



CLEARVIEW
TOWNSHIP

Multi-Year Accessibility Plan

2026-2031

Approved by: Council

On April 23, 2026

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Executive Summary

The Township of Clearview is committed to fostering an inclusive community that respects the dignity and independence of those with disabilities. This Multi-Year Accessibility Plan outlines the steps the Township will take over the next five years (2026-2031) to improve accessibility and eliminate barriers in municipal policies, services and infrastructure in accordance with the Accessibility for Ontarians Act (AODA), 2005.

Legislative Framework

This plan complies with:

- Accessibility for Ontarians with Disabilities Act, 2005 (AODA)
- Integrated Accessibility Standards Regulation (IASR) (O. Reg. 191/11)
- Ontarians with Disabilities Act, 2001 (ODA)
- Ontario Human Rights Code

Clearview Township Accessibility Advisory Committee (AAC)

Under the Ontarians with Disabilities Act, 2001, municipalities with a population in excess of 10,000 were mandated to establish an Accessibility Advisory Committee.

The Clearview Accessibility Advisory Committee is comprised of five (5) to seven (7) community members and up to two (2) members of Council. The majority of the community members, being persons with disabilities representing the interests of the citizens. Additionally, there are two (2) staff liaisons (Human Resources and Building Department) in addition to a Recording Clerk. Other ad hoc staff liaisons may be invited to attend specific meetings depending on the nature of agenda items to be discussed.

The AAC meets once a month, with additional meetings called by the Chair as required for review of particular plans, drawings and any other accessibility related matters that are time sensitive.

The mandate of the Accessibility Advisory Committee is:

- Advocate on behalf of persons with disabilities through the promotion of public awareness and understanding the needs of disabled persons.
- Support the development and implementation of programs, policies and by-laws which promote and create a barrier-free community.
- Make recommendations to Council on strategies and policies to ensure that existing barriers are eliminated, and that no new barriers will be created.
- Identify any potential funding opportunities to assist Clearview Township in becoming barrier-free.
- Assess the status of Township owned and/or operated building, facilities and public areas and make recommendations that would enhance the needs of disabled persons.
- Respond to relevant accessibility issues as raised by individuals or community groups.
- Provide a forum for discussion and coordination of accessibility issues with other community groups and agencies.

Overview of the 2019-2025 Accessibility Achievements

When planning ahead, it is important to understand where we came from and what the past successes were. Over the past six years Clearview Township has accomplished a number of tasks with respect to removing barriers and evolving our communities to be more inclusive. Included in this document are some highlights of the previous achievements

2019-2025 Achievements

General

- All new employees of Clearview Township completed the required AODA Orientation training through an on-line medium. Employees were provided links from the Ontario Government and HRDownloads, a Human Resources information system that tracks and keeps required records of all training completed. The training included accessible customer service, other Ontario accessibility standards and aspects of the Ontario Human Rights Code that relates to person with Disabilities.
- As well all employees, current or new to Clearview Township that were placed in supervisory or management roles were trained with the required AODA training and included additional information as it relates to additional responsibilities of management.

Customer Service

- Clearview Township maintained is compliance with the Customer Service Standards, including the legislative requirements for use of service animals, support persons and assistive devices.
- The Township notified the public when there was service disruption to facilities, programs and services that are used by persons with disabilities.
- Clearview Township provided training on accessible customer service to all new employees as par of the Township's onboarding and orientation program.

Information and Communication

- Clearview Township continued to incorporate accessibility features into both internal and external documents including webpages.
- The Township continued to utilize accessible templates for reports to Committees of Council and Council, ensuring agenda items are accessible.
- Clearview Township continued to utilize fillable online forms making them easier for applicants to complete and submit to the Township. Alternative accessible forms such as fillable PDF's and Word versions of these forms are readily available should a request for an alternative format be received.
- The Township provided documents in alternative format and / or with communication support upon request.
- Clearview Township continued to utilize a software application called Siteimprove to regularly check the accessibility features of the public website, based on criteria set out in the Web Content Accessibility Guidelines (WCAG 2.0).

