



**The HUB Child & Family Centre
Multi-Year Accessibility Plan
2023 – 2028**



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The HUB Child & Family Centre

Multi Year Accessibility Plan

2023-2028

The HUB Child & Family Centre (The HUB) strives to provide services in a manner which respects the dignity and independence of all persons, including person with disabilities. The HUB is committed to giving individuals with disabilities the opportunity to access services in the same place and in a similar way as other clients. The HUB is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allow them to maintain their dignity and independence.

We believe in integration and we are committed to meeting the needs of people with disabilities in a timely manner. We will achieve this by reducing or eliminating barriers through reasonable efforts ensuring equitable access and full participation for all.

The HUB is committed to meeting its current and ongoing obligations under the Ontario Human Rights code respecting non discrimination. The HUB understands that obligation under the Accessibility for Ontarians with Disabilities Act, 2004 (AODA and its accessibility standards do not substitute or limit its obligations under the Ontario Human Rights Code of obligations to people with disabilities under any other law.

Introduction

This multi-year accessibility plan has been developed in accordance with the Integration Accessibility Standards Regulation under the Accessibility for Ontarians with Disabilities Act, 2005. It incorporates the intentions of the HUB child & family centre to meet the obligations under the Ontarians with Disabilities Act, 2001.

This plan describes the measures that the HUB will take over the next 5 years period to identify, remove and prevent barriers to people with disabilities who work, learn and participate in programs and services. This shall include children, students, staff, volunteers, guardians and visitors.

Background

The accessibility for Ontarians with Disabilities Act, 2005 (AODA) came into effect on June 13, 2005 and replaces the previous Ontarians with Disabilities Act, 2001 (ODA)

The purpose of the Ontarians with Disabilities Act, 2001 (ODA) is to improve opportunities for people with disabilities and to provide for their involvement in the identification, removal and prevention of barriers to their full participation in the life of the province by January 1, 2025 through developing, implementing and enforcing accessibility standards.

The Accessibility Planning Committee of the HUB prepared the initial plan. This plan described the measures that the HUB had taken in the past as well as proposed future measures to identify, remove and prevent barriers for people with disabilities.

This current Multi-Year plan for the period of 2023-2028 – The HUB commits to the continual improvement of access by identifying, removing and preventing barriers to people with disabilities. We continue to involve people with disabilities in the development and review of its annual access plans and to provide quality services to all children, students, parents, employees, volunteers and visitors.

Specific Requirements of the Ontarians with Disabilities Act

Each year The HUB will prepare an accessibility plan and consult with persons with disabilities and others in preparing the plan. The plan must include the following:

- A report on the measure the organization has taken to identify, remove and prevent barriers to persons with disabilities;
- The measure in place to ensure that the organization assesses its proposals for by-laws, policies, programs, practices and services to determine their effect on accessibility for person with disabilities;
- A list of the by-laws policies, programs, practices and services that the organization will review in the coming year in order to identify barriers to person with disabilities;
- The measures that the organization intends to take in the coming year to identify remove and prevent barriers to person with disabilities.

All staff currently and onboarding at the HUB has AODA certificates of completed training. The AODA provides an enhanced emphasis on required actions to meet the needs of persons with disabilities. The AODA includes regulations with respect to the following:

1. Customer Service
2. Transportation
3. Information and Communications
4. Employment
5. Built Environment

For feedback or inquiries on the Accessibility Plan, access the following link: info@thehubcentre.ca

Objectives

- Describes the process in which the HUB will identify, remove and prevent barriers;
- Reviews recent efforts of the HUB to remove and prevent barriers;
- Describes and measure the HUB will take in the period of 2023 to 2028 to identify, remove and prevent barriers;
- The HUB makes a commitment to provide an annual status report on the implementation of the multi-year accessibility plan;

- The HUB makes a commitment to review and update the multi-year accessibility plan at least once every 5 years;
- The HUB will make the accessibility plan available to the public.

