

MULTI-YEAR ACCESSIBILITY PLAN

Updated 2026



Prepared by

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Acting Municipal Coordinator

Statement of Commitment

The Municipality of Central Manitoulin is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people 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. We are committed to including people with disabilities in the development of our accessibility plan and will make a status report publicly available each year to highlight our accessibility achievements.

This accessibility plan outlines the policies and actions that will be put in place to improve opportunities for people with disabilities. This plan describes the measures the Municipality has taken in the past, and the future measures the Municipality will take to identify, remove and prevent barriers to people with disabilities. This plan is reviewed annually, made public and available in alternate format upon request. Further public consultation will be conducted on an as needed basis. The purpose of any consultation would be to receive further input from stakeholder groups within the community to better identify specific barriers that affect people with disabilities. Public feedback is encouraged to help us identify these barriers to assist us in eliminating them from our public facilities



Municipality of
Central Manitoulin

Table of Contents

Introduction

Purpose of the Accessibility Plan	4
Aims and Objectives	5
Barriers to Accessibility	6
Emergency Information	7
Training	8
Procurement	9
Information and Communications	10
Employment	11
Design of Public Spaces	12
Other Organizations/Agencies Participating	14
Consulation Activities	16
Summary of Information Collected	22
Municipal Jurisdiction	23
Accessibility Initiatives and Operational Review	26
Decision-Making Review	22
Targets, Actions, and Status Report	23
Appendix A	26



Purpose of the Accessibility Plan

This Accessibility Plan outlines the policies, actions, and ongoing initiatives that the Municipality of Central Manitoulin will undertake to improve accessibility for people with disabilities.

The plan:

- Describes measures already completed
- Identifies current and future barriers
- Establishes strategies to remove and prevent barriers
- Supports compliance with all applicable AODA standards

This plan is reviewed and updated at least once every five (5) years, with annual status updates provided to the public. Accessible formats are available upon request.

Public feedback is encouraged and plays a key role in identifying barriers and improving municipal services, facilities, and programs.

Appendix A includes a complete listing of all Municipal Buildings and also indicates which of these buildings are open for use by the public.

Compliance Transparency

Accessibility Statement

Aims and Objectives

The purpose of the AODA is to create a more accessible and inclusive Ontario by identifying, removing, and preventing barriers for people with disabilities. Municipalities are required to develop multi-year accessibility plans, implement accessibility standards and report on progress

Understanding Barriers

Barriers are anything that prevents a person with a disability from fully participating in society. These may be visible or invisible and include:



Barriers to Accessibility

Type of Barrier	Description	Examples
Attitudinal Barriers	Beliefs or assumptions that discriminate against people with disabilities	<ul style="list-style-type: none"> • Thinking people with disabilities are inferior • Assuming someone with a speech impairment cannot understand you
Information / Communication Barriers	When information is not presented in a way everyone can understand	<ul style="list-style-type: none"> • Print that is too small • Websites that require a mouse • Unclear or confusing signs
Technology Barriers	When technology does not work with assistive devices	<ul style="list-style-type: none"> • Websites that do not support screen-reading software
Organizational Barriers	Policies, practices, or procedures that exclude people with disabilities	<ul style="list-style-type: none"> • Hiring processes that are not accessible or inclusive
Architectural / Physical Barriers	Physical features of spaces that limit accessibility	<ul style="list-style-type: none"> • Narrow hallways/doorways • High counters • Poor lighting • Hard-to-grasp doorknobs • Narrow parking spaces • Telephones without accessibility features

Accessible Emergency Information

The Municipality of Central Manitoulin is committed to providing people with disabilities 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.

Training

The Municipality will ensure all employees, volunteers, and contractors receive training on:

- The AODA and applicable accessibility standards
- The Ontario Human Rights Code as it relates to disability
- Accessible customer service practices
- Communication techniques for interacting with people with various disabilities
- Use of assistive devices and available accessibility equipment
- Procedures for assisting individuals experiencing accessibility barriers

Training will:

- Be provided as soon as practicable after onboarding
- Be updated when policies or legislation change
- Be documented and tracked



Procurement

Accessibility criteria and features will be incorporated into procurement processes wherever feasible.

