



## 2019 Annual Status Report

The Accessibility for Ontarians with Disabilities Act (AODA) was established to make goods, services, and facilities accessible to all people with disabilities in all public, private and not-for-profit sectors by January 1, 2025.

The Accessibility for Ontarians with Disabilities Act (AODA, 2005), became law on June 13, 2005, provided the province with a mandate to develop, implement and enforce sets of accessibility standards. Lambton College, as a large public sector organization must comply with the following AODA Standards:

- Accessibility Standards for Customer Service
- Integrated Accessibility Standards Regulation, which include additional general requirements:
- Accessibility Standards for Information and Communications
- Accessibility Standards for Employment
- Accessibility Standards for Transportation
- Accessibility Standards for the Built Environment

### **Commitment to Accessibility**

Lambton College is 100% committed to meeting its obligations under the requirements of Accessibility for Ontarians with Disabilities Act (AODA) and to providing a safe and barrier free environment for all students, faculty, support staff, administrative staff and members of the public. We recognize the value in creating an inclusive environment for everyone. A place where colleagues, clients, staff and students are treated with dignity, respect and equality and valued for their contributions to our team.

### **Message from President Judy Morris:**

At Lambton College we believe in the right to an education. The inclusive nature of our college community supports all people and results in policies, procedures, and plans that are grounded in the principles of dignity, independence, integration and equality. Our commitment to these principles is clearly in evidence in our 2012-2021 AODA Multiyear Plan where we offer deliverables and actions that will move us incrementally towards the goal of full inclusion.

### **Legislative Updates**

- There were no new legislative updates introduced in 2019.
- A standards development committee will develop recommendations for a proposed accessibility standard to address barriers in publicly funded postsecondary education provided by colleges and universities, as required by Section 9 of the *Accessibility for Ontarians with Disabilities Act*. They will define the long-range objective of the proposed standard and determine the measures, policies, practices and requirements to be implemented on or before January 1, 2025, and the timeframe for their implementation.



The annual review of our Multi-Year Accessibility Plan was completed by our AODA Steering Committee. The plan outlines the College's AODA obligations until 2021. We continue to work in accordance with this multi-year plan developed to meet our organizational obligations under the AODA, *Integrated Accessibility Standards Regulation (O. Reg. 191/11, s. 4 (1) (2))*.

### **College AODA Committee**

The College AODA committee is comprised of various employees who represent key areas accountable for accessibility initiatives.

### **Provincial Committee**

Lambton College continues its representation on the Human Resources Colleges Committee (HRCC) AODA Committee.

### **Achievements for 2019**

#### **Accessibility - Student Services**

- Developed and updated several communication mechanisms and operational processes in order to create more administrative efficiencies and increase effectiveness of student resources and time spent on direct student service.
- Added capacity to store digital documents into student files for more efficient service and more confidential storage of student files
- Developed upload capacity for confidential documentation in order for students to provide digital documents securely.
- Added/provided professional development for faculty and staff on accommodation planning and accessibility services.
- Enhancements of assistive technology processes and supports related to accommodate testing provision.
- Consolidation of testing services to include accommodated testing in order to eliminate drain on resources and space required to deliver core Accessibility services on Accessibility office.

#### **Community Employment Services**

- Reviewed online documents, forms and Service Charter to verify AODA compliance and availability of alternate formats
- Reviewed all videos used to ensure they provide closed caption / voiceover options.

#### **Information Technology**

- Provide continual support to employees posting content and verifying AODA compliance to both <https://mylambton.ca> and <https://www.lambtoncollege.ca>
- Accessibility checks to all documents prior to posting on both <https://mylambton.ca> and <https://www.lambtoncollege.ca>
- Enabled High Contrast option on <https://www.lambtoncollege.ca> for increased accessibility feature that assist people with vision impairment.

## Accessible Formats and Communication Supports

- The college continues its commitment to arrange for accessible formats and communication supports (upon request) in a timely manner.
- A page was developed to notify of Accessibility Interruptions  
[https://www.lambtoncollege.ca/custom/Pages/Accessibility\\_Interruptions.aspx](https://www.lambtoncollege.ca/custom/Pages/Accessibility_Interruptions.aspx)
- A page was developed to list resources for staff, students and visitors  
[https://www.lambtoncollege.ca/About\\_Us/Accessibility/Resources/](https://www.lambtoncollege.ca/About_Us/Accessibility/Resources/).

## Human Resources

- Recruitment, orientation and onboarding processes have been updated to strengthen communication around the availability of accommodations. These updates include:
  - Lambton College's commitment is posted to the website which states: *Lambton College is committed to accommodating applicants with disabilities throughout the hiring process, in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). The Human Resources Department will work with applicants requesting accommodation at any stage of the hiring process.*
  - Each job posting includes with the following statement: *Lambton College is committed to an inclusive, barrier-free selection process. If contacted regarding this competition, please advise the interview coordinator of accommodation measures you may require during our selection process. Information received relating to accommodation needs of applicants will be addressed confidentially.*
  - Accommodation options are offered verbally during the interview when participants are asked if the question(s) need to be repeated.
  - Applicants are able to review interview questions in written format fifteen (15) minutes prior to their interview if requested.
  - Interviews can be conducted in a virtual format for various reasons including the need to accommodate people with disabilities related to travel and / or mobility barriers.
  - Successful applicants are notified of policies for accommodating employees with disability's during the delivery of the offer of employment.
  - All of the appropriate training on the Integrated Accessibility Standards Regulation and Human Rights code as it pertains to persons with disabilities are linked to new employee contracts and must be completed as a condition of employment.
  - In conjunction with the Health, Safety and Environmental Coordinator, P&OD has developed and uses a written process for accommodating employees with disabilities. Individual accommodation plans are developed and reviewed by the employee, supervisor, physician and HSC Coordinator. Once approved, the HSC Coordinator maintains the plan, adjusting for any new medical information received from the physician.
- Lambton College continues to ensure that its feedback processes are accessible to persons with disabilities.
- Lambton College continues to provide or arrange for accessible formats or communications supports when requested.

## Facilities Management

- Chemistry labs have been renovated and include barrier free student stations and fume hood.
- Landscape improvements continue to be made and include:
  - Wider sidewalks
  - Curb cut-outs
  - The installation of tactile plates

## Library

- Working with heads of Libraries and Learning Services and the Ontario College Library Services in the acquisition of visual media and digital content.
- Continues to respond to alternate format requests of library materials to registered students, faculty and staff with a perceptual disability

Lambton College is committed to meeting the upcoming AODA obligations of 2020 and 2021, including:

- **s.18 Educational libraries** (2020) to provide, procure or acquire accessible or conversion-ready format of digital based resources (upon request). (Special collections and archival material are exempted).
  - The Library eResources Accessibility Project (LEAP) is an HLLR-directed initiative currently in development to assist Ontario college libraries in upholding accessibility best practices and becoming compliant with the requirements of the Accessibility for Ontarians with Disabilities Act (AODA) January 1, 2020 deadline for ensuring the accessibility of electronic resources (IASR, 2011, s. 18(3)).
- **s. 14 All Internet websites and web content** (2021) must comply with WCAG 2.0 Level AA (excludes live captioning, audio description).