

2018 Action Plan for People with Disabilities



March 19, 2018



Message from the Mayor

Every year, in accordance with the *Act to Secure Handicapped Persons in the Exercise of Their Rights with a View to Achieving Social, School and Workplace Integration*, the City of Vaudreuil-Dorion produces an action plan aimed at increasing the participation of disabled people in the community. This action plan lists the accomplishments of 2017 and describes the measures that the City intends to implement in 2018.

In each of the City's areas of operation, we want to make life easier for people with disabilities and to implement accessibility measures while staying within our administrative, organizational and financial constraints.

On behalf of the Municipal Council, I assure you that we will continue to offer all the necessary tools to meet the needs of people with disabilities.



Mayor Guy Pilon

Background

Under Section 61.1 of the *Act to Secure Handicapped Persons in the Exercise of Their Rights with a View to Achieving Social, School and Workplace Integration*, government departments, most public bodies, and municipalities with a population of 15,000 or more must produce, adopt and annually publish an action plan for people with disabilities.

In order to reduce any remaining barriers to integration, the municipality's action plan must describe measures that were adopted in the past year as well as identify measures planned for the coming year. It must also include any other information that the government has determined based on the Minister's recommendations.

Municipal Council Resolution

A resolution approving the 2018 Action Plan was passed by the municipal council on March 19, 2018. The same resolution confirms that Lison Chartrand, Executive Assistant to the City Manager and the Mayor, will act as Coordinator of the Action Plan and Disabled Services.



Special Committee

The Action Plan is a tool for implementing universal accessibility in the City of Vaudreuil-Dorion. This year, the departments providing the most frequently used services were included in the committee responsible for developing and evaluating the various projects arising from the annual Action Plan, and monitoring their progress. The function of this municipal committee is to support the Coordinator in every step of the Action Plan and to make the integration of disabled people an organizational concern. It is also tasked with confirming the content and validity of the Action Plan throughout the municipal organization.

The municipal representatives on the Action Plan committee are:

- Lison Chartrand, Executive Assistant to the City Manager and the Mayor; Action Plan and Disabled Services Coordinator
- Michel Vallée, Director of Recreation and Culture
- France Lavoie, Director of Communications
- Olivier Van Neste, Director of Land Use and Development
- Bruno Possa, Director of Public Works
- Jasmine Sharma, Municipal Councillor
- Céline Chartier, Municipal Councillor

As for the Action Plan advisory committee, it is made up of two citizens with reduced mobility and nine representatives from the public sector and associations working with people living with disabilities.

Profile of Vaudreuil-Dorion and the Municipal Organization

Vaudreuil-Dorion, a city with a rich history, embodies dynamism and modernity. Proud of its cultural and built heritage, the City looks resolutely to the future with a view to offering its citizens a living environment that can meet their needs. Its phenomenal growth (the population surged from 19,000 in 2000 to 38,834 in 2017), residential and commercial development and birth rate have been widely reported in the media.

People are more and more intrigued by this suburb, which only a few years ago received very little attention but has now carved out a special place for itself in Québec. At present, Vaudreuil-Dorion is ranked the 30th most populous city in the province.

This success is attributable partly to the municipal council's vision and partly to the municipal administration, which established a structured, innovative development plan. Its strategic location at the junction of Highways 20, 30 and 40 also gives it a favoured status among developers.

To meet the challenge of population growth, the City had to accelerate the infrastructure planning process. The improvement of the road network, the increase in the hydraulic and purifying capacities of the water filtration and treatment plant, the expansion of the municipal arena and the construction of a large-scale sports facility all reflect the vitality of Vaudreuil-Dorion. In the area of public transportation, the territory is served by two train stations, a public transit service and an express bus service to Montréal. Always innovating, the City has been working to create a neighbourhood based on the concept of TOD (Transit Oriented Development) in the area around Boulevard de la Gare. The plan is to make the train station the heart of a real-estate development that will not be automobile dependent for travel to Montreal. TOD has long been entrenched just about everywhere in Europe, especially Scandinavia, and is increasingly popular in the United States. It promotes integrated, high-density development with a mix of residential and commercial occupancy. TOD communities are built around a transportation infrastructure, such as the train or subway, and are designed to encourage walking or cycling rather than personal vehicle use. TOD puts people, not cars, at the heart of development, resulting in a less polluted, less noisy, safer and friendlier neighbourhood. The City of Vaudreuil-Dorion could be seen as one of the model cities in Québec for its application of this concept.

