

Town of Oxford - Accessibility Plan

Achievement Report Card – March 31, 2026

Services & Built Environment

- Council meetings are live streamed and recorded with closed captioning, making them more accessible when posted on Facebook.
- Proclamations to be more inclusive and welcoming.
- Council meeting videos shared to YouTube
- **Town Hall**
 - New Town Hall Customer service secure entrance has been installed with an automatic accessible door customer service window for the safety of staff and residents.
 - Additional security cameras are now in place at the entrance, parking lot, and walking bridge.
 - Replacement railing at front entrance to improve stability.
 - Staff office area has been opened to provide better access and flow.
 - Bylaw Enforcement Officer has been hired to provide bylaw enforcement, zero-tolerance for harassment and workplace violence complaint intervention and monitoring.
 - Continued Winter maintenance service to ensure snowbanks are removed where crosswalks are designated and updating of the Snow Removal Policy to reflect priorities of safe snow removal for public safety and accessibility.
 - Partnering between public work and the Oxford Arena Association for safe parking winter maintenance.
 - AEDs have been purchased for locations throughout the Town.
 - Town Hall accessibility development investigation in progress including upgraded accessible ramps, elevator to second floor, doorway upgrades and lighting.

- Oxford Depot has been re-arranged for better accessibility and flow.
- **Capitol Theatre**
 - Bariatric bench has been installed (April 2025) for accessible seating.
 - Upgraded sound, lighting and projection systems for better access and inclusivity.
 - Partnership with Sunset Communities for monthly movie screening and karaoke events.
 - Planning further upgrade to sound system for hearing-impaired.
 - Partnerships created to enhance inclusion with Y-REACH, School's Plus, Nova Scotia Health, Sunset Enterprises, VON, the Oxford Senior's Club, Oxford Lions Club, Nazarene Church, Baptist Church, Cumberland Pride, Home School Association, and Oxford Minor Baseball.

Recreation

- Oxford Physical Activity Strategic plan renewal. Applying the accessibility and EDI lenses to the plan.
- Equipment loan program is now in place.
- Partnerships created to enhance inclusion with Y-REACH, School's Plus, Nova Scotia Health, Sunset Enterprises, VON, the Oxford Senior's Club, Oxford Lions Club, Nazarene Church, Baptist Church, Cumberland Pride, Home School Association, and Oxford Minor Baseball.
- Accessible washroom facilities being rented summer of 2026 for placement at the ball and soccer fields.

Information and Communication

- Voyent Alert! Has been implemented to convey alerts and information bulletins by cell phone (SMS), voice phone, email, and

other alert methods.

- People can listen to or watch live-streamed Town Council meetings, with closed captioning, live on social media via the Town of Oxford Profile on Facebook. Videos of Council are also uploaded to YouTube the next day and linked on social media for those that are not following the Town of Oxford Profile on Facebook.
- Town Council meetings are open to the public to attend in person.
- Agendas and minutes of all Town Council meetings are posted on the Town website.
- Cumberland Region Emergency Management Office has initiated training and development for all departments and plans to work with the Council to be prepared for emergencies.
- Oxford Fire department has completed upgrades to the kitchen, seating and installation of upgraded heating and air conditioning to act as a comfort centre in times of emergency as an accessible building (2025).
- Multiple options for more accessible information sharing are now possible including posts to our website, VoyentAlert!, social media pages, printed media, community, town calendars and newsletters, tax and water bills, and radio.
- Ongoing training and development in areas of Accessibility, Plain Language, and accessible communication.
- Improvements in receiving and responding to concerns, complaints requests via customer service forms, including suggestions about accessibility, Accessibility Plan and inclusivity.

Transportation

- Continued utilization of the Oxford Walk and Wheel-Ability Report completed in 2024 highlighted some of the concerns for the walk and wheel-ability of the Town of Oxford and highlights active transportation opportunities.
- Planning and development plan creation has been started for Main Street and Pugwash Road (2025)

- Ongoing repainting of crosswalks.
- Crossing guard position has been continued at the main intersection to assist students and pedestrians of all ages safely cross the street during school times (morning, lunch and afternoon).
- Installation of accessible parking spaces at Oxford Sunset Community Thrift Store and Black River Park and on Water and Main Street with identifiable paint markings offering wider and longer parking spaces including security camera monitoring for enhanced safety.
- Installation of dimple plates at upgraded sidewalk crossings at ballpark.
- Further exploration of dimple plate placement, size and installation ongoing.
- Digital speed sign implementation planned for 2026 for increased speed safety, and awareness.

Employment

- Members of the Council receive tablets for reading agendas and Town documents. This makes reading more accessible because users can zoom in on text and change the font size.
- Staff have access to dual monitor setups and use of laptops for easier visibility, portability, and flexible working options.
- Office furniture with ergonomic desk design have been upgraded for the Public Works Supervisor and administrative assistant.
- Discussion, conversation and thought processes have evolved to include inclusive, equity and accessibility lenses.
- Health and Wellness policies have been enhanced to include zero-tolerance enforcement for toxic individuals at locations such as the Oxford Depot.
- NSFM wellness opportunities are extended to staff.
- Telus Health and Medavie Blue Cross programs are extended to staff.
- Fall arrest, Confined Space, Excavation, sidewalk plow (trackless), First Aid, Chainsaw and Emergency Management training for public works staff (2025-26).