



IDYLWYLDE
GOLF & COUNTRY CLUB

2024

Accessibility Standards

Integrated Accessibility Standards Policy

A. Statement of Commitment

The Idylwylde Golf & Country Club ('Idylwylde') strives to ensure an accessible environment for all persons with disabilities and will continue to build upon and improve its practices, in addition to ensuring that it meets the accessibility needs of persons with disabilities in a timely manner, consistent with the specific requirements of the AODA and its applicable regulations.

This policy will be implemented in accordance with the time frames established by the Integrated Accessibility Standards Regulations (IASR), O. Reg. 191/11.

B. Accessibility Plan

Idylwylde will develop, maintain and document a Multi-Year Accessibility Plan outlining the strategy to prevent and remove barriers and to meet its requirements under the IASR.

The Multi-Year Accessibility Plan will be reviewed and updated at least once every five years. Upon request, the Club will provide a copy of the Multi-Year Accessibility Plan in an accessible format.

C. Training Staff

Idylwylde is committed to training all staff and volunteers in accessible customer service, other Ontario's accessibility standards and aspects of the Ontario Human Rights Code that relate to persons with disabilities.

In addition, we will train:

- a) all persons who participate in developing the organization's policies; and
- b) all other persons who provide goods, services or facilities on behalf of the organization

Training of our employees and volunteers on accessibility relates to their specific roles.

Training includes:

- Accessible Customer Service
- General Requirements
- Information and Communications Standard
- Employment Standard
- Design of Public Spaces Standard
- Transportation Standard
- Ontario Human Right Code, as it relates to persons with disabilities

More specifically training covers:

- purpose of the *Accessibility for Ontarians with Disabilities Act, 2005* and the requirements of the Customer Service Standards
- our policies related to the Customer Service Standards
- how to interact and communicate with people with various types of disabilities
- how to interact with people with disabilities who use an assistive device or require the assistance of a service animal or a support person
- how to use the equipment or devices available on-site or otherwise that may help with providing goods, services or facilities to people with disabilities. These include, wheelchair, walker, and reading glasses.
- what to do if a person with a disability is having difficulty in accessing our organization's goods, services or facilities.

Training will be completed in a group, classroom format at annual Staff Orientation. Staff who missed orientation or new hires throughout season will complete the training as soon as practicable after being hired, typically prior to their first shift.

We train every person and provide training in respect of any changes to the policies.

We maintain records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

D. Information and Communications Standards

Feedback – Idylwylde will continue to ensure that its process for receiving and responding to feedback is accessible to people with disabilities by providing, or arranging for the provision of, accessible formats and communication supports upon request.

Accessible Formats and Communications Supports – Upon request, Idylwylde will provide, or will arrange for the provision of, accessible formats and communications supports for persons with disabilities in timely manner that takes into account the person’s accessibility needs due to a disability.

Idylwylde will consult with the person making the request when determining the suitability of an accessible format or communication support.

Idylwylde will also notify as necessary the members of the public who may contact it about the availability of accessible formats and communication supports.

Accessible Websites and Web Content – Idylwylde shall make its internet website and web content conform with the World Wide Web Consortium Web Accessibility Guidelines (WCAG) 2.0 initially at Level A and increasing to Level AA in accordance with the IASR.

E. Employment Standards

1) Recruitment

Idylwylde will notify its employees, members and the public, about the availability of accommodation for applicants with disabilities in its recruitment process.

2) Recruitment, Assessment or Selection Process

Idylwylde will notify job applicants, when individually selected for further participation in an assessment or selection process, that accommodation is available upon request in relation to the materials or processes to be used.

If the selected applicant requests accommodation, Idylwylde will consult with the applicant and provide, or arrange the provision of, suitable accommodation in a manner that considers the applicant's accessibility needs due to a disability.

3) Notice to Successful Applicants

When making offers of employment, Idylwylde will notify the successful applicant of its policies for accommodating employees with disabilities.

4) Informing Employees of Supports

Idylwylde will inform its employees of its policies (and any updates to those policies) used to support employees with disabilities, including policies on the provision of job accommodations that take into account an employee's accessibility needs due to a disability. This information will be provided to new employees as soon as practicable after commencing employment.