Profile of Vaudreuil-Dorion and the Municipal Organization(continued)

This growth does not in any way interfere with the City's desire to preserve sites that recall the past: Saint-Michel church, Maison Joachim-Génu, Maison Trestler, Vaudreuil-Soulanges regional museum, a building that previously housed the offices of the MRC de Vaudreuil-Soulanges, Maison Félix-Leclerc on the lakeshore, and the residence of Canon Lionel Groulx on Chemin des Chenaux.

Recognized for the beauty of its landscapes and its bodies of water, Vaudreuil-Dorion is concerned with preserving its natural resources. The acquisition of Île aux Tourtes and the Pères de Sainte-Croix estate reflects this determination on the part of the municipal council. With its some fifty parks spread throughout the City—including waterparks, always so popular with young families—Vaudreuil-Dorion can claim to have experienced rapid but well-planned growth. This growth, which could be described as inspiring, gives an important place to the quality of life for all of the City's residents.

A team of 300 City employees is devoted to providing the public with a range of services that are constantly being renewed.

Addresses of Municipal Buildings in the City of Vaudreuil-Dorion

City Hall: 2555 Dutrisac

Department of Recreation and Culture: 3093 de la Gare, Office B-230

Department of Human Resources: 190 Saint-Charles

Jean-Marc-Ducharme Community Centre: 21 Louise-Josephte

Municipal Workshops: 205 Valois

Fire Station No. 11: 85 de Lotbinière

Fire Station No. 12: 500 Forbes

Fire Station No. 13: 440 Séguin

Vaudreuil-Dorion Municipal Arena: 9 Jeannotte

Public library: 51 Jeannotte

Filtration plant: 2530 Paul-Gérin-Lajoie

Wastewater treatment plant: 2530 Paul-Gérin-Lajoie

Maison Félix-Leclerc, 186 de l'Anse



Fields of Activity

The City provides its residents with services in the following areas:

