

THE CORPORATION OF THE TOWNSHIP OF LIMERICK

BY-LAW NO. 2009-13

**Being a By-Law to adopt an
Accessible Customer Service Policy**

WHEREAS the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) was passed by the Ontario legislature with the goal of creating standards to improve accessibility across the province;

AND WHEREAS the AODA allows the government to develop specific standards of accessibility that are designed to help make Ontario more accessible;

AND WHEREAS one of the specific standards that has been developed, and made law, is the Accessible Customer Service Standard which details specific requirements for all service providers;

AND WHEREAS providers must deliver service in a way that preserves the dignity and independence of people with disabilities;

AND WHEREAS providers must also integrate services and equal opportunity.

**NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE
TOWNSHIP OF LIMERICK ENACTS AS FOLLOWS:**

- 1.** The Accessible Customer Service Policy attached hereto as Schedule "A" is hereby approved and adopted.
- 2.** All By-Laws or parts of By-Laws heretofore passed inconsistent with the provisions of the attached Policy are hereby repealed.
- 3.** This By-Law shall come into force and take effect immediately on the passing thereof.

READ A FIRST TIME, THIS 04TH DAY OF AUGUST, 2009.

READ A SECOND TIME, THIS 04TH DAY OF AUGUST, 2009.

READ A THIRD TIME AND FINALLY PASSED THIS 04TH DAY OF AUGUST, 2009.


REEVE: DAVID GOLEM

SEAL


**CLERK-TREASURER:
BERNICE CROCKER**

SCHEDULE "A"

ACCESSIBLE CUSTOMER SERVICE POLICY Providing Goods and Services To People with Disabilities

OUR COMMITMENT

The Township of Limerick strives at all times to provide its goods and services in a way that respects the dignity and independence of all people. The Township of Limerick is also committed to giving people with disabilities the same opportunity to access our goods and services and allowing them to benefit from the same services, in the same place and in a similar way as other customers.

PROVIDING GOODS AND SERVICES TO PEOPLE WITH DISABILITIES

The Township of Limerick will provide goods and services to people with disabilities, with particular consideration of the following areas:

COMMUNICATION

The Township of Limerick will communicate with people with disabilities in ways that take into account their disability. Staff who communicates with customers will be trained on how to interact and communicate with people with various types of disabilities.

The Township of Limerick is committed to providing fully accessible telephone service to our customers. Staff will be trained to communicate with customers over the telephone in a clear and plain language, to speak clearly and slowly and to tailor their responses as much as possible in support of the individual.

The Township of Limerick will offer to communicate with customers by other means, including relay service or e-mail, if telephone communication is not suitable to their communication needs or is not available.

ASSISTED DEVICES

The Township of Limerick is committed to service people with disabilities who use assistive devices to obtain, use or benefit from our goods and services. Staff will be trained and familiar with various assistive devices that may be used by customers with disabilities while accessing our goods or services. The Township of Limerick will also ensure that staff knows how to use the assistive devices which are available on our premises.

BILLING

The Township of Limerick is committed to providing accessible invoices to all of our customers. For this reason, invoices will be provided in large print or by e-mail, upon request. Any questions customers may have about the content of the invoice will be answered in person, by telephone or e-mail.

USE OF SERVICE ANIMALS AND SUPPORT PERSONS

The Township of Limerick is committed to welcoming people with disabilities who are accompanied by a service animal, in the areas of our premises that are open to the public and other third parties. All staff, volunteers and others dealing with the public will be properly trained in how to interact with people with disabilities who are accompanied by a service animal.

The Township of Limerick is committed to welcoming people with disabilities who are accompanied by a support person. Any person with a disability who is accompanied by a support person will be allowed to enter the Township of Limerick buildings with his or her support person. At no time will a person with a disability who is accompanied by a support person be prevented from having access to his or her support person while on Township premises.

NOTICE OF TEMPORARY DISRUPTION

The Township of Limerick will provide customers with notice in the event of a planned or unexpected disruption in the facilities or services usually used by people with disabilities. This notice will include information about the reason for the disruption, its anticipated duration, and a description of alternative facilities or services, if available. The notice will be placed at all public entrances and service counters on our premises.

TRAINING

The Township of Limerick will provide training to all employees, volunteers and others who deal with the public or other third parties on their behalf, and all those who are involved in the development and approvals of customer service policies, practices and procedures. Members of the Township Council, as well as all staff of the Township will receive this training.

The accessible customer service training will be provided during orientation, in a timely manner after staff commences their duties.

Training will include the following:

- The purposes of the Accessibility for Ontarians with Disabilities Act, 2005 and the requirements of the customer service standard
- How to interact and communicate with people with various types of disabilities
- How to interact with people with disabilities who use an assistive device or require the assistance of a service animal or a support person
- What to do if a person with a disability is having difficulty in accessing the township of Limerick goods and services
- The Township of Limerick policies, practices and procedures relating to the customer service standard

Staff will be trained on policies, practices and procedures that affect the way goods and services are provided to people with disabilities. Staff will also be trained on an ongoing basis when changes are made to these policies, practices and procedures.

FEEDBACK PROCESS

The ultimate goal of the Township of Limerick is to meet and surpass customer expectations while serving all people, including those with disabilities. Comments regarding how well those expectations are being met are welcome and appreciated.

Feedback regarding the way the Township of Limerick provides goods and services to people with disabilities can be made by using a feedback form, by mail, e-mail or verbally. All feedback should be directed to the Clerk. Customers can expect a response within thirty (30) calendar days.

MODIFICATIONS TO THIS OR OTHER POLICIES

The Township of Limerick is committed to developing customer service policies that respect and promote the dignity and independence of people with disabilities. Therefore, no changes will be made to this policy before considering the impact on people with disabilities.

Any policy of the Township of Limerick that does not respect and promote the dignity and independence of people with disabilities will be modified or removed.

QUESTIONS ABOUT THIS POLICY

This policy exists to achieve service excellence to customers with disabilities. If anyone has a question about the policy, or if the purpose of a policy is not understood, inquiries should be referred to the Clerk of the Township of Limerick.