The Municipality will:

- Include accessibility requirements in purchasing policies
- Consider universal design principles (e.g., flexibility, usability, equitable access)
- Evaluate accessibility in tenders and contracts

Where it is not practicable to include accessibility features, the Municipality will provide an explanation upon request.

Information and Communications

The Municipality is committed to accessible communication for all residents.

We will:

- Ensure websites and web content conform to WCAG 2.1 Level AA
- Provide accessible formats and communication supports upon request
- Respond to feedback in a timely manner (within 30 days)
- Maintain accessible feedback processes (online, in-person, phone, and written)

All publicly available information will be made accessible upon request, in accordance with AODA requirements.



Employment

The Municipality is committed to fair and accessible employment practices across all stages of employment.

Recruitment

- Notify applicants of available accommodations
- Provide accommodations during recruitment and assessment
- Inform successful candidates of accessibility policies

Employee Supports

- Inform employees of accessibility policies and updates
- Provide accessible formats and communication supports upon request

Workplace Emergency Response

- Provide individualized emergency plans for employees with disabilities

Accommodation Plans

- Develop individualized accommodation plans as required
- Ensure confidentiality and regular review

Return-to-Work Process

- Maintain documented return-to-work procedures for employees with disabilities

Performance & Career Development

Accessibility needs will be considered in:

- Performance management
- Career development
- Redeployment



Design of Public Spaces

The Municipality will comply with the Integrated Accessibility Standards Regulation (IASR) for the Design of Public Spaces when building new or redeveloping existing spaces. Public spaces may include:

- Recreational trails/beach access routes.
- Outdoor public eating areas like rest stops or picnic areas.
- Outdoor play spaces, like playgrounds in provincial parks and local communities.
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signal.
- Accessible on and off-street parking.
- Service-related elements like service counters, fixed queuing lines and waiting areas.
- Public buildings and facilities.

Preventative and emergency maintenance procedures will be in place for accessible elements.



Other Organizations/Agencies Participating

The Municipality of Central Manitoulin has completed this report. The information contained within deals solely with the Municipality of Central Manitoulin, its properties, practices and procedures.

Consultation Activities

The Municipality is committed to ongoing consultation with:

- Residents with disabilities
- Community organizations
- Accessibility advocacy groups

Consultation methods may include:

- Surveys
- Public meetings
- Direct stakeholder engagement

Future consultations will occur regularly as part of plan updates, rather than on an ad hoc basis.



Summary of Information Collected

General and specific information collected to date:

Ramp Edge Protection

- Installation of approximately ½-inch edge protection (lips) on wheelchair ramps to assist individuals using white canes in detecting edges and transitions

Relevant Legislation:

IASR, O. Reg. 191/11, Part IV.1 – Design of Public Spaces Standards (s.80.26 – Ramps)

Ontario Building Code, Section 3.8 – Barrier-Free Design

High-Contrast Surface Markings

Application of contrasting colours to improve visibility and safety in key areas, including:

- Stairwells: stairs and stair nosings
- Handrails and railings

Relevant Legislation:

Ontario Building Code, Section 3.8 – Barrier-Free Design (visual contrast requirements for stairs)

IASR, Part IV.1 (accessible routes and safety considerations)



Summary of Information Collected (con't)

Accessible Signage (Large Print and Braille)

Installation of large-print and tactile (Braille) signage, positioned at accessible (face-level) heights

Locations include:

- Accessible entrances and exits
- Washrooms
- Key access points and wayfinding areas

Relevant Legislation:

IASR, O. Reg. 191/11, Part IV.1 – s.80.45 (Accessible Signage)

Ontario Building Code, Section 3.8 (tactile signage requirements)



Municipal Jurisdiction

Municipality

The Municipality of Central Manitoulin is situated in Northern Ontario on Manitoulin Island. We are bordered by the Township of Tehkummah to the southeast, the Township of Assiginack to the east, the Township of Billings to the west, the First Nation of M'Chigeeng to the north and the Township of NEMI to the northeast.

