



## North Bay Police Service Board

### By-Law #22: Accessibility

#### Legislative Reference / Authority

*Community Safety and Policing Act and Regulations, Accessibility Standards for Customer Service (ASCS), O. Reg. 429/07, Accessibility for Ontarians with Disabilities Act, 2005, Integrated Accessibility Standards Regulation (IASR), O. Reg. 191/11 and Ontario Human Rights Code.*

#### 1. Preamble

- a. As prescribed in the *Community Safety and Policing Act (CSPA)* and through Regulation the North Bay Police Service Board shall establish policy(ies) consistent with the *Act*, Regulation(s) and any other applicable legislation.
- b. The North Bay Police Service Board is committed to providing equal treatment to people with disabilities with respect to the use and benefit of services, programs, facilities and goods provided by the North Bay Police Service, in a manner that respects their dignity and that is equitable in relation to the broader public. This commitment extends to residents, visitors and employees with visible and non-visible disabilities.

#### 2. Procedure Criteria

- a. The Chief of Police shall establish written a procedure that incorporates the principles and provisions from the following pieces of legislation:
  - i. *The Accessibility for Ontarians with Disabilities Act (AODA)* was enacted into law by the Provincial Government in 2005 to ensure the development, implementation, and enforcement of accessibility standards in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises on or before January 1, 2025.
  - ii. *Ontario Reg. 429/07 (ASCS)* established accessibility standards for customer service, which applies to every designated public sector organization, and to every other person or organization that has at least one employee in Ontario and that provides goods or services to members of the public or other third parties.
  - iii. *The Integrated Accessibility Standards Regulation 191/11 (IASR)* was enacted in 2011 and is a consolidation of accessibility standards in the following five areas: General; Information and Communications; Employment; Transportation; Design of Public Spaces (Accessibility for the Build Environment); and
  - iv. The *Ontario Human Rights Code* section 1, which reads every person has a right to equal treatment with respect to services, goods and facilities, without discrimination because of race, ancestry, place of origin, colour,



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ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.

### 3. Employment

- a. The Board and Chief of Police will create an accessible work environment for all employees in accordance with the requirements and timelines set out in the *Employment Standards Act*, existing requirements under the *Ontario Human Rights Code* to accommodate people with disabilities, and the provisions of Part III of *O. Reg. 191/11*.

### 4. Training

- a. All Police Service Board Members, NBPS employees, who deal with the public on behalf of the NBPS shall receive on-line accessibility training, including ongoing training to address changes to accessibility requirements (when applicable). Training shall include information about the purposes of *the Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c.11* and the requirements of the Accessibility Standards as they pertain to the NBPS.
- b. Training records shall be maintained by the Training Section.

### 5. Responsibilities

- a. Pursuant to the *CPSA* section 37 (1) (a) - a police service board shall, ensure that adequate and effective policing is provided in the area for which it has policing responsibility as required by section 10.
- b. Section 37 (1) (j) - ensure that any police facilities, including police lock-ups, owned by the board comply with the prescribed standards, if any;
- c. The Chief shall ensure that the NBPS meets:
  - i. All requirements of the *ASCS, O. Reg. 429/07* under the *AODA* are met on an ongoing basis;
  - ii. All requirements of the *IASR, O. Reg. 191/11* under the *AODA* are met on an ongoing basis in accordance with the timelines set out in the regulation;
  - iii. All policies, practices and procedures are aligned with all requirements of the *IASR, O. Reg. 191/11* under the *AODA*; and
  - iv. Accessibility requirements related to the implementation of this By-law are part of the annual budget and planning processes.
- d. The Chief of Police shall as soon as practical inform the Board of any reports or instances of non-compliance or violations concerning any of the criteria associated the legislative requirements set forth in this by-law.



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Read the first time this 21<sup>st</sup> day of May, 2024

Read the second time this 21<sup>st</sup> day of May, 2024

Read the third time this 21<sup>st</sup> day of May, 2024

R. Stivrins  
Board Chair