

**Canadore College**  
**Multi-Year Accessibility Plan**  
**Annual Status Report - 2018**

Canadore College continues to demonstrate its commitment and passion to promoting the rights of all persons, including those with disabilities, to have access to equal opportunity in employment, education, accommodation and business dealings with the College. Canadore strives to ensure a fully accessible environment for all persons with visible and non-visible disabilities. The College will continue to build upon and improve its practices in addition to ensuring that it meets the accessibility needs of persons with disabilities in a timely manner, consistent with the specific requirements of the AODA and its regulations.

Our commitment is guided by the fundamental principles of dignity, independence, integration and equal opportunity. In an effort to demonstrate our commitment, Canadore has earmarked a portion of its budget that will allow us to purchase capital items to complement the work we are currently doing and in our path moving forward. Highlights of our capital projects include: Outdoor/indoor ramps, accessible lockers, accessibility handles for doors without operators, washroom and shower accessibility upgrades, signage, railings, classroom furniture and water fountains.

Canadore College has posted its Multi-Year Accessibility Plan to address issues and barriers that may prevent persons with disabilities from participating fully in the college community. The Plan outlines how the College will identify, prevent and remove barriers to accessibility, as well as strategies to meet various requirements under the Accessibility for Ontarians with Disabilities Act (AODA).

The following is a status report that outlines where we are in the process, including some of our accomplishments in 2018.

**1) Accessibility Policies:**

The Accessibility for Persons with Disabilities policy, was approved by the Board of Governors in 2010, and formally reviewed by the Board in 2012 and 2015 and no changes were made. In 2018, the policy was reviewed again, where it was updated to reflect the changing needs of students, staff, and visitors to the College. The revised policy went to the Board November 2018 with approval expected February 2019.

**2) Procuring or Acquiring Goods, Services, or Facilities**

The Purchasing webpage and portal (Bonfire & Merx) directs proponents to download documents directly from Bonfire. The webpage and portal are screen reader compliant. The "Accessibility for Ontarians with Disabilities Act" is incorporated into each RFP.

**3) Training**

In order to have the ability to track mandatory training electronically, the College will implement the Learning Management System (LMS) in April 2019. This system will track mandatory training, thus eliminating the need for staff to do so manually, which will provide information more accurately and efficiently.

The ODTM department is committed to reviewing and revising existing modules, where necessary, in the next 2 years.

**4) Accessible Formats and Communication Supports**

The Academic Guide has been presented to all faculty and is available on-line for all staff. During the formal presentations to faculty, in-depth, meaningful conversations transpired throughout the presentation and during the Question and Answer portion.

**5) Emergency Procedure Plans and Public Safety Information**

The College's Emergency report is rolled out to staff, on an as-needed basis, utilizing a variety of methods, (emails, text messages, public address system – as determined by situation) for lockdowns, campus closures, severe weather, violent incidents, and fire alarms.

**6) Provincial College Group - ongoing** - Canadore College's Organizational Development and Talent Management department is an active member of the provincial college AODA Committee. This provincial group meets monthly by teleconference to discuss accessibility at colleges, share best practices and work collectively on various AODA issues and initiatives.