



## **Multi-Year Accessibility Plan Countryside Camp and Conference Centre December 2023**

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### **Statement of Commitment**

Countryside Camp and Conference Centre 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 disabilities in a timely manner and will do so by preventing and removing barriers to accessibility and meeting accessibility requirement sunder the Accessibility for Ontarians with Disabilities Act.

### **Purpose**

Our multi-year accessibility plan outlines the policies and actions that Countryside Camp will put in place to improve opportunities for people with disabilities.

### **Working Plan**

Countryside Camp and Conference Centre serves as the largest summer overnight program facility for adults with special needs in Ontario. Our working plan is designed and developed with our employees, guests, our mission, and our unique geographical location in mind.

## Implementation Steps

Countryside Camp will work towards the following items on given timeframes:

### **Employment** – (January – March 2023 Initiated, to be reviewed annually)

- Add statements to our employment postings, informing the public that we will accommodate people with disabilities during our hiring processes and in our employment practices.
- Review personnel policies with considerations to our updated Accessibility Policies

### **Customer Service** – (January – March 2024 Initiated, to be reviewed annually)

- Add accessibility notification statements to all guest information documents: “Please notify Countryside Camp of any accessibility issues or needs.”

### **Communication** – (January – March 2024 Initiated, to be reviewed annually)

- Ensure compliance for all Countryside websites with WACG 2.0 Level A and Level AA.
  - ontariochristiancamp.ca
  - campfunfair.ca
- Add accessibility documents to the current website:
  - AODA Policy December 2023
  - Multi-Year Accessibility Plan

**Training** – (January – July 2024 Initiated, to be reviewed annually)

- Present training to Year-round Staff on new accessibility policies.
- Continue / Ensure AODA and Accessibility Policy training as part of on-boarding new staff.
- Continue / Ensure AODA and Accessibility Policy training as part of on-boarding seasonal staff.
- Continue / Ensure AODA and Accessibility Policy training as part of on-boarding volunteer staff.

**Barriers** – (To be reviewed annually)

- See Accessibility Policy December 2023 for Countryside Camp's Process for Barrier assessment and removal.
- Initial meeting to go through the assessment phase (March – June 2024)
- Countryside Camp is located in three areas of Ontario Designated Significant Wetlands and also contains numerous aquatic and terrestrial endangered and threatened species of animals and plants. This may impose a higher level of environmental protection in specific areas of the property resulting in limited accessibility. Countryside Camp has been blessed by God with this beautiful wetlands ecosystem and will endeavor to create accessible spaces in which all people can listen, view, hear and possibly interact in a non-destructive and peaceful manner with God's creation.

## **Reporting**

Countryside Camp and Conference Centre will report the progress of this multi-year plan as required by the Accessibility for Ontarians with Disabilities Act.

## **For More Information**

Comments, questions, and feedback on Countryside Camp's Multi-Year Accessibility Plan can be provided by email, by telephone, in person or in writing, using the following contact information:

Email: [info@countrysidecamp.com](mailto:info@countrysidecamp.com)

Phone: 1-888-226-7722

Fax: 519-623-4558

Address: 1985 Beke Rd., RR#\$, Cambridge, ON N1R 5S5

Accessible formats of this document are available free upon request from the Countryside Camp Office.