The Municipality of Central Manitoulin has a permanent population of approximately 2235 (2021 census), but this number can increase to over 3000 in the summer when the seasonal residents arrive.

Address

The address of the Municipal office is:

Municipality of Central Manitoulin
6020 Hwy 542
P.O. Box 420
Mindemoya, ON P0P1S0



Municipal Jurisdiction

Plan Development Working Group

This plan was originally compiled by:

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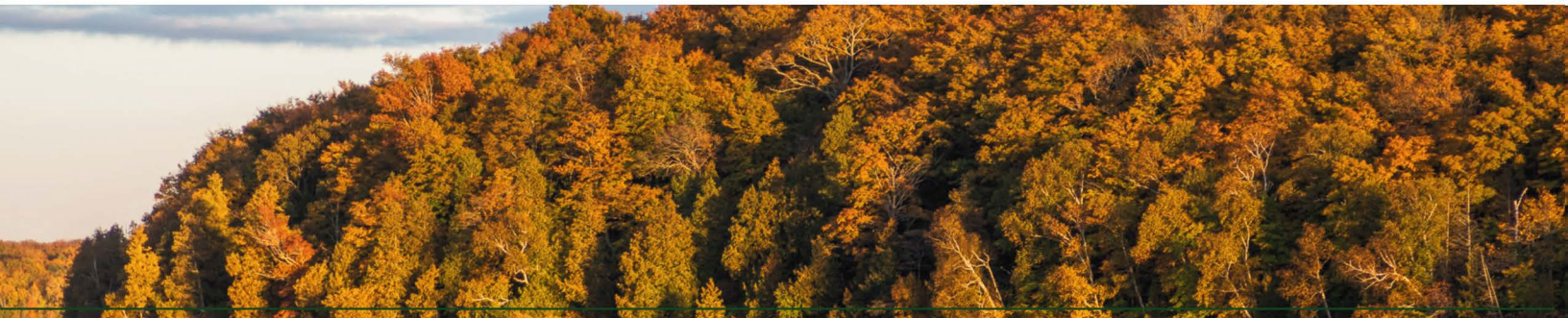
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Accessibility Initiatives and Operational Review

The Municipality conducted an initial accessibility review of all municipally owned facilities in 2003, with updates completed in 2019. These reviews identified physical, architectural, organizational, and communication barriers.

This section consolidates:

- Historical accessibility initiatives
- Barriers identified through facility audits
- Actions completed and outstanding

The inventory is reviewed and updated annually to support compliance with the Accessibility for Ontarians with Disabilities Act and to guide future planning.

Summary of Facilities, Barriers, and Actions

CENTRAL MANITOULIN - Municipal Building

- Key Barriers Identified:
 - No accessible service counter
 - Limited staff awareness of accessibility requirements (historical)
- Actions Completed:
 - Building constructed with full accessibility, including washrooms
 - Accessible parking, signage, and door opener installed
 - Website updated to meet accessibility standards
- Outstanding Actions:
 - Consider installation of an accessible service counter
 - Continue staff training and awareness on accessibility practices



Municipality of
Central Manitoulin

Accessibility Initiatives and Operational Review

MINDEMOYA - Arena

- Barrier Type: Architectural
- Key Barriers Identified:
 - No accessible washroom
 - Inaccessible doors
 - Upper level not accessible
- Actions Completed:
 - Accessible entrance installed (2017)
- Outstanding Actions:
 - Install accessible washroom
 - Upgrade entry doors
 - Provide accessible access to second floor
 - Review accessibility improvements as part of 2026 structural assessment

MINDEMOYA - Community Centre

- Barrier Type: Architectural
- Key Barriers Identified:
 - No accessible access to building
 - Existing chair lift not operational
 - Inaccessible entry and washroom doors
- Actions Completed:
 - Funding application submitted for accessibility design (2026)
- Outstanding Actions:
 - Design accessibility upgrades
 - Determine lift versus elevator solution
 - Install accessible entry and interior doors



