

Corporate Policies

SECTION: GENERAL		POLICY 14.12.0
SUBJECT: Barrier Free Policy (see also <i>Supporting Procedures</i>)		
EFFECTIVE: October 25, 2004	REPLACES: New	PAGE: 1 of 2
APPROVED: Council Resolution C286-2004 / CW499-2004		

POLICY STATEMENT:

In keeping with the spirit and intent of the *Ontarians with Disabilities Act*, this policy establishes the principles for the review, development and implementation of the City's by-laws, policies, programs, services and facilities to move forward to identify, remove and prevent barriers, so that persons with disabilities have access equal to that available to all citizens of Brampton.

PURPOSE:

The *Ontarians with Disabilities Act* defines "barrier" and "disability" and legislates certain responsibilities of the City and the Accessibility Advisory Committee. The purpose of this policy and supporting procedural documentation is to provide the principles upon which the City shall pursue its efforts as identified in the Policy Statement to ensure:

- consistency of application
 - clarity for implementation
 - timely intervention to address situations which will result in barriers
 - prevention of new barriers
 - elimination or reduction of existing barriers
 - reduction of associated costs
 - identification of responsibility and accountability, and
- to support the City in achieving the principles addressed above.

SCOPE:

The policy impacts the Corporation, its staff, suppliers and contractors, as the principles are to be a consideration for all programs, services and facilities of the City.

Leading by example and by encouragement, the City may impact the private sector beyond legislated requirements to give consideration to the accessibility needs of persons with disabilities in the provision of services and goods to all those that live, work, visit and invest in Brampton.

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PROCEDURE:

The City will continue in its efforts to improve the level of accessibility for municipal services and facilities for persons with disabilities.

Through separate and supporting procedural documentation, considerations to assist departments will be available to determine if the by-law, program, service etc. does affect persons with disabilities, and, if yes, the mechanism to ensure it is developed with the appropriate consideration for the prevention, reduction and removal of barriers. It is intended that the supporting procedural documentation be subject to periodic review and amendment, in order that the City may continuously improve processes in support of this policy. Any proposed changes to this supporting procedural documentation being recommended by staff will be brought to the Accessibility Advisory Committee to be endorsed.

ACCOUNTABILITY:

Accountability for the application of this policy lies with the department(s) responsible for individual programs, services and facilities.

ADMINISTRATION:

This policy will be maintained by the Management and Administrative Services Department, through the Accessibility Coordinator in the Council and Administrative Services Division.

CONTACT:

Accessibility Coordinator
Council and Administrative Services Division
Management and Administrative Services Department
905-874-2184
accessibility@city.brampton.on.ca



Supporting Procedures to Barrier Free Policy 14.2.0

In keeping with the spirit and intent of the *Ontarians with Disabilities Act* and the City's Barrier Free Policy, the following procedure shall be implemented for the review, development and implementation of the City's by-laws, policies, programs, services and facilities, as may impact persons with disabilities, to move forward to identify, remove and prevent barriers.

1. Does the subject under consideration have a direct impact on persons with disabilities – No or Yes?

No – e.g., by-laws to authorize the execution of contracts/agreements, catchbasin cleaning, Council confirming by-laws, cash management processes, etc.

Yes – e.g., municipal facilities, purchasing policy, snow removal, pedestrian infrastructure, transit service, employment policies, etc.

In the context of the following definitions under the *Ontarians with Disabilities Act*:

- Barrier** 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 information or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice
- Disability**
- (a) 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,
 - (b) a condition of mental impairment or a developmental disability,
 - (c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
 - (d) a mental disorder, or
 - (e) an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997

Not Sure? – Refer to Accessibility Coordinator for Assistance

2. If No – proceed

Supporting Procedures to Barrier Free Policy 14.2.0

3. If Yes

Give consideration to the following in the final analysis prior to proceeding:

- How can we identify what barriers may exist?
- What barriers presently exist?
- How can those barriers be addressed (options)?
- What can we do to eliminate or reduce those barriers?
- Are new barriers being created?
- How can that potential be eliminated or reduced (options)?
- What can we do to eliminate or reduce those barriers?
- Is the solution technically feasible?
- Is the solution operationally feasible?
- Is the solution cost effective?
- Have we explained why barriers identified have not been resolved?
- Have we achieved our purpose?