

2026-2031 Multi-Year Accessibility Plan



Figure 1 - Lions Accessible Playground at Elgin Park

Cooperation and Commitment to Accessibility in our Community

Submitted to: Mayor and Members of Council
Township of Uxbridge
December 15, 2025

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Accessibility at a Glance

Since the inception of the *Accessibility for Ontarians with Disabilities Act* (AODA), there has been an emerging focus for public sector organizations on improving accessibility. According to Statistics Canada's Canadian Survey on Disability, 2022, 1 in 5 Canadians 15 years or older (approximately 6.2 million people) have one or more disabilities. More than 1.4 million Canadians of working age reported needing help with everyday physical activities, while 1 in 10 youth in Canada (approximately 540,000 youths) have at least one disability.



As front-line service providers, municipal governments must understand the necessity of making public spaces and services accessible to everyone, regardless of ability, and to work with local businesses and organizations to foster community inclusiveness.

It is important to note the increasingly aging population in the Township of Uxbridge, as older people have higher tendencies to experience declining functional abilities. Accordingly, the 2021 Census revealed that 21.4 percent of the population of the Township of Uxbridge are sixty-five years of age or older – 2.6 percent more than the Provincial average, and over 3 percent higher than the previous census data of 2016. This statistic is projected to increase significantly by 2031.

The 2026-2031 Township of Uxbridge Multi-Year Accessibility Plan outlines how we will continue to remove and prevent accessibility barriers within the Township. This new Plan builds on what we have accomplished since we introduced our first five-year plan in 2013 by outlining new priorities and ongoing commitments towards the Township's goal of identifying, removing and preventing barriers to accessibility. The 2026-2031 Township of Uxbridge Multi-Year Accessibility Plan is based on best-practice research, input from Township employees, the Accessibility Advisory Committee and accessibility stakeholders within the community.

Accessibility not only helps people with disabilities - it benefits everyone by giving people of all abilities opportunities to participate meaningfully in everyday life. Creating communities where every person who lives or visits can participate makes good sense for people, for businesses, for communities... for all of us.

Township of Uxbridge

The Township of Uxbridge is located in Central Ontario and is one of eight lower-tier municipalities comprising the Regional Municipality of Durham. It was formed in 1974 through the amalgamation of the Townships of Scott and Uxbridge together with the Town of Uxbridge. The municipality sits largely on the Oak Ridges Moraine, bordered on the north and west by the Region of York, on the east by the Townships of Brock and Scugog, and on the south by the City of Pickering. The Township provides for a wide range of lifestyle opportunities and has become a thriving community that is a popular location for persons who commute to nearby Oshawa, Whitby and Toronto. There is also a great deal of prime agricultural land in the Township.

According to information published by Invest Durham, the Township of Uxbridge has a population of approximately 22,400 people, with the median age of residents being 47. Over half of the Township's population is located within the Uxbridge Urban Area.



The Township of Uxbridge lives up to its slogan “Trail Capital of Canada”, with natural attractions and outdoor recreation features consisting of a vast trail network including the Durham Forests, the Trans Canada Trail system, the Oak Ridges Moraine Trail system and the Toronto and Region Conservation Authority trail system.

Uxbridge is also home to the Province's newest Provincial Park - the Uxbridge Urban Provincial Park - which showcases 1,315 acres of pristine trails for all to explore. Additions are currently being made to expand the trail network even further. Members of the public are always encouraged to check the Township website for exciting updates and information!

The trails and their contributory businesses offer hiking, geo-caching, trail riding, mountain biking, snowshoeing, cross-country skiing, snowboarding, snowmobiling, skating, camping, hiking, golfing and fishing. The Township also offers several seasonal outdoor recreational activities, including multiple outdoor ice rinks and a twin-pad arena, coupled with top-end outdoor sports fields. Additional recreational facilities include the Uxpool and curling rink, which are host to a plethora of multi-day swim meets and bonspiels. The Township also features a large waterpark splash pad, state of the art skate park, pump park, tennis and pickleball courts, and the Lions Accessible Playground at Elgin Park.

Historical and cultural attractions include the Thomas Foster Memorial, the Leaskdale Manse and Church, the Uxbridge Historical Centre, the Uxbridge Music Hall, the Quaker Meeting House and many other heritage landmarks within the Township.

