

2024-2028 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 several 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 college employees 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 that is comprised of employees, students and community members representing multiple areas of the college whose departments are accountable for the successful implementation of the accessibility initiatives as they relate to the AODA Accessibility Standards. The Committee is responsible for reviewing and making recommendations to the President's Leadership Team regarding the multi-year plan and 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. Minimally, the plan is reviewed every five years.

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To obtain this document in an alternate format, please contact Customer Services at 705.722.1523 or at accessibility@georgiancollege.ca.

To review previous Multi-Year Accessibility Plans, and the Accessibility Status Reports - <https://www.georgiancollege.ca/about-georgian/corporate-information/accessibility/#archives>

Please note this is a live document that will be reviewed and updated by the Accessibility Committee on an annual basis.

Customer Service – Policies, procedures and process

Date	Deliverables	Activities	Responsible	Status
December 2024	- Finalize Terms of Reference for AODA Committee. - Completion of 2024-2028 Multi-Year Plan	- Committee approval of ToR, membership and priorities. - Multi-year plan is posted on Georgian's accessibility website.	AODA Committee	Completed
December 2025	Establish an audit process for AODA compliance on each campus. This would include participation and input regarding new construction, renovations and review of existing spaces with recommendations for improvement.	Develop an audit tool that addresses AODA standards and barriers (physical, attitudinal, systemic, technological and architectural).	AODA Committee and Working Group	

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December 2025		Obtain approval by PLT with associated Accessibility Audit procedure.	AODA Committee Chairs/VP Student Success	
December 2026		Implement procedure and communicate to college departments.	AODA Committee/ Marketing and Communications	
December 2027	New multi-year plan developed.	Establish priorities for a new multi-year plan with broad collaboration from the college community.	AODA Committee	

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Information & Communication Standard - The Information and Communications Standards of the AODA list rules for organizations to create, provide, and receive information and communications that people with disabilities can access. The standards give all people an equal chance to learn and be active in their communities

Date	Deliverables	Activities	Responsible	Status
December 2024	Completion of a new multi-year plan that is posted on Georgian's website.	Sub-committee to review previous plan, consult with constituents and draft plan. Review by AODA Committee and approval by PLT.	AODA Committee	Completed
December 2024	Increase awareness of AODA Committee.	Sub-committee to investigate methods of communication to increase awareness of the AODA committee and encourage feedback and participation through news channels, Service Now knowledge articles, as examples.	AODA Committee	In progress

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December 2025	Broad college knowledge of the AODA Committee, its purpose, and ways to solicit participation and feedback and tracking.	Establish a comprehensive communication plan with Marketing and Communications.	AODA Committee	In progress
December 2025	Updated key information and navigation tools that are improve independent wayfinding on campus.	Identify outdated, non-accessible wayfinding and replace with new accessible information (maps, directions, signage, apps, website).	Facilities, AODA Committee, Campus Safety Services, Web Services, Marcomm	In progress
December 2025	Increased student awareness of the access and process associated with Accessibility Services and Accommodations at Georgian.	- Draft of Student Handbook by the Accessibility Advising team with collaboration from colleagues and students. - Approval of the handbook and implementation of usage, including communication strategy, ie: posting on student web pages, in Bear Necessities and other student communications.	Accessibility Services	In progress

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Employment – Ensure workplace practices are accessible to potential or current workers with disabilities.

Date	Deliverables	Activities	Responsible	Status
December 2024	Job Postings have updated AODA compliant language.	Update all job postings to reflect that applicants with disabilities are encouraged to apply and that workplace accommodations are available.	People and Culture	Completed
December 2024	Communication of accommodation process.	Employee accommodation process is communicated as part of the onboarding of new employees.	People and Culture	Completed
December 2025	- Updated Faculty AODA training module is available, completed with tracking - In addition to onboarding, departments have a method of reviewing AODA standards, particularly as they apply to their role within the college.	- Review and update AODA faculty training module and ensure availability for faculty - Establish a training module and schedule for ongoing review of AODA standards and updated policies/procedures.	People and Culture; AODA Committee	

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Transportation – Ensure transportation services are accessible to people with disabilities

Date	Deliverables	Activities	Responsible	Status
December 2025	Identify and make recommendations for improvements regarding Linx transportation on campuses	- Consult with students, employees and community partners to investigate, identify and solution any barriers - Improved communication to college community regarding available transit options	Transportation Committee, Facilities, AODA Committee	

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Built Environment – Consideration of features such as ramps, elevators, door widths, and accessible washrooms. Additionally, attention to signage, lighting, and acoustics that impact the user experience for people with disabilities.

Date	Deliverables	Activities	Responsible	Status
December 2024	Front entrance of Orillia Campus renovated to increase accessibility.	Construction to build an accessible lift and improved automated accessible door access and direct access to Campus Safety Services.	Facilities	Completed in 2024
December 2024	Increase fully accessible washrooms on the Orillia campus.	Renovation to the single stall washroom on the second floor of the Orillia campus to make it fully accessible. Installation of automatic door openers and accessible emergency button and new signage in the hallway.	Facilities	Completed in 2024
December 2025	Increase accessible hydration stations across all campuses.	Replacing old water stations with a touchless bottle filling station / drinking fountain.	Facilities	In progress

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December 2025	Identify and prioritize future projects and goals for 2026 and 2027	- Collaborate with various departments to identify and prioritize future projects based on urgency and resource allocation - Provide recommendations to PLT	AODA Committee, Facilities, Campus Leaders and Departments, Vice President, Student Success	
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