Commitment to Accessibility Planning

This plan will be established, reviewed and updated in consultation with persons with disabilities and with the HUB management team and Board of Directors (BOD). The HUB is committed to the following:

- Maintaining a committee to review accessibility
- Improving access to facilities, policies, programs, practices and services for students, staff, parent/guardians, volunteers. Consideration of ongoing identification of barriers will be the responsibility of the HUB management and board of directors and incorporated in the multi-year plan.

Preventative & Emergency Maintenance of Accessible Elements in Public Spaces

- The HUB will meet the Accessibility Standards for the Design of Public Spaces when building or making changes to our public outdoor spaces.
- We will develop and follow preventative maintenance schedules for our accessible public spaces.
- Maintenance of outdoor space as needed with accessible play spaces and sidewalks.
- Snow removal as needed in outdoor spaces to maintain clear paths to the building and parking lot.
- When disruptions might occur we will provide notice for those accessing our space.
- The HUB will provide existing emergency procedures and plans in accessible formats upon request.

Description of the HUB Child & Family Centre

The HUB Child & Family centre formerly Prince Edward Child Care Services was established on April 12, 1989. Our not-for-profit organization has served the children and families of Prince Edward County for 34 years. The HUB offers quality child care and early learning programs that enrich the lives of children and families birth to 13 years. We do this through a HUB of services and outreach locations to ensure we reach everyone living in our rural community. We have two licensed center-based care locations one in Picton and one in Rednersville. We provide home child care services in 7 homes and school age before and after care at 5 school locations. EarlyON programs offer 9 groups each week including weekends and evenings where parents/guardians and children attend together.

The HUB offers support for children with special needs and recruits enhanced staff to ensure smooth transitions and successful inclusion. The HUB is fully accessible spaces for children. We updated playgrounds and internal space in 2018 offering additional child care space and completed an additional 3500 sq. ft. EarlyON centre in 2021 our building compliance for accessibility.

Accessibility Committee

The HUB Accessibility Advisory Committee (hereafter the "Committee") advises management and Board of Directors on ways to identify, prevent and remove barriers for people with disabilities in the public areas where we offer services, programs, and conduct business of the HUB. Members of the Committee have been selected or invited to be part of our committee.

The duties and functions of the Committee are to:

- Identify changing needs, bring forward, and recommend appropriate ways to deal with issues relating to accessibility
- Work with The HUB BOD, management and staff to develop, review, and recommend to ways to create a barrier-free environment
- Advise the HUB BOD and management on accessibility matters for person with disabilities to buildings, structures or premises
- Review site-plans as provided and provide input and suggestions on potential accessibility issues
- Liaise with stakeholder groups on accessibility issues
- Conduct research on accessibility issues

Members of the Accessibility Planning Committee

Stacey Stanford, RECE, Executive Director

Reyjanne Marshall, Child Care Administrator – Massassaga Rednersville School

Sabrina Hudson, EarlyON Manager

Anna Glanz

Robyn Semple

Multi-Year Plan 2023 – 2028

Action	Status
Accessibility Policies - Continue to update policies and make available to public in an accessible format upon request.	Completed and on-going
Recruitment - Notify employees and the public about the availability of accommodation for applicants with disabilities.	Policy in place
The HUB website has been updated to WCAG Level 2.0 AA criteria. Website Accessibility By accessiBe.	Completed
Emergency Procedures, Plans or Public Safety Information - Continue to provide or arrange for the provision of accessible formats and communication supports for persons with a disability, as soon as is practical upon request.	Completed and ongoing
Public Feedback Process - Continue to provide or arrange for provision of accessible formats and communication supports for persons with a disability upon request. Notify the public of the availability of accessible formats and communication supports for the feedback process.	Ongoing
Training - Continue training of all employees and volunteers, persons who develop policies, and those that provide goods and services on behalf of the organization on the requirements of the Integrated Accessibility Standards Regulation and on the Human Rights Code	Completed and ongoing
Develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements under the accessibility standards. Establishment of a Multi-Year Accessibility Plan	Completed and ongoing