



The Corporation of the Township of Nairn and Hyman

BY-LAW # 2010-6

BEING A BY-LAW TO ESTABLISH GUIDELINES ON PROVIDING GOODS AND SERVICES TO PERSONS WITH DISABILITIES.

WHEREAS Section 10(2) of the Municipal Act, 2001, S.O., c.25, provides a Municipality may pass by-laws respecting accountability and transparency of the Municipality and its operations and of its local boards and their operations;

AND WHEREAS the Council of the Corporation of the Township of Nairn and Hyman deems it desirable to adopt an Accessible Customer Service Policy to comply with the requirements of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), Customer Service Standard - Ontario Regulation 429/07;

NOW THEREFORE the Council of the of Corporation of the Township of Nairn and Hyman hereby enacts as follows:

- 1) That the Corporation of the Township of Nairn and Hyman's Accessible Customer Service Policy, attached hereto as Schedule "A" be adopted.
- 2) That this By-law shall come into force on the day it is finally passed.

**Read a first, second and
third time and finally
passed in open council
this 1st day of March, 2010.**

Mayor

Clerk Treasurer/CAO



The Corporation of the Township of Nairn and Hyman

Schedule "A" to By-law 2010-6

Purpose:

The purpose of this Policy is to establish guidelines on providing goods and services to persons with disabilities.

The Corporation of the Township of Nairn and Hyman (hereinafter referred to as the "Municipality" is committed to providing consistent customer service to persons with disabilities by putting into practice these four key principles:

- ▶ Dignity
- ▶ Independence
- ▶ Integration
- ▶ Equal Opportunity

Prescribing Legislation:

This Policy has been prepared pursuant to the requirements and information provided in the Ontario Regulation 429/07 made under the Accessibility for Ontarians with Disabilities Act, 2005.

Glossary:

- ▶ "guide dog" means a dog trained as a guide for a blind person and having the qualifications prescribed by regulation.
- ▶ "service animal" means a service animal for a person with a disability.
- ▶ "support person" means, in relation to a person with a disability, another person who accompanies him or her in order to help with communication, mobility, personal care or medical needs or with access to goods or services.
- ▶ a dog or an animal is a service animal for a person with a disability:
 - (i) if it is readily apparent that the animal is used by the person for reasons relating to his or her disability; or
 - (ii) if the person provides a letter from a physician or nurse confirming that the person requires the animal for reasons relating to the disability.

POLICY:

1.1 Use of Service Animal

The Municipality is committed to welcoming visiting persons with disabilities who are accompanied by a service animal on the parts of its premises that are open to the public and other third parties.

- a) If a visiting person with a disability is accompanied by a guide dog or other service animal, the Municipality shall ensure that the person is permitted to enter the premises with the animal and to keep the animal with him or her unless the animal is otherwise excluded by law from the premises.

- b) If a service animal is excluded by law from the premises or it is deemed unsafe for a visiting person with a disability to be accompanied by a guide dog or other service animal, the Municipality shall ensure that other measures are available to enable the person with a disability to obtain, use or benefit from the Municipality's goods or services by bringing goods or services to the person in a part of the premises where the animal is not restricted or by offering a safe location where the service animal can wait, if the person is able to be separated from the animal while obtaining the service, and offering assistance to the person with a disability while they are separated from the service animal.
- c) The Municipality shall ensure that all staff, volunteers and other persons dealing with the public are properly trained in how to interact with visiting persons with disabilities who are accompanied by a service animal.
- d) If it is not readily apparent that the animal is used by the visiting person for reasons relating to his or her disability, the Municipality has the right to request a letter from a physician or nurse confirming that the person requires the animal for reasons relating to the disability.
- e) A visiting person with a disability who is accompanied by a service animal must maintain care and control of that animal at all times.
- f) If a customer or a staff member has an allergy to animals, the Municipality shall make every reasonable effort to meet the needs of all individuals.

1.2 Use of Support Person

The Municipality is committed to welcoming visiting persons with disabilities who are accompanied by a support person.

1.3 Notice of Temporary Disruption

The Municipality is committed to establishing, implementing and maintaining a process to provide notice of service disruptions.

- a) If, in order to obtain, use or benefit from the Municipality's goods or services, persons with disabilities usually use particular facilities of the Municipality and if there is a temporary disruption in those facilities or services in whole or in part, the Municipality shall give notice of the disruption to the public.
- b) Notice of the disruption must include the following information:
 - ▶ the reason for the disruption,
 - ▶ the anticipated duration, and,
 - ▶ a description of what alternative facilities or services are available, if any.
- c) Notice shall be given on the approved Notice of Disruption Form by posting the information at a conspicuous place at the location of the disruption which may include any or all entrances and by posting it on the Municipality's website or by such other method as is reasonable in the circumstances.

