

ACCESSIBILITY ADVISORY COMMITTEE – JUNE 19, 2023

COMMUNICATIONS

Distributed June 12, 2023

Item

C1. Presentation material.

3

Distributed June 13, 2023

C2. Kim Bacani-Angus and Lois Davies and Kim Bacani, Lead, Accessibility People, Equity and Culture Branch, the Regional Municipality of York, Yonge Street, Newmarket, dated June 19, 2023.

1

C3. Discussion material (Vaughan Accessibility Champion Awards 2023 - Category: Individual/Group, Large Business or Organization, Medium Business or Organization, Small Business or Organization, Youth Leadership)

2

C4. Discussion material (Accommodation Policy)

4

Distributed June 14, 2023

C5. Presentation material.

2

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Please note there may be further Communications.

C2
Communication
Accessibility Advisory Committee -
June 19, 2023
Item # 1

York Region Accessibility Advisory Committee Overview

Presentation to the Vaughan Accessibility
Advisory Committee

Lois Davies and Kim Bacani-Angus

June 19, 2023



Agenda

- Overview of York Region
- Accessibility at York Region
- York Region Accessibility Advisory Committee
- Opportunities for Vaughan Accessibility Advisory Committee Members

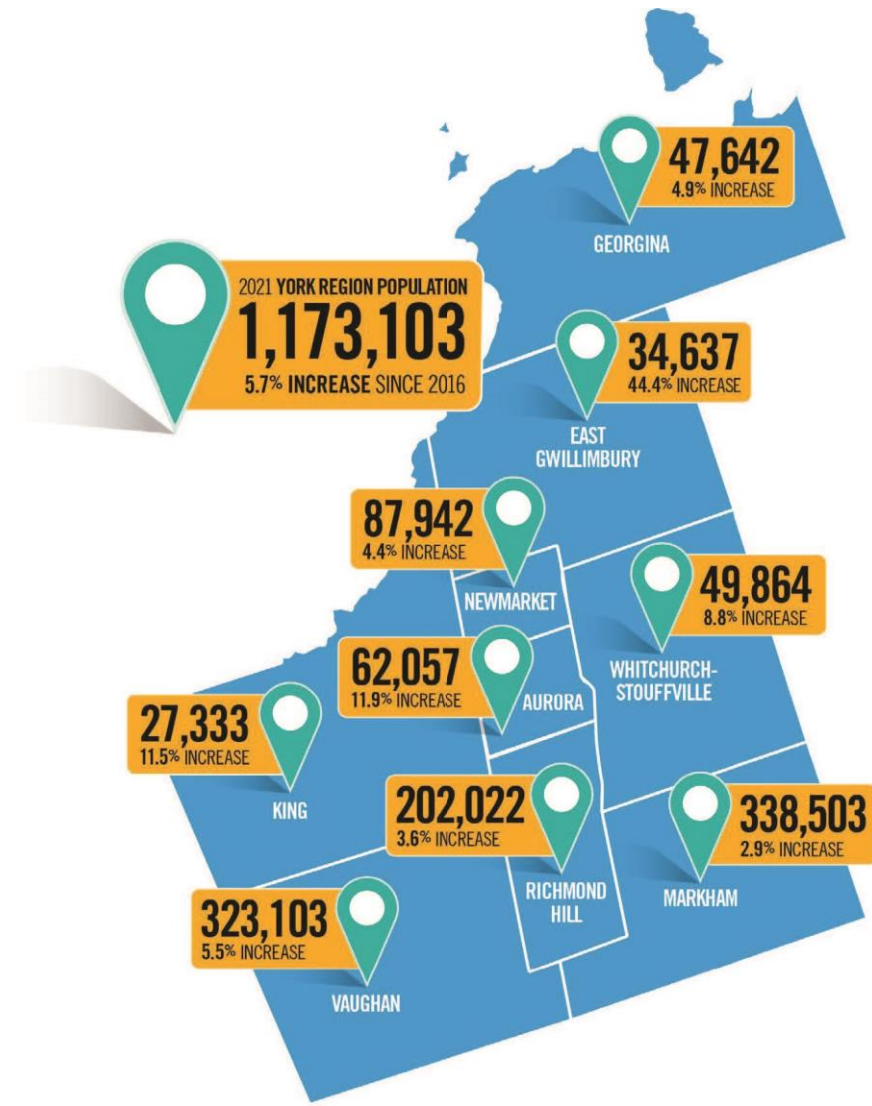
What is York Region? (video)

9 TOWNS
AND CITIES



Our Community

- 1.17 million York Region residents
- 75 per cent of residents live in:
 - Markham (338,503)
 - Vaughan (323,103)
 - Richmond Hill (202,022)
- Diverse population with over 230 distinct ethnic groups
- Nearly 1 in 5 York Region residents has a disability (162,600 people or 18%)



York Region Core Services

15 Core Services

Legislated services provided directly to the public to help maintain a high quality of life for York Region residents.



Children's Services



Community Housing



Court Services



Development Services



Economic Development



Forestry



Long-Term Care



Paramedic Services



Police Services



Public Health



Regional Roads



Social Assistance



Transit



Waste Management



Water

Municipal Service Delivery within York Region

Regional

- Police Services
- Transit
- Forestry
- Court Services (POA)*
- Housing Services*
- Paramedic Services*
- Long-Term Care*
- Public Health*
- Social Assistance*
- Children's Services*

*partially funded by Province

Local

- Building
- Fire
- Libraries
- Licensing
- Parks, Recreation, Heritage
- Stormwater drainage and management

Integrated Delivery

- Bylaw Enforcement
- Borrowing / Tax Collection
- Economic Development
- Emergency Planning
- Planning
- Roads
- Waste Management
- Water

Accessibility at York Region

Inclusion, Diversity, Equity and Accessibility (IDEA) at York Region

Accessibility

- The **Accessibility Unit** is committed to making our programs, services and facilities more accessible to people with disabilities in compliance with the *Accessibility for Ontarians with Disabilities Act, 2005*

Inclusion

- The **Inclusion, Diversity and Equity Unit**, which aims to create a community that values, respects and embraces diversity so that everyone can achieve their full potential

York Region Accessibility Advisory Committee

The York Region Accessibility Advisory Committee

The mandate of the **York Region Accessibility Advisory Committee (YRAAC)** is to advise and help York Region Council and York Regional Police carry out its responsibilities under the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*.

York Region Accessibility Advisory Committee (YRAAC)

YRAAC Membership

- 3 Regional Council members plus Regional Chair as ex-officio member
- Citizens with disabilities
- People with interest or expertise
- Individuals from organizations representing people with disabilities and that provide services to York Region residents

YRAAC Term

- 2 consecutive Council terms
- Term no longer than 8 consecutive years

YRAAC Agendas

Meeting Agendas include:

- A. Call to order
- B. Disclosures of interest
- C. Accessibility Updates
- D. Presentation(s)
- E. Communications
- F. Deputations

**Agenda
Accessibility Advisory Committee**

**June 22, 2022
4 p.m.
Electronic Meeting**

Quorum: 7

A. CALL TO ORDER

B. DISCLOSURES OF INTEREST

C. ACCESSIBILITY UPDATES

C.1 Update on Accessibility Activities

Lois Davies
Manager, Social Policy and Accessibility
Strategies and Partnerships Branch, Community and Health Services

D. PRESENTATION

**D.1 York Regional Police 2023-2025 Strategic Plan
Consultation with YRAAC**

Rania Al-Amry
Planner, Planning, Research & Evaluation Unit, York Regional Police

Roberto Tomei
Planner, Planning, Research & Evaluation Unit, York Regional Police

**D.2 Seeking Advice from the York Region Accessibility
Advisory Committee on the Community Safety and Well-
Being Plan Implementation**

Rodel Ramos
Program Manager, Community Partnerships, Community and Health
Services

Janel Smith
Senior Policy Analyst, Community Partnerships, Community and
Health Services

Examples of Past YRAAC consultations and contributions

17150 Yonge Street achieves RHFAC Gold Certification

- Accessible and inclusive designs include:
- Accessible parking and paths of travel leading to all building entrances
- Tactile attention indicators, Braille and cane-detectable features throughout facility
- Fire alarm system with visual and audible signal devices



