

University

Accessibility Annual Status Report May 1, 2017 to April 30, 2018

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UNIVERSITY ACCESSIBILITY ANNUAL REPORT 2018

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considered a large designated public sector organization. As such, is required to establish, implement, maintain and document a multi- year accessibility plan. That the Plan for the period 2016 2025.

AODA legislation also requires public sector organizations

relative to the multi-year accessibility plan. This Report documents the planning and implementation second year of the multi-year Plan, from May 1, 2017 to

April 30, 2018.

involvement in the strategic identification, removal, and prevention of barriers to their full participation. Accessibility planning provides the university with the opportunity to take a comprehensive look at its services, policies, procedures, practices and programs to determine which aspects of its operations require action towards advancing accessibility. In order to support progress and meaningful implementation of the Plan, a strong foundation built upon the following principles is necessary.

All Departments and Units are asked to provide input into the Plan. The Vice-Status reporstat 30e12(f)-4(o)r (n)-4(i-15(f)-4(or)o(im)4(at)-5o3(n)][JETQq0 0 612 792 reW*nBT0 g/TT0 12]

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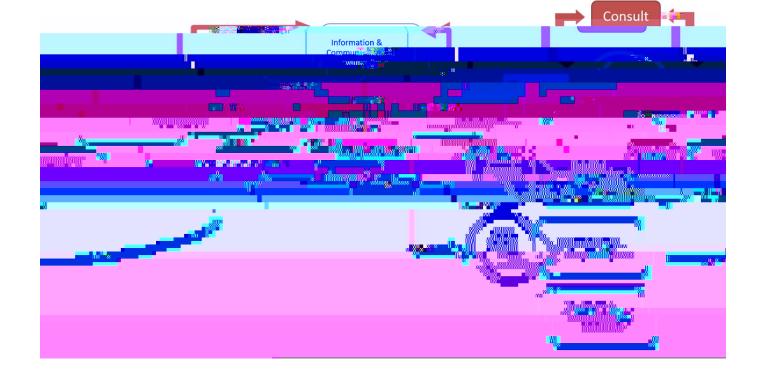
websites and departmental compliance efforts (with WCAG 2.0 Level A) and make recommendations through an annual environmental scan report.

- b. continue its work to meet obligations of the Design of Public Space requirements coming into force in 2016.
- c. (formerly the Education, Training, and Awareness Working Group has been put on hiatus): include input from the Centre for Teaching and Learning, ITServices, and the Equity Office.
- d. *(formerly the Policy Advisory Working Group which has folded)*: has agreed to expand its Terms of Reference to include providing feedback on Accessibility policies, procedures, and guidelines and submit them directly to VPOC for approval.
- e. : has been put on hiatus. The AODA requirements have been met operationally by the Human Resources department through the development of the <u>Accommodation of Disabilities in the Workplace Policy</u>, <u>Individualized</u> <u>Accommodation Procedures</u>, <u>Disability Accommodation Guidelines</u>, <u>Return to Work Policy</u>, and <u>Return to Work Procedure</u>.
- 3. Any initiative from each active Working Group or Committee (with the exception of PSAC) is given to the Operational Review Committee (ORC) who provides feedback and endorsement ensuring institutional-wide considerations are discussed;
 - up consults with ORC and

provides final approval.

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The following is a summary of actions taken to achieve compliance with 2017/2018 applicable requirements under the AODA and the Integrated Accessibility Standards Regulation (IASR 191/11). Compliance deadlines appear in brackets and refer to January 1st of the given year.

Communicating and providing information in ways that are accessible to all is another cornerstone of building an accessible organization.

University, focusing on the Information and Communication Standards within the Integrated Accessibility Standards.

Although the compliance date has passed, work on compliance continued in 2017/18.

ITS has again purchased a one-year subscription to Ste Improve. The Information and Communications Working Group created an inventory and gathered Include procedures for preventative and emergency maintenance of accessible elements in public spaces and procedures for dealing with temporary disruptions when required accessible elements are not in working order.

The Built Environment Working Group is currently developing new Terms of Reference to reflect

Facilities

improvements to both buildings. Improvements to entrances, single-user (gender neutral) accessible washrooms in both buildings, and an accessible kitchen are included. Construction will be completed in Fall 2018.

