

Parkdale Activity Recreation Centre (PARC) Multi-Year Accessibility Plan

Introduction

Parkdale Activity Recreation Centre (PARC) is committed to creating an inclusive, accessible, and equitable environment for its members, staff, volunteers, and visitors. This Multi-Year Accessibility Plan outlines our strategy for meeting the requirements of the Accessibility for Ontarians with Disabilities Act (AODA) and achieving our accessibility goals. The plan will be reviewed and updated every five years.

Statement of Commitment

PARC is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence.

We believe in integration, and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and by meeting our accessibility requirements under Ontario's accessibility laws.

What Will be Accomplished:

1. Develop Accessible Communication Guidelines:

- Create guidelines to ensure all public communications, including documents and digital content, adhere to accessibility standards such as the Web Content Accessibility Guidelines (WCAG) 2.1 Level AA.

2. Implement Regular Accessibility Audits:

- Conduct periodic audits of facilities, services, and programs to identify and address accessibility barriers. This proactive approach ensures continuous improvement.
- Ensure the audit includes both physical accessibility and compliance with digital accessibility standards.

3. Provide Comprehensive Staff Training:

- Offer regular training sessions for staff and volunteers on accessibility best practices, including serving individuals with various disabilities and using assistive technologies.
- Ensure training documentation is maintained and includes periodic refresher courses on the AODA and Human Rights Code.

4. **Develop Individualized Emergency Response Plans:**

- Create personalized emergency plans for members and staff with disabilities to ensure their safety during emergencies.
- Ensure public emergency response procedures are inclusive, with accessible emergency information available in multiple formats.

5. **Enhance Recruitment and Employment Practices:**

- Adopt inclusive hiring practices, provide accommodations during the recruitment process, and support employees with disabilities through individualized accommodation plans.
- Ensure all recruitment materials include an accommodation statement and clear procedures for applicants to request accommodations.

6. **Ensure Accessible Public Spaces:**

- When designing or renovating public spaces, incorporate accessibility features such as ramps, accessible washrooms, and clear signage to accommodate individuals with disabilities.
- Use accessibility audits to prioritize and implement upgrades for essential public areas such as entrances, washrooms, and walkways.

7. **Establish a Feedback Mechanism:**

- Create a system for receiving and addressing feedback on accessibility from members, staff, and the public to facilitate continuous improvement.
- Ensure the feedback process is accessible and includes clear timelines for responses and a way to track concerns.

Accessibility Standards Compliance Timeline

Year 1 (2024): Planning and Baseline Assessment

- Conduct an organization-wide accessibility audit of PARC facilities and programs.
- Review and update existing policies and procedures to ensure alignment with AODA standards.
- Train staff, volunteers, and board members on the Integrated Accessibility Standards Regulation (IASR) and Human Rights Code as it pertains to people with disabilities.

Deliverables:

- Accessibility audit report - Completed

- Updated accessibility policies - Completed
- Training completion records - Completed

Year 2 (2025): Focus on Information and Communication

- Ensure that all publicly available information is provided in accessible formats upon request.
- Update PARC's website and digital platforms to meet Web Content Accessibility Guidelines (WCAG) 2.1 Level AA standards.
- Develop an internal communication strategy to accommodate diverse needs of staff and members.

Deliverables:

- Accessible information request protocol.
- WCAG 2.1-compliant website.
- Inclusive communication strategy.

Year 3 (2026): Employment Accessibility

- Implement inclusive hiring practices and accommodations for applicants and employees with disabilities.
- Develop individualized accommodation plans and return-to-work policies for employees requiring support.
- Enhance workplace emergency response plans to include accommodations for employees with disabilities.

Deliverables:

- Inclusive recruitment materials.
- Documented accommodation and return-to-work plans.
- Updated emergency response protocols.

Year 4 (2027): Physical Accessibility Improvements

- Begin phased implementation of physical accessibility improvements based on the 2024 audit findings.
- Upgrade signage, doorways, pathways, and washrooms to enhance physical accessibility.

- Collaborate with architects and contractors specializing in accessible design for future renovations.

Deliverables:

- Completion of priority physical upgrades.
- Accessibility design guidelines for renovations.

Year 5 (2028): Program and Service Accessibility

- Evaluate accessibility of all programs and services and address identified gaps.
- Develop a feedback mechanism for continuous improvement in accessibility.
- Host accessibility awareness workshops for members, volunteers, and community partners.

Deliverables:

- Accessibility evaluation report for programs and services.
- Operationalized feedback mechanism.
- Workshop attendance and feedback records.

Ongoing Efforts

- Monitor compliance with AODA standards through annual reviews.
- Engage with the Accessibility Advisory Committee for feedback and guidance.
- Submit required accessibility reports to the Ontario government.
- Promote accessibility achievements and best practices to the broader community.

Review and Feedback

This Multi-Year Accessibility Plan will be reviewed and updated in 2029 to reflect progress and emerging needs. PARC welcomes feedback on accessibility initiatives.

Feedback can be provided by:

- Email: hrdpt@parc.on.ca
- Phone: 416-537-2262 ex. 238
- In-person: 1499 Queen St. West, Toronto, ON

Contact Information For more information on this plan or accessibility initiatives, please contact PARC's Human Resources Manager at hrdept@parc.on.ca

Last updated on February 2025

References

8. Accessibility for Ontarians with Disabilities Act, 2005 (AODA) - <https://www.ontario.ca/laws/statute/05a11>
9. Integrated Accessibility Standards Regulation (IASR) - <https://www.ontario.ca/page/accessibility-laws>
10. Web Content Accessibility Guidelines (WCAG) 2.1 - <https://www.w3.org/WAI/standards-guidelines/wcag/>
11. Ontario Government Accessibility Resources - <https://www.ontario.ca/accessibility>
12. Accessibility Professionals Association (APA) - <https://www.accessibilityassociation.org/>