Strategic Documents, Plans and Reports

The YRAAC also provides feedback on various Regional documents, plans and reports, including:

- [2022 Regional Official Plan](#)
- [2022 York Region Accessibility Status Report](#)
- [Community Safety and Well-Being Plan Implementation](#)
- [York Regional Police 2020-2022 Business Plan](#)



YORK REGIONAL POLICE • ABRIDGED BUSINESS PLAN



A roadmap for 2020 to 2022



Community Safety and Well-Being Plan for York Region 2022 to 2026



2022
York Region
Accessibility
Status Report

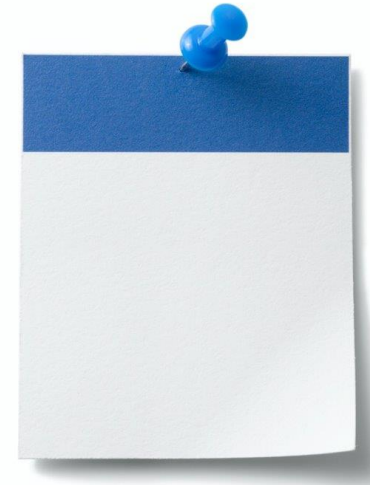
Creating an Accessible York Region

update on actions by York Region and York Regional Police to prevent and remove barriers for people with disabilities and to implement the York Region 2020 to 2023 Multi-Year Accessibility Plan



How can you contribute?

- Attend meetings:
 - Wednesday, June 21, 4 to 6 p.m.
 - Wednesday, September 27, 4 to 6 p.m.
 - Wednesday, November 22, 4 to 6 p.m.
- Consider serving on the York Region Accessibility Advisory Committee
- Participate in public consultations on the 2023 to 2027 York Region Multi-Year Accessibility plan
- Email us at aoda@york.ca



Questions?

Thank You



Descriptive Transcript: What is York Region?

[The York Region logo appears in white on a blue background.]

Narrator: What is York Region? York Region is made up of nine towns and cities. They are Georgina, East Gwillimbury, Whitchurch-Stouffville, Markham, Newmarket, Aurora, Richmond Hill, King and Vaughan.

[An animated three-dimensional map of York Region with trees, houses, farms and buildings is pieced together as each municipality is read.]

Narrator: York Region is a two-tier government system. What is a two-tier government system, you ask? Well, in order to answer this question, we need to look at the bigger picture.

[A faded map of Canada appears in an animated picture frame.]

Narrator: We live in Canada. Canada is run by the Federal Government. the Federal Government is led by the Prime Minister.

[A Canadian flag icon appears with an arrow pointing to an grey icon of the Prime Minister.]

Narrator: The province we live in is Ontario. Ontario is run by the Provincial Government and is led by the Premier.

[An Ontario shield icon appears with an arrow pointing to an grey icon of the Premier. The map zooms into the province of Ontario as various location markers pop up within the provincial borders.]

Narrator: Inside our province are many towns and cities, also referred to as municipalities. Municipalities are run by Municipal Government and are led by Mayors.

[A municipality icon appears with an arrow pointing to a purple icon of the Mayor. The map zooms back into the province of Ontario with a red location marker representing York Region. The map zooms out as the 9 municipalities appear.]

Narrator: Each town and city within York Region has something called a Council. Council is a group of people who are elected by the public and they make decisions about things that affect the community.

[An animated hierarchy of Council appears under an icon of the mayor, with an animated arm holding a voter card. An animated image of money appears below, followed by a animated image of a cityscape.]

Narrator: Things like how money is going to be spent, what things are going to be built, what policies and bylaws are going to apply to people. Town and City Council, also referred to as Municipal Government, is responsible for what goes on inside the borders of the towns and cities they serve.

[A map of York Region and each municipality is slowly outlined.]

Narrator: Our nine towns and cities, when combined, make up York Region. York Region is run by Regional Government and is led by a Chairperson.

[The map of York Region turns green, then an blue icon of the York Region administrative building appears with an arrow pointing to a blue icon of the Chairperson.]

Narrator: As mentioned earlier, each Town and City Council is led by a Mayor. This means that York Region has nine Mayors all together. These Mayors, along with Regional Councillors from select towns and cities, make up York Regional Council.

[Icons for each mayor appear within each of the 9 municipalities on the York Region map, which then float over to the Chairperson icon and turn purple. 11 additional icons appear in white denoting the Regional Councillors.]

Narrator: York Regional Council meets to discuss issues and services that impact all of the towns and cities in York Region, to make sure our communities are as strong, safe and caring as possible for the people who work here or call York Region home.

[The map of York Region is circled in red. An animated rural/farming landscape appears on screen, followed by overlapping urban/city landscapes representing York Region.]

Narrator: To find out more about York Region and York Regional Council, go to york.ca.

[The York Region logo reappears in white on a blue background.]

Total video length: 2:04

York Region Accessibility Advisory Committee Reference Sheet

York Region Services

- Children Services
- Community Housing
- Court Services
- Development Services
- Economic Development
- Forestry
- Long-Term Care
- Paramedic Services
- Police Services
- Public Health
- Regional Roads
- Social Assistance
- Transit
- Waste Management
- Water

Local City and Town Services

- Building Permits
- Fire Services
- Garbage / Recycling Pick-Up
- Local Roads
- Libraries
- Marriage Licences
- Parking Permits/Restrictions
- Parks and Recreation
- Pet Licences
- Property Taxes
- Sidewalk Repair
- Snow Clearing (local roads)
- Swimming and Wading Pools
- Water Distribution
- Water Bill
- Yard Waste Collection

York Regional Police

Programs and services

- Criminal investigation services
- Emergency and disaster services
- Public safety information
- Victim support services
- Police record checks
- Vulnerable person registry
- Crime/Safety education
 - Community Safety Village
- Youth mentoring
 - Youth in policing initiative
- Community crime prevention programs
 - Road Watch
 - Neighbourhood Watch
 - Citizens Academy

Legislated responsibilities

- Prevent crime
- Enforce Federal and Provincial laws
- Help victims
- Keep public order
- Respond to emergencies



York Region Accessibility Advisory Committee Reference Sheet

York Region Departments

- Community and Health Services Department
- Corporate Services Department
- Finance
- Legal and Court Services
- Office of the Chief Administrative Officer
- Public Works

Accessibility For Ontarians with Disabilities Act (AODA), 2005

- Applies to all sectors (public and private) - York Region is a public sector organization
- Sets out accessibility requirements and timelines for implementation
- Contains general and compliance requirements and five standards:
 1. Information and Communication
 2. Employment
 3. Transportation
 4. Design of Public Spaces
 5. Customer Service
- Requires obligated organizations to implement an accessibility plan that outlines how they will meet AODA requirements. This plan must be updated every five years
- Requires annual accessibility status reports that outline how an organization is carrying out their accessibility plan
- Requires accessibility reporting to the Province.

Implications For YRAAC Members

Members of the York Regional Accessibility Advisory Committee will provide input on AODA implementation activities that will assist York Regional Council and York Regional Police in realizing long term corporate strategies and visions while achieving compliance with the Act.

YRAAC only advises on the implementation of AODA requirements for facilities, programs and services administered by York Region. Private and public sector services located *within* the Regional Municipality of York but not administered by York Region (for example: restaurants, retail stores, local municipal services) are not subject to YRAAC review.

Contact Information

Kim Bacani-Angus
Lead, Accessibility
People, Equity and Culture Branch, Office of the CAO
Kim.Bacani-Angus@york.ca
1-877-464-9675 ext. 74562

The Regional Municipality of York Who Do I Call?