5) Accessible Formats and Communication Support for Employees

Upon request from an employee with a disability, Idylwylde will consult with the employee to provide, or arrange for the provision of, accessible formats and communication supports for information that is needed to perform their job, and information that is generally available to other employees. In determining the suitability of an accessible format or communication support, Idylwylde will consult with the employee making the request.

6) Workplace Emergency Response Information

Where needed, we will also provide customized emergency information to help an employee with a disability during an emergency. With the employee's consent, we will provide workplace emergency information to a designated person who is providing assistance to that employee during an emergency.

We will provide the information as soon as practicable after we become aware of the need for accommodation due to the employee's disability.

We will review the individualized workplace emergency response information:

- a) when the employee moves to a different location in the organization;
- b) when the employee's overall accommodations needs or plans are reviewed;
- and
- c) when the employer reviews its general emergency response policies.

7) Documented Individual Accommodation Plans

Idylwylde shall put in place a written process for developing individual accommodation plans for employees with disabilities when required.

If requested from an employee with a disability, information regarding provided accessible formats and communication supports will also be included in individual accommodation plans.

In addition, the plans will include individualized workplace emergency response information (where required) and will identify any other accommodation that is to be provided.

8) Return to Work Process

Idylwylde shall maintain a documented return to work process for its employees who have been absent from work due to a disability and who require disability-related accommodation in order to return to work.

The return-to-work process will outline the steps that Idylwylde will take to facilitate the return to work and will include documented individual accommodation plans as part of the process.

This return-to-work process will not replace or override any other applicable return to work process created by or under any other statute i.e. the Workplace Safety and Insurance Act, 1997.

9) Performance Management, Career Development and Advancement and Redeployment

Idylwylde will continue to take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when

conducting performance management, providing career development and advancement, or when redeploying employees.

E. Design of Public Spaces Standards (Accessibility Standards for the Built Environment)

Idylwylde is committed to designing public spaces which it owns in the Province of Ontario that are free from barriers and accessible to all persons it services in accordance with these standards. The Club will comply with the applicable standards with respect to public spaces that are newly constructed or redeveloped, including:

- Outdoor public eating areas
- Outdoor play spaces
- Exterior paths to travel
- Accessible parking
- Service-related elements, such as service counters and waiting areas

Administration/Feedback:

If you have any questions or concerns about this policy or its related procedures please contact:

Paul Schweyer, General Manager
705-522-8580
400 Walford Rd. E
Sudbury, On
P3V 2G9
www.idylwylde.com

Updated April 2024 - This policy is reviewed annually, and its related procedures will be reviewed as required in the event of legislative changes.

Accessible Customer Service Policy

Intent

This policy is intended to meet the requirements of Accessibility Standards for Customer Service and applies to the provision of goods and services to the public or other third parties, not to the goods themselves.

All goods and services provided by Idylwylde Golf & Country Club ('Idylwylde') shall follow the principles of dignity, independence, integration, and equal opportunity.

Scope:

a) This policy applies to the provision of goods and services at premises owned and operated by Idylwylde.

b) This policy applies to employees, volunteers, agents and/or contractors who deal with the public or other third parties that act on behalf of Idylwylde including when the provision of goods and services occurs off the premises of Idylwylde such as in: delivery services, vendors, drivers, catering and third party marketing agencies.

c) The section of this policy that addresses the use of service animals only applies to the provision of goods and services that take place at premises owned and operated by Idylwylde.

d) This policy shall also apply to all persons who participate in the development of Idylwylde policies, practices and procedures governing the provision of goods and services to members of the public or third parties.

Definitions:

Assistive Device – is a technical aid, communication device or other instrument that is used to maintain or improve the functional abilities of people with disabilities. Personal assistive devices are typically devices that customers bring with them such as a wheelchair, walker or a personal oxygen tank that might assist in hearing, seeing, communicating, moving, breathing, remembering and/or reading.

Disability – the term disability as defined by the Accessibility for Ontarians with Disabilities Act, 2005, and the Ontario Human Rights Code, refers to:

- any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing
- a condition of mental impairment or a developmental disability;
- a learning disability, or dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- a mental disorder; or
- an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

Service Animal – an animal is a service animal for a person with a disability if:

- it is readily apparent that the animal is used by the person for reasons relating to his or her disability; or
- if the person provides a letter from a physician or nurse confirming that the person requires the animal for reasons relating to the disability.

