



Georgian College 2024 Annual Status Report

January 2025

Alternate formats of this plan are available upon request.

2024 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.

2024 AODA Achievements:

- Completion of the 2024-2028 Multi-Year Plan that is posted on the Georgian public website
- Completion of the Terms of Reference for the Accessibility Advising Committee
- Accessibility Advising Committee has established a working group to increase college community awareness related to AODA and accessibility
- Georgian job postings have been updated to reflect more inclusive language that is intended to encourage applicants with disabilities and increase awareness of the process to request workplace accommodations for new and existing employees
- Completion of the student handbook that describes Accessibility Services and student accommodations
- The front entrance renovation of the Orillia campus was completed. A lift was installed at the front entrance, as well as automated accessible door access. There is direct access to Campus Safety Services at the front entrance
- The Orillia campus also completed renovations to create fully accessible washrooms on the second floor, which has automatic door openers, an emergency button and new signage in the hallway
- Hydration stations continue to replace older fountains across all 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 working on the following priorities:

- Hydration stations continue to replace older fountains across all campuses
- Development of a consistent and streamlined accessibility audit process to improve accessibility awareness, collection of data related to process and challenges, and prioritizing future projects.
Development of an associated procedure
- Development of a communications plan aimed to increase awareness of accessibility and AODA at Georgian
- Improved campus navigation tools to improve wayfinding at Georgian College

- Advertising Accessibility Services through student communications, including videos, Bear Necessities and at college events
- Updating the AODA employee and faculty training modules and ensure completion tracking
- Consultation with community partners regarding transportation systems on campus. Improved communication of these services to students and employees

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.