



Georgian College 2023 Annual Status Report

December 2023

Alternate formats of this plan are available upon request.

2023 Annual Status Report

Georgian College's Commitment to Accessibility

As a college and public sector organization we are committed to creating an accessible organization by removing and preventing barriers for all community members, including students, employees and visitors.

Georgian College makes every effort to demonstrate leadership for accessibility in the College sector and in Ontario. Our goal is to ensure accessibility for all students, employees and community members who access services, products or any of our facilities operated by the College.

Georgian College is committed to continually improving access to all College premises, facilities, information, programs and services that span across three main campuses and four regional campuses located throughout Central Ontario, Canada.

Georgian's annual Accessibility Plan aims to identify and prevent barriers to inclusion and establish priorities for barrier removal.

Introduction

In accordance with the Accessibility for Ontarians Disability Act [AODA] and Integrated Accessibility Standards Regulation [IASR], Georgian College has established a multi-year accessibility plan. The timelines within the plan adhere to the compliance timelines set out by the IASR and identify how each section of the regulation will be addressed. The purpose of the Plan is to educate and assist Georgian College employees in the identification, removal and prevention of physical and attitudinal barriers in Georgian's facilities, programs, information resources, goods and services, and employment. Implementation of these initiatives will ensure continuous improvement of universal accessibility to Georgian's facilities, programs, information resources, goods and services, and employment.

The Plan will be made available on the intranet, public website or upon request from Campus Safety and Security, and Student Services. The Plan will be made available in alternative formats, such as: CD, tapes, in large print, or in Braille, upon request.

Georgian will prepare an annual status report on the progress of measures taken to implement the plan, post the status report on Georgian's website and will make the status report available in an accessible format upon request.

2023 AODA Achievements:

- Hired Abilities Management Specialist in People & Culture to support employees.
- Professional development for Accessibility Advisors and introduction of accessibility screening tools to more efficiently assess and provide accommodations for students with disabilities.
- The Accessibility Services team provided professional development opportunities for college departments regarding accessibility legislation, accommodations and college responsibilities related to students with disabilities.
- Expansion of membership of the Accessibility Committee to include more departments/voices/lived experience.
- One way in which individuals can contact Georgian College with accessibility comments or concerns is through the website. The email address was replaced with an electronic form that is now monitored by the Accessibility Services team, providing easier access and more timely response to comments.
- Accessible desks and chairs were replaced with sit/stand desks and adjustable chairs in Orillia, Owen Sound, Orangeville, Midland and South Georgian Bay Testing Centres.
- On the Barrie Campus, the B Building elevator was refurbished, extending its life for 20-25 years. Additional barrier-free washrooms and doors were installed. Planning and design of the Student Services space is underway, and employees have relocated in anticipation of construction of a more accessible space that houses Accessibility and Well-being Services and Co-operative Education and Career Services.
- On the Barrie Campus, the People and Culture front desk height was adjusted for accessibility purposes.
- Ongoing physical improvements include the installation of accessible hands-free hydration stations and barrier-free entrances on multiple campuses, and handrails on the Barrie, Orillia and Orangeville campuses.

Moving Forward

Georgian College is committed to continuing to meet the forthcoming AODA, IASR obligations. Ongoing efforts will be made to ensure the College's websites and web content are accessible to all users, meeting the WCAG Level A requirements.

Building on the accomplishments from our previous plan, the Accessibility Committee is currently drafting the new 2024-2028 Multi-Year Accessibility Plan. Georgian College, alongside many other institutions, adapted, revised, and implemented new policies and processes to strive for universal access to our programs, services, and, where possible and permissible, our facilities. Universal design, access, and meaningful engagement for all community members has been a core component and we will continue to keep this focus as we move forward.

Georgian College strives to be recognized provincially, nationally and internationally as a leader in post-secondary education. Georgian will continue to be responsive to the needs of all students, staff, faculty, and community members.