Public Safety

Transportation and Traffic

Recreation and Culture

Community Organization Support

Communications

Urban Planning and Permits

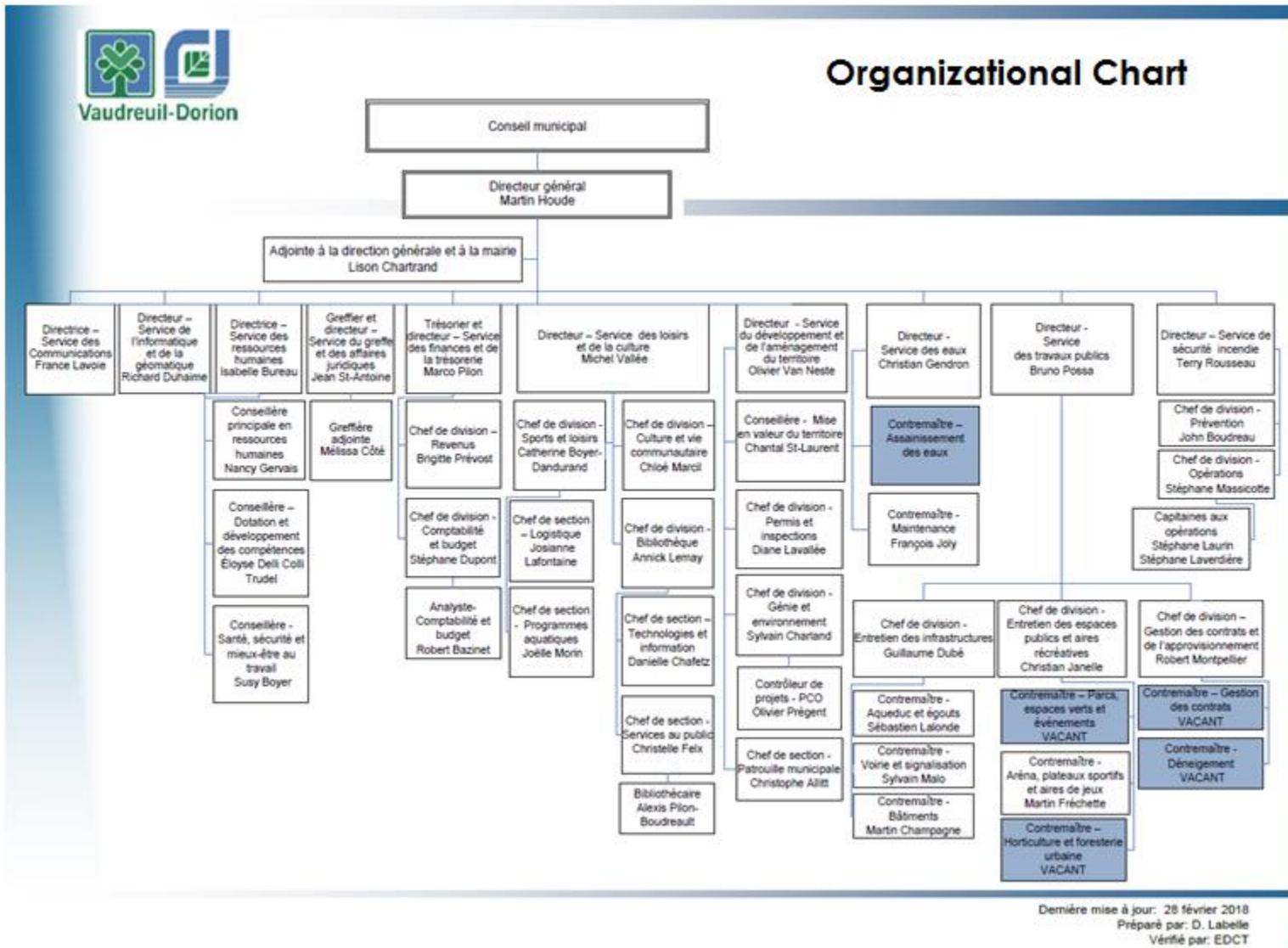
Environment

Water

General Administration

Organizational Chart of the City of Vaudreuil-Dorion

To meet the needs of the population, the City uses the following organizational structure:



Types of Disabilities

Hearing

Difficulty in hearing what is being said in a conversation with another person, in a conversation with three or more people or in a telephone conversation (with a hearing aid, if applicable).

Vision

Difficulty in reading average-sized print in a newspaper or clearly seeing someone's face at a distance of 4 metres (12 feet) (with glasses or contact lenses, if applicable).

Speech

Difficulty in speaking or making oneself understood.

Mobility

Difficulty in walking half a kilometre, going up or down a stairway of about 12 steps without resting, moving from one room to another, carrying an object weighing 5 kg (10 lb) over a distance of 10 m (30 feet) or standing for long periods (even while using a walking aid or assistive device such as a cane or crutches).

Agility

Difficulty in leaning forward, getting dressed or undressed, getting in or out of bed, cutting toenails, using fingers to grasp or handle objects, holding out arms in any direction (above the head, for example) or cutting food.

Pain

Limitation in the number or types of activities that a person can perform as a result of long-term pain that is either constant or comes back from time to time (recurrent backache, for example).

Learning

Difficulty in learning because of a condition (whether diagnosed by a professional or not) such as attention problems, hyperactivity or dyslexia.

Memory

Limitation in the number or types of activities that a person can perform as a result of frequent periods of confusion or difficulty remembering certain things. These difficulties are often associated with diseases such as Alzheimer's or conditions resulting from traumatic brain injury.

Mental disability or developmental disorder

Cognitive limitations attributable to a mental disability or developmental disorder such as Down's syndrome, autism or mental disorders caused by a lack of oxygen at birth.

