



RURAL MUNICIPALITY OF
REYNOLDS

ACCESSIBILITY PLAN

Rural Municipality of Reynolds

November 8, 2023

Part 1. Baseline Report

Services Provided

- Provides information services for the general public
- Maintains roads
- Provides fire protection services
- Provides recycling depots and waste disposal facility

Accessibility Achievements

- Seating provided for persons with mobility issues
- Fire Hall is wheelchair accessible
- Entrance to the RM office is Wheelchair Accessible with push button openers
- RM office washrooms are all Wheelchairs Accessible with alarm strobing lights in case of fire.

Accessibility Barriers

None known

Part 2. Accessibility Plan

Statement of Commitment

The R.M. of Reynolds is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in ways that allow them to maintain their dignity and independence. We believe in inclusion. We are committed to meeting the needs of people who face accessibility barriers. We will do this by identifying, removing, and preventing any known barriers and by meeting the requirements of The Accessibility for Manitobans Act (AMA).

Policies

Rural Municipality of Reynolds is reviewing all programs and projects, services as well as new initiatives with a view of providing accessibility for all.

Rural Municipality of Reynolds will offer information and communication in alternative, accessible formats as requested.

Actions

Action 1 – Establish Accessibility Working Group	
Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • Management to establish an accessibility working group • Meet with Reynolds’ Senior Citizens’ Club • Management to appoint an accessibility coordinator • Meet on a regular basis to review initiatives working toward accessibility 	<ul style="list-style-type: none"> • Initiate Accessibility Plan • Received input to better accommodate disabilities • Working group has detailed work plans
Action 2 – Staff Awareness and Training	
Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • The Rural Municipality of Reynolds will develop appropriate training for all staff 	<ul style="list-style-type: none"> • Accessibility training will be provided to all staff • Staff become aware of obligations under the AMA and are able to provide appropriate services compliant with the act • The Rural Municipality of Reynolds becomes a more inclusive learning and working environment
Action 3 – Offer and Provide Information in Accessible Format on Request	
Initiatives/Actions	Expected Outcomes

<ul style="list-style-type: none"> • Offer and provide information in an accessible format on request • Provide documents in plain text for conversion • Promote availability of alternate formats on request 	<ul style="list-style-type: none"> • Provides sight impaired persons with prompts/highlights • Staff are aware of alternate formats and how to make them available to the public • Advertise on website and in newsletters and tax insert brochure
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Action 4 – Reduce Accessibility Barriers

Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • Development of a strategic plan with timelines to address all remaining physical accessibility barriers within the RM of Reynolds 	<ul style="list-style-type: none"> • Specific plans for resolving existing accessibility barriers will be created and costed

Action 5 – Monitor progress and provide feedback

Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • The accessibility group will track progress and challenges and report to management; remind management to include costs in budget • Provide printing availability for a fee • Accessibility plans to be included in future budgets and planning • Provide a fully accessible office building 	<ul style="list-style-type: none"> • Keep accessibility issues in forefront and incorporate into future; updates Accessibility plans posted to website • Provided printing availability and a new Public Laptop for use in office • Provide a welcoming environment, with unrestricted access to the office, council chambers and washrooms.

Action 6 – Accessible Information and Communication

Initiatives/Actions	Expected Outcomes
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<ul style="list-style-type: none"> • Work with stakeholders to review Rural Municipality of Reynolds ICT accessibility 	<ul style="list-style-type: none"> • Establish a baseline of accessible information access • Understand challenges faced by Rural Municipality of Reynolds customers when accessing ICT
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Action 7 – Accessible Employment Initiatives

Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • When recruiting new employees, we offer reasonable accommodations • We create and put into practice individual accommodation plans for employees, upon request • We ensure management and human resource staff are trained on accessible employment practices through amalearningmb.ca 	<ul style="list-style-type: none"> • Accessibility becomes a regular practice in recruiting and supporting employees who experience barriers in the workplace

Action 8– Accessible Customer Service Initiatives

Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • We allow service animals on our public premises • We let the public know when an accessibility feature is temporarily unavailable • We ensure all staff including volunteers and management are trained on accessible customer service practices through amaleaningmb.ca 	<ul style="list-style-type: none"> • Achieving respectful, barrier-free customer service for all residents of the RM of Reynolds

The Rural Municipality of Reynolds will review the Accessibility Plan at minimum every two years to ensure it is meeting the needs of our ratepayers, staff and communities.

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Schedule "A" attached to and forming part of Resolution No. **315/23** October 24, 2023