

## CHAPTER SIX: TERMS OF EMPLOYMENT

Revision Date: August 2021	Policy: <b>INTEGRATED ACCESSIBILITY STANDARDS REGULATION (IASR) DESIGN OF PUBLIC SPACES</b>
	Policy Number: 6.31.2

### Purpose

Integrated Accessibility Standards Regulation (IASR) Design of Public Spaces is intended to meet the requirements of the Integrated Accessibility Standards, Ontario Regulation 191/11 for the Design of Public Spaces Standard set forth under the Accessibility for Ontarians with Disabilities Act, 2005. This policy applies to removing barriers in two (2) areas:

- Buildings; and
- Public spaces.

### Definitions

Accessible Formats– Include but are not limited to large print, electronic formats, and other formats usable by persons with disabilities.

Exterior Paths of Travel – Refers to sidewalks and walkways designed and constructed for pedestrian travel and intended to provide a functional route from Point A to Point B, rather than a recreational experience.

Redeveloped – A planned significant alteration to a public space. It does not include maintenance activities, environmental mitigation or environmental restoration.

### Establishment of Accessibility Policies and Plans

Child Care Algoma will develop, implement and maintain policies governing how it will achieve accessibility through these requirements.

### Training Requirements

Child Care Algoma will provide training for its employees and volunteers regarding the IASR and the Ontario Human Rights Code as they pertain to individuals with disabilities. Training will also be provided to individuals who are responsible for developing Child Care Algoma's policies, and all other persons who provide goods, services or facilities on behalf of Child Care Algoma.

Training will be provided as soon as is reasonably practicable as part of the orientation process and will be provided on an ongoing basis to new employees and as changes to Child Care Algoma's accessibility policies occur.

## CHAPTER SIX: TERMS OF EMPLOYMENT

Revision Date: August 2021	Policy: <b>INTEGRATED ACCESSIBILITY STANDARDS REGULATION (IASR) DESIGN OF PUBLIC SPACES</b>
	Policy Number: 6.31.2 (continued)

### Off-Street Accessible Public Parking

#### Types of Spaces and Access Aisles

Child Care Algoma will ensure that any newly constructed or redeveloped off-street parking facilities provide one of the two (2) of the following types of parking spaces available for persons with disabilities:

- Type A – Parking space with a minimum width of 3.4 m; and
- Type B – Standard parking space with a minimum width of 2.4 mm.

Access aisles will be provided for all accessible parking spaces and will meet the requirements of the *Integrated Accessibility Standards*, section 80.35.

#### Minimums

Child Care Algoma will ensure that any newly constructed or redeveloped off-street parking facility meets the required number of accessible parking spaces based on the size of the lot. The number of accessible spaces will be aligned with the requirements specified in the *Integrated Accessibility Standards*, section 80.36.

#### Signage

Child Care Algoma will ensure that the proper signage is provided for each accessible parking space.

#### Service Counters

When constructing or replacing any service counters, Child Care Algoma will ensure that at least one (1) counter is made accessible in accordance with the *Integrated Accessibility Standards*, section 80.41.

## CHAPTER SIX: TERMS OF EMPLOYMENT

Revision Date: August 2021	Policy: <b>INTEGRATED ACCESSIBILITY STANDARDS REGULATION (IASR) DESIGN OF PUBLIC SPACES</b>
	Policy Number: 6.31.2 (continued)

### Obtaining Services

### Maintenance

Child Care Algoma shall ensure that our multi-year accessibility plan addresses:

- Preventive and emergency maintenance procedures for the accessible elements in public spaces; and
- Procedures for temporary disruptions to accessible elements.

### Exceptions

There may be times where it is not possible for Child Care Algoma to meet all technical requirements as outlined within legislation. In these instances, Child Care Algoma will strive to meet the requirements to the fullest extent to allow for accessible use with particular constraints as addressed in legislation.

### Review

This policy will be reviewed regularly to ensure that it is reflective of Child Care Algoma's current practices as well as legislative requirements.