The Regional Municipality of York **Services**

- Children's Services
- Community Housing
- Court Services
- Development Services
- Economic Development
- Forestry
- Long-Term Care
- Paramedic Services
- Police Services
- Public Health
- Regional Roads
- Social Assistance
- Transit
- Waste Management
- Water

For more information, please contact

AccessYork

at 1-877-464-9675 or visit york.ca



at 905-762-2100

(toll free) 1-866-668-3978 | yrt.ca

Local City and Town **Services**

- Building Permits
- Fire Services
- Garbage / Recycling Pick-up
- Local Roads
- Libraries
- Marriage Licences
- Parking Permits / Restrictions
- Parks and Recreation
- Pet Licences
- Property Taxes
- Sidewalk Repair
- Snow Clearing (local roads)
- Streetlights
- Swimming and Wading Pools
- Water Distribution
- Water Bill
- Yard Waste Collection

For All Emergencies Call 911

Aurora

905-727-1375 • aurora.ca

East Gwillimbury

905-478-4282 • eastgwillimbury.ca

Georgina

905-476-4301

705-437-2210 • georgina.ca

King Township

905-833-5321 • king.ca

Markham

905-477-5530 • markham.ca

Newmarket

905-895-5193 • newmarket.ca

Richmond Hill

905-771-8800 • richmondhill.ca

Stouffville

905-640-1900 • townofws.com

Vaughan

905-832-2281 • vaughan.ca

Vaughan Accessibility Champion Awards 2023
Category: Individual/Group Category

Category Information

This category honours individuals or community groups who have made significant contributions to advocating for positive change, inspiring others, and enhancing the quality of life for people with disabilities.

We accept posthumous nominations for individuals who have passed within the last two years. For posthumous nominations, the nominee's executor must sign the provided consent form, indicating they are providing this consent on behalf of the estate.

Eligibility

To be eligible for this category, nominees must be either:

- An individual who is a resident of the City of Vaughan OR
- A community group based in York Region that serves residents of Vaughan

Nominees are only eligible to be nominated for one category.

Ineligible Nominations

- Elected members of federal, provincial, or municipal governments
- Any City of Vaughan Committee, Board, or Task Force members
- The City of Vaughan employee(s)
- Vaughan Public Libraries
- A current member of the Vaughan Accessibility Advisory Committee
- Nominees with a Conflict of Interest (see form below)

Conflict of Interest

- A conflict of interest arises when an individual or organization can benefit personally or professionally from the award outcome, potentially influencing the fairness and impartiality of the nomination and selection process. This may include, but is not limited to, individuals involved in the award selection process or those who may directly influence it.
- Please review these ineligibility criteria carefully before submitting a nomination. If you have questions or need clarification, feel free to contact us at accessibility@vaughan.ca.

Submission Package Check List:

Your submission package should include:

- Signed consent and conflict of interest form for the individual or each member of the group. The conflict of interest arises if an individual or organization can benefit personally or professionally from the award outcome, potentially influencing the fairness and impartiality of the nomination and selection process.
- A detailed description (approximately 500-1000 words) of the nominee's initiatives, achievements, and contributions relating to accessibility and inclusion in the established category. This should include specific examples or evidence of their impact.

Vaughan Accessibility Champion Awards 2023

Category: Individual/Group Category

- Up to 3 signed testimonials (up to 500 words each, electronic signature or scanned copy of the signed letter) that speak to the nominee's contributions and impact related to accessibility and inclusion in the city of Vaughan.

Evaluation

The evaluation committee will assess the entirety of the application and the quality of the information provided. Please consider offering information pertaining to:

- Community profile or visibility of the nominee as a role model or a leader in accessibility and inclusion.
- Evidence of collaborative partnerships that resulted in measurable improvement for people with disabilities.
- Innovative service improvements that led to increased access and inclusion for people living with a disability, and/or details of a product created for people living with disabilities, including its intended impact.
- Evidence of public education and awareness campaigns or activities.
- Promotion of full inclusion and citizenship through increased labour market participation.

Testimonials

We encourage nominations to submit up to 3 signed testimonials that describe the individual or group's contribution and their impact on accessibility within the City of Vaughan. Please ensure that testimonial writers:

- Are familiar with the nominee
- Can describe the nominee's work and its impacts
- Support the nomination

Testimonials should evidence excellence in one or more of the following areas:

- Leadership
- Service innovation for people living with disabilities
- Invention of a product for people with disabilities
- Collaboration and partnership
- Public education and awareness campaigns or activities
- Development of accessibility initiatives
- Commitment to recruiting, hiring, and training people with disabilities
- Impact on community and individuals with disabilities

Additional Information

If you have additional information that showcases the nominee's contributions, you can include it in the application in this section. This can include but is not limited to news articles, committee work, and individual or not-for-profit organization profiles. Please ensure that all additional materials are in PDF format and do not exceed 5 MB in size.

Vaughan Accessibility Champion Awards 2023
Category: Individual/Group Category

Consent and Conflict of Interest Declaration Form

Section 1: Consent for Collection and Use of Personal Information

In order to complete the nomination process and to forward your nomination for consideration, your consent is required for the following:

Collection of your personal information from a nominator or an individual chosen by the party making the nomination (hereinafter referred to as "nominator"). Your nominator will provide testimonials that include information about you, such as your story, accomplishments, professional achievements, exemplary standards, and any other relevant details to meet the award criteria.

Public sharing of your name, reason for nomination, and the collected information on the City of Vaughan's webpage and promotion of the awards via social media should you receive the Award.

Your participation in this nomination process is voluntary. Should you refuse to provide your personal information or your consent, you will not be considered for the award.

If you wish not to provide your consent or be considered for the Award, please notify your nominator immediately so your name can be withdrawn from consideration.

Declaration:

I, _____ (Nominee), confirm that I have read and understand the information contained in this document and provide my consent for the collection and use of my personal information in support of my nomination and subsequent consideration for the Vaughan Accessibility Champion Award. I acknowledge and understand that, if I am chosen as a recipient of the Award, I agree to have my name, reason for nomination, and collected information made public.

Nominee's Signature: _____

Date: _____

Section 2: Conflict of Interest Declaration

A conflict of interest arises when an individual or organization can benefit personally or professionally from the award outcome, potentially influencing the fairness and impartiality of the nomination and selection process. This may include, but is not limited to, individuals involved in the award selection process or those who may directly influence it.

Declaration:

I, _____ (Nominee), declare that I do not have any conflicts of interest relating to my nomination and subsequent consideration for the Vaughan Accessibility

Vaughan Accessibility Champion Awards 2023
Category: Individual/Group Category

Champion Award. If a conflict of interest arises during the nomination process, I will declare it in accordance with the Municipal Conflict of Interest Act, RSO 1990, c M.50.

Nominee's Signature: _____ Date: _____

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Vaughan Accessibility Champion Awards 2023

Category: Large Business or Organization

Category Information

This award category acknowledges the exceptional efforts of medium size businesses or organizations with over 500 employees in promoting accessibility and inclusivity. Nominations must highlight the initiatives and accomplishments made between January 1, 2021, and December 31, 2023.

Your business or organization must fulfill one or more of the following requirements to be eligible for the Award:

- Provide goods or services to people with disabilities in the City of Vaughan and go above and beyond to enrich the lives of people with disabilities
- Show leadership in integrating and providing barrier-free working conditions for people with disabilities, beyond the compliance required by the Accessibility for Ontarians with Disabilities Act, 2005
- Demonstrate measurable progress in the recruitment, hiring, retention, and advancement to leadership positions of individuals with disabilities

"Measurable progress" is defined as demonstrating quantifiable improvements in the recruitment, hiring, retention, and advancement of individuals with disabilities. This could be shown through statistics, year-on-year comparisons, reports, testimonials, or other forms of documentation.

Eligibility

To be eligible for this category, nominees must be:

- Located in York Region and provide services to residents of the City of Vaughan
- Non-profit or For-profit organizations
- Must employ over 500 individuals

Nominees are only eligible to be nominated for one category.

Nominees are only eligible to be nominated for one category.

Ineligibility

Certain individuals and organizations are ineligible for this award to ensure fairness and impartiality. Ineligible nominations include:

- Elected members of federal, provincial, or municipal governments
- Any City of Vaughan Committee, Board or Task Force members
- The City of Vaughan employees
- Vaughan Public Libraries
- A current member of the Vaughan Accessibility Advisory Committee
- A Nominee with a Conflict of Interest (defined below)

Conflict of Interest

1. A conflict of interest arises when an individual or organization can benefit personally or professionally from the award outcome, potentially influencing the fairness and impartiality of the nomination and selection process. This may include, but is not limited

Vaughan Accessibility Champion Awards 2023

Category: Large Business or Organization

to, individuals involved in the award selection process or those who may directly influence it.