Support Person – a support person means, in relation to a person with a disability, another person who accompanies him or her in order to help with communication, mobility, personal care, medical needs or access to goods and services.

Undue Hardship – means the point at which the challenges to accommodate a person with a disability become so great that they are prohibitive. The Ontario Human Rights Code provides that whether individual has been accommodated to the point of undue hardship is determined by considering cost, outside sources of funding and health and safety requirements.

General Principles:

In accordance with the Accessibility Standards for Customer Service, Ontario this policy addresses the following:

- A. The Provision of Goods and Services to Persons with Disabilities;
- B. The Use of Assistive Devices
- C. The Use of Guide Dogs, Service Animals and Service Dog
- D. The Use of Support Persons
- E. Notice of Service Disruptions
- F. Customer Feedback
- G. Training
- H. Notice of Availability and Format of Required Documents

A. The Provision of Goods and Services to Persons with Disabilities

Idylwylde will make every reasonable effort to ensure that its policies, practices and procedures are consistent with the principles of dignity, independence, integration and equal opportunity by:

- a. ensuring that all members and guests receive the same value and quality;
- b. allowing members and guests with disabilities to do things in their own ways, at their own pace when accessing goods and services as long as this does not present a safety risk.
- c. using alternative methods when possible, to ensure that members and guests with disabilities have access to the same services, in the same place and in a similar manner;
- d. taking into account individual needs when providing goods and services; and
- e. communicating in a manner that takes into account the member's and guests disability.

B. Assistive Devices

Idylwylde recognizes that persons with disabilities may require the use of assistive devices to access our goods or services. As such, we will take all reasonable measures to ensure that our premises are conducive to the use of such devices.

Staff will make all necessary accommodations, up to the point of undue hardship on the Club, to enable members and guests to use assistive devices as required. Further, staff will be trained and familiar with various devices that may be used by members and guests with disabilities while accessing its services.

Where elevators are not present and where an individual requires assistive devices for the purposes of mobility, service will be provided in a location that meets the needs of the members and guests.

The following assistive devices are available on a first come, first serve basis and upon request, to assist members and guests in accessing our goods and services:

1. Walker
2. Wheelchair
3. Reading glasses

C. Service Animals

Idylwyld allows service animals on the parts of its premises that are open to members and guests and in all situations where a person with a disability requires the service animal to access the Club's services, unless the animal is excluded by law from the premises. The Club will also be sensitive to any accommodations that may be necessary as a result of the use of a service animal.

When staff cannot easily identify that an animal is a service animal, staff may ask a person to provide documentation (letter or form) from a regulated health professional that confirms the person needs the service animal for reasons relating to their disability.

A service animal can be easily identified through visual indicators such as when it wears a harness or a vest or when it helps the person perform certain tasks.

A regulated health professional is defined as a member of one of the following Colleges:

- College of Audiologists and Speech-Language Pathologists of Ontario
- College of Chiropractors of Ontario
- College of Nurses of Ontario

- College of Occupational Therapists of Ontario
- College of Optometrists of Ontario
- College of Physicians and Surgeons of Ontario
- College of Physiotherapists of Ontario
- College of Psychologists of Ontario
- College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario

D. Support Persons

If a member or guest with a disability is accompanied by a support person, Idylwyldé will ensure that both persons are allowed to enter the premises together and that the member or guest is not prevented from having access to the support person.

There may be times where seating and availability prevent the member or guest and support person from sitting beside each other. In these situations, Idylwyldé will make every reasonable attempt to resolve the issue.

In situations where confidential information might be discussed, consent will be obtained from the member or guest, prior to any conversation where confidential information might be discussed.

Admission Fees:

If payment is required by a support person for admission to the premises of Idylwyldé, we will ensure that notice is given in advance by posting notice of admission fees for support persons where our fees are posted.

E. Notice of Disruptions in Service

Service disruptions may occur due to reasons that may or may not be within the control or knowledge of Idylwyldé. In the event of any temporary disruptions to facilities or services that member's or guests with disabilities rely on to access or use the Club's goods or services, reasonable efforts will be made to provide advance notice. In some circumstances such as in the situation of unplanned temporary disruptions, advance notice may not be possible.

