

2025 Annual Status Report

Georgian College remains deeply committed to creating a welcoming, inclusive, and barrier-free experience for everyone who learns, works, or visits our campuses. Building on the progress outlined in the 2024 Annual Status Report, the college continued to advance accessibility initiatives that reflect Georgian College values of innovation, learner success, and community partnership. This update highlights the work completed in 2025 as we continue to maintain full AODA compliance, and work to better integrate accessibility considerations into everything we do.

2025 AODA Achievements:

- Updates to the AODA Committee Terms of Reference to ensure closer alignment to AODA compliance requirements
- Georgian maintained its multi-year accessibility plan and updated key policies to reflect best practices and the evolving needs of our learners and employees.
- Accessibility considerations were integrated into broader institutional planning, reinforcing our commitment to equity, diversity, inclusion and belonging.
- AODA training modules have been audited and will be refreshed and updated in 2026 to provide clearer guidance to support accessibility as well as to better inform employees on the relationship between the Ontario Human Rights Code and the AODA.
- Georgian continued to provide accessible formats and communication supports upon request, with improved coordination between departments to ensure timely delivery. In Fall 2025, the Georgian Library played a key role in supporting accessibility by securing 107 academic textbooks in alternative formats for 57 students, enabling timely and equitable access to required course content.
- Awareness efforts helped faculty and staff better understand how to create accessible materials and how to request support when needed.
- Regular audits of Georgian's public website and digital platforms supported ongoing compliance with web content accessibility guidelines (WCAG) 2.0 Level AA standards.
- Job postings and recruitment processes were reviewed to ensure they clearly communicate the availability of accommodation and reflect inclusive hiring practices.
- The accessibility training needs of hiring managers were reviewed, and manager training will be updated in 2026 to include updated training for hiring managers on accessible interviewing considerations.

- The workplace accommodation program continued to support employees through individualized workplace accommodation plans, ergonomic assessments and access to assistive technology.
- Renovation and construction projects across campuses adhered to AODA Design of Public Spaces Standards and the Ontario Building Code.
- Improvements included enhanced wayfinding, accessible washroom upgrades, upgraded lighting to support safety and employee accommodations, as well as the addition of accessible automatic door openers to create greater accessibility.
- Preventative maintenance schedules were updated to ensure accessibility features – such as elevators, automatic doors, and tactile indicators – remain reliable and functional.
- Feedback from students and visitors informed improvement of service delivery across campuses.

Moving Forward and Priorities for 2026

- Updated AODA and Ontario Human Rights Code (OHRC) training for all staff.
- Updated training for hiring managers on accessible interview considerations.
- Increase faculty development opportunities focused on UDL and accessible assessment design.
- Awareness Campaign to help “break down barriers” to accessibility

Conclusion

Accessibility is a shared responsibility at Georgian College, and the progress made in 2025 reflects the dedication of our students, employees, and community partners. As we continue to embed accessibility into our culture and operations, we remain committed to creating an environment where everyone feels welcome, supported and empowered to succeed.