Employment

- Clearview Township continues to provide information on the availability of accommodation during the recruitment and on-boarding process.

- The Township maintained its compliance with the employment stand by continuing to monitor and document employment policies and procedure, where required, to provide accommodations in all stages of recruitment and employment as well as any workplace emergency response information and plans.

Transportation

- Clearview Township continues to support and advertise the County of Simcoe's specialized transit service.
- Clearview Township provides transit service within the Stayner community that links to the County of Simcoe Linx transportation.

Accessibility Advisory Committee

- Clearview Township's Accessibility Advisory Committee continues to meet regularly and provide guidance to Council on accessibility needs for the community.

Promote Accessibility and Disability Awareness

- Clearview Township continues to provide shared messaging and support to the County of Simcoe's #ItStarts Campaign.
- The Township promotes and celebrates National AccessAbility Week annually through on-street banners, newspaper articles and a social media campaign, highlighting the purpose and achievements of the Township as they relate to reducing barriers in accessibility as well, celebrate the volunteers on the Township's Accessibility Advisory Committee.
- Clearview Township's Accessibility Advisory Committee participates annually in both municipal farmer's markets to help promote accessibility and share work that the township has completed.

2019 Specific Achievements

Customer Service

- Purchase of transportable Hearing Loop transmitter to assist during customer service interactions as well as municipal meetings.

Design of Public Spaces

- Audit conducted at Gowan Park and accessibility recommendations were provided to staff.
- Auditable traffic indicators and timing adjusted for increased mobility use at the traffic lights in Stayner.
- Purchase of Mobi-Lift allowing for accessible entertainer to participate in local events.
- Transit tour conducted and recommendations provided regarding accessible bus stops.
- Provided staff recommendations on accessible doors, touchless doors at the Stayner arena.
- Audit conducted and recommendations made for Nottawa Baseball Diamond.
- Accessible benches purchased and installed at the Eco Park.
- Accessible ramps were constructed at both Stayner and Creemore Arenas to allow for improved viewing of activities on the arena floor.
- Audit conducted on Avening Small Hall for accessibility recommendations.

Accessibility Advisory Committee

- Participated in awareness booth at the Clearview sports and Leisure showcase to connect with residents.
- Celebrated National AccessAbility Week with street banners and newspaper article.

2020 Specific Achievements

General

- Updated the Facility Accessibility Design Standards.

Design of Public Spaces

- Purchase Accessible doors, touchless doors at the Creemore and district community Center.
- Accessibility recommendations for Village Green.
- Recommendations for planning the upcoming renovations for the Small Halls.
- Accessible new kitchen at the Youth Center.
- Purchased accessible / age friendly benches for downtown core.

Accessibility Advisory Committee

- Digital signage and banners were utilized to promote National AccessAbility Week.
- Partnered with the Youth Center to celebrate National AccessAbility Week.

2021 Specific Achievements

Information and Communication

- Pandemic.

Design of Public Spaces

- Accessible parking at the Stayner Arena and Library addition.
- Purchased and installed accessible swings.

Accessibility Advisory Committee

- Digital signage and banners were utilized to promote National AccessAbility Week.

2022 Specific Achievements

Customer Service

- 2022 Elections Accessibility Plan.

Design of Public Spaces

- Purchased and installed accessible steps for the Stayner pool.
- Purchased and installed accessible lift for the Stayner pool.
- Purchased and installed adult change table.
- Installed tactile strips as part of new sidewalk and road construction.
- Installed high-visibility road signs throughout the Township.

- Partnered with The Town of Collingwood and Town of Wasaga Beach to provide on demand Specialized Transit Service.

Accessibility Advisory Committee

- Attended Farmers markets within the Township to promote accessibility and connect with residents.
- National AccessAbility Week celebrations using street banners and newspaper article.