Psychological disability

Limitation in the number or types of activities that a person can perform as a result of emotional, psychological or psychiatric disorders (lasting six months or more), such as phobias, depression, schizophrenia, or alcohol or drug use problems.

Undetermined

If someone interviewed answered "yes" to the general questions about limitations but did not answer "yes" to the questions that followed regarding specific types of disability, then that person's disability is classified as "undetermined." (In the 2001 survey, this type of disability was described as "unknown.")

Source: Adapted from Statistics Canada (2006).

2017 in Review

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Communications				
The International Day of Persons with Disabilities, which is on December 3 every year, is not known to the City's residents.	In the week prior to December 3, creating an item in the News section of the City's website: "International Day of Persons with Disabilities" and sharing the information on our social networks. Disseminating the information on our electronic signs.	2	Communications	Implemented.
Misperceptions and myths about people with disabilities.	Participating in a training session to change the way we look at people with disabilities, ensuring parity with other City residents and increasing their participation in the community.	1	Administration Communications	Not implemented. Measure postponed to 2018.

2017 in Review (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Communications (continued)				
The City is not always aware of disabled people's needs or the obstacles they encounter.	Establishing ties with our local resources in order to become more aware of disabled people's needs and meet them adequately.	1	Administration Communications	Partially implemented. Measure postponed to 2018.
	Scheduling biannual meetings with an advisory committee consisting of representatives of people with disabilities in order to identify the obstacles and measures to be prioritized for the coming year.	2	Administration	Implemented. Ongoing.
Limited accessibility to information on the City's website.	When redesigning the website, improving the "People with Disabilities" section, which directs users to organizations offering disabled services.	1	Communications	Partially implemented. Measure improved and postponed to 2018.
	Creating a link to the request system to identify disabled people's special needs and respond to them more promptly.	1	Communications	Postponed to 2018; another measure is planned.

2017 in Review (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Library				
The library does not have many accessible-format resources for people with impaired vision.	Acquiring 150 new audio books and 100 new large-print books. Total collection in 2017: 951 audio books and 1,034 large-print books.	1	Library	Implemented.
The library is not fully accessible to people with disabilities.	As part of the library expansion project, providing for disabled people's needs and ensuring universal accessibility when the functional and technical plan is drawn up.	1	Recreation and Culture Administration	Implemented. Universal accessibility standards are part of the project.
Caregivers do not always have the resources they need in order to fulfil their role of looking after people with disabilities or health problems.	As a library participating in the Biblio-Aidants program, making all the thematic booklets available and offering two talks: one on attention deficit hyperactivity disorder and the other on inflammatory bowel diseases and diet.	1	Library	Implemented.

2017 in Review (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Library (continued)				
People with disabilities do not always have access to events organized by the City.	Ensuring accessibility for disabled people and their personal attendants during library events, such as story time and other family activities.	1	Library	Partially implemented. Postponed to 2018.
People with disabilities do not always have access to reading materials.	Setting up a “take-home book club” for library patrons with reduced mobility.	2	Library	Not implemented. Launch postponed to February 2018.

2017 in Review (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Recreational and cultural activities				
Limited service in terms of recreational activities and day camps	Continuing to develop recreational activities for people with disabilities and setting up integration projects in partnership with community stakeholders.	1	Recreation and Culture	Implemented. Ongoing.
	Maintaining the policy of integrating disabled children into day camps.	1	Recreation and Culture	Implemented. Ongoing.
	Providing companion training to counsellors and consulting our local resources.	1	Recreation and Culture	Implemented. Ongoing.
	Offering annual grants and professional help for disabled children in day camps.	1	Administration Recreation and Culture	Implemented. Ongoing.

2017 in Review (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Recreational and cultural activities (continued)				
Limited areas for people with disabilities.	Providing access and comfort for reduced-mobility spectators during our festivities.	2	Recreation and Culture	Partially implemented. Postponed to 2018.
Equipment in City parks is not adapted for the disabled.	Standardizing adapted equipment in City parks.	2	Public Works Recreation and Culture	Partially implemented. Ongoing.
	Integrating the concept of universal accessibility into the Parks and Green Spaces Master Plan that will be created in 2017 (will include the evaluation of specialized equipment needs for parks and public spaces managed by the City).	1	Public Works Recreation and Culture	Partially implemented (in progress).

