

# 2016-2019 Multi-Year Accessibility Plan

## Introduction

In 2005, the government of Ontario passed the Accessibility for Ontarians with Disabilities Act (AODA), which requires that Ontario be an accessible province by 2025. To help public, private and not-for-profit organizations identify, prevent and remove barriers to accessibility, the AODA sets out specific accessibility standards in five areas:

- Customer service;
- Information and communications;
- Employment;
- Transportation;
- Built environment.

The accessibility standard for customer service came into force in 2008. The information and communications, employment, and transportation standards have now been enacted as Ontario Regulation 191/11 - the Integrated Accessibility Standards. These standards are to be phased in over time. The standard for the built environment, which applies to facilities and outdoor spaces, is still in development.

Georgian College introduced its first accessibility plan in compliance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) in 2006. The plan outlined a number of accomplishments the College achieved over the last several years in terms of barrier removal, and the steps taken to prevent barriers.

## Commitment to Accessibility

Georgian College supports the intent of the AODA, 2005 and its goal of achieving accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodations, employment, buildings, structures and premises on or before January 1, 2026. We are committed to building an inclusive community that includes accessible learning and working environments.

Georgian College recognizes that the AODA obligations are far-reaching, with varying levels of responsibility across the college, which is why the College has taken a strategic approach to implementation. We are committed to making accessibility throughout the organization a reality and all employees of the college have a role in creating an accessible and inclusive college. Therefore, in this multi-year plan various groups have been assigned leadership and responsibility to ensure our goals are met and the plan will be updated every five years.

The College has established an Accessibility Committee, which is comprised of senior leaders representing all areas of the college who champion and are accountable for the successful implementation of the accessibility initiatives as they relate to the AODA Accessibility Standards. The Committee is responsible for reviewing the annual status report, which will address the outcomes of the deliverables and activities as stated in this plan and contribute to changes of this plan as required.

To obtain this document in an alternate format, please contact Jennifer Nesbitt, Occupational Health & Safety Coordinator at 705.728.1968, extension 2200 or at [accessibility@georgiancollege.ca](mailto:accessibility@georgiancollege.ca).

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Due Date (Jan. 1st)	Requirement	Deliverables	Activities	Responsible	Status
2016	Design of Public Spaces Standard				
	<b>s. 80</b> <ul style="list-style-type: none"> <li>Applies only to new construction and redevelopment of elements in public spaces.</li> <li>Outdoor <b>public eating areas</b> will have 20% accessible tables, accessible ground surfaces and forward approach access for persons using mobility aid.</li> <li><b>Exterior paths of travel</b> will meet accessibility requirements.</li> <li>Off-street <b>accessible parking</b> will meet all accessibility requirements, aisle space, signage, and percentage requirements.</li> <li><b>Service</b> counters, fixed queuing guides and waiting areas.</li> <li>Develop procedures for preventative and emergency <b>maintenance</b> of the accessible elements and dealing with temporary disruptions.</li> </ul>	<ul style="list-style-type: none"> <li>Representation from Physical Resources on Georgian AODA Committee.</li> <li>Assemble committee working group(s) as needed to address gaps.</li> </ul>	<ul style="list-style-type: none"> <li>Awareness of obligations to Physical Resources.</li> <li>Identify existing accessible features across all campuses using 2005 Accessibility Task Force audit results as a template.</li> <li>Review and develop implementation plan.</li> </ul>	OHS / PR	Completed, Oct 2015
			<ul style="list-style-type: none"> <li>Notice of services disruptions will be posted at the affected location and on the College's public website.</li> </ul>	OHS / PR	Completed 2016
			<ul style="list-style-type: none"> <li>Identify accessible elements in current preventative maintenance schedule, address gaps, and update procedure.</li> </ul>	Physical Resources	Completed 2016
			<ul style="list-style-type: none"> <li>Barrie campus, universal washroom B113 made fully accessible with automatic door opener, door lock, and emergency call system.</li> </ul>	OHS / Physical Resources	Completed 2016
			<ul style="list-style-type: none"> <li>Barrie campus, The Automotive Business School of Canada (H Building) lobby renovation, includes accessible washrooms.</li> </ul>	Physical Resources	Completed 2016
			<ul style="list-style-type: none"> <li>Owen Sound campus, Marine Emergency Duties addition includes accessible elevator, washrooms and shower rooms.</li> </ul>	Physical Resources	Completed 2016

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2017	<b>Address requirements of the updated 2015 Ontario Building Code.</b> <ul style="list-style-type: none"> <li>Visual fire alarms in all public corridors of multi-unit residential buildings.</li> <li>Smoke alarms in all buildings to include a visual component.</li> <li>Elevators or other barrier-free access to be provided between storeys in most buildings.</li> <li>Power door operators provided at entrances to a wider range of buildings, and at entrances to barrier-free washrooms and common rooms in multi-unit residential buildings.</li> <li>Updated requirements for barrier-free washrooms and universal washrooms.</li> <li>Requirements for barrier-free access to public pools and spas.</li> <li>Updated requirements for accessible and adaptable seating spaces in public assembly buildings.</li> </ul>		<ul style="list-style-type: none"> <li>Audit done by Physical Resources to progressively change out knob door handles to lever handles on interior doors at Barrie campus.</li> </ul>	Physical Resources	Completed 2017
			<ul style="list-style-type: none"> <li>Develop Wayfinding Signage Program which includes braille elements.</li> </ul>	Physical Resources	Completed 2017
			<ul style="list-style-type: none"> <li>Owen Sound campus, Marine Emergency Duties addition includes accessible elevator, washrooms and shower rooms.</li> </ul>	Physical Resources	Completed 2016
2019	Information & Communication Standard				
	<b>s. 17 Producers of educational or training material</b> <ul style="list-style-type: none"> <li>Provide accessible format or conversion ready textbooks.</li> </ul>		<ul style="list-style-type: none"> <li>Will impact only faculty producing their own materials, including those made through Grenville. Review impact on the academic kit production that the Bookstore does.</li> </ul>	Bookstore	Completed
	<b>s. 18 Libraries of educational and training institutions (digital-based resources)</b> <ul style="list-style-type: none"> <li>Provide, procure or acquire an accessible or conversion ready format of <b>digital-based</b> resources or materials for a person with a disability upon request.</li> </ul>	<ul style="list-style-type: none"> <li>Develop a process to meet this obligation.</li> </ul>	<ul style="list-style-type: none"> <li>Georgian College has representation on the Heads of Libraries and Learning Resources (HLLR) committee, which is working on conducting research to meeting this obligation.</li> <li>Library Commons Operational Plan 2014 states commitment to providing conducive learning and continuous improvement towards AODA compliance.</li> </ul>	Library	Ongoing  Completed, Aug. 2014

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		<ul style="list-style-type: none"> <li>• Read &amp; Write Gold software on all library computers, available for download on personal laptops.</li> </ul>	Completed
		<ul style="list-style-type: none"> <li>• Partnership with the CNIB Library Partners Program for digital based materials.</li> </ul>	Completed
		<ul style="list-style-type: none"> <li>• Feedback process offered by Library Services, all campuses.</li> </ul>	Completed
		<ul style="list-style-type: none"> <li>• Assistance available with searching electronic research tools.</li> </ul>	Completed
		<ul style="list-style-type: none"> <li>• Georgian College Centre for Access YouTube channel offers tutorials on how to use tools such as Read/Write Gold, Kurzweil, and Dragon Naturally Speaking.</li> </ul>	Completed

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