A Message from the Uxbridge Township Council

The Council of the Township of Uxbridge is thrilled to endorse the 2026-2031 Multi-Year Accessibility Plan. This Plan is a collaboration between residents, Staff, Council and the Accessibility Advisory Committee, and was born from a shared commitment to making the Township of Uxbridge more accessible and inclusive every day.

Our 2023-2026 Strategic Plan puts accessibility at the forefront of everything we do – from providing accessible services, to building accessible infrastructure. Our Council is committed to building an accessible place to live, play, and do business.

Since 2011, the Township of Uxbridge has been a leader in accessibility. In 2023, the Township participated in the Leading Equitable & Accessible Delivery (LEAD) program, facilitated by the Abilities Centre, to identify areas for improvement. Since then, staff have arranged facility audits and secured grant funding to make strides toward enhanced accessibility across Township services. We've worked with local service clubs, residents, local businesses and other community partners to identify barriers to accessibility that exist within our community. The Multi-Year Accessibility Plan builds upon our efforts to eliminate those barriers.

Our Council believes that the Township of Uxbridge is one of the greatest places to not only visit, but to raise a family and conduct business. However, we recognize that our community is better and stronger when everyone can participate meaningfully. To us, this means continuing to build our community with accessibility at top of mind, and creating an Uxbridge that is inclusive of all abilities. As a testament to these efforts, the Township of Uxbridge was proud to be nominated for the 2025 Abilities Centre Accessibility Awards in the Accessible Employer category.

We hope that you'll join our efforts in helping to make our community more accessible. If you have questions or suggestions about removing accessibility barriers, please let us know.

On behalf of Council,
Willie Popp
Councillor, Ward 4



The 2022-2026 Accessibility Advisory Committee

The Township of Uxbridge Accessibility Advisory Committee (AAC) consists of up to nine (9) members of the public who are appointed by Council to serve on the Committee for the term of Council. Each voting member is an independent representative of the Committee and does not represent the concerns of only one disability or group. The members of this Committee work together to develop a common approach to enabling accessibility and inclusion within the Township of Uxbridge.

Members: Jodie Winnitoy (Chair)
Mackenzie Rints-Sims (Vice-Chair)
Jim Closs
Candace Chowen
Charmaine Alfred
Graham Baskin
Sarah Cummings
Judith Hayes
Edith Watters

Councillor: Willie Popp, Ward 4

Staff Liaison: Emily Elliott, Deputy Clerk



The Uxbridge AAC's key responsibilities are defined by the AODA as:

- Identifying barriers;
- Providing Council and Staff with recommendations for remediation of barriers;
- Providing recommendations to the Township concerning public education with respect to municipal accessibility;
- Reviewing site plans and drawings for municipal offices, subdivisions, community centres and recreational centres; and
- Providing advice on accessibility on buildings that municipal Council constructs, purchases, significantly renovates or declares a municipal capital facility.

The AAC is responsible for the provision of advice to Council on specific initiatives to be undertaken by the Township. This consultation assists with the prevention, identification and removal of barriers that restrict people with disabilities from participating in Township programs or accessing services, and facilities.

The AAC meets every two months and meetings are open to the public. During meetings, updates are provided to the AAC which may include presentations or discussions led by staff or an external organization regarding accessibility-related matters.

A Message from the Accessibility Advisory Committee

The 2022-2026 Township of Uxbridge Accessibility Advisory Committee (AAC) is proud to continue the work of the 2018-2022 Township of Uxbridge Accessibility Advisory Committee in working towards a holistically accessible and inclusive Uxbridge.

The Uxbridge Accessibility Advisory Committee is dedicated to promoting and enhancing a barrier-free environment for all persons, regardless of needs, to participate as fully as possible in all aspects of community life. As an Advisory Committee for the Township of Uxbridge, we have a responsibility to advise Council on issues related to accessibility, including compliance with *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*.

The Township of Uxbridge's Multi-Year Accessibility Plan (2026-2031) outlines the Township's commitment to identifying, removing and preventing barriers to accessibility. The commitment and collaboration between municipal Council, township staff and the Committee will be essential to achieving outcomes and compliance with current legislation.

Over the next 5 years, we are committed to the following:

- Providing expertise and input into all capital construction projects and/or renovations;
- Providing expertise and input into the development of new and existing accessible trails and playgrounds;
- Improving visibility and awareness of the Committee's role with Council; and
- Ensuring training of Township staff regarding current legislative requirements and the role of the AAC.