Notifications will include:

In the event that a notification needs to be posted the following information will be included unless it is not readily available or known:

1. goods or services that are disrupted or unavailable
2. reason for the disruption
3. anticipated duration
4. a description of alternative services or options

Notifications Options:

When disruptions occur, Idylwylde will provide notice by:

- a. posting notices in conspicuous places including at the point of disruption, at the main entrances and the nearest accessible entrance to the service disruption and/or on the website;
- b. contacting members or guests with appointments;
- c. verbally notifying members or guests when they are making a reservation or appointment; or
- d. by any other method that may be reasonable under the circumstances.

F. Feedback Process

Idylwylde shall provide members or guests with the opportunity to provide feedback on the service provided to those with disabilities. Information about the feedback process will be readily available to all who request such and notice of the process is available on the website. Feedback forms along with alternate methods of providing feedback such as verbally (in person or by telephone) or written (hand written, delivered, website or email), will be available upon request.

Submitting Feedback:

Members and guests can submit feedback to:

Paul Schweyer, General Manager
705-522-8580
400 Walford Rd. E
Sudbury, ON
P3E 2G9
www.idylwylde.com

Members or guests who wish to provide feedback by completing an onsite feedback form or verbally can do so with any Idylwyld Administrative employee. Members or guests that provide formal feedback will receive acknowledgement of their feedback, along with any resulting actions based on concerns or complaints that were submitted.

G. Training

Training will be provided to:

- a) all employees, volunteers, agents and/or contractors who deal with the public or other third parties that act on behalf of the Club; for example: vendors, event operators, and third party marketing agents; and,
- b) those who are involved in the development and approval of member/customer service policies, practices and procedures.

Training Provisions:

Training covers the following:

- a. A review of the purpose of the Accessibility for Ontarians with Disabilities Act, 2005
- b. A review of the requirements of the Accessibility Standards for Customer Service
- c. Instructions on how to interact and communicate with people with various types of disabilities.
- d. Instructions on how to interact with people with disabilities who:
 - e. use assistive devices;
 - f. require the assistance of a guide dog, service dog or other service animal; or
 - g. require the use of a support person (including the handling of admission fees).
- h. Instructions on how to use equipment or devices that are available at our premises or that we provide that may help people with disabilities.
- i. Instructions on what to do if a person with a disability is having difficulty accessing your services.

- j. Idylwyld Golf & Country Club's policies, procedures and practices pertaining to providing accessible member/customer service to customers with disabilities.

Training Schedule:

Training is completed in a group, classroom format at an annual Staff Orientation. Staff who missed orientation or new hires throughout season will complete the training as soon as practicable after being hired, typically prior to their first shift.

We train every person and provide training in respect of any changes to the policies.

We maintain records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

Record of Training:

We maintain records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

H. Notice of Availability and Format of Documents

Idylwyld shall notify members and guests that the documents related to the Accessibility Standard for Customer Service are available upon request and in a format that takes into account the member's or guests disability. Notification will be given by posting the information in a conspicuous place owned and operated by the Idylwyld and on the website and/or any other reasonable method.

Administration/Feedback:

If you have any questions or concerns about this policy or its related procedures please contact:

Paul Schweyer, General Manager
705-522-8580
400 Walford Rd. E
Sudbury, On
P3V 2G9

Updated April 2024 - This policy is reviewed annually, and its related procedures will be reviewed as required in the event of legislative changes.

Multi-Year Accessibility Plan

Part I – General

This section of the Regulation requires us to:

- develop & maintain an accessibility policy and a multi-year accessibility plan
- ensure staff and volunteers are trained on the Integrated Accessibility Standards Regulation and the Ontario Human Rights Code.