** A sample Notice of Temporary Disruption Form is attached hereto as Schedule "1" to this Policy.*

1.4 Training

The Municipality is committed to establishing, implementing and maintaining a program for training staff on how to provide customer service to persons with disabilities.

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- a) The Municipality shall ensure that the following persons receive training about the provision of its goods or services to persons with disabilities:
 - (i) Every person who deals with members of the public or other third parties on behalf of the Municipality, whether the person does so as an employee, agent, volunteer or otherwise.
 - (ii) Every person who participates in developing the Municipality's policies and procedures governing the provisions of goods and services to members of the public or other third parties.
- b) The training must include a review of the purposes of the Accessibility for Ontarians with Disabilities Act, 2005 and the requirements of this Regulation and instruction about the following matters:
 - (i) How to interact and communicate with persons with various types of disability.
 - (ii) How to interact with persons with disabilities who use an assistive device or require the assistance of a guide dog or other service animal or the assistance of a support person.
 - (iii) How to use equipment or devices available on the Municipality's premises or otherwise provided by the Municipality, where the person interacts with the public, that may help with the provision of goods or services to a person with a disability.
 - (iv) What to do if a person with a particular type of disability is having difficulty accessing the Municipality's goods or services.
 - (v) The Municipality's customer service policies, practices and procedures governing the provision of goods or services to the persons with disabilities.
- c) The training shall be provided to each person as soon as practical after he or she is assigned the applicable duties.
- d) The training shall be provided on an ongoing basis in connection with changes to the policies, practices and procedures governing the provision of goods or services to persons with disabilities.
- e) The training content may vary depending on who is receiving the training and the nature of the services provided and depending on the individual departmental requirements.
- f) The training format may include:
 - ▶ a three-hour session,
 - ▶ a one-hour session,
 - ▶ an eLearning Session with a questionnaire,
 - ▶ a self-training manual with a questionnaire,
 - ▶ other format as required.
- g) The training provided to staff who deal with the public on a regular basis shall be more focused on person-to-person interaction than the training provided to staff who have less contact with customers. The trainer, in collaboration with Department Managers, may choose the particular content of the training and the way each of the topics described above is addressed.

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- h) Records shall be kept by the trainer of who was trained, when they were trained and in which format the training was delivered.
- i) The persons in the following areas shall be included in the training. Changes to the Municipal Structure and Elected Officials shall form part of this Policy.

Elected Officials

Mayor and Council

Municipal Departments

Administration - Accounting/ Clerk's Office

Building Services

Fire Services

Leisure/Recreation Services

Public Works Department

Other

All Council Board and Committees

- j) The Municipality shall include, in all its contracted services agreements, a clause requiring the contractor to meet the requirements under this legislation.

** A sample clause for Contracted Services is attached hereto as Schedule "3" to this Policy.*

- k) The trainer shall keep Municipal Council, Municipal Departments, Committees and other related organizations informed of ongoing training opportunities and changes to the policies, practices and procedures governing the provision of goods and services to persons with disabilities.

1.5 Feedback Process

The Municipality is committed to establishing, implementing and maintaining a process for receiving and responding to feedback about how to provide goods and services to persons with disabilities.

- a) The Municipality has established a process for receiving and responding to feedback about the manner in which it provides goods or services to persons with disabilities and shall make information about the process readily available to the public.
- b) The feedback process shall permit persons to provide feedback in person, by telephone, in writing, or by delivering and electronic text by email or online, on disk or otherwise.
- c) The feedback process shall include the following:
 - (i) The opportunity for the public to provide feedback in person, by telephone, in writing, or by delivering an electronic text by email or online, on disk or otherwise.
 - (ii) The opportunity to provide as much information as possible when providing feedback so that the event can be readily identified by the Supervisor and/or Manager responsible for where the event took place. This information may include dates, time, names, contact information, a description of the event, etc.

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- (iii) Feedback may be received by any person who deals with members of the public or other third parties on behalf of the Municipality, whether the person does so as an employee, agent, volunteer or otherwise and any person who participates in developing the Municipality's policies, practices and procedures governing the provision of goods or services to members of the public or other third parties. A copy of the feedback shall be forwarded to the responsible Supervisor and/or Manager for review and to the Clerk's office for reporting purposes.
- (iv) An answer to the feedback is not mandatory, however, depending on the situation, the Supervisor and/or Manager responsible for where the event took place may deem it appropriate to respond to the customer. Should an answer be deemed appropriate and should the customer have chosen to supply his or her contact information, the customer may expect the said answer within 15 business days.