We look forward to working with residents, Council, staff and businesses on the realization of the objectives in the 2026-2031 Multi-Year Accessibility Plan.

The Uxbridge AAC is committed to building collaborative relationships with our community stakeholders. We invite concerns, comments, participation and involvement of the municipality to create a vibrant community that is accessible to all.

Sincerely,

The Township of Uxbridge
Accessibility Advisory Committee



Governing Legislation on Accessibility

In 2005, the Province passed the *Accessibility for Ontarians with Disabilities Act* (AODA), which includes mandatory accessibility standards that identify, remove and prevent barriers for people with disabilities in nearly all aspects of civic engagement. These accessibility standards make up the Integrated Accessibility Standards Regulation (IASR) and include:

Accessible Customer Service Standard

This standard ensures that goods and services are provided in a manner that takes into account persons with disabilities.

Requirements include policy development and extensive training thereof for all employees who deal directly or indirectly with the public. The training is key in assuring accessible customer service is provided by the Township.

Information and Communications Standard

This standard helps organizations make their information accessible to people with disabilities. This Standard establishes website accessibility requirements, requirements with respect to providing public information in various accessible formats, and requirements for accepting and responding to feedback in an accessible manner.

Transportation Standard

This standard sets requirements for the provision of public transit to those with disabilities. This includes requirements that all conventional transportation service providers and specialized transportation service providers make current information on accessibility equipment and features of their vehicles, routes and services available to the public, that transportation service providers receive accessibility training, and requirements for priority seating, fares, etc.

Employment Standard

This standard helps to make hiring and employee support practices more accessible by requiring employers to identify and remove accessibility barriers to the application and interview process, and to establish a written plan for accommodating employees with a disability.

Design of Public Spaces Standard

This standard requires organizations to make new and redeveloped outdoor public spaces more accessible.

The IASR also requires public sector organizations to prepare and maintain a multi-year accessibility plan. The plan must include an organization's strategy to prevent and remove barriers and meet the requirements in the standards. Each year the organization must report on the progress in implementing the plan.



The Township's Commitment to the IASR Standards

On an on-going basis, the Township is committed to the following as they relate to O. Reg. 191/11: Integrated Accessibility Standards (IASR):

Information and Communications

- Review documents and continue to make accessible formatting improvements.
- Train staff on accessible information practices, both in print and in person.
- Ensure new website meets or exceeds the latest standards for accessibility.
- Investigate ways to improve accessibility in the procurement process, including engaging the AAC to advise, and by amending Township procurement forms.

Employment

- Ensure all new employees complete mandatory accessibility training.
- Continue to promote and offer regular accessibility-related training to Members of Council and all staff on Integrated Accessibility Standard Regulation requirements and obligations under the Ontario Human Rights Code.
- Review accommodation practices to ensure people with disabilities can fully and meaningfully participate as a Township employee.

Transportation

- Although the Township is not responsible for a government-run transportation service, staff are committed to informing the public about the services available within the community, including offerings like DRT On Demand.
- In April 2025, Council passed a Taxi By-law amendment permitting cross-jurisdictional accessible taxi service.

Design of Public Spaces

- Continually improve access to municipal facilities and spaces by incorporating accessibility retrofits during renovations.
- Prioritize accessibility in all elements of infrastructure projects at Township-owned facilities and public spaces.
- Review the Universal Design Standards with the AAC.
- Consider the Universal Design Standards when developing and updating by-laws.
- Support the AAC in reviewing building plans and incorporate recommendations.
- Ensure trails, parks and other outdoor public spaces are built in accordance with the Design of Public Spaces standard.
- Where possible, ensure trails are marked to advertise suggested ability level.
- Seek out and apply for provincial and federal grant funding to assist with costs.

Customer Service

- Continue to invest in accessibility improvements like service counter adjustments and assistive devices to promote equal access by all.
- Ensure staff are trained in accessible customer service best practices and the Township's accessible customer service policy.

Achievements to Remove and Prevent Barriers (2020-2025)

A Multi-Year Accessibility Plan is used to prevent, identify and remove barriers. In 2023, the Township of Uxbridge participated in the Abilities Centre's LEAD Program, which assessed key themes and developed action items to guide staff improvements.

