



Design of Public Spaces

The RVCA will meet Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces, such as:

- Recreational trails and beach access routes;
- Outdoor public eating areas like rest stops or picnic areas;
- Outdoor play spaces, like playgrounds;
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas;
- Accessible signage;
- Accessible off street parking; and
- Service-related elements like service counters, fixed queuing lines and waiting areas.

A separate plan that describes our accessibility strategy in conservation areas is available.

[Accessibility at Conservation Areas](#)

Executive Summary

The *Accessibility for Ontarians with Disabilities Act* (AODA) became law in 2005. The purpose of this Act is to improve opportunities for people with disabilities by identifying, preventing and removing barriers that may otherwise limit their abilities to fully participate in society.

Accessibility simply means giving all people opportunities to participate fully in everyday life.

This plan was prepared to help the Rideau Valley Conservation Authority (RVCA) meet the obligations set out in the Integrated Standard of the AODA legislation.

The plan describes measures and steps the RVCA will take to remove and prevent barriers to people with disabilities who use our facilities and services, including employees, external agencies, clients, members and the general public.

Statement of Commitment

Rideau Valley Conservation Authority is committed to treating all people in a way that allows them to maintain their dignity and independence.

We believe in integration and equal opportunity. We

are committed to meeting the needs of people with disabilities in a timely manner.

We will do so by preventing and removing barriers to accessibility and meeting accessibility

requirements under the *Accessibility for Ontarians with Disabilities Act*.

We commit to reviewing and updating this plan at least every five years.

Accessible Emergency Information

The RVCA is committed to providing its clients with publicly available emergency information in

an accessible way upon request. We will also provide individualized emergency response

information to employees with disabilities when requested.

Kiosks

RVCA will take the following steps to ensure staff considers the needs of people with disabilities when designing, procuring or acquiring self-service kiosks:

- A key accessibility feature is the path to the kiosk. Consider whether people with mobility aids, such as walkers or wheelchairs, can easily access the kiosk.
- Consider what other accessibility features we can build into our kiosks to best meet the needs of our clients and the public.

We follow graphic standard guidelines that support accessibility.

RVCA Corporate Writing Style Guide

RVCA Communications Manual

Good Design Standards

Access Ability — A Practical Handbook on Accessible Graphic Design, Registered Graphic Designers

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Landowner Resource Centre
Ext 1128

AODA Co-ordinator
Ext 1145

www.rvca.ca

Information and Communications

The RVCA is committed to meeting the communication needs of people with disabilities. Our best practices include:

We consider elements of accessibility in all practices, procedures and policies.

Print and electronic communications tools follow acceptable design standards that consider accessibility.

Our website will be maintained, at a minimum, in accordance with AODA standards.

We try our best to provide documents, reports, publications and forms in accessible formats, as quickly as possible and at no additional cost.

Tell us what you need by calling or visiting the Land Owner Resource Centre or by submitting an on-line request.

We welcome feedback on our various services and communication products (brochures, displays, interpretive signs, and website pages).

An online feedback form is posted on our website; we will respond to your enquiry within 48 business hours.

Read our other accessibility plans and download forms here:

<http://www.rvca.ca/accessible/index.html>

Employment and Recruitment

The RVCA is committed to fair and accessible employment practices.

We ensure that the accessibility needs of employees with disabilities are taken into account with regards to performance management and career development.

We will develop a written accommodation plan for any employee who identifies themselves as needing one.

We will also take steps to develop and put in place a fair process for developing individual accommodation plans and return-to-work policies for employees who have been absent due to a disability.

We will train all employees, supervisors, members of the Board of Directors and applicable volunteers on how to deliver the services described in this plan.

We will take steps to notify the public and staff that, when requested, we will accommodate people with disabilities during recruitment and selection.

We notify successful candidates about our policies for accommodating employees with disabilities when offering employment.

All employees receive the Personnel Regulations Handbook with their employment offer.