status

There are three choices to identify the status:

Completed: if the review is completed provide the dates completed.

Ongoing: If the review is still underway, provide a summary of the progress and an assessment if the review is within the time frames set.

Planned: In larger municipalities where a department may consist of divisions and/or work teams a review may be completed within certain divisions or work-teams. This section may be structured according to the departmental structure and a status accorded to each division and/or work team.

Appendix F

Targets and Actions Form

Organization	Township of Sioux Narrows - Nestor Falls
Department <i>(Provide the name of the department and a description of the activities that take place within the department, the departmental responsibilities, the departmental work teams and/or divisions)</i>	Council
Barrier(s) <i>(The barrier(s) to be addressed by the specific actions are to be itemized with a corresponding action. Depending on the size of the department and municipality-organizations, name and numbers can be used to code each barrier and associated action for tracking purposes.)</i>	Council Chambers/Municipal Office lift requires repairs/upgrades and re-certified
Action(s) <i>(Actions reflective of the strategies proposed to address the barriers are detailed after each barrier itemized. The goal of the actions is to move the organization forward in eliminating and preventing barriers. In larger municipalities where a department may consist of divisions and/or work teams actions should be structured according to the departmental structure.)</i>	Planned – was completed in fall 2009
Resources Necessary to Undertake Action <i>(Resources necessary to undertake the actions are to be detailed as a sub-heading of each action. Necessary resources may be funding for actions or merely staff time dedicated to doing the work proposed)</i>	Monetary
Departmental Lead	Council - Mayor

<p><i>(The names of staff members or group who are accountable for completing the action(s) are named)</i></p>	
<p>Target <i>(The target is the anticipated timeline for the action. A target does not necessarily have to be set within a 12-month period. The nature of the actions may be phased in over a number of months or years depending on the resources and priorities of the community)</i></p>	<p>Completed</p>

Appendix F

Targets and Actions Form

Organization	Township of Sioux Narrows - Nestor Falls
Department <i>(Provide the name of the department and a description of the activities that take place within the department, the departmental responsibilities, the departmental work teams and/or divisions)</i>	Administration
Barrier(s) <i>(The barrier(s) to be addressed by the specific actions are to be itemized with a corresponding action. Depending on the size of the department and municipality-organizations, name and numbers can be used to code each barrier and associated action for tracking purposes.)</i>	Web standards for municipal website
Action(s) <i>(Actions reflective of the strategies proposed to address the barriers are detailed after each barrier itemized. The goal of the actions is to move the organization forward in eliminating and preventing barriers. In larger municipalities where a department may consist of divisions and/or work teams actions should be structured according to the departmental structure.)</i>	Requested web design firm and host to ensure that we are compliant
Resources Necessary to Undertake Action <i>(Resources necessary to undertake the actions are to be detailed as a sub-heading of each action. Necessary resources may be funding for actions or merely staff time dedicated to doing the work proposed)</i>	Monetary
Departmental Lead	Administration - CAO

<p><i>(The names of staff members or group who are accountable for completing the action(s) are named)</i></p>	
<p>Target <i>(The target is the anticipated timeline for the action. A target does not necessarily have to be set within a 12-month period. The nature of the actions may be phased in over a number of months or years depending on the resources and priorities of the community)</i></p>	<p>Confirmed compliance December 2020. Monitoring is ongoing and perpetual.</p>

Appendix F

Targets and Actions Form

Organization	Township of Sioux Narrows - Nestor Falls
Department <i>(Provide the name of the department and a description of the activities that take place within the department, the departmental responsibilities, the departmental work teams and/or divisions)</i>	Council
Barrier(s) <i>(The barrier(s) to be addressed by the specific actions are to be itemized with a corresponding action. Depending on the size of the department and municipality-organizations, name and numbers can be used to code each barrier and associated action for tracking purposes.)</i>	Council Chambers – requires sound assessment/installation of microphone and speakers/amplification to assist with and enhance the ability of hearing impaired persons to hear council and staff speaking at meetings
Action(s) <i>(Actions reflective of the strategies proposed to address the barriers are detailed after each barrier itemized. The goal of the actions is to move the organization forward in eliminating and preventing barriers. In larger municipalities where a department may consist of divisions and/or work teams actions should be structured according to the departmental structure.)</i>	Once budget is confirmed, staff will seek qualified sound engineers to assess the council chamber spaces and get proposals for the installation of equipment to enhance sound
Resources Necessary to Undertake Action <i>(Resources necessary to undertake the actions are to be detailed as a sub-heading of each action. Necessary resources may be funding for actions or merely staff time dedicated to doing the work proposed)</i>	Monetary
Departmental Lead	Administration - CAO

<p><i>(The names of staff members or group who are accountable for completing the action(s) are named)</i></p>	
<p>Target <i>(The target is the anticipated timeline for the action. A target does not necessarily have to be set within a 12-month period. The nature of the actions may be phased in over a number of months or years depending on the resources and priorities of the community)</i></p>	<p>Plans to complete in 2025-26</p>

Annual Accessibility Plan Revision/Review Checklist

Year (& Date)	Initial
November 2002 - developed	WK
June 2003 - reviewed	WK
June 2004 - reviewed/posted on web	WK
June 2005 - reviewed/revised copy posted on web	WK
Mar. 2006 - reviewed/revised copy posted on web	WK
Feb. 2007 - reviewed/revised copy posted on web	WK
Mar. 2008 - reviewed/revised copy posted on web	WK
Feb. 2009 - reviewed/revised copy posted on web	WK
Jan. 2010 - reviewed/revised copy posted on web	WK
Mar. 2011 - reviewed/revised copy posted on web	WK
Mar. & Nov. 2012 - reviewed/revised copy and posted on web	WK
Jan. & Nov. 2013 – reviewed/revised copy and posted on web	WK
Oct. 2014 – reviewed/revised copy pursuant to AODA Compliance Review/Plan and posted on web	WK
Jun. 2015 – reviewed/revised copy pursuant to AODA Compliance Review/Plan and posted on web	WK
Dec. 2016 – reviewed/revised copy pursuant to AODA Compliance Review/Plan and posted on web	WK
Jan. 2017 – reviewed/revised copy pursuant to AODA Compliance Review/Plan and posted on web	WK
Mar. 20, 2018 - reviewed/revised copy pursuant to AODA Compliance Review/Plan and posted on web	WK
Apr. 2, 2019 - reviewed/revised copy pursuant to AODA Compliance Review/Plan and posted on web	WK
Oct. 8, 2020 – reviewed/revised copy pursuant to AODA Compliance Review/Plan and posted on web	WK
Sept. 29, 2021 – reviewed/revised copy pursuant to AODA Compliance Review/Plan and posted on web	WK
Dec. 15, 2022 – reviewed/revised copy pursuant to AODA Compliance Review/Plan and posted on web	WK
Mar 22, 2023 – reviewed/revised copy pursuant to AODA Compliance Review/Plan and posted on web	WK
Jan 27, 2024 – reviewed/revised copy pursuant to AODA Compliance Review/Plan and posted on web	WK
Mar 26, 2025 – reviewed/revised copy pursuant to AODA Compliance Review/Plan and posted on web	WK