In the Fall of 2017, the Equity Commissioner for ASUS reported an accessibility barrier to acilities. Students were locking bikes to the sides of the accessible ramp to their building at 183 University Avenue preventing safe access to anyone using a roobility aid They MCID 1 (wondered if a bike rack could be installed in front of the building.

Facilities installed a new concrete sidewalk to the buildings entrance as well as a concrete pad upon which to securely fasten a new bike rack; removing the accessibility barrier.



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in order to share and gain expertise. We

continue to strengthen our capacity to inform, educate, raise awareness, and involve both persons with and without disabilities on and off campus. AODA training, both face-to-face and online, continues to be undertaken in 2017/18.

Online training continues to be provided on the requirements of the accessibility standards under Ontario Regulations 191/11 and on the Ontario Human Rights Code. The can be found on the Equity Office website. The tables below are a comparison of percentages of completion by active employees between May 2018, July 2017, and May 2016.

Although the Human Rights 101, Access Forward, and Accessibility Instruction for Educators training all experienced completion rates increase, the table shows that more work is necessary for compliance.

May 2018				
	Customer Service Training	Human Rights 101	Access Forward	Accessibility Instruction for Educators
Active Faculty and Staff (4679)	84.4%	67.3%	69.0%	48.1%
Students and Casuals (3696)	59.8%	48.7%	48.8%	N/A

July 2017				
	Customer Service Training	Human Rights 101	Access Forward	Accessibility Instruction for Educators
Active Faculty and Staff (4738)	81.6%			



Develop an action plan and timeline to enhance inclusion.

The Tool also is designed to complement other administrative responsibilities of units such as:

Departmental Strategic Planning;

Cyclical Review Process (CPR) and Queen's University Quality Assurance Process (QUQAPs);

Hiring and Appointments Processes;

Implementation of the Academic Plan.

and gain expertise. We continue

to strengthen our capacity to inform, educate, raise awareness, and involve both persons with and without disabilities on and off campus.

-developed between

Human Resources and the Equity and Human Rights Offices continues to realize good enrollment rates.

The Accessibility Coordinator presented at TD Day on creating accessible course content.

The Accessibility Coordinator staffed information booths at SOAR and at the Graduate Students Resource Fair.

The Accessibility Coordinator presented at the new Faculty Orientation.

The Accessibility Coordinator delivered accessibility training to Orientation leaders, Residence staff, AMS, ASUS, and the Engineering Society.

The Accessibility Coordinator sits on the Advisory Committee on Academic Accommodations, The Training Working Group, Transition Resource Guide Advisory Board - Regional Assessment and Resource Centre (RARC) and the Municipal Accessibility Advisory Committee (MAAC), City of Kingston.

Throughout the year, the Accessibility Coordinator has provided numerous training and workshops to numerous Departments and Units regarding website, document, and social media accessibility; including Alumni Relations, Orientation leaders, Homecoming volunteers, ASUS, Facilities, Office of the Associate Vice-Principal (International), **and SDepartBrent Off Enternational**

extenuating personal circumstances that may temporarily affect their ability to fulfill their academic obligations and requirements.

Student Wellness Services added an Occupational Therapist to its staff complement to help

accommodations.

(QSAS) increased capacity by making two part-time

accessibility advisor positions full-time.

Staff in QSAS attended a provincial conference to receive AODA training. QSAS is working with the Centre for Teaching and Learning and Faculties/ Schools to integrate Universal Design for Learning principles into academic accommodation planning. Student Wellness Services, including QSAS, is moving to new facilities in Mitchell Hall in 2018-19. The main level, fully accessible, central and modern space will support the needs of students with disabilities on campus. In addition, the facility will house a new university

January 1,	1.
January 1, 2020	

its proposed national accessibility law into the House of Commons, for it to be debated and passed into law.

Over the years and especially of late, a great deal of work has gone into diversity and inclusion efforts. The university has made clear its intention to put these efforts into action to ensure tangible and lasting positive channels5(ane)10()-3(c)...34 -2 nBT0 g/TT0 12 Tf260.69 1f late, a