Accessibility Initiatives and Operational Review

MINDEMOYA - Old School Building

- Status: Not currently in use
- Key Barriers Identified:
 - No accessible access
 - Chair lift not operational
 - Inaccessible entry and washroom doors
- Actions Completed:
 - None (building not in active municipal use)
- Outstanding Actions:
 - Address accessibility if building returns to municipal use

MINDEMOYA - Welcome Centre

- Barrier Type: Architectural
- Key Barriers Identified:
 - Inaccessible entry and washroom doors
- Actions Completed:
 - Accessibility upgrades currently in progress
- Outstanding Actions:
 - Complete installation of accessible doors (by June 2026)

PROVIDENCE BAY – Arena

- Barrier Type: Architectural
- Key Barriers Identified:
 - No accessible entry doors
 - No access to second floor
- Actions Completed:
 - Accessible features available within washrooms
- Outstanding Actions:
 - Install accessible entry doors
 - Develop solution for second-floor access



**Central Manitoulin
WELCOME CENTRE**

Accessibility Initiatives and Operational Review

PROVIDENCE BAY – Change House

- Barrier Type: Architectural
- Key Barriers Identified:
 - No accessible washroom or entry
- Actions Completed:
 - None to date
- Outstanding Actions:
 - Redesign facility through Providence Bay Beach Master Plan

PROVIDENCE BAY – Community Centre

- Barrier Type: Architectural
- Actions Completed:
 - Building accessible via ramps
 - Accessible entrance doors and washrooms completed (2009, 2017)
- Outstanding Actions:
 - Address additional upgrades identified in 2024 Building Condition Assessment

PROVIDENCE BAY – Harbourview Centre

- Barrier Type: Architectural
- Key Barriers Identified:
 - No accessible entry or interior doors
- Outstanding Actions:
 - Install accessible entry and interior door systems



Accessibility Initiatives and Operational Review

SANDFIELD - Community Centre

- Barrier Type: Architectural
- Key Barriers Identified:
 - No power-operated entry door
- Outstanding Actions:
 - Install power door opener (2026)

Ball Park – Concession Booth

- Barrier Type: Architectural
- Key Barriers Identified:
 - Interior not accessible
- Actions Completed:
 - Exterior ramp installed
- Outstanding Actions:
 - Complete interior accessibility upgrades

SPRING BAY - Community Centre

- Barrier Type: Architectural
- Key Barriers Identified:
 - No power door at ramp entrance
- Actions Completed:
 - Permanent ramp installed (2008)
 - Barrier-free washrooms completed (2014)
 - Accessible entry installed
- Outstanding Actions:
 - Install power door opener



Accessibility Initiatives and Operational Review

MUNICIPAL-WIDE – All Facilities

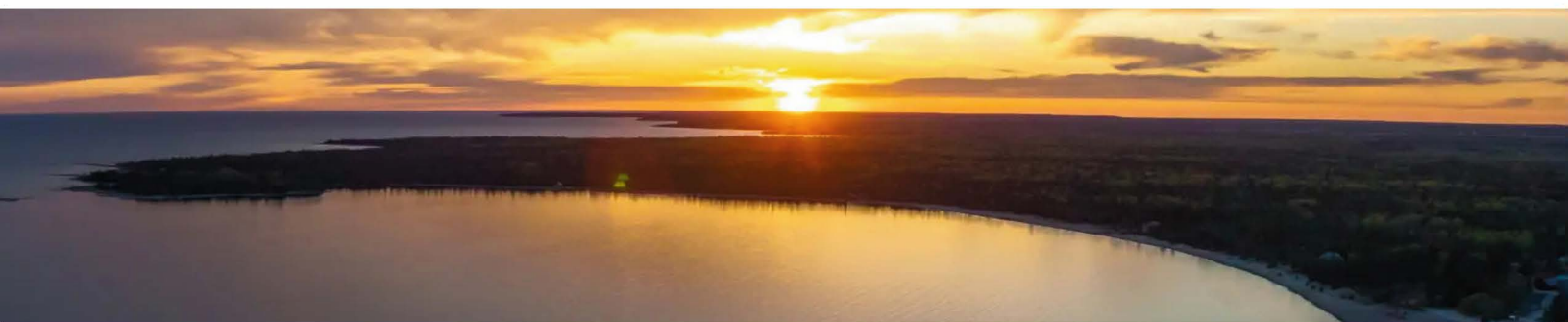
- Key Barriers Identified:
 - Need for improved visual accessibility (signage, wayfinding)
 - Lack of accessible door systems across some facilities
- Actions Completed:
 - Large print, braille, and emergency signage installed
 - Accessibility upgrades initiated across facilities
- Outstanding Actions:
 - Install accessible door systems where required
 - Complete AODA-compliant lighting upgrades by 2026