2023 Specific Achievements

Customer Service

- Creation of Clearview Fire and Emergency Stickers which will assist resident identification in an emergency.

Design of Public Spaces

- Audit review of renovation plans for the Sunnidale Small Hall.
- Audit review of renovation plans for the Avening Small Hall.
- Audit review of renovation plans for the Nottawa Fire Hall.
- Revised the On-Street Sidewalk Patio Policy to better meet accessibility needs.

Accessibility Advisory Committee

- Attended Farmers markets within the Township to promote accessibility and connect with residents.
- Participated in awareness booth at the Clearview Sports and Leisure Showcase to connect with residents.
- National AccessAbility Week celebrations using on street banners and newspaper article.
- Updated information brochure on accessibility in Clearview Township.

2024 Specific Achievements

Design of Public Spaces

- Constructed the joint New Lowell Fire Hall and Public Works facility.
- Assisted with accessible door opening hardware at the Stayner Community Center north entrance.
- Renovated Council Chambers to improve accessibility for all attendees.

Accessibility Advisory Committee

- Attended Farmers markets within the Township to promote accessibility and connect with residents.
- Participated in awareness booth at the Clearview Sports and Leisure Showcase to connect with residents.
- National AccessAbility Week celebrations using on street banners and newspaper article.

2025 Specific Achievements

Design of Public Spaces

- Purchased accessible portable washrooms for events within Clearview Township.
- Renovated Sunnidale Small Hall to improve accessibility, including the installation of an elevator to access each floor.

- Renovated Avening Small Hall to improve accessibility, including the installation of an elevator to access each floor.

Accessibility Advisory Committee

- Attended Farmers markets within the Township to promote accessibility and connect with residents.
- Participated in awareness booth at the Clearview Sports and Leisure Showcase to connect with residents.
- National AccessAbility Week celebrations using on street banners and newspaper article.
- Participated in Trail Tunes event demonstrating adaptive biking.
- Participated in the Amazing Race event by hosting an accessible obstacle course at the newly renovated, accessible Sunnidale Hall, highlighting challenges experienced by individuals with varying abilities.

2026 – 2031 Multi-Year Accessibility Plan

Moving forward to the Accessibility Plan for 2026 – 2031, Clearview Township will be working on ensuring the continual and successful implementation of the Integrated Accessibility Standards Regulation (ISAR). A key component of this plan will focus on monitoring and improving upon standards and priorities that are already in place and looking at how to provide better services to the community and our visitors through opportunities and public feedback. Below are the key priorities over the next five years.

Multi-Year Accessibility Goals for 2026 - 2031

General Requirements

Goal	Action	Responsible Department
Update Policies	Review and update all accessibility policies.	Human Resources
Training	Mandatory accessibility and human rights training for all staff, Council and volunteers.	Human Resources Clerks

Information and Communication

Goal	Action	Responsible Department
Website Compliance	Ensure continued compliance WCAG 2.1 Level AA for all municipal web content.	CAO Information Technology
Accessible Documents	Provide Alternative formats (large print, printed format, etc.) upon request.	All Departments
Procedures for General and Emergency Maintenance of Accessible Spaces	Review current procedures and policies regarding maintenance of publicly accessible spaces to ensure accuracy and compliance.	Human Resources Public Works Parks and Recreation
Procedures for communicating service Disruptions	Review current procedures and communication processes for informing the public alternatives for accessibility service when disruptions occur.	Human Resources CAO Information Technology

Contact Us

The next five years will be an exciting time for improvements to the accessibility of Clearview Township, where more and more improvements will be introduced and barriers to accessibility removed. As we make these improvements and seek the solutions to some problems that persons with disabilities living in or visiting Clearview Township continue to face, we want the community to help us. Members of the public are encouraged to make comments on how we can further enhance the accessibility of Clearview Township programs, services and facilities beyond 2026.

Please contact the Township to express your accessibility related comments to:

Tammy Gill, Director, Human Resources

Email: tjill@clearview.ca

Telephone: 705-428-6230 x. 255