2017 in Review (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Recreation and Culture (continued)				
Disabled people's achievements are not well known to the general public.	Creating new recreational and cultural mediation activities, recognizing and promoting disabled people's achievements (e.g. awarding works by the "Artistes du Bonheur" as protocol gifts).	1	Recreation and Culture	Ongoing.
There are not enough participants in the "Artistes du Bonheur" program.	For the "Artistes du Bonheur" program, increasing the number of potential participants from 8 to 30 and establishing a more satisfactory partnership with new partners in order to enhance the program's structuring role.	1	Recreation and Culture	Implemented. (an average of 35 participants per year)
The "Artistes du Bonheur" program is not sufficiently visible to the public.	Ensuring better publicity for the program and its exhibitions.	2	Recreation and Culture	Implemented.

2017 in Review (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Transportation, traffic and parking				
Defective pedestrian lights.	Identifying defective pedestrian lights and submitting a report every two weeks so that they can be repaired promptly.	1	Public Works (Municipal Patrol)	Implemented. January 2017.
Limited accessibility.	Developing parks, bicycle paths and buildings on the basis of universal accessibility.	1	Public Works	Ongoing.

2017 in Review (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Public Works				
Shortage of jobs for people with disabilities.	Renewing the building maintenance contract for <u>all</u> of the City's buildings with the non-profit organization Placement Potentiel, which hires people with disabilities, is open to promoting local hiring and could also supply candidates for certain positions in the Public Works Department.	1	Public Works Human Resources	Implemented. Ongoing. Contract renewal postponed to 2018.
People with disabilities have limited access to gardening.	As part of the "Jardins des générations" project, creating wheelchair-accessible garden boxes.	2	Public Works	Implemented.
There is no accessible washroom in the Jean-Marc-Ducharme Community Centre.	Fitting out a washroom on the ground floor of the Jean-Marc-Ducharme Community Centre so that it meets accessibility standards.	2	Public Works	Not implemented. The purpose of the building is undetermined. Measure postponed to a subsequent year.

2017 in Review (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Urban planning				
Limited availability of reserved parking spaces.	Fining non-compliant businesses after giving them notice that unobstructed parking spots must be made available and identified by a P-150-5 sign.	1	Land Use and Development, Permits and Inspections Division	Implemented.
Obtaining a home adaptation permit means an extra cost for disabled people, who are already saddled with a lot of general additional costs.	Offering free renovation permits to people with disabilities (with proof), under the Home Adaptation Program.	1	Land Use and Development, Permits and Inspections Division	Postponed to 2018.

2017 in Review (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Technical Services – Access to public buildings and places				
Limited accessibility to City Hall.	As part of the project for a new City Hall, providing for disabled needs and ensuring universal accessibility when the functional and technical plan is drawn up.	1	Land Use and Development, Technical Division	2017/2018/2019.
The intersection at Boulevard Harwood and Route de Lotbinière is not accessibility-compliant.	Presenting the finalized plans in the 2017/2018 budget.	1	Land Use and Development, Technical Division	2017-2018 Construction spring of 2018.
The municipality is not aware of the obstacles to the integration of disabled people in all its municipal facilities, for all types of disabilities.	Hiring a specialized firm, (e.g. Kéroul) to assess all of our facilities in terms of their level of accessibility for people with motor, visual and hearing impairments.	2	Land Use and Development, Technical Division	Not implemented. Postponed to 2018.