MUNICIPAL-WIDE – Website

- Key Barriers Identified:
 - Previously not fully accessible
- Actions Completed:
 - Website updated to meet AODA compliance standards
- Outstanding Actions:
 - Maintain and monitor ongoing compliance

The Municipality has made significant progress in addressing accessibility barriers through infrastructure upgrades, signage improvements, and policy development. Remaining barriers are primarily architectural and will be addressed through phased implementation.

This combined approach strengthens transparency and supports ongoing compliance with the Accessibility for Ontarians with Disabilities Act, while providing a clear roadmap for future accessibility improvements.



Decision-Making Review

Review Status

In accordance with the requirements of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the Municipality conducted comprehensive reviews of all by-laws related to accessibility planning in November 2003 and again in 2026. These reviews included by-laws enacted between 1998 and 2026. Following municipal amalgamation in 2003, all by-laws from former townships were repealed.

Facility assessments completed in 2019, 2023, and 2024 identified additional barriers to accessibility within municipal facilities, including architectural and structural barriers. The 2023 and 2024 assessments resulted in detailed Building Condition Assessment (BCA) reports, which identified accessibility deficiencies and infrastructure requirements. These findings support compliance with the Integrated Accessibility Standards Regulation (IASR) and inform the Municipality's multi-year accessibility planning, capital budgeting, and prioritization of barrier removal initiatives.

Barriers Identified

The 2003 by-law review concluded that no amendments to existing by-laws were required at that time. However, the absence of a Parking By-law was identified as a barrier to accessibility. In response, and in alignment with AODA requirements to remove and prevent barriers, the Municipality enacted a Parking By-law (By-Law No. 2005-03) in 2005.

In 2014, the Municipality further strengthened its compliance with the AODA by enacting a by-law to incorporate accessibility criteria into procurement and acquisition practices (By-Law No. 2014-16).



Targets, Actions, and Status Report

Measures, Policies, and Practices

The Municipality is committed to fulfilling its obligations under the AODA and the Integrated Accessibility Standards Regulation (Ontario Regulation 191/11) by identifying, removing, and preventing barriers to accessibility.

The following outlines key barriers, corresponding measures, and current status updates.

Accessible Washrooms (Built Environment)

Measure: Provide accessible washrooms in municipal buildings, including Mindemoya Arena, Mindemoya Lake Pavilion, and Providence Bay Change House.

Status:

- Accessible entrance installed at Mindemoya Arena (2017); accessible washroom still required.
- Mindemoya Lake Pavilion approved for redevelopment in the 2026 budget, which will incorporate accessible washroom design.
- Providence Bay Change House currently does not have an accessible washroom; upgrades will be addressed through the Providence Bay Beach Master Plan.
- Additional accessible washroom upgrades will be addressed through future capital planning and facility redevelopment projects



Targets, Actions, and Status Report

Measures, Policies, and Practices (con't)

Multi-Level Access (Built Environment)

Measure: Install lifts or other accessibility features at Mindemoya Community Hall and second floors of Mindemoya and Providence Bay Arenas.

- Status:**
- Mindemoya Community Centre: Existing chair lift is not operational; planning for a new accessible lift or elevator is underway, with funding for engineering design applied for in 2026.
 - Mindemoya Arena and Providence Bay Arena: Second-floor areas remain inaccessible; accessibility solutions are under review and will be implemented as funding permits.
 - Accessibility improvements will be coordinated with future structural assessments and capital upgrades.