2. Please review these ineligibility criteria carefully before submitting a nomination. If you have questions or need clarification, feel free to contact us at accessibility@vaughan.ca.

Submission Package Check List:

Please ensure your nomination package includes the following items:

- Signed consent and conflict of interest form from the nominee (provided below).
- A detailed description (approximately 500-1000 words) of the nominee's initiatives, achievements, and contributions relating to accessibility and inclusion in the established category. This should include specific examples or evidence of their impact.
- Up to 3 signed testimonials (up to 500 words each, electronic signature or scanned copy of the signed letter) that speak to the nominee's contributions and impact related to accessibility and inclusion in the city of Vaughan.

Evaluation

The evaluation committee will assess the entire application and the substance of the information contained within. All criteria will be weighted equally and should be addressed where applicable.

Please consider providing the following information to support the nomination:

1. Evidence of work done to increase labour market participation for people living with disabilities.
2. Evidence that the local community has benefited from the endeavours of the nominee.
3. Proof of excellence in minimizing barriers to employment for individuals with disabilities.
4. Profile or visibility of the nominee within the community as a role model or a leader in accessibility and inclusion.
5. Evidence of collaboration and partnership results in measurable improvement for people living with disabilities.
6. Demonstration of service innovation with measurable improvement related to access and inclusion for people living with a disability, and/or
7. Proof of advocacy with measurable improvement related to access and inclusion for people living with a disability, and/or
8. Description of a product invented with descriptions of the intended impact for people living with disabilities.

Testimonials

We encourage nominations to submit up to 3 signed testimonials from individuals familiar with the nominee's efforts. This can be anyone from employees, partners, beneficiaries of the nominee's work, or others who can attest to the nominee's work and its impacts. Each testimonial should provide specific instances that demonstrate the nominee's contributions. The testimonial writers should be able to:

9. Explain the nominee's work and its impacts
10. Support the nomination in terms of the specific criteria of leadership, innovation, collaboration, public education, and development of accessibility

Vaughan Accessibility Champion Awards 2023
Category: Large Business or Organization

Testimonials should demonstrate excellence as it relates to accessibility in one or more of the following categories:

- Leadership
- Innovation to service for people living with accessibility
- The invention of a product for people with disabilities
- Collaboration and partnership
- Public education and awareness campaigns or activities
- Furthering the development of accessibility
- Demonstrated commitment to recruiting, hiring, and training of people with disabilities
- Impact on community and individuals with disabilities

Additional Information

If you believe there is any additional information that highlights the nominee's contribution, please upload this material in the specified section of the application. This may include, but is not limited to, news articles, committee work, and business or not-for-profit organization profiles. Please ensure that all additional materials are in PDF format and do not exceed 5 MB in size.

Vaughan Accessibility Champion Awards 2023
Category: Large Business or Organization

Consent and Conflict of Interest Declaration Form

The completion of this nomination process and the forwarding of the nomination for consideration require signed consent from an individual with delegated signing authority from the nominated business or organization. This person could be the CEO, Executive Director, Board Chair, or a person in a similar position.

Consent is required for the following purposes:

- The collection of information from a nominator or an individual chosen by the party making the nomination (hereinafter referred to as "nominator"). The nominator will provide testimonials that include information about the business or organization, including but not limited to corporate profile, accomplishments, achievements, awards, exemplary standards, and/or any other information needed to meet the merit criteria.
- Permission for the business or organization's name, reason for nomination and/or information collected to be shared publicly on the City of Vaughan's webpage and to promote the awards via social media should the business or organization receive the Award.

Participation in this nomination process is voluntary. Refusal to provide consent will mean the business or organization cannot be considered for the Award.

Please notify your nominator immediately if you do not wish to provide consent or be considered for the Award, so the business or organization can be removed from consideration.

I, _____(Name)_____, in the position of _____(Title), at the (Nominee), confirm that I have delegated signing authority to provide consent on behalf of _(Nominee)_.

I, _____(Name)_____, confirm that I have read and understand the information contained in this document and provide consent for the collection and use of information in support of the nomination and subsequent consideration for the Vaughan Accessibility Champion Award. I further acknowledge and understand in the event that the business or organization is chosen as the Award recipient, I agree to have the business or organization's name, reason for nomination and/or other information collected made public.

A conflict of interest arises if an individual or organization can benefit personally or professionally from the award outcome, potentially influencing the fairness and impartiality of the nomination and selection process. This may include, but is not limited to, individuals involved in the award selection process or those who may directly influence it. By signing this form, I agree to declare any conflicts of interest for the business or organization as it pertains to the nomination and subsequent consideration for the Vaughan Accessibility Champion Award, in accordance with the Municipal Conflict of Interest Act, RSO 1990, c M.50.

I, _____(Name), on behalf of _____(Nominee), agree to accept this nomination and comply with all the rules and conditions of the nomination and potential award.

Vaughan Accessibility Champion Awards 2023
Category: Large Business or Organization

Date: _____ Signature: _____

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Vaughan Accessibility Champion Awards 2023

Category: Medium Business or Organization

Category Information

This award category acknowledges the exceptional efforts of medium size businesses or organizations with 100 to 499 employees in promoting accessibility and inclusivity. Nominations must highlight the initiatives and accomplishments made between January 1, 2021, and December 31, 2023.

Your business or organization must fulfill one or more of the following requirements to be eligible for the Award:

- Provide goods or services to people with disabilities in the City of Vaughan and go above and beyond to enrich the lives of people with disabilities
- Show leadership in integrating and providing barrier-free working conditions for people with disabilities, beyond the compliance required by the Accessibility for Ontarians with Disabilities Act, 2005
- Demonstrate measurable progress in the recruitment, hiring, retention, and advancement to leadership positions of individuals with disabilities

"Measurable progress" is defined as demonstrating quantifiable improvements in the recruitment, hiring, retention, and advancement of individuals with disabilities. This could be shown through statistics, year-on-year comparisons, reports, testimonials, or other forms of documentation.

Eligibility

To be eligible for this category, nominees must be:

- Located in York Region and provide services to residents of the City of Vaughan
- Non-profit or For-profit organizations
- Must employ between 100 to 499 individuals

Nominees are only eligible to be nominated for one category.

Ineligibility

Certain individuals and organizations are ineligible for this award to ensure fairness and impartiality. Ineligible nominations include:

- Elected members of federal, provincial, or municipal governments
- Any City of Vaughan Committee, Board or Task Force members
- The City of Vaughan employees
- Vaughan Public Libraries
- A current member of the Vaughan Accessibility Advisory Committee
- A Nominee with a Conflict of Interest (defined below)

Conflict of Interest

- A conflict of interest arises when an individual or organization can benefit personally or professionally from the award outcome, potentially influencing the fairness and impartiality of the nomination and selection process. This may include, but is not limited to, individuals involved in the award selection process or those who may directly influence it.

Vaughan Accessibility Champion Awards 2023

Category: Medium Business or Organization

- Please review these ineligibility criteria carefully before submitting a nomination. If you have questions or need clarification, feel free to contact us at accessibility@vaughan.ca.

Submission Package Check List:

Please ensure your nomination package includes the following items:

- Signed consent and conflict of interest form from the nominee (provided below).
- A detailed description (approximately 500-1000 words) of the nominee's initiatives, achievements, and contributions relating to accessibility and inclusion in the established category. This should include specific examples or evidence of their impact.
- Up to 3 signed testimonials (up to 500 words each, electronic signature or scanned copy of the signed letter) that speak to the nominee's contributions and impact related to accessibility and inclusion in the city of Vaughan.

Evaluation

The evaluation committee will assess the entire application and the substance of the information contained within. All criteria will be weighted equally and should be addressed where applicable.