2017 in Review (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Public Safety				
The emergency response and evacuation plan does not take disabled people into account.	The municipal emergency measures plan is in the process of being updated with the firm Prudent and will include special measures for the evacuation of people with disabilities.	1	Fire Department	Implemented.
The City does not have a complete register of disabled people that can be used during response to a disaster or emergency.	Having the CISSS supply a list of addresses of people with disabilities in order to create a building register that can be used during emergency response.	1	Fire Department	The measure was dropped, confidential information.
	Extracting data from our request system in order to obtain the addresses of people with disabilities and add them to our building register.	2	Fire Department	The measure was dropped, inconclusive measure.
	Setting up a system allowing people to add themselves to a list for inclusion in the emergency response and evacuation plan and the building register.	1	Fire Department Communications	Postponed to 2018.

2017 in Review (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Implementation progress in 2017
Human resources				
People with disabilities encounter obstacles in obtaining and keeping a job.	Adopting an attitude of openness for all jobs and providing for /encouraging the hiring of people with disabilities.	1	Human Resources	Implemented. Ongoing.
	Promoting the hiring of two temporary employees with disabilities, one blue collar and one white collar, to work on fixed-term projects. This would involve collaborative work with local executives.	1	Human Resources Public Works	Implemented. To be continued in 2018.

2018 Action Plan

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Communications				
For some people with hearing or speech impairments, it is difficult to communicate effectively with Citizen service.	Ensuring the availability of an employee who can communicate in sign language.	2	Communications Treasury	March 2018.
The Action Plan is available in French only.	Translating the document into English as soon as it is approved and posting it online.	1	Communications	March 2018.
Municipal Council meetings are not accessible to people with disabilities.	Broadcasting council meetings.	1	Communications	January 2018.
Inclusion of accessibility standards in the communications policy.	Creating a virtual visit tool to present municipal buildings that are difficult to access (e.g. Water Department).	2	Communications	2018.

2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Communications (continued)				
The International Day of Persons with Disabilities, which is on December 3 every year, is not known to the City's residents.	In the week prior to December 3, creating an item in the News section of the City's website: "International Day of Persons with Disabilities" and sharing the information on our social networks. Disseminating the information on our electronic signs.	2	Communications	November 2018.
Misperceptions and myths about people with disabilities.	Participating in a training session to change the way we look at people with disabilities, ensuring parity with other residents of the City and increasing their participation in the community.	1	Administration Communications	2018.
Information on the inclusive city is not well known.	Make all new municipal councillors and employees aware of the commitment to be an inclusive city.	1	Administration Communications	2018.
Communication with emergency services can be difficult for people with certain types of disabilities.	Together with the Fire Department, producing and disseminating simplified-language documents on flashing smoke detectors.	1	Communications Fire Department	2018.
Communications (continued)				

2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
The City is not always aware of the needs of disabled people and the obstacles they encounter.	<p>Establishing ties with our local resources in order to become more aware of disabled people’s needs and meet them adequately.</p> <p>Scheduling biannual meetings with an advisory committee consisting of representatives of people with disabilities and City residents in order to identify the obstacles and measures to be prioritized for the coming year.</p>	1	Administration Communications	2018.
Limited accessibility to information on the City’s website.	Continuing to improve the “People with Disabilities” section of our website by consulting with experts to meet all Internet accessibility standards.	1	Communications	May and October 2018.


2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Library				
People with disabilities do not always have access to events organized by the City.	Ensure accessibility for people with disabilities and their personal attendants during library events, such as story time and other family activities.	1	Library	Ongoing.
People with disabilities do not always have access to reading materials.	Setting up a “takeout book club” with large-print books and audio books for library patrons with reduced mobility.	2	Library	Launch on February 6, 2018.
Not many talks are addressed to informal caregivers and people with disabilities.	Ensuring the continued inclusion of talks and workshops with themes that are relevant for informal caregivers and people with disabilities.	1	Library	2018.
There are too few documents on health conditions related to various types of disabilities.	Identifying and increasing the number of documents dealing with these types of disabilities (dyslexia, dysphasia, etc.), using the CISSMO as a resource.	1	Library	2018.