Accessible Entrances and Interior Circulation (Built Environment)

Measure: Install accessible entrances and barrier-free interior pathways, including power-operated doors where needed.

- Status:**
- Accessible entrances have been installed at several facilities, including Mindemoya Arena (2017) and Providence Bay Community Centre (2017).
 - Installation of accessible entry and washroom doors at the Central Manitoulin Welcome Centre is underway and expected to be



Targets, Actions, and Status Report

Measures, Policies, and Practices (con't)

completed by June 15, 2026.

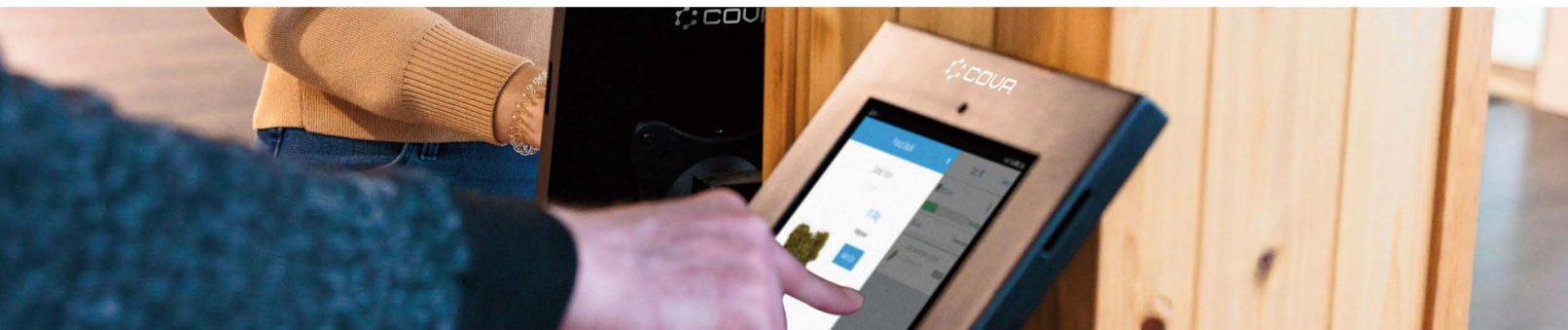
- Several facilities, including Providence Bay Harbourview Centre and arena facilities, still require accessible entry and/or interior door systems.
- Additional upgrades, including power door openers (e.g., Sandfield and Spring Bay Community Centres), are planned and will be completed through phased capital improvements in alignment with AODA requirements.

Accessible Self-Service Kiosks (Information and Communications Standard)

Measure: Ensure future self-service kiosks are accessible, following IASR requirements.

Status:

- The Municipality does not currently utilize self-service kiosks.
- Should kiosks be introduced in the future, they will be designed to include:
 - Visual accessibility (e.g., high contrast, readable font sizes, screen clarity)
 - Physical accessibility (e.g., appropriate height, reach range, and stability)
 - Assistive features (e.g., audio output and tactile controls)
- Accessible paths of travel to and from kiosk locations
 - Accessibility requirements will be incorporated into procurement processes in accordance with AODA standards.



APPENDIX A

Community	Building	Usage
Central Manitoulin	Garage	Municipal use only
Central Manitoulin	Municipal Complex	Public use
Mindemoya	Arena	Public use
Mindemoya	Community Centre	Public use
Mindemoya	Fire Hall	Municipal use only
Mindemoya	Old School Building	Public use
Mindemoya	Welcome Centre	Public use (downstairs)
Mindemoya	Change House	Public use
Providence Bay	Arena	Public use
Providence Bay	Change House	Public use
Providence Bay	Community Centre	Public use
Providence Bay	Fire Hall	Municipal use only
Providence Bay	Discovery Centre	Public use
Sandfield	Community Centre	Public use
Sandfield	Fire Hall	Municipal use only
Sandfield	Garage	Municipal use only
Spring Bay	Community Centre	Public use
Spring Bay	Fire Hall	Municipal use only