Please consider providing the following information to support the nomination:

- Evidence of work done to increase labour market participation for people living with disabilities.
- Evidence that the local community has benefited from the endeavours of the nominee.
- Proof of excellence in minimizing barriers to employment for individuals with disabilities.
- Profile or visibility of the nominee within the community as a role model or a leader in accessibility and inclusion.
- Evidence of collaboration and partnership results in measurable improvement for people living with disabilities.
- Demonstration of service innovation with measurable improvement related to access and inclusion for people living with a disability, and/or
- Proof of advocacy with measurable improvement related to access and inclusion for people living with a disability, and/or
- Description of a product invented with descriptions of the intended impact for people living with disabilities.

Testimonials

We encourage nominations to submit up to 3 signed testimonials from individuals familiar with the nominee's efforts. This can be anyone from employees, partners, beneficiaries of the nominee's work, or others who can attest to the nominee's work and its impacts. Each testimonial should provide specific instances that demonstrate the nominee's contributions. The testimonial writers should be able to:

- Explain the nominee's work and its impacts
- Support the nomination in terms of the specific criteria of leadership, innovation, collaboration, public education, and development of accessibility

Testimonials should demonstrate excellence as it relates to accessibility in one or more of the following categories:

- Leadership

Vaughan Accessibility Champion Awards 2023
Category: Medium Business or Organization

- Innovation to service for people living with accessibility
- The invention of a product for people with disabilities
- Collaboration and partnership
- Public education and awareness campaigns or activities
- Furthering the development of accessibility
- Demonstrated commitment to recruiting, hiring, and training of people with disabilities
- Impact on community and individuals with disabilities

Additional Information

If you believe there is any additional information that highlights the nominee's contribution, please upload this material in the specified section of the application. This may include, but is not limited to, news articles, committee work, and business or not-for-profit organization profiles. Please ensure that all additional materials are in PDF format and do not exceed 5 MB in size.

Vaughan Accessibility Champion Awards 2023
Category: Medium Business or Organization

Consent and Conflict of Interest Declaration Form

The completion of this nomination process and the forwarding of the nomination for consideration require signed consent from an individual with delegated signing authority from the nominated business or organization. This person could be the CEO, Executive Director, Board Chair, or a person in a similar position.

Consent is required for the following purposes:

- The collection of information from a nominator or an individual chosen by the party making the nomination (hereinafter referred to as "nominator"). The nominator will provide testimonials that include information about the business or organization, including but not limited to corporate profile, accomplishments, achievements, awards, exemplary standards, and/or any other information needed to meet the merit criteria.
- Permission for the business or organization's name, reason for nomination and/or information collected to be shared publicly on the City of Vaughan's webpage and to promote the awards via social media should the business or organization receive the Award.

Participation in this nomination process is voluntary. Refusal to provide consent will mean the business or organization cannot be considered for the Award.

Please notify your nominator immediately if you do not wish to provide consent or be considered for the Award, so the business or organization can be removed from consideration.

I, _____(Name)_____, in the position of _____(Title), at the (Nominee), confirm that I have delegated signing authority to provide consent on behalf of _(Nominee)_.

I, _____(Name)_____, confirm that I have read and understand the information contained in this document and provide consent for the collection and use of information in support of the nomination and subsequent consideration for the Vaughan Accessibility Champion Award. I further acknowledge and understand in the event that the business or organization is chosen as the Award recipient, I agree to have the business or organization's name, reason for nomination and/or other information collected made public.

A conflict of interest arises if an individual or organization can benefit personally or professionally from the award outcome, potentially influencing the fairness and impartiality of the nomination and selection process. This may include, but is not limited to, individuals involved in the award selection process or those who may directly influence it. By signing this form, I agree to declare any conflicts of interest for the business or organization as it pertains to the nomination and subsequent consideration for the Vaughan Accessibility Champion Award, in accordance with the Municipal Conflict of Interest Act, RSO 1990, c M.50.

I, _____(Name), on behalf of _____(Nominee), agree to accept this nomination and comply with all the rules and conditions of the nomination and potential award.

Vaughan Accessibility Champion Awards 2023
Category: Medium Business or Organization

Date: _____ Signature: _____

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Vaughan Accessibility Champion Awards 2023

Category: Small Business or Organization

Category Information

This award category acknowledges the exceptional efforts of small businesses or organizations with 99 employees or fewer in promoting accessibility and inclusivity. Nominations must highlight the initiatives and accomplishments made between January 1, 2021, and December 31, 2023.

Your business or organization must fulfill one or more of the following requirements to be eligible for the Award:

- Provide goods or services to people with disabilities in the City of Vaughan and go above and beyond to enrich the lives of people with disabilities
- Show leadership in integrating and providing barrier-free working conditions for people with disabilities, beyond the compliance required by the Accessibility for Ontarians with Disabilities Act, 2005
- Demonstrate measurable progress in the recruitment, hiring, retention, and advancement to leadership positions of individuals with disabilities

"Measurable progress" is defined as demonstrating quantifiable improvements in the recruitment, hiring, retention, and advancement of individuals with disabilities. This could be shown through statistics, year-on-year comparisons, reports, testimonials, or other forms of documentation.

Eligibility

To be eligible for this category, nominees must be:

- Located in York Region and provide services to residents of the City of Vaughan
- Non-profit or For-profit organizations
- Employing 99 individuals or fewer

Nominees are only eligible to be nominated for one category.

Nominees are only eligible to be nominated for one category.

Ineligibility

Certain individuals and organizations are ineligible for this award to ensure fairness and impartiality. Ineligible nominations include:

- Elected members of federal, provincial, or municipal governments
- Any City of Vaughan Committee, Board or Task Force members
- The City of Vaughan employees
- Vaughan Public Libraries
- A current member of the Vaughan Accessibility Advisory Committee
- A Nominee with a Conflict of Interest (defined below)

Conflict of Interest

1. A conflict of interest arises when an individual or organization can benefit personally or professionally from the award outcome, potentially influencing the fairness and impartiality of the nomination and selection process. This may include, but is not limited

Vaughan Accessibility Champion Awards 2023

Category: Small Business or Organization

to, individuals involved in the award selection process or those who may directly influence it.

2. Please review these ineligibility criteria carefully before submitting a nomination. If you have questions or need clarification, feel free to contact us at accessibility@vaughan.ca.

Submission Package Check List:

Please ensure your nomination package includes the following items:

- Signed consent and conflict of interest form from the nominee (provided below).
- A detailed description (approximately 500-1000 words) of the nominee's initiatives, achievements, and contributions relating to accessibility and inclusion in the established category. This should include specific examples or evidence of their impact.
- Up to 3 signed testimonials (up to 500 words each, electronic signature or scanned copy of the signed letter) that speak to the nominee's contributions and impact related to accessibility and inclusion in the city of Vaughan.

Evaluation

The evaluation committee will assess the entire application and the substance of the information contained within. All criteria will be weighted equally and should be addressed where applicable.

Please consider providing the following information to support the nomination:

1. Evidence of work done to increase labour market participation for people living with disabilities.
2. Evidence that the local community has benefited from the endeavours of the nominee.
3. Proof of excellence in minimizing barriers to employment for individuals with disabilities.
4. Profile or visibility of the nominee within the community as a role model or a leader in accessibility and inclusion.
5. Evidence of collaboration and partnership results in measurable improvement for people living with disabilities.
6. Demonstration of service innovation with measurable improvement related to access and inclusion for people living with a disability, and/or
7. Proof of advocacy with measurable improvement related to access and inclusion for people living with a disability, and/or
8. Description of a product invented with descriptions of the intended impact for people living with disabilities.