These themes included:

- Leadership
- Governance, Structure and Strategy
- Supplier-Partner Management
- People Resources
- Program and Service Delivery
- Communication and Technology
- Facility Support

Staff continue to reference these action items, plans, and resources to help inform their work and to continually strive toward accessibility and inclusion improvements, both small and large. From 2020-2025, many improvements were made, including:

Year 2020

Task	IASR Standard	Status
Elgin Park seating, paving, and snow clearing	Public Spaces	COMPLETE
Ewen Trail resurfacing and bridge improvements	Public Spaces	COMPLETE
Digitization of Fire Permits	Info. & Comm.	COMPLETE
More mental health & wellness supports for staff	Employment	COMPLETE
Digitalization of Bids and Tenders process	Info. & Comm.	COMPLETE
Implemented a new, fully accessible website	Info. & Comm.	COMPLETE
Began Universal Playground planning phase	Public Spaces	COMPLETE
Paved pathways at Uxbridge Historic Centre	Public Spaces	COMPLETE

Year 2021

Task	IASR Standard	Status
Arena automatic exterior door installation	Public Spaces	COMPLETE
South Balsam Trail paving and improvements	Public Spaces	COMPLETE
Zephyr sidewalk installation and upgrades	Public Spaces	COMPLETE

Year 2022

Task	IASR Standard	Status
Cemetery Road sidewalk installation	Public Spaces	COMPLETE
Elgin Park walkway lighting improvements	Public Spaces	COMPLETE
Brock Street East sidewalk repaving	Public Spaces	PROPOSED*

Year 2023

Task	IASR Standard	Status
Elgin Park Universal Playground install & signage	Public Spaces	COMPLETE

Sandford Hall Accessible Washroom Upgrade	Public Spaces	COMPLETE
Developed a Diversity Talent Attraction Strategy	Employment	COMPLETE
AAC review and comment on EDI Blueprint	Info & Comm	COMPLETE
Participated in LEAD Program	All	COMPLETE
Promote accessibility improvements online	Info & Comm	COMPLETE
Digitization of Marriage Licence issuance	Customer Serv.	COMPLETE
Sandford Hall Playground upgrade	Public Spaces	PROPOSED*
Toronto St S sidewalk installation and upgrades	Public Spaces	PROPOSED*

Year 2024

Task	IASR Standard	Status
Uxbridge Public Library Renovation	Public Spaces	COMPLETE
Accessibility Audits of Townhall and Arena	Public Spaces	COMPLETE
Grant funding for Arena & Community Centre	Public Spaces	COMPLETE
Improved sidewalks (grading and tactile strips)	Public Spaces	COMPLETE
Audited all sidewalks for accessibility issues	Public Spaces	COMPLETE
Zephyr Library accessibility review	Public Spaces	COMPLETE
Upgraded Council Chambers listening devices	Customer Serv.	COMPLETE
Created new sidewalks in Goodwood	Public Spaces	COMPLETE
Extended multi-use path on Toronto St	Public Spaces	COMPLETE
Proclaimed National AccessAbility Week	Info. & Comm.	COMPLETE
Organized community events with AAC	Info. & Comm.	COMPLETE

Year 2025

Task	IASR Standard	Status
Accessibility Audit of Uxbridge Public Library	Public Spaces	COMPLETE
Arena & Community Centre renovations	Public Spaces	COMPLETE
Amended Taxi By-law for Cross-Region Service	Transportation	COMPLETE
Implemented a new Township website	Info & Comm	IN PROGRESS
Accessibility Training for all staff	All	COMPLETE
Secure concept drawings for Zephyr Library	Public Spaces	COMPLETE
Replace ramps at Thomas Foster Memorial	Public Spaces	COMPLETE
Replace Train Station door	Public Spaces	COMPLETE
Proclaimed National AccessAbility Week	Info. & Comm.	COMPLETE
Organized community events with AAC	Info. & Comm.	COMPLETE
Digitization of Burial Permit issuance	Info & Comm.	COMPLETE
Added accessible trail signage at Quaker trail	Public Spaces	COMPLETE
New Animal Shelter	Public Spaces	IN PROGRESS
New Aquatic Centre	Public Spaces	SCHEDULED**
Replace emergency doors at Uxbridge Library	Public Spaces	SCHEDULED
Replace front entrance doors at Goodwood Hall	Public Spaces	SCHEDULED

