

Accessibility Status Report 2025



This Accessibility Status Report is an annual update on progress addressing initiatives outlined in County of Brant's 2025-2029 Multi-Year Accessibility Plan, implementation of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), and the Integrated Accessibility Standards Regulation (Ontario Regulation 191/11). County of Brant is required to report publicly on the status of the Accessibility Plan annually.

Commitment to Accessibility

The 2025-2029 Multi-Year Accessibility Plan outlines goals and initiatives that affirm the County's commitment to creating an accessible Brant and advancing efforts in building an equitable and inclusive society that values the contributions of people with disabilities.

The County is committed to the identification, removal, and prevention of accessibility barriers to provide an accessible environment in which employees, residents and visitors with disabilities can access the County's goods, services, and facilities, including buildings, public spaces, information, and communications, in ways that meet their individual needs.

County of Brant is equally committed to supporting its employees through advice, policies, tools, resources, and governance structures that promote an inclusive workplace and support employees in delivering accessible goods, services, and facilities.

2025 Summary of Accomplishments

General Accessibility

- Maintained and monitored accessibility guidelines and tools to support implementation of and compliance with AODA

- Promoted accessibility awareness within the organization as well as the community through education and awareness campaigns
- Hosted employee meetings and public events in facilities and public spaces that are barrier free
- Engaged and consulted with the County's Accessibility Advisory Committee, an advisory of Council
- Continued to ensure accessibility criteria are key requirements of the procurement process when acquiring or purchasing goods, services or facilities
- Provided tools and resources to assist County employees in meeting accessibility obligations in procurement process
- Ensured that employees and volunteers completed mandatory AODA training appropriate to their role – 335 employees completed Accessible Customer Service and Human Rights Training
- Through funding received from the Ministry for Seniors and Accessibility, practical, business-friendly resources were developed to ensure employers have the tools and resources they need to hire and retain employees with disabilities confidently

Information and Communication

- Continued to notify the public about the availability of alternative formats and communication supports upon request
- Continued to have a process for receiving and responding to feedback that is accessible and available in multiple ways
- Training completed for staff on the creation of accessible documents, both as a group and through 1:1 opportunities provided
- Continued monitoring and remediation of the County's website content to ensure it meets or exceeds Web Content Accessibility Guidelines (WCAG) 2.0 compliance

Customer Service

- Facilitated annual Sensitive Santa visits, in partnership with Sensity, to accommodate 12 children who benefit from a sensory-friendly environment
- Continued to evaluate County programs and services to ensure inclusion and equitable participation of employees, residents, and visitors with disabilities in County programs, events, and services
- Introduced a new six-week FAIR Brant program – Sound and Sooth attracted 53 registered participants
- Continued to work and strengthen partnerships with organizations that provide services and programs for individuals with disabilities
- Secured barrier-free location for Active Living Seniors Drop-in Centre at Sojourn Church in Paris

Employment

- Review of policies and procedures to identify, prevent and remove barriers to employment and develop opportunities
- Created opportunity to pilot an inclusive hiring program
- Provided accommodations, upon request, to all employment candidates and new hires
- Continued to enhance knowledge and skills to ensure compliance with County policies, human rights legislation, and AODA

Transportation

- Continued to provide accessible transportation, including offering several methods to book rides to accommodate various needs and abilities of the public
- Continued to maintain Vehicle for Hire Accessibility Reserve Fund, which supports and promotes accessible transportation initiatives

Built Environment and Design of Public Spaces

- Continued to maintain accessible elements in public spaces through preventative maintenance and regular monitoring
- Continued to respond to temporary disruptions when accessible elements in public spaces are not in working order by notifying the public and prioritizing remediation
- Completed renovations to public washrooms:
 - Gaukel Memorial Community Centre – to include a universal washroom and gender-neutral stalls
 - Onondaga Community Hall – to include a barrier free washroom
 - Burford Community Centre –family change room upgraded to include a universal washroom
 - Burford Fire Station – barrier-free washroom completed
- Development and continued maintenance of Winter Walking Trail at Paris Lions Park
- Addition of accessible swing at Dawdy Park
- Accessible podium added at the Paris Cemetery
- Wilkin Family Community Centre launched, featuring barrier-free paths, sloped access onto bowling green, lowered service counter at kitchen, barrier-free washroom
- Installation of accessible snack bar counter at Gaukel Memorial Community Centre
- Continued to incorporate improvements for accessibility and path of travel on County streets and sidewalks; sidewalk widths continue to be upgraded during construction
- Maintained public safety and barrier-free paths of travel during construction in downtown Paris along Grand River St. North
- Continued to upgrade accessible pedestrian signals and include where new crossings are developed, as legislated. New crossovers added on Simcoe St. in

Scotland and on Powerline Road in Paris, connecting pedestrians to Brant Sports Complex

- Five roundabouts on Rest Acres Road in Paris have activated flashing lights installed to enhance visibility
- Continued to install tactile walking surface indicators at all corners during state of repair or rehabilitation projects
- Installation of 410 m of new sidewalks in Glen Morris

Next Steps

County of Brant remains committed to the prevention, identification, and removal of accessibility barriers. The 2025-2029 Multi-Year Accessibility Plan will continue to be monitored on an ongoing basis, and status updates will be published on the County's website. The Plan will be updated in 2029 in consultation with employees, residents and visitors with disabilities, the Accessibility Advisory Committee and County staff.

Accessibility is everyone's responsibility and will be incorporated by design into the work of all County divisions. The Multi-Year Accessibility Plan will coordinate across all service areas to create a shift in workplace culture; specifically, attitudes about accessibility and disability. County of Brant will demonstrate and maintain accessibility excellence as an inclusive employer, service provider and municipal government.



Contact Information

For more information about County of Brant's accessibility initiatives or to obtain an alternative format of this document, please contact Accessibility Services.

accessibility@brant.ca

519.442.7268