Testimonials

We encourage nominations to submit up to 3 signed testimonials from individuals familiar with the nominee's efforts. This can be anyone from employees, partners, beneficiaries of the nominee's work, or others who can attest to the nominee's **work and its impacts**. **Each testimonial should provide specific instances that demonstrate the nominee's contributions. The testimonial writers should be able to:**

9. Explain the nominee's work and its impacts
10. Support the nomination in terms of the specific criteria of leadership, innovation, collaboration, public education, and development of accessibility

Vaughan Accessibility Champion Awards 2023
Category: Small Business or Organization

Testimonials should demonstrate excellence as it relates to accessibility in one or more of the following categories:

- Leadership
- Innovation to service for people living with accessibility
- The invention of a product for people with disabilities
- Collaboration and partnership
- Public education and awareness campaigns or activities
- Furthering the development of accessibility
- Demonstrated commitment to recruiting, hiring, and training of people with disabilities
- Impact on community and individuals with disabilities

Additional Information

If you believe there is any additional information that highlights the nominee's contribution, please upload this material in the specified section of the application. This may include, but is not limited to, news articles, committee work, and business or not-for-profit organization profiles. Please ensure that all additional materials are in PDF format and do not exceed 5 MB in size.

Vaughan Accessibility Champion Awards 2023
Category: Small Business or Organization

Consent and Conflict of Interest Declaration Form

The completion of this nomination process and the forwarding of the nomination for consideration require signed consent from an individual with delegated signing authority from the nominated business or organization. This person could be the CEO, Executive Director, Board Chair, or a person in a similar position.

Consent is required for the following purposes:

- The collection of information from a nominator or an individual chosen by the party making the nomination (hereinafter referred to as "nominator"). The nominator will provide testimonials that include information about the business or organization, including but not limited to corporate profile, accomplishments, achievements, awards, exemplary standards, and/or any other information needed to meet the merit criteria.
- Permission for the business or organization's name, reason for nomination and/or information collected to be shared publicly on the City of Vaughan's webpage and to promote the awards via social media should the business or organization receive the Award.

Participation in this nomination process is voluntary. Refusal to provide consent will mean the business or organization cannot be considered for the Award.

Please notify your nominator immediately if you do not wish to provide consent or be considered for the Award, so the business or organization can be removed from consideration.

I, _____(Name)_____, in the position of _____(Title), at the (Nominee), confirm that I have delegated signing authority to provide consent on behalf of _(Nominee)_.

I, _____(Name)_____, confirm that I have read and understand the information contained in this document and provide consent for the collection and use of information in support of the nomination and subsequent consideration for the Vaughan Accessibility Champion Award. I further acknowledge and understand in the event that the business or organization is chosen as the Award recipient, I agree to have the business or organization's name, reason for nomination and/or other information collected made public.

A conflict of interest arises if an individual or organization can benefit personally or professionally from the award outcome, potentially influencing the fairness and impartiality of the nomination and selection process. This may include, but is not limited to, individuals involved in the award selection process or those who may directly influence it. By signing this form, I agree to declare any conflicts of interest for the business or organization as it pertains to the nomination and subsequent consideration for the Vaughan Accessibility Champion Award, in accordance with the Municipal Conflict of Interest Act, RSO 1990, c M.50.

I, _____(Name), on behalf of _____(Nominee), agree to accept this nomination and comply with all the rules and conditions of the nomination and potential award.

Vaughan Accessibility Champion Awards 2023
Category: Small Business or Organization

Date: _____ Signature: _____

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Vaughan Accessibility Champion Awards 2023

Category: Youth Leadership

Category Information

This category recognizes a young person, between 14- 24 years old, who demonstrates leadership and commitment to enhancing accessibility for people with disabilities.

Posthumous nominations will be accepted for individuals who have passed within the last two years. For posthumous nominations, the nominee's executor must sign the consent form and indicate that they are providing this consent on behalf of the estate.

In the case of nominees under 18 years of age, the nominee's parent or legal guardian must sign the consent and conflict of interest form on behalf of the minor nominee.

Eligibility

To be eligible for this category, nominees must be:

- Residents of the City of Vaughan
- Between the ages of 14 and 24

Nominees may only be nominated for one category.

Ineligible Nominations

Ineligible nominations include:

- Elected members of federal, provincial, or municipal governments
- Any City of Vaughan Committee, Board, or Task Force members
- The City of Vaughan employees
- Vaughan Public Libraries
- Current members of the Vaughan Accessibility Advisory Committee
- Nominees with a Conflict of Interest (see form below)

Conflict of Interest

- A conflict of interest arises when an individual or organization can benefit personally or professionally from the award outcome, potentially influencing the fairness and impartiality of the nomination and selection process. This may include, but is not limited to, individuals involved in the award selection process or those who may directly influence it.
- Please review these ineligibility criteria carefully before submitting a nomination. If you have questions or need clarification, feel free to contact us at accessibility@vaughan.ca.

Submission Package Checklist:

- Signed consent and conflict of interest form from the nominee or their legal guardian.
- A detailed description (approximately 500-1000 words) of the nominee's initiatives, achievements, and contributions relating to accessibility and inclusion in the established category. This should include specific examples or evidence of their impact.
- Up to 3 signed testimonials (up to 500 words each, electronic signature or scanned copy of the signed letter) that speak to the nominee's contributions and impact related to accessibility and inclusion in the city of Vaughan.

Vaughan Accessibility Champion Awards 2023

Category: Youth Leadership

Evaluation

The evaluation committee will consider the entire application and the provided information. To support the nomination, consider providing:

- Community profile or visibility of the nominee as a role model or a leader in accessibility and inclusion.
- Evidence of collaborative partnerships that resulted in measurable improvement for people with disabilities.
- Innovative service improvements that led to increased access and inclusion for people living with a disability, and/or
- Details of a product created for people living with disabilities, including its intended impact.
- Evidence of public education and awareness campaigns or activities.
- Promotion of full inclusion and citizenship through increased labour market participation.

Testimonial

We encourage nominations to include up to 3 signed testimonials that describe the individual or group's contribution and their impact on accessibility within the City of Vaughan. Please ensure that testimonial writers:

- Are familiar with the nominee
- Can describe the nominee's work and its impacts
- Support the nomination

Testimonials should demonstrate excellence as it relates to accessibility in one or more of the following categories:

- Leadership
- Service innovation for people living with disabilities
- Invention of a product for people with disabilities
- Collaboration and partnership
- Public education and awareness campaigns or activities
- Development of accessibility initiatives
- Commitment to recruiting, hiring, and training people with disabilities
- Impact on community and individuals with disabilities

Additional Information

If you have additional information that showcases the nominee's contributions, you can include it in the application in this section. This may include, but is not limited to, news articles, committee work, and business or not-for-profit organization profiles. Please ensure that all additional materials are in PDF format and do not exceed 5 MB in size.

Vaughan Accessibility Champion Awards 2023
Category: Youth Leadership

Consent and Conflict of Interest Declaration Form

Section 1: Consent for Collection and Use of Personal Information

In order to complete the nomination process and to forward your nomination for consideration, your consent is required for the following:

Collection of your personal information from a nominator or an individual chosen by the party making the nomination (hereinafter referred to as "nominator"). Your nominator will provide testimonials that include information about you, such as your story, accomplishments, professional achievements, exemplary standards, and any other relevant details to meet the award criteria.

Public sharing of your name, reason for nomination, and the collected information on the City of Vaughan's webpage and promotion of the awards via social media should you receive the Award.

Your participation in this nomination process is voluntary. Should you refuse to provide your personal information or your consent, you will not be considered for the award.

If you wish not to provide your consent or be considered for the Award, please notify your nominator immediately so your name can be withdrawn from consideration.

Declaration:

I, _____ (Nominee), confirm that I have read and understand the information contained in this document and provide my consent for the collection and use of my personal information in support of my nomination and subsequent consideration for the Vaughan Accessibility Champion Award. I acknowledge and understand that, if I am chosen as a recipient of the Award, I agree to have my name, reason for nomination, and collected information made public.

Nominee's Signature: _____

Date: _____

For nominees under 18 years of age, parent/legal guardian's consent is required:

I, _____ (Parent/Legal Guardian), confirm that I am providing this consent on behalf of the minor being nominated.

Parent/Legal Guardian's Signature: _____

Date: _____

Section 2: Conflict of Interest Declaration

Vaughan Accessibility Champion Awards 2023
Category: Youth Leadership

A conflict of interest arises when an individual or organization can benefit personally or professionally from the award outcome, potentially influencing the fairness and impartiality of the nomination and selection process. This may include, but is not limited to, individuals involved in the award selection process or those who may directly influence it.

