

AODA Annual Progress Report 2013

Summary

The Accessibility for Ontarians with Disabilities Act (AODA) Annual Report describes the progress of Sheridan College in working towards not only AODA compliance but also towards fostering an increasingly inclusive and accessible community.

The AODA aims to develop a fully accessible Ontario by 2025 and provides five regulatory standards for both the public and private sectors. While providing an update on 2013 achievements this report also catalogues the continued progress of previous programs and initiatives. For a more in depth look at Sheridan's Multi-Year Accessibility Plan, go to accessibility.sheridancollege.ca.

As the College continues to navigate compliance with the AODA there are parallel initiatives outside the scope of the AODA to increase accessibility and inclusion. The College is also investing new equipment, educational training, and other resources to increase accessibility and inclusion for all members of our community.

Barrier Removal and AODA Compliance Strategy

Identifying barriers for removal is done through a variety of ways. This includes using feedback from members of our community and ACSA, as well as through formal and informal reviews of Sheridan practices and services. The Organizational Accessibility Coordinator collects this information and uses it to inform the priorities for accessibility plans.

2013 Achievements

The following list itemizes major 2013 accomplishments and initiatives across the Sheridan community. They have been divided into five categories, Built Environment, Procedural, Acquisitions, Education & Training, and Information & Communications.

Built Environment

1. Davis Campus Accessible Learning Lab has acquired a door operator and security card access to ensure both accessibility and appropriate use of the space.

2. 75 new door operators have been installed across both the Davis and Trafalgar campuses. These include both interior and exterior doors.
3. SCAET stairwells at Trafalgar campus have been renovated to include contrasted stair nosing with grip to ensure both safety and accessibility.
4. With the renovation of E-Wing floor improved flooring transitions were installed to ensure a level and accessible pathway that is easy to navigate with varying mobility devices.
5. 12 double doorways with crossbar barriers were removed to increase ease of navigation for people with mobility devices.

Procedural

1. New purchasing policy and procedural resources were developed to ensure accessibility in our purchasing process and to help employees understand how to take accessibility into consideration for different types of purchases (ie: IT purchases, office purchases etc).
2. Increased visibility of accessibility supports to Sheridan employee applicants with revised language encouraging persons with disabilities to apply.

Information & Communications

1. New Sheridan website exceeded AODA obligations to go beyond WCAG Level A and will continue to progress to Level AA throughout 2014.
2. Added an online alert box to Sheridan's website to inform community members of temporary disruptions to Sheridan services and/or facilities.
3. Way-finding initiative received heavy consultation on accessibility issues. Project will begin to roll out in summer 2014 and will demonstrate a strong commitment to accessibility.
4. New library webpage dedicated to the accessibility resources and supports available through Library Services.

Education & Training

1. ALS & Organizational Accessibility made a presentation to Support Staff across the college sector on invisible disabilities and tools to support student success.
2. Universal Design for Learning tool presented to new faculty in TLA presentation.
3. College Council presentation updated the community on College AODA requirements and progress.
4. A new faculty training resource focusing on Universal Design for Learning was developed and launched in partnership between the Centre for Respectful & Healthy Workplaces and Centre for Teaching & Learning.
5. Specialized accessible customer service training delivered to IT staff providing telephone support to staff and students in Spring 2013.

6. Library and tutoring staff were trained on the provision of accessible learning materials in Fall 2013.
7. The Centre for Teaching & Learning developed accessible e-learning templates available for use by all staff in SLATE2.

New Acquisitions

1. Sheridan Theater at Trafalgar acquired a portable platform lift to enable access to the stage.
2. Sheridan acquired new inter-campus shuttles, accessible to persons with disabilities on demand.
3. With the recent changes to campus printing services the newly acquired printers offer increased accessibility features and have been installed with deliberate consideration to accessibility and the needs of a variety of users.

Ongoing Work and Focus for 2014

Employee training is an important part of not only AODA compliance but of fostering the continued growth of accessibility and inclusion across the Sheridan community. To date over 2,400 members of the Sheridan community have completed our Accessible Customer Service training.

As the Sheridan community continues to grow, so do our campuses. With HMC Phase 2 on the horizon for 2016 significant advances are being made to ensure new buildings exceed the accessibility requirements of the Ontario Building Code and the AODA. This new addition to our HMC campus will reflect best practices in universal design to ensure usability and accessibility for all.

In 2014 all AODA related policies and processes will be reviewed. These include: the Corporate Accessibility Policy, the Accessible Customer Service Policy and College feedback processes. These activities are intended to align with the Accessibility Directorate's planned revisions to the AODA's Customer Service Standard.

As always the Organizational Accessibility Coordinator is available to the College community to consult on any procedures and policies to ensure accessibility and the removal of barriers to persons with disabilities.

ACSA

In recognition of Sheridan's commitment to accessibility and to ensure the voices of our community are heard as we plan for an increasingly accessible and inclusive future, an advisory council on issues of accessibility and inclusion has been established.

The Advisory Council for Sheridan Accessibility (ACSA) is a voluntary advisory body established to provide input to the Organizational Accessibility Coordinator with regard to the preparation and implementation of Sheridan's multi-year accessibility plans. The Council also provides input on accessibility initiatives across the College.

ACSA Members

ACSA membership is comprised of representatives from a variety of departments and strives to represent a cross-section of our campuses. The Council includes students, staff and faculty. For more information please refer to ACSA's Terms of Reference, available upon request to the Organizational Accessibility Coordinator.

Alex Virapen, Manager ITSC

Antonia Hammer, Organizational Accessibility Coordinator

Barbara Smith, Facilities Services Projects Coordinator

Chad Mansell, Facilities Services Project Manager

Dana Brennan, Accessible Learning Advisor

Fred Oliver, Digital Marketing Analyst

George Georgopoulos, Manager Health & Safety

Marian Traynor, Manager Library Services

Mary Carroll, Interior Design Faculty Member

Natalie Pierre, Human Resources Recruitment and Job Evaluation Assistant

Peter DeCourcy, E-Learning Designer

Rod Murphy, Student Services Advisor

Stephanie Dimech, Associate Dean Teaching and Learning