



The Corporation of the Town of LaSalle

To: Members of the Accessibility Advisory Committee

Prepared by: Linda Jean, Deputy Clerk

Department: Council Services

Date of Report: January 28, 2026

Report Number: CS-2026-001

Subject: 2025 Year End Accessibility Status Report

Recommendation

That the report of the Deputy Clerk dated January 28, 2026 (CS-2026-001) regarding the 2025 Year End Accessibility Status Report be received.

Report

Ontario Regulation 191/11, section 4, requires designated public sector organizations to maintain a multi-year accessibility plan and to report annually on its progress. These obligations support ongoing efforts to identify and remove barriers in alignment with the Accessibility for Ontarians with Disabilities Act (AODA).

LaSalle's 2023–2027 Multi-Year Accessibility Plan, endorsed by the Accessibility Advisory Committee on June 29, 2022, sets out the Town's long-term direction for accessibility. It outlines the work already completed and the initiatives planned for the coming years.

Throughout 2025, the Town continued to advance this work, strengthening accessibility across municipal programs, services, and facilities.

This annual report highlights the progress made over the past year and reinforces LaSalle's commitment to continuous improvement and inclusive service delivery.

Accessibility Advisory Committee

- Approved the 2025 Committee Work Plan, finalizing annual priorities and objectives.

- Participated in the National Accessibility Week flag- raising event in May, which included a guest speaker, ASL interpretation, and recognition of Red Shirt Day to support accessibility awareness.
- Reviewed the 2025 Municipal By- Election Accessibility Plan in August to confirm proposed measures supported accessible voting locations, communications, and procedures.
- A presentation was provided by a representative from the John McGivney Children’s Center in September, outlining programs and services for children and youth with disabilities.
- Reviewed the Parks Draft Master Plan in November, looking at proposed accessibility features and design standards for future park development and providing feedback to help ensure accessibility was considered early in the planning process.

Employment

Human Resources advanced several initiatives to strengthen accessibility and inclusive employment practices.

- All employees continued to complete annual AODA training, with the same training incorporated into orientation for new staff.
- The Careers webpage was refreshed to better reflect its commitment to equity and accessibility. Updates included a new “Diversity, Equity and Inclusion” section on the Why LaSalle page, an FAQ addressing how candidates can request accommodations during the interview process, and the addition of an equal opportunity employer statement on the main Careers landing page.

Information and Communication

Several initiatives were advanced to strengthen accessible information and communication.

- A new website platform was launched in April, which maintained integration with Siteimprove and Reachdeck (formerly Browsealoud) to support ongoing accessibility monitoring and assistive browsing features.

- Enhancement of the accessibility of online content, with “alt text” being added to all media images across the Town’s website.
- Conducted a department wide compliance audit for reporting purposes.
- Worked with the legal department to add an accessibility requirements clause that speaks to the responsibility of the third party entities to be compliant with the applicable requirements of the O.Reg 191/11, and WCAG 2.0 AA

Design of Public Spaces

As we continue to design and upgrade public spaces, including street lighting, roads, and sidewalk, we will continue to incorporate accessibility as a standard practice.

Recent examples of creating accessible public spaces include:

- Installed accessible curbs on S2 sidewalks to enhance mobility and compliance with accessibility standards.
- Completed electrical upgrades in Parking Lot 3 for the Strawberry Festival allowing for the removal of power cords that previously crossed pedestrian pathways, thereby reducing tripping hazards and improving accessibility for individuals using mobility devices.
- Adjusted the vendor layout in Parking Lot 3 for the Strawberry Festival to widen pedestrian aiseways, reduce congestion, and create a more accessible environment for those using wheelchairs, walkers, and other mobility supports.

Customer Service

- Staff from the Council Services, Culture and Recreation, and Strategy & Engagement departments participated in the Outdoor Accessibility Fest- For- All on September 12, 2025, contributing to the Town’s ongoing community engagement and accessibility awareness efforts.
- The Accessibility Clerk attended two ONAP Conferences to network and stay current with accessibility developments (Ontario Network for Accessibility Professionals).
- Expanded inclusive programming by equipping summer day camps with a range of sensory toys and adaptive equipment to better support children with special needs and enhance their overall camp experience.

- Purchased a wheelchair for permanent placement at the LaSalle Event Centre to support attendees mobility challenges who may require assistance entering the facility or returning to their vehicles
- The Culture and Recreation Department joined the Older Adult Centres' Association of Ontario (OACAO), strengthening the Town's connection to a provincial partner that provides high- quality resources, services, and support to community- based older adult centres.
- As part of the Seniors Active Living Centres program (SALC), the first Senior Expo was delivered in June 2025, which brought together more than 60 community agencies to provide information and support to seniors, including several organizations specializing in mobility- related services that were able to speak directly with local residents and share resources.

The initiatives outlined above reflect the Town's ongoing commitment to an inclusive community. These examples represent the ongoing efforts undertaken in day- to- day operations, where staff routinely and proactively integrate accessibility considerations into their work. This day- to- day attention to accessibility remains a consistent part of how services are planned and delivered across the organization.

Consultations

Each department was contacted to submit information on their accessibility initiatives and progress made in 2025.

Financial Implications

None.

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Link to Strategic Goals

1. Enhancing organizational excellence - Yes
2. Strengthen the community's engagement with the Town - Not Applicable
3. Grow and diversify the local economy - Not Applicable

4. Build on our high-quality of life - Not Applicable
5. Sustaining strong public services and infrastructure - Not Applicable

Communications

None.

Report Approval Details

Document Title:	2025 Year End Accessibility Status Report.docx
Attachments:	
Final Approval Date:	Jan 30, 2026

This report and all of its attachments were approved and signed as outlined below:



Director, Council Services/Clerk

Jennifer Astrologo