Declaration:

I, _____ (Nominee), declare that I do not have any conflicts of interest relating to my nomination and subsequent consideration for the Vaughan Accessibility Champion Award. If a conflict of interest arises during the nomination process, I will declare it in accordance with the Municipal Conflict of Interest Act, RSO 1990, c M.50.

Nominee's Signature: _____ Date: _____

For nominees under 18 years of age, parent/legal guardian's declaration is required:

I, _____ (Parent/Legal Guardian), declare on behalf of the minor being nominated that there are no conflicts of interest.

Parent/Legal Guardian's Signature: _____

Date: _____

THE CORPORATION OF THE CITY OF VAUGHAN

CORPORATE POLICY

POLICY TITLE: **ACCOMMODATION POLICY**

POLICY NO.: Policy number to be assigned by Policy Coordinator.

Section:	Human Resources		
Effective Date:	Click or tap to enter a date.	Date of Last Review:	Click or tap to enter a date.
Approval Authority: Administration	Policy Owner: DCM, Corporate Services & CFO		

POLICY STATEMENT

The City of Vaughan strives to foster an environment that is accessible, diverse, inclusive and equitable. We are committed to treating all people with dignity and respect.

Through this policy, the City of Vaughan aims to fulfil its duty to accommodate through its employment practices, facilities and offered services by providing accommodations at the request of persons and/or groups that require them under the prohibited grounds as outlined in the Ontario Human Rights Code and Respectful Workplace Policy (Human Rights and Anti-Discrimination/Harassment) Policy.

PURPOSE

This policy is intended to provide an outline of the City of Vaughan's commitment to accessibility and accommodation as it pertains to all employment activities and services. These activities include but are not limited to equal access to recruitment, performance assessment, and hiring activities for all individuals, and equal access to

POLICY TITLE: Policy title as reflected on page 1.

POLICY NO.: Policy number assigned by Policy Coordinator.

orientation, non-discriminatory working conditions, promotion opportunities, training, performance management and career development for all employees.

SCOPE

This Policy applies to all City Employees and Members of Council.

LEGISLATIVE REQUIREMENTS

The City recognizes and commits to its obligations under the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*, *Integrated Accessibility Standards Regulation*, the *Ontario Human Rights Code (OHRC)*, and the *Municipal Freedom of Information and Protection of Privacy Act* and any other applicable legislation.

DEFINITIONS

Accessible or Accessibility refers to providing independent, equitable and dignified access to products, devices, information, services, facilities or public spaces for people with disabilities, including but not limited to those with visual, auditory, sensory, cognitive and mobility related disabilities. The concept of accessible design ensures both “direct access” (i.e. unassisted) and “indirect access,” referring to compatibility with a person’s assistive technology.

Accommodation Process refers to the process of identifying and removing barriers that prevent individuals in a protected class from participating fully in society on an equal basis with others, as required by the *Ontario Human Rights Code (OHRC)*.

Duty to Accommodate refers to the obligatory actions of an employer to remove barriers that prevent individuals who are physically, systemically or otherwise barred from participation in City services according to the protected grounds outlined in the OHRC to the point of Undue Hardship.

Employee includes City employee, student, intern or volunteer.

POLICY TITLE: Policy title as reflected on page 1.

POLICY NO.: Policy number assigned by Policy Coordinator.

Employment Accommodation refers to the obligation that an employer has, to the point of Undue Hardship, to ensure that barriers are removed from the workplace such that an employee can fully participate without discrimination.

1. **Individual Accommodation** – An adaptation or adjustment that may be required to enable an employee to perform their essential job duties effectively and/or a service recipient to participate in a City program. For employees, this may involve purchasing equipment, modifying some duties or hours of the job, reassignment of the employee, or providing additional supports such as sign language interpretation. For service delivery, this may involve modifying facilities and programs. This may include temporary or permanent accommodations, dependent upon the accommodation request.
2. **Universal Accommodation** – A proactive process of identifying and eliminating barriers for everyone within a protected class. This can be done through the initial design and/or modification of facilities, policies, programs, procedures and practices, and ensuring that potential barriers are identified and removed. In some cases, new policies, programs, procedures and practices may be introduced to eliminate barriers and achieve equitable outcomes.

Undue Hardship refers to the extent to which an employer, facility and/or service provider must attempt to accommodate the needs of an employee, job applicant and/or service recipient who has demonstrated that accommodation is required on grounds protected in the OHRC. Three factors may be considered in determining whether accommodating an individual would meet the point of “undue hardship”:

1. Cost of the accommodation;
2. Outside sources of funding, if any, i.e., whether the City can access special funding such as grants to alleviate some of the direct costs of the accommodation;

POLICY TITLE: Policy title as reflected on page 1.

POLICY NO.: Policy number assigned by Policy Coordinator.

3. Health and safety requirements, if any.

Roles and Responsibilities

City Employees:

- Identify needs and initiate requests for accommodation
- Offer evidence to support the identification of accommodation requirements and aid in the evaluation of potential solutions as needed
- Participate in good faith, in the assessment and implementation of accommodation solutions

City Manager, Deputy City Managers and Directors:

- Promote awareness of the AODA and this Policy
- Ensure resources are budgeted for identifying and preventing accessibility barriers and for barrier removal
- Provide oversight for the implementation of this Policy and compliance with the AODA within their respective area of responsibility

Directors, Managers and Supervisors:

- Manage the accommodation process by individually assessing requests in good faith, considering all options, resolving disagreements, and documenting, monitoring and evaluating employment, service and facility accommodation solutions
- Consult the Diversity and Inclusion Officer and Office of the Chief Human Resources Officer before denying an accommodation request

Office of the Chief Human Resources Officer:

- Provide advice to support management in the assessment and implementation of accommodation

POLICY TITLE: Policy title as reflected on page 1.

POLICY NO.: Policy number assigned by Policy Coordinator.

- Ensure accommodation is incorporated into human resources policies, processes, practices, etc. (e.g., Emergency Response process)
- Provide accommodation guidance related to collective agreements and working with the City's unions to address potential collective agreement barriers

POLICY

1. Systemic Assessments

The City will conduct periodic proactive reviews as required of existing policies, rules, practices and procedures to identify and eliminate barriers to access and inclusion.

2. Individual Assessment

Accommodation is assessed and delivered on an individual basis. Each request must be considered individually in order to assess appropriate accommodation and if an accommodation is warranted. The City shall ensure that requests for accommodation are handled promptly so individuals can fully participate in all aspects of employment, use of facilities, and service provision, except where evidence does not support the need for accommodation or where undue hardship can be demonstrated.

3. Dignity, Privacy and Confidentiality

The City shall ensure that individuals be accommodated in ways that respect their dignity and right to privacy. Information relating to specific requests for accommodation will be treated as confidential and will only be used for the purpose of assessing and implementing accommodation options and solutions. The City will comply with all privacy, confidentiality and security requirements of the *Municipal Freedom of Information and Protection of Privacy Act*.

4. Performance Standards

POLICY TITLE: Policy title as reflected on page 1.

POLICY NO.: Policy number assigned by Policy Coordinator.

Employees who are being accommodated are still expected to competently perform all tasks and duties assigned to them. In certain circumstances, productivity levels may be temporarily or permanently adjusted as a form of reasonable accommodation.

5. Inclusion

The City shall ensure programs, policies, systems, facilities, services, etc. are designed and administered to foster the full integration of diverse individuals and groups protected under the OHRC.

6. Legal Obligations and Limits

Exploring accommodation is a legal obligation for all employers, facility and service providers under the OHRC and related jurisprudence; failure to explore requests for accommodation in good faith related to any of the OHRC's prohibited grounds may constitute discrimination and a breach of the OHRC. Even where it is determined that an accommodation is not required, the City has a legal duty to fully explore every request for accommodation in good faith.

ADMINISTRATION

Administered by the Office of the City Clerk.

Review Schedule:	SELECT If other, specify here	Next Review Date:	Click or tap to enter a date.
Related Policy(ies):	01.C.01 - Accessibility.pdf 13.C.01 - Respectful Workplace Policy (Human Rights and Anti-Discrimination/Harassment).pdf 13.C.03 - Workplace Violence.pdf Accessibility Standards for Customer Service Policy Disability Management Program		
Related By-Law(s):			

POLICY TITLE: Policy title as reflected on page 1.