2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Library (continued)				
The library's website is not user-friendly for people with disabilities.	Adding an easy-to-use tool for rapid and easy access to a list of accessible-format documents (large-print books, audio books).	1	Library	2018.
Too few accessible-format documents.	Continuing to acquire accessible-format documents (large-print books, audio books, etc.).	1	Library	2018.
People with disabilities often live in isolation and do not have many opportunities to showcase their potential and their artistic creations.	In collaboration with the CISSMO, identifying these people and giving them the opportunity to exhibit their artwork on the exhibition wall if they have an interest in drawing, painting, etc. The library also has a space for exhibiting sculptures, collectors' items, etc.	1	Library	2018.

2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Recreation and Culture				
<p>Limited access to recreational services</p>  <p>Limited service provided for day camps</p>	<p>Continuing to develop recreational activities for disabled people and setting up integration projects in partnership with community practitioners and organizations.</p> <p>Facilitating integration and participation in the recreational activities offered by the City and organizations.</p> <p>Maintaining the policy of integrating disabled children in day camps.</p> <p>Offering annual grants and professional help for disabled children in day camps.</p> <p>Adding a professional resource to the day camp to provide companions with support and coaching and supervise their work.</p>	<p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>1</p>	<p>Recreation and Culture</p> <p>Recreation and Culture</p> <p>Recreation and Culture</p> <p>Administration Recreation and Culture</p> <p>Recreation and Culture</p>	<p>Ongoing.</p> <p>Ongoing.</p> <p>Ongoing.</p> <p>Ongoing.</p> <p>Summer of 2018.</p>

2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Recreation and culture (continued)				
Limited areas for people with disabilities.	Providing access and comfort for reduced-mobility spectators during our festivities.	2	Recreation and Culture	Ongoing.
Equipment in City parks is not adapted for the disabled.	Standardizing adapted equipment in City parks.	2	Public Works Recreation and Culture	Ongoing.
	Integrating the concept of universal accessibility into the Parks and Green Spaces Master Plan that will be created in 2018.	1	Public Works Recreation and Culture	Fall of 2018.
Non-adapted equipment in City parks and during events.	Renting accessible chemical toilets.	1	Recreation and Culture	2018
Disabled people's achievements are not well known to the general public.	Creating new recreational and cultural mediation activities; recognizing and promoting disabled people's achievements.	1	Recreation and Culture	Ongoing.



2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Transportation, traffic and parking				
Defective pedestrian lights.	Identifying defective pedestrian lights and submitting a report every two weeks so that they can be repaired promptly.	1	Public Works (Municipal Patrol)	January 2018. Ongoing.
Limited accessibility.	Developing parks, bicycle paths and buildings on the basis of universal accessibility.	1	Public Works	Ongoing.
Misuse of disabled parking spots.	The City has instructed the Sûreté du Québec to enforce disabled-only parking regulations within its territory.	1	Municipal Council City Manager's Office	February 2018.
Coordination between the transportation authority and the municipality is not always optimal when work is needed to make public transit more accessible.	Collaborating with the regional transit authority (Conseil intermunicipal de transport Presqu'île) to implement the transportation development program required under Section 67 of the Act.	1	Land Use and Development, Permits and Inspections Division City Manager's Office	April 2018. Ongoing.

2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Public works				
Shortage of jobs for people with disabilities.	Renewing the building maintenance contract for <u>all</u> of the City's buildings with the non-profit organization Placement Potentiel, which hires people with disabilities, is open to promoting local hiring and could also supply candidates for certain positions in the Public Works Department.	1	Public Works Human Resources	January 2018.
Some municipal buildings are not accessible to people with disabilities.	Providing for universal accessibility when the Public Works Department is reorganized.	1	Public Works	March 2018.

2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Land Use and Development				
Access to reserved parking spaces.	Follow-up on our actions in 2017. Adopting the 2010 National Building Code so that we can send final notices of offences and possibly fines to non-compliant merchants.	1	Land Use and Development, Permits and Inspections Division	March/April 2018.
Obtaining a home adaptation permit represents an extra cost for disabled people, who are already saddled with a lot of general additional costs.	Under the next omnibus bylaw, home adaptation permits will be free of charge.	1	Land Use and Development, Permits and Inspections Division	March 2018.
Business establishments are difficult to access for disabled clients.	Paying particular attention to disabled parking spaces in new construction projects (including locations of other items such as cart storage, ticket machines, etc.). Making use of outside resources for projects (universal accessibility, CISSS resources).	1	Land Use and Development, Permits and Inspections Division	2018. Ongoing.

