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## Multi-Year Accessibility Plan Requirement

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[Regulation 191/11: Integrated Accessibility Standards](#) under the [Accessibility for Ontarians with Disabilities Act, 2005](#) requires organizations to create multi-year accessibility plans, update them at least once every five years and post them on their websites if they have one. An accessibility plan outlines what steps an organization will take to prevent and remove barriers to accessibility and when it will do so.

The law is flexible, so you can develop your accessibility plan in a way that works best for your organization. There is no right or wrong way. This form includes sample information to help you comply with section 4 of the [Regulation](#).

This section applies to the Government of Ontario, Legislative Assembly of Ontario, Designated Public Sector organizations as well as business/non-profit organizations with 50 or more employees.

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### Message from the Executive Director

Orillia Central Preschool is committed to supporting people's accessibility needs in a timely manner and providing a barrier-free environment for our employees, volunteers, students on placement, job applicants, families and children. It is our intent that all people have access to our premises, information and services. We support the requirement of the Integrated Accessibility Standards regulation for customer Service, Information and Communications, Employment, and Transportation set forth under the Accessibility for Ontarians with Disabilities Act (2005).

## Introduction

Orillia Central Preschool is committed to creating an inclusive environment where all children, families and staff can participate fully. Our multi-year accessibility plan outlines our efforts to identify, remove and prevent barriers to accessibility.

Orillia Central Preschool

strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Orillia Central Preschool

is committed to fulfilling our requirements under the *Accessibility for Ontarians with Disabilities Act, 2005*. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians. The plan is reviewed and updated at least once every 5 years.

We train every person as soon as practicable after being hired 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.

## **Section 1: Past Achievements to Remove and Prevent Barriers**

Our Orchard Park and St Bernard's centres currently have accessible washrooms, automatic door systems and offer playgrounds that have accessible ground surfaces designed to accommodate wheelchairs and mobility devices.

### **Information and Communications**

We provide information to families digitally and in large print. Our website offers assistive technology including audio descriptions and text to speech software.

### **Employment**

All staff receive training on accessibility and inclusion.

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## **Section 2. Strategies and Actions**

### **Customer Service**

Orillia Central Preschool

is committed to providing accessible customer service to people with disabilities. This means that we will provide goods, services and facilities to people with disabilities with the same high quality and timeliness as others.

Conduct an accessibility audit.

During 2025-2026, Orillia Central Preschool will improve physical accessibility by installing ramps to our North location and installing an automatic entrance door system.

### **Information and Communications**

Orillia Central Preschool

is committed to making our information and communications accessible to people with disabilities.

During 2026, Orillia Central Preschool will enhance communication by working on closed captioning to all videos. Offer workshops for families on accessibility.

## **Employment**

Orillia Central Preschool

is committed to fair and accessible employment practices.

Over the next four (4) years we will continue to increase staff training opportunities, focusing on advanced accessibility practices.

Review and update our Accessibility Plan based on feedback.

Feedback will be gathered from families, staff and children through surveys and meetings. Progress will be monitored annually.

The Accessibility Plan will be reviewed and updated every two years to ensure continued progress.

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## For More Information

For more information on this accessibility plan, please contact at

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|----------------------------------|-----------------------------------------------------|---------------------|
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Our accessibility plan is publicly posted at

[www.orilliacentralpreschool.com](http://www.orilliacentralpreschool.com)

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Standard and accessible formats of this document are free on request from

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|----------------------------------|---------------------------------|----------------|
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