

# AODA Accessibility Plan 2022- 2023 Annual Status Report

December 21, 2022

2022	Deliverables	Actions	Responsibility	Status
Planning	Develop a Multi-Year Accessibility Plan.	<ol style="list-style-type: none"> <li>Partner with Third Party to develop multi-year plan</li> <li>Conduct research, focus groups and interviews to assess current and future state</li> <li>Socialize plan with key stakeholders including the Algonquin College Executive Team</li> <li>Communicate plan to College community</li> </ol>	Director, People and Culture, Human Resources	<ol style="list-style-type: none"> <li><b>Complete</b></li> <li><b>Complete</b></li> <li><b>Complete</b></li> <li><b>Complete</b></li> </ol>
Accountability	<p>Determine overall governance model for Accessibility within the College.</p> <p>Develop Strategy Statement for Accessibility at the College for learners and employees.</p>	<ol style="list-style-type: none"> <li>Conduct risk assessment, financial impact analysis for implementing this accessibility plan</li> <li>Develop strategy statement in collaboration with Accessibility Committee</li> </ol>	Accessibility Committee Chair / Co-Chair	<ol style="list-style-type: none"> <li><b>Complete</b></li> <li><b>Complete</b></li> </ol>
Education and Training	<p>Provide AODA required training to all employees.</p> <p>Develop tools and performance support to enable People Leaders and Employees to adopt Accessibility processes.</p> <p>Deliver events tied to important dates of recognition.</p>	<ol style="list-style-type: none"> <li>Create and maintain a user-friendly and manager-accessible training record for mandatory AODA training as required by AODA</li> <li>Develop AODA training to support accessible communications</li> <li>Host and celebrate International day of Persons with a Disability (December 3, 2022)</li> </ol>	Director, People and Culture, Human Resources	<ol style="list-style-type: none"> <li><b>Complete</b></li> <li><b>Complete</b></li> <li><b>Complete</b></li> </ol>
Physical Accessibility Improvements**	Maintain Investment in Major Capital projects (facilities).	<ol style="list-style-type: none"> <li>Enhance Washroom accessibility</li> <li>New railings and flooring on the pedestrian link</li> <li>Installation of visual fire alarms (strobes)</li> <li>Various building improvements ranging from removing barriers to paths of travel, signage upgrades, washroom improvements, height-adjustments to life-safety devices, lighting improvements, handrail improvements, etc.</li> <li>Various targeted improvements in coordination with the Centre for Accessible Learning (CAL) at the College</li> </ol>	Executive Director, Facilities Management	<ol style="list-style-type: none"> <li><b>Complete</b></li> <li><b>Complete</b></li> <li><b>Complete</b></li> <li><b>Complete</b></li> <li><b>On-going**</b></li> </ol>

2023	Deliverables	Actions	Responsibility	Status
<b>Accountability</b>	<p>Evaluate the 2022-27 accessibility plan and publish results as required by AODA.</p> <p>Establish Accessibility Scorecard which includes key performance metrics and reporting for responsibilities.</p> <p>Monitor legislation and any new emerging requirements.</p>	<ol style="list-style-type: none"> <li>Gather feedback on the plan and its first-year update.</li> <li>Evaluate accountability and responsibility for plan initiatives.</li> <li>Develop and pilot accessibility dashboard</li> <li>Monitor PESD progress and any emerging requirements.</li> </ol>	Director, People and Culture, Human Resources	<ol style="list-style-type: none"> <li><b>Complete</b></li> <li><b>Complete</b></li> <li><b>In-Progress</b></li> <li><b>On-going</b></li> </ol>
<b>Education and Training</b>	<p>Training for Web page and content owners on WCAG and AODA compliance.</p> <p>Continue AODA training for new hires and deploy training dashboard.</p> <p>Make Universal Design for Learning (UDL) training available to all faculty.</p>	<ol style="list-style-type: none"> <li>Provide awareness and resources on Algonquin's Commitment to Accessibility</li> <li>Training and guidelines must be put in place to help site owners understand WCAG and AODA compliance issues on the web.</li> <li>Enable training dashboard</li> <li>Phase in UDL education opportunities for faculty</li> </ol>	Director, People and Culture, Human Resources	<ol style="list-style-type: none"> <li><b>Complete</b></li> <li><b>Complete</b></li> <li><b>In-Progress</b></li> <li><b>Complete</b></li> </ol>
<b>Physical Accessibility Improvements</b>	<p>Maintain Investment in Major Capital projects (facilities).</p> <p>Deploy accessible desk and chair fixtures.</p>	<ol style="list-style-type: none"> <li>Completion of previous year's improvements in Building B, ACCE, J with potential improvements to Building E, T and P and targeted improvements identified by the Centre for Accessible Learning (CAL)</li> <li>Various additional building improvements such as removing barriers to paths of travel, signage upgrades, washroom improvements, height-adjustments to life- safety devices, lighting improvements, handrail improvements, among others throughout other buildings on the Ottawa campus</li> <li>Specific buildings to be determined based on funding availability, construction efficiency, market conditions and operational considerations</li> <li>Deploy accessible desks and chairs for learners in classrooms</li> <li>Include accessible furniture planning in flexible working arrangements</li> </ol>	Executive Director, Facilities Management	<ol style="list-style-type: none"> <li><b>Complete</b></li> <li><b>In-progress</b></li> <li><b>In-progress</b></li> <li><b>Complete</b></li> <li><b>On-going**</b></li> </ol>

1 \*\*See Detailed Notes Regarding Physical Improvements on Last Page\*\*

# 2023 Physical Accessibility Improvements – Detailed Notes

## Completed

- Full renovations to most washrooms in Building B to make them fully accessible
- Renovations to washrooms on the fourth floor of Building C, and implementation of a fully accessible single-stall washroom on the fifth floor
- Flooring and handrail improvements to the Building A – D pedestrian link
- Installation of tactile warning domes and stripes at various locations in Building B and ACCE
- Installation of stair nosing throughout stairwells in Building B
- Handrails extensions for all stairwells in Building B
- Installation of lever-style door handles throughout Building B
- Adjustments to urinal heights, grab bars, toilet backrests, soap dispensers among other related accessories in ACCE, Building J and Building T
- Height adjustments to fire extinguishers, defibrillators, first aid kits and other life safety components throughout Building B, J and ACCE
- Various plumbing and lighting improvements throughout Building J and ACCE
- Gender Inclusive washroom renovations, Building A ‘Four Corners’ which includes a universal washroom that incorporates adult change table and lift
- Universal accessible washroom in Building E & P

## In progress:

- Preliminary works related to widening of office entrances in Building B such as asbestos abatement, electrical wiring for door operators and related works **{AW: End of FY 2023}**
- All interior and exterior works at the Pembroke & Perth campus. Scope of work is similar to last year including a variety of minor works throughout the buildings. **{AW: End of FY 2023}**
- Elevator modernization in Building B and J **{AW: End of FY 2023}**

## In the planning phase:

- additional select works are being considered for the Ottawa campus, including significant improvements to the ramp located at the entrance to Building C
- Remaining Ottawa Campus buildings with exception to Buildings: H, F, M, and G, to be completed in in FY 2024

**Ongoing\*:** deployment of accessible desks and chairs: movers have been moving and deploying accessible desks and chairs to classrooms on behalf of CAL as they always have, CAL has been the group to order the furniture though and we assist with moves and storage. The College has and will continue to provide accessible furniture as part of our renovations and general operations. Sit Stand desks and adjustments based on ergonomic assessments are the start point but we make additional accommodations and try to be deliberate in our designs to address accessibility.