Action	Compliance Date	Responsibility	Status
Accessibility policies <ul style="list-style-type: none">• Develop and implement Integrated Accessibility Standards Policy.• Make the Policy publicly available and provide in an	November 1, 2014 & ongoing	General Manager	Reviewed annually

<p>accessible format, upon request.</p> <ul style="list-style-type: none"> • Review & update as required 			
<p>Develop a multi-year accessibility plan</p> <ul style="list-style-type: none"> • A Multi Year Accessibility Plan was developed. • Post multi-year accessibility plan on website and provide in an accessible format, upon request. • Review and update the plan at least once every five years. 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Reviewed every 5 years. Last reviewed March 2024</p>

<p>Training</p> <ul style="list-style-type: none"> • Ensure that training is developed on the IASR and the Human Rights Code as it pertains to persons with disabilities and is provided by Jan 1, 2015 to employees, volunteers, persons who participate in developing policies and others who provide goods, services or facilities on behalf of Idylwyld. Update training as 	<p>November 1, 2014 & ongoing</p>	<p>Department Managers</p>	<p>Ongoing/Completed - reviewed at our Yearly Orientation. Ongoing/Completed - record of the employees trained annually.</p>
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required. • Keep a record of the dates of training and the individuals who received the training.			
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Part II – Information and Communication Standards

This section of the Regulation includes requirements related to:

- accessible feedback processes
- accessible formats and communication support
- publicly available emergency procedures, plans, public safety information
- accessible websites and web content

Action	Compliance Date	Responsibility	Status
Feedback processes • Ensure that processes for receiving and responding to feedback are accessible and meet the	November 1, 2014 & ongoing	General Manager	Complete - Posted on our website, available in person, or can be emailed.

<p>requirements of the IASR.</p>			
<p>Accessible formats and communication support</p> <ul style="list-style-type: none"> • Upon request, to the extent practicable, provide for provision of accessible formats and communication supports for persons with disabilities. • Consult with person making the request to determine suitability of accessible format or communication support. 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Assistance is provided if necessary</p>

<ul style="list-style-type: none"> • Put a statement on the website that we shall, upon request, provide or arrange for the provision of accessible formats and communication supports for persons with disabilities at a cost no more than regular cost charged to other persons. 			
<p>Emergency procedures, plans or public safety information</p> <ul style="list-style-type: none"> • Emergency procedures, plans or public safety 	November 1, 2014 & ongoing	General Manager	Complete

<p>information, that is publicly available, shall be provided in an accessible format or with appropriate communication supports, upon request as soon as practicable.</p>			
<p>Accessible websites and web content</p> <ul style="list-style-type: none"> • Websites and web content published after 2012 to conform to WCAG 2.0 Level A initially and increasing to WCAG 2.0 Level 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Ongoing/Completed</p>

<p>AA by Jan 1, 2021 to the extent practicable other than criteria 1.2.4 (captions) and 1.2.5 (pre-recorded audio descriptions).</p> <ul style="list-style-type: none">• Note – All WCAG2.0 requirements only apply to websites, web content and web-based applications that an organization can control either directly or through a contractual relationship and where meeting the requirements are			
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technically feasible.			
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Part III – Employment Standards

This section of the Regulation includes requirements related to:

- recruitment, assessment and selection
- accessible formats and communication supports for employees
- workplace emergency response
- individual accommodation plans and return to work processes
- performance management, career development and redeployment

Action	Compliance Date	Responsibility	Status
Recruitment, Assessment, Selection <ul style="list-style-type: none"> • Review and update existing recruitment, policies, procedures and processes. • Specify that accommodation is available for applicants with 	November 1, 2014 & ongoing	General Manager	Ongoing/Completed

<p>disabilities on the website and on job postings.</p> <ul style="list-style-type: none">• Inform applicants about the availability of accommodations: when called for an interview, during the selection process, at the time of the job offer and as soon as practicable after the new employee begins – specifically at orientation.• If selected applicant requests accommodation, consult with the applicant and arrange for provision of suitable accommodation			
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<p>in a manner that takes into account the applicant's accessibility needs due to a disability.</p>			
<p>Informing employees of supports</p> <ul style="list-style-type: none"> • Inform current employees and new hires as soon as practicable after they begin employment of policies supporting employees with disabilities. • Keep employees up to date on changes to policies/procedures relating to accommodation. 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Ongoing/Completed</p>

<p>Accessible formats and communication support for employees</p> <ul style="list-style-type: none"> • When requested by an employee with a disability, employers shall consult with the employee and provide or arrange for the provision of suitable accessible formats and communication supports needed to perform the employee's job. 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Ongoing/Completed</p>
<p>Workplace emergency response information</p> <ul style="list-style-type: none"> • Individualized workplace emergency response 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Ongoing/Completed</p>