* Subject to final budget approval by Council

** Subject to final budget approval by Council and receipt of Provincial/Federal funding

2026-2031 Accessibility and Inclusion Commitments

The Township of Uxbridge is committed to continuous improvements toward enhanced accessibility and inclusion and will do so by referring to the LEAD Action Items Plan, Audit Reports, continuing to work inter-departmentally on creative solutions, and by collaborating with community members and organizations with expertise and lived experience. The following are proposed plans outlined in the current Township budget forecast:

Year 2026

Task	IASR Standard	Status
Dressing room renovations at Arena (year 1 of 2)	Public Spaces	PROPOSED*
Playground equipment upgrades (Sandford)	Public Spaces	PROPOSED*
New Pool & Multi-Sport Court	Public Spaces	SCHEDULED
Lighting project at the Senior Centre	Public Spaces	PROPOSED*
Improving community services, information communications, and modernizing customer service technology	Info, Comm., and Customer Service	PROPOSED*

Year 2027

Task	IASR Standard	Status
Arena Dressing room renovations (year 2 of 2)	Public Spaces	PROPOSED*
Playground equipment upgrade (Coppins Corner)	Public Spaces	PROPOSED*
Goodwood baseball diamond LED upgrade (North)	Public Spaces	PROPOSED*
Bathroom renovation at Goodwood Hall	Public Spaces	PROPOSED*
Lighting upgrade at Scott Hall	Public Spaces	PROPOSED*
Kydd House porch reconstruction	Public Spaces	PROPOSED*

Year 2028

Task	IASR Standard	Status
Emergency Lighting System at Pool	Public Spaces	PROPOSED*
Public washroom renovation at Arena	Public Spaces	PROPOSED*
Playground equipment upgrades (Toronto St)	Public Spaces	PROPOSED*
Herrema Park lot paving and accessible pathways	Public Spaces	PROPOSED*
Repair and extend Historical Centre parking lot	Public Spaces	PROPOSED*

Year 2029

Task	IASR Standard	Status
Playground equipment upgrades (Uxpool)	Public Spaces	PROPOSED*
LED lighting at Bonner Fields	Public Spaces	PROPOSED*

Year 2030

Task	IASR Standard	Status
Expansion of Uxbridge Public Library (year 2 of 4)	Public Spaces	PROPOSED*

Fire Alarm System at Pool	Public Spaces	PROPOSED*
Playground equipment upgrades (Zephyr Park)	Public Spaces	PROPOSED*
Herrema pavilion upgrade	Public Spaces	PROPOSED*
Repair Goodwood North tennis courts (year 1 of 2)	Public Spaces	PROPOSED*

* Subject to final budget approval by Council

Review & Monitoring Process

The Multi-Year Accessibility Plan is intended as a working document. Comments and recommendations will be noted throughout the upcoming year and will be reflected in annual updates to this Plan.

Accessibility improvements and changes to accessibility legislation will also be reflected in updates to this Plan.

Additional evaluation and reporting efforts include:

- Annual review of the Multi-Year Accessibility Plan and preparation of an annual Progress Report;
- Annual Progress Report prepared for Council to identify progress of the Plan's implementation, accomplishments and achievements (posted online and available in alternative formats upon request); and
- Accessibility Compliance Reports submitted every two years to the Province of Ontario.



For More Information

For more information on this accessibility plan, please contact the Township at accessibility@uxbridge.ca or by calling (905) 852-9181 x 209.

Our accessibility plan is publicly posted at <https://www.uxbridge.ca/en/your-local-government/accessibility-plan.aspx>. Standard and accessible formats of this document are free on request by contacting accessibility@uxbridge.ca or by calling (905) 852-9181 x 209.

Feedback is an integral part of the evaluation process. The Township of Uxbridge will continue to review and expand consultation strategies to engage key groups in providing accessibility-related feedback, including people with disabilities.

Members of the public are encouraged to make comments on the Township of Uxbridge Multi-Year Accessibility Plan and accessibility matters in general. There are several ways you can contact the Township of Uxbridge to express your accessibility-related comments, including contacting the undersigned.

The Corporation of the Township of Uxbridge
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Email: accessibility@uxbridge.ca