** A sample Feedback Form is attached hereto as Schedule "2" to this Policy.*

1.6 Availability of Documents

The Municipality is committed to raising awareness towards accessibility and to breaking down barriers for persons with disabilities in order for them to have the same kind of opportunities as everyone else.

This Policy regarding Accessible Customer Service shall be displayed at the Municipal Office, the All Sports Centre, the Nairn Community Centre and the Municipal Website and shall be made available to anyone upon request.

Questions or concerns regarding this policy and its implications should be addressed to the Clerk's Office.

1.7 Alternate Formats

The Municipality is committed to providing individual accommodation to its customers where appropriate by creating its own alternate formats of printed materials. Upon request, alternate formats shall be provided in a manner in which is to be agreed upon by the requester and the Municipality.

Attachments

Schedule "1"	Sample of Notice of Disruption Form
Schedule "2"	Sample of Feedback Form
Schedule "3"	Sample of Clause for Contracted Services



The Corporation of the Township of Nairn and Hyman

Schedule "1"

NOTICE OF DISRUPTION FORM

Date:	
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Type of Disruption: _____

Reason for Disruption: _____

**Anticipated Date of
Terminated Disruption:** _____

**Alternative Facilities
of Services:** _____

**Municipal Contact
Person:**

Robert Deschene,
Clerk Treasurer, CAO
64 McIntyre Street
Nairn Centre, Ontario
P0M 2L0
Telephone: (705) 869-4232
Email: nairncentre@personainternet.com



The Corporation of the Township of Nairn and Hyman

Schedule "2"

ACCESSIBILITY FEEDBACK FORM

Thank you for visiting the Township of Nairn and Hyman. We value all our citizens and customers and strive to meet everyone's needs.

Please tell us about your visit:

Date and Time: _____ Location: _____

Did we meet your customer service needs on this visit?

Yes Somewhat No

Was our customer service provided to you in an accessible manner?

Yes Somewhat No

Did you have any problems accessing our goods and/or services?

Yes Somewhat No

Please add any other comments you may have:

Schedule "2" Continued

Providing your contact information is optional.

Name: _____

Name of Organization: _____

Mailing Address: _____

Home Phone: _____

Work Phone: _____

Email Address: _____

This information is collected by the Corporation of the Township of Nairn and Hyman under the Freedom of Information and Protection of Privacy Act R.S.O. 1990, c. F. 31, s. 39 (2) for the purposes of improving accessible customer service. Questions about the collection of this information can be addressed to the Clerk Treasurer/ CAO:

Robert Deschene,
64 McIntyre Street
Nairn Centre, Ontario
P0M 2L0

Phone: (705) 869-4232
Fax: (705) 869-5248
Email: nairncentre@personainternet.com

For Office Use Only:

Date Feedback was received:	
Date Forwarded:	
Responsible Department:	
Contact Person(s):	
Follow-up Actions:	



The Corporation of the Township of Nairn and Hyman

Schedule "3"

ACCESSIBILITY REGULATIONS FOR CONTRACTED SERVICES

In accordance with Ontario Regulation 429/07, Accessibility Standards for Customer Service Section 6, every provider of goods and services shall ensure that every person who deals with members of the public or participates in the developing of the service providers policies, practices and procedures governing the provision of goods and services to members of the public, shall be trained on the following:

1. How to interact and communicate with persons with various types of disability.
2. How to interact with persons with disabilities who use assistive devices or require the assistance of a guide animal, or a support person.
3. How to use equipment that is available on the premises that may help in the provision of goods or services.
4. What to do if a person with a particular type of disability is having difficulty accessing the provider's goods or services.
5. Information on the policies, practices and procedures governing the provision of goods and services to people with disabilities.

Contacted employees, third party employees, agents and others that provide customer service on behalf of the Corporation of the Township of Nairn and Hyman must meet the requirements of Ontario Regulation 429/07 with respect to training.

A document describing the training policy, a summary of the contents of the training and details of training dates and attendees must be submitted to the Corporation of the Township of Nairn and Hyman upon request.

For more information regarding the content of this document, please contact:

Robert Deschene,
Clerk Treasurer, CAO
64 McIntyre Street
Nairn Centre, Ontario
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Phone: (705)869-4232
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Email: nairncentre@personainternet.com