2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Technical services – Access to public buildings and places				
Limited accessibility to City Hall.	As part of the project for a new City Hall, providing for disabled needs and ensuring universal accessibility when the functional and technical plan is drawn up. Submitting the finalized plans to the CISSS prior to the start of construction, scheduled for spring 2018.	1	Land Use and Development, Technical Division	2017/2018/2019.
There are not many accessible dwellings available within the City's territory.	Supporting the construction of accessible, adaptable dwellings in social and community housing projects.	1	Land Use and Development, Urban Planning Division	2018.
	Construction of a building with units adapted for people with reduced mobility is planned for the fall of 2018 and is to be completed in spring 2020.	1	Land Use and Development, Urban Planning Division	2018/2019/2020.

2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Technical services – Access to public buildings and places				
The intersection at Boulevard Harwood and Route de Lotbinière is not accessibility-compliant.	Presenting the finalized plans in the 2017/2018 budget and submitting them to the CISSS prior to the start of construction (scheduled for spring 2018).	1	Land Use and Development, Technical Division	Spring of 2018.
Sidewalk cafés in the public right-of-way are not accessible.	Adopting specific rules concerning the layout of sidewalk cafés so that they are accessible.	2	Land Use and Development, Technical Division	2018.
Some municipal buildings are not accessible.	Together with the CISSS, assessing some of our facilities for the purpose of determining their level of accessibility for people with motor, visual and hearing impairments.	2	Land Use and Development, Technical Division	2018.

2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Public safety				
The emergency response and evacuation plan does not take disabled people into account.	The municipal emergency measures plan is in the process of being updated with the firm Prudent and will include special measures for the evacuation of people with disabilities.	1	Fire Department	2018. Ongoing.
The City does not have a complete register of addresses of disabled people that can be used during response to a disaster or emergency.	Setting up a system allowing people to add themselves to a list for inclusion in the emergency response and evacuation plan and the building register.	1	Fire Department Communications	2018.

2018 Action Plan (continued)

Obstacles	Measures or actions proposed to reduce obstacles	Priority	Department	Time frame
Human resources				
People with disabilities encounter obstacles in obtaining and keeping a job.	Adopting an attitude of openness to all jobs and providing for/encouraging the hiring of people with disabilities.	1	Human Resources	2018. Ongoing.
	Promoting the hiring of two temporary employees with disabilities, one blue collar and one white collar, to work on fixed-term projects. This would involve collaborative work with local executives.	1	Human Resources Public Works	June 2018.
	Continue to collaborate with specialized organizations.	1	Human Resources	2018. Ongoing.

Adoption and dissemination of the 2018 Action Plan

After the Municipal Council of Vaudreuil-Dorion adopted the 2018 Action Plan, the City publicized it through the following communications channels:

- On its website at the following address: www.ville.vaudreuil-dorion.qc.ca;
- By authorizing the Office des personnes handicapées du Québec to post a link on its website to the Action Plan of the City of Vaudreuil-Dorion;
- Through articles and press releases in the various media made available to the City's residents;
- To all employees of the City of Vaudreuil-Dorion.

Follow-up on implementation

In order to follow up on its Action Plan and assess whether its objectives have been attained, the City of Vaudreuil-Dorion has set up a municipal committee, which holds meetings twice a year to review work progress and update the Action Plan. Finally, when municipal newsletters are written, one page is reserved for information on the Action Plan and its objectives. In this way, the City's residents are kept informed about this subject and can ask questions about it.

Information

Any information you may require about the City of Vaudreuil-Dorion's Action Plan for People with Disabilities can be obtained from the City Manager's Office.

Lison Chartrand, Executive Assistant to the City Manager and the Mayor

Coordinator, Action Plan for People with Disabilities

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