



Queen's University

Accessibility Annual Status Report

May 1, 2020 to April 30, 2021

Public Communication of the Accessibility Plans and Annual Reports

Queen's current and past Accessibility Plans and Annual Reports are available:

Online at the Equity Services website at [Reports and Plans](#)

By telephoning Equity Services at (613)533-2563

By sending an email request to equity@queensu.ca

By mailing a written request to:

Human Rights and Equity Office

Queen's University

Mackintosh-Corry Hall, Room B511

99 University Avenue

Kingston, ON, K7L 3N6

In alternate formats as requested.

Accessibility Feedback

Queen's recognizes that feedback is critical to the process of identifying and removing barriers to participation as well as improving how we deliver our services to persons with disabilities. The [Accessibility Feedback Online Form](#) can be used to submit feedback about accessibility to Accessibility Services.

Feedback may also be given by emailing Equity Services at equity@queensu.ca, by telephone at (613) 533-2563, or by fax at (613) 533-2031. You may also send feedback via mail to:

Human Rights and Equity Office

Queen's University

Mackintosh-Corry Hall, Room B511

99 University Avenue

Kingston, ON, K7L 3N6

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QUEEN'S UNIVERSITY ACCESSIBILITY ANNUAL REPORT 2021

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Coronavirus COVID-19
In March 2020, the World Health Organiza



Engaged and aware employees incorporate accessibility into daily practices at all levels of the organization and are encouraged to use an inclusionary lens when preparing policy and procedural documents or developing programs and services.

1. Consult with persons with disabilities whose input is shared with the five working groups and throughout the cycle.
2. The names and processes of each working group and committee are as follows:
 - a. Site Improve Advisory Group: continue to m



5-year accessibility plan for barrier removal

Facilities – Physical Plant Services has developed a 5-year accessibility plan for barrier removal in existing buildings. In 2018, the University approved Facilities funding in the amount of \$250,000 with the intent to increase funding each year by \$25,000 over the 5-year period. 2021 marked the fourth year of the Plan. With the assistance of the Built Environment Advisory Group, a strategy for barrier remediation for existing buildings was developed which took into account the following:

Existing buildings that are not undergoing major renovations are grandfathered under the Ontario Building Code and are not required to be updated.

Enhancing accessibility and creating inclusive environments on campus is a priority.

With substantial accessibility components that would benefit from improvements, selecting key barriers for remediation requires a targeted approach.

For 2020/21, \$325,000 was approved for Facilities to address accessibility issues. Examples of projects undertaken for thi





January 27, 2021: WE-Can/HREO: Accessibility Café for Women Entrepreneurs with Disabilities.

March 10, 2021: Accessibility Cafe with the CNIB - Myth-busting Vision Loss at Work.

April 28, 2021: The New Inclusivity: Neurodiversity and Workplace Inclusion.

Each Café was well attended by students, staff, faculty, community members and alumni.

Since its launch, the Accessibility Hub has assisted over 120 Queen's Departments and Community Services with accessibility issues.

Through the Accessibility Hub website, the Accessibility Coordinator has responded to:

- Over 1200 specific requests since the website launched (October 2013).
- Requests range from the simple to very complex, and include built environment, video captioning, workplace accommodations, audio transcripts, website and document accessibility, physical access, accessible transportation, and accessible parking.

Between May 1, 2020 and April 30, 2021 there were 27,369 visitors viewing 66,429 web pages.

Assisted the University of Calgary create their own "Hub".

The Diversity and Equity Self-Assessment & Planning (DEAP) Tool for Academic and Administrative Units was developed in 2015 by the Queen's University Human Rights and Equity Office to help Units better understand their working environment climate as it relates to equity and diversity.

Implementation of the DEAP Tool across units will be an additional method to help ensure the university not only meets, but also in some cases exceeds, the AODA requirements. The DEAP Tool is a self-audit tool for internal use to allow Units to:

- Understand the designated group demographic profile of their staff and faculty, including representation of persons with disabilities in the unit
- Assess how inclusive the Unit is
- Provide an opportunity to reflect on areas in need of improvement using the Diversity Score Card assessment template
- Support further commitments to equity and diversity
- 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 (QUQAP's)



Queen's recognizes the importance of collaboration in order to share and gain ex



Final Exam Accommodations

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Mental Health

Student Affairs offers several programs designed to help students, faculty, and staff supppppppseveral



Education Support



