

Part 1: Identify your organization's strategy to meet the following requirements of the IASR

AODA Standard	IASR requirement	Due Date	Steps to take	Anticipated Barriers and Plans for Barrier Removal	Target Completion Date	Staff Lead	Potential Costs	Completion Status
<u>IASR General Requirements</u>	Note: The dates below are for large non-profits and private sector businesses. Edit dates/requirements to reflect your							
	Create policies and procedures for each standard	Jan. 1, 2014	<u>Examples:</u> * Develop a Statement of Commitment * Assess current accessibility policies and identify regulatory gaps * Draft and adopt updated policy	None	2013-Aug	Patti	0	Completed
	Create Multi-Year Accessibility plans	Jan. 1, 2014	Research and Create Plan		2014-Jan	Elijah	\$25	Completed
	Consider accessibility features when designing, procuring or acquiring self-kiosks	Jan. 1, 2014	N/A	We don't have self-kiosks				
	Train all staff and volunteers (including Board Members) on what they have to do under the IASR and on aspects of the Human Rights Code that relate to accessibility	Jan. 1, 2015	During our staff training weeks in May and June, all staff must be training on IASR	Find time during precamp but removing other topics that are not necessary	Jun-16	Patti	0	Completed
	Complete government accessibility report	Dec. 31, 2014	Research and type up	None	2014-Dec	Patti	0	Completed
	Update Multi-Year Accessibility Plan	Jan. 1, 2019	Analyze past projects, updates and new initiatives that would impact our accessible future - apparently there is a template on on Access Ontario, use this!	None	2019-Jan, updated Nov 2019	Elijah	25	Completed
	Update Multi-Year Accessibility	Nov 1 2024						
	Complete government accessibility report	Dec. 31, 2017						

<u>Information & Communications</u>								
	When asked, make your emergency and public safety information accessible to the public	Jan. 1, 2012	<u>Example:</u> * Review emergency and public safety information you provide * Develop a process for responding to requests and	Find time to present to public - Visitor's Day	2013-Aug	Patti	0	Completed
	All new internet websites and web content on those sites must conform with WCAG 2.0 level A	Jan. 1, 2014	Overhaul and re-do our website	\$ and time needed.	2019-Jan	Ruth	30K	Completed
	Make your feedback processes, like surveys or comment cards, accessible when asked	Jan. 1, 2015	Many times we have been asked and we always provide these to people in a way that is accessible to	None	2013-Aug	All Direct	0	Completed
	Make information about your organization's goods, services and facilities accessible upon request	Jan. 1, 2016	<u>Example:</u> * Develop a process for responding to requests for alternative formats and supports * Institute centre policy that all documents will be created using a structured electronic format to allow for easier conversion to alternative	Meet with Camp Brain to discuss ways to institute this using our existing technology	2017-Sept	Ruth	0	Completed
	All internet website and website content conforms with WCAG 2.0 level AA (excluding live captioning and audio description)	Jan. 1, 2021	Have our latest website looked over by the developers to see where we need to update to be compliant	Talk to Ryan re:website		Ruth		
<u>Employment</u>								
	When necessary, provide individual plans to help employees with disabilities during an emergency, or emergency information that's formatted so an employee with a disability can understand it.	Jan. 1, 2012	<u>Examples:</u> * Review your emergency information * Determine which employees need help * Prepare and provide information to these employees, in an accessible format if required * Follow up with employees periodically	None	2013-Aug	Patti	0	Completed
	Notify employees, potential hires and public that accommodations can be made during recruitment, assessment and selection processes for people with	Jan. 1, 2016	Develop an accessible employment policy	None	2013-Aug	Patti	0	Completed

	Notify new hires and staff of policies for accommodating employees with disabilities	Jan. 1, 2016	Encororate accessibility training into pre-camp	Find time	2016-June	Directors	0	Completed
	Have in place a written process to develop individual accommodation plans for employees with a	Jan. 1, 2016	<u>Example:</u> * Develop a process and procedure for these requests	Prepare and type up	2016-June	Patti	0	Completed
	Have a written return to work process in place for employees who have been absent due to a	Jan. 1, 2016	Develop a process and procedure	Prepare and type up	2016-June	Patti	0	Completed
	If your office uses performance management, career development and redeployment processes, take the needs of employees with disabilities into account	Jan. 1, 2016	N/A					
<u>Design of Public Spaces</u>	Make new or redeveloped spaces accessible	Jan. 1, 2017	Ramps to camper cabins, ramps to staff cabins, ramp to dining hall	Speak with maintenance team	2017-June	Pete	1000	Completed
	Maintain accessible elements of public spaces	Jan. 1, 2017	Make a list of public spaces	Make sure all large camp gathering spaces are maintained as accessible	2017-June	Pete	0	Completed
Part 2: Identify your strategy to prevent and remove additional barrier in your organization								
Barrier	Steps to Take	Targeted Completion Date	Completion Status	Staff Lead	Potential Costs			
Transport Around Camp	Golf Carts available and parked at the office for use by	2013-Aug	Completed	Pete	0			
Accessible Showers	Create Accesible showers	2013-Aug	Completed	Pete	500			
Boat/Dock Access	Assess all docks to be sure they are accessible, especially for boat access	2013-Aug	Completed	Pete	0			
Accessible Bathrooms	Create cabins/public spaces with Accessible Bathrooms	2015-June	Completed	Pete	500			