POLICY NO.: Policy number assigned by Policy Coordinator.

Procedural Document:	
Revision History	
Date:	Description:
Click or tap to enter a date.	
Click or tap to enter a date.	
Click or tap to enter a date.	

DRAFT



ACCESSIBILITY CHAMPION AWARDS 2023

VAUGHAN CITY HALL

Agenda

- Categories
- Evaluation
- Required Information
- Testimonials



CATEGORIES



**Individual or
Group**

**Youth
Leadership**

**Small
Business**

**Medium
Business**

**Large
Business**

CATEGORY



YOUTH LEADERSHIP

This category recognizes a young person, 24 years and under, who shows leadership and commitment to improvising accessibility for people with disabilities



INDIVIDUAL/GROUP

This category recognizes an individual or a group who advocate for positive change, inspires others and makes significant contributions to improving overall quality of life for people with disabilities.

ELIGIBILITY



Youth

- Residents of the City of Vaughan
- Between the ages of 14 and 24



Individual/Group

- Resident in the City of Vaughan
- Non-profit or community groups
- Posthumous nominations are accepted (deceased within last 2 years)

INELIGIBLE NOMINATIONS

- Self nominations
- Elected federal, provincial or municipal politician currently in office
- City of Vaughan's Committee, Board or Task Force members
- City of Vaughan employee(s)
- Vaughan Public Library
- Current members of the VAAC
- Nominee with a COI under the Municipal Act

EVALUATION



- Community profile or visibility of the nominee as a role model or a leader in accessibility and inclusion.
- Evidence of collaborative partnerships that resulted in measurable improvement for people with disabilities.
- Innovative service improvements that led to increased access and inclusion for people living with a disability, and/or
- Details of a product created for people living with disabilities, including its intended impact.
- Evidence of public education and awareness campaigns or activities.
- Promotion of full inclusion and citizenship through increased labour market participation.

CATEGORY: SMALL/MEDIUM/LARGE BUSINESS OR ORGANIZATION

(including non-profit & for-profit)

Nominations should be for initiatives and achievements in the past 2 calendar years

The business or organization can either:

- provide goods or services to people with disabilities in the City of Vaughan and go above and beyond to enrich the lives of people with disabilities
- show leadership in integrating and providing barrier-free working conditions for people with disabilities that goes beyond AODA compliance
- have made measurable progress in recruitment, hiring, retention and advancement of employees with disabilities



ELIGIBILITY

Located in York Region

Small businesses: 1-99 employees

Medium-sized: 100-499 employees

Large: 500+ employees

INELIGIBILITY

Self nominations

Elected federal, provincial or municipal politician currently in office

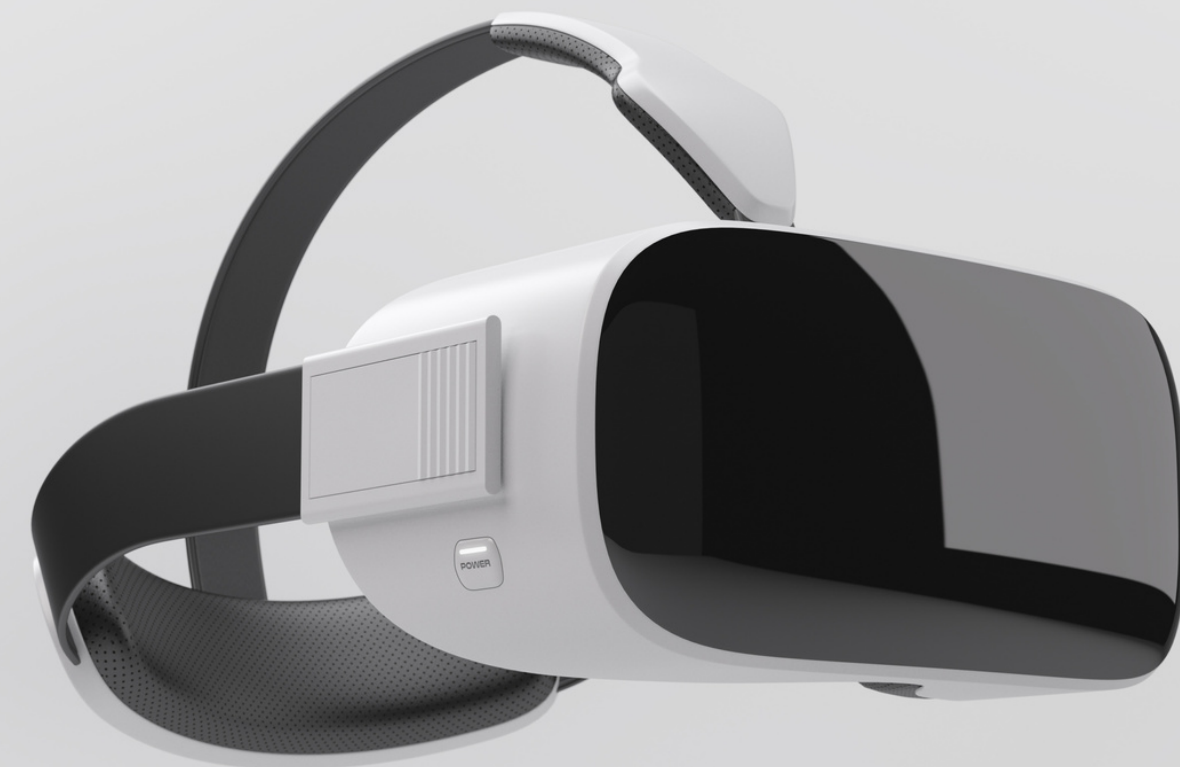
City of Vaughan's Committee, Board or Task Force members

City of Vaughan employee(s)

Vaughan Public Library

Current members of the VAAC

Nominee with a COI as defined by the Municipal Act





EVALUATION

- Evidence of work done to increase labour market participation for people living with disabilities.
- Evidence that the local community has benefited from the endeavours of the nominee.
- Proof of excellence in minimizing barriers to employment for individuals with disabilities.
- Profile or visibility of the nominee within the community as a role model or a leader in accessibility and inclusion.
- Evidence of collaboration and partnership results in measurable improvement for people living with disabilities.
- Demonstration of service innovation with measurable improvement related to access and inclusion for people living with a disability, and/or
- Proof of advocacy with measurable improvement related to access and inclusion for people living with a disability, and/or
- Description of a product invented with descriptions of the intended impact for people living with disabilities.

REQUIRED INFORMATION



Nominee's first and last name, email address and phone number

Consent to be nominated

Detailed description of the nominee's work and initiatives in one of the categories

Up to 3 testimonials



TESTIMONIALS

The parties providing testimonials will be asked to provide clear examples of contributions using some or all of the following attributes:

- Leadership
- Innovation to service for people with disabilities
- Invention of a product for people with disabilities
- Collaboration and partnership
- Public education and awareness campaigns or activities
- Furthering the development of accessibility
- Demonstrated commitment to recruiting, hiring, and training people with disabilities
- Impact on community and individuals with disabilities

ADDITIONAL INFORMATION

May include additional materials such as

- news articles
- social media profiles
- committee work
- business or not-for-profit organization profiles etc.



Accessibility Champion Award nominations are **OPEN**

Submit a nomination before Nov. 19

Recognizing Vaughan's Accessibility Champions

Watch the virtual event on
Monday, Dec. 13 at 1 p.m.



vaughan.ca/accessibility
f t @ y i n p

Communications

A communications plan will be developed to support the Vaughan Accessibility Champion Awards, exploring all available communication channel options.

Communications support will include but is not limited to:

- Public service announcements and news release
- Organic social media
- Vaughan News eNewsletters
- Council Communications Packages
- Paid social media (nomination period)
- eBlast to all community groups about nominations opening (ONAP, etc.)
- City of Vaughan digital signs
- Mobile signs
- City Hall and community centre TVs



Questions?