<p>information procedures have been developed for employees with disabilities.</p>			
<p>Documented individual accommodation plans / Return to work Process</p> <ul style="list-style-type: none"> • Create a written process for the development of documented individual accommodation plans and return to work plans for employees with disabilities. • Include in the process and plans all of the required elements in accordance with the provisions of the IASR. 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Ongoing/Completed</p>

<p>Performance management, career development, advancement and redeployment</p> <ul style="list-style-type: none"> • Review and update existing policies, practices to ensure compliance with IASR • Take the accessibility needs of employees with disabilities and, as applicable, individual accommodation plans, into account as part of performance management processes, when assessing performance, providing 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Ongoing/Completed</p>

career development & advancement opportunities and considering redeployment.			
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Part IV.1 – Design of Public Spaces Standards

This section of the Regulation includes requirements related to:

- design of public spaces/built environment
- recreational trails & beach access routes
- outdoor public use eating areas & outdoor play spaces
- exterior paths of travel
- parking
- obtaining service
- maintenance

Action	Compliance Date	Responsibility	Status
Design of public spaces/built environment <ul style="list-style-type: none"> • Identify physical accessibility barriers • Plan for renovating or constructing 	Ongoing	Board of Directors	Ongoing

<p>new clubhouse. Consultation to meet physical requirements to eliminate barriers, in accordance with the provisions of Accessibility Standards for the Built Environment/ IASR.</p>			
<p>Recreational trails and Beach access route • Trails and beach access routes will be reviewed for any future trails, beach access routes and cross-country ski trails. Adjustments will be made</p>	<p>November 1, 2014 & ongoing</p>	<p>Superintendent</p>	<p>Ongoing/Completed</p>

<p>where the adjustments are feasible</p>			
<p>Obtaining service – Make service counters and waiting areas accessible.</p> <ul style="list-style-type: none"> • Where practicable, all indoor or outdoor newly constructed service counters and any newly constructed or redeveloped waiting areas will conform to all of the required elements in accordance with the provisions of Accessibility Standards for 	<p>Ongoing</p>	<p>Board of Directors</p>	<p>Ongoing</p>

<p>the Built Environment/IASR.</p>			
<p>Maintain the accessible parts of our public spaces.</p> <ul style="list-style-type: none"> • Identify preventative and emergency maintenance procedures & alternatives & procedures for handling disruptions and alternatives in accordance with the provisions of the IASR. 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Ongoing/Completed</p>

<p>Make parking accessible</p> <ul style="list-style-type: none"> • Where practicable, new and redeveloped parking areas meet certain technical requirements in accordance with the provisions of the IASR. 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Ongoing/Completed</p>
<p>Make exterior paths of travel accessible.</p> <ul style="list-style-type: none"> • Where practical, new and redeveloped exterior paths of travel that are outdoor sidewalks or walkways designed and constructed for pedestrian travel and 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Ongoing</p>

<p>are intended to serve a functional purpose (includes stairs, ramps, curb ramps, depressed curbs, pedestrian signals, rest areas) and to provide a recreational experience meet certain technical requirements in accordance with the provisions of the IASR.</p>			
<p>Make outdoor public eating areas accessible.</p> <ul style="list-style-type: none"> • If newly constructing or redeveloping outdoor public eating areas, where 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Ongoing/Completed</p>

<p>practicable, meet certain technical requirements in accordance with the provisions of the IASR.</p>			
<p>Make outdoor play spaces accessible</p> <ul style="list-style-type: none"> • If building new or redeveloping outdoor play spaces, follow consultation process and technical requirements, where practicable, in accordance with the provisions of the IASR. 	<p>November 1, 2014 & ongoing</p>	<p>General Manager</p>	<p>Ongoing/Completed</p>

Administration/Feedback:

If you have any questions or concerns about this Multi-Year Accessibility Plan or its related procedures, please contact:

Paul Schweyer, General Manager

705-522-8580

400 Walford Rd. E

Sudbury, On

P3V 2G9

www.idylwylde.com

Updated April 2024 - This plan is updated annually and reviewed every 5 years.