

2019 Accessibility Annual Report



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Executive Summary

Fleming College is committed to an inclusive learning and working environment for all students and employees, and an accessible facility that serves its community. The College ensures it meets accessibility standards as laid out by the *Accessibility for Ontarians with Disabilities Act (AODA)* and its related Standard Regulations. The purpose of the AODA is to improve opportunities for people with disabilities and to provide for their involvement in the identification, removal and prevention of barriers to their full participation in the life of the province. To this end, the AODA mandates that each college carry out accessibility planning. This year's annual report addresses the College's Multi-year Accessibility Plan (2019-2024) objectives.



Fleming's Commitment to Accessibility

At Fleming College, we are committed to building an inclusive and accessible learning and working environment. We believe in and promote the rights of all persons with disabilities as enshrined in the **Canadian Charter of Rights and Freedoms**, the **Ontario Human Rights Code**, and the **Accessibility for Ontarians with Disabilities Act (AODA 2005)** and its related **Accessibility Standards Regulations**. The College supports the intent of the AODA and its goal of achieving accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodations, employment, buildings, structures and premises. The College also affirms the rights of all persons, including those with disabilities, to have access to equal opportunity in employment, education, accommodation or business dealings with the College. The College further affirms its commitment to promoting the following principles in all of its policies and interactions with persons with disabilities:

- **Dignity** – treating those with disabilities as customers and clients who are as valued and deserving of effective and full service as any other customer
- **Independence** – freedom from control or influence of others; freedom to make your own choices
- **Integration** – allowing people with disabilities to fully benefit from the same services, in the same place and in the same or similar ways as others
- **Equal opportunity** – having the same chances, options, benefits and results as others

Section 1: Introduction

Description of Fleming College

Fleming College is an Ontario public College of Applied Arts and Technology. Located in the heart of Central Ontario, Fleming College has campus locations in Peterborough, Lindsay, Cobourg and Haliburton. Named for famous Canadian inventor and engineer Sir Sandford Fleming, the College features more than 120 full-time programs in Arts and Heritage, Business, Environmental and Natural Resource Sciences, General Arts and Sciences, Health and Wellness, Justice and Community Development, Skilled Trades and Technology, and Continuing Education. Fleming College has more than 6,800 full-time and 10,000 part-time students, more than 75,000 alumni, and approximately 1,200 full and part-time employees.

Legislative Updates

The AODA must be reviewed regularly. In 2019, David C. Onley submitted his legislative review of the AODA, 2005.

In December 2017, the Accessibility Directorate of Ontario announced that two new Standards Development Committees were underway: the Education Standards Committees for K-12 and Post-Secondary Education (PSE). The Committees were temporarily on hold and were called back to the table September 2019.

Major Successes in Accessibility in 2018-19

Fleming College achieved numerous successes improving on accessibility for students, employees and visitors to our campuses this past year. Outlined in the sections below are our successes and deliverables obtained for 2019:

- Employees and students participated in the first annual AccessAbility Awareness week
- Fleming College and the Municipality of Kawartha Lakes co-hosted the Fall Accessibility Conference – Accessible Education towards Accessible Employment
- The College upgraded to Windows 10, which improved accessibility features

Section 2: 2018 – 19 Accessibility Report

The Senior Management Team reports that the following objectives were addressed in 2018-19, listed by area.

For more information about the AODA Standards, and a full list of regulations, please visit [Ontario Accessibility Laws](#).

Integrated Accessibility Standards Regulations (IASR)

General Requirements:

This Regulation establishes the accessibility standards for information and communications, employment, transportation, design of public spaces and customer service.

Every obligated organization shall develop, implement and maintain policies governing how the organization achieves, or will achieve, accessibility through meeting its requirements referred to in this Regulation.

Designated public sector organizations shall establish, review and update their accessibility plans in consultation with persons with disabilities and if they have established an accessibility advisory committee, they shall consult with the committee.

Multi-Year Plan

The new 2019 – 2024 multi-year action plan has been posted. It has been written to align with the College's new Strategic Plan, specifically addressing Commitment #5 that Fleming College will be a welcoming place for all.

Training Overview

Every obligated organization shall ensure that training is provided on the requirements of the accessibility standards referred to in this Regulation and on the *Human Rights Code* as it pertains to persons with disabilities to:

- (a) all persons who are an employee of, or a volunteer with, the organization;
- (b) all persons who participate in developing the organization's policies; and
- (c) all other persons who provide goods, services or facilities on behalf of the organization.

The training on the requirements of the accessibility standards and on the *Human Rights Code* referred to the above definition shall be appropriate to the duties of the employees, volunteers and other persons.

Accomplishments:

- Employee participation rates in the online IASR module continues to be strong, with 84% of active employees completing the required training.
- In an ongoing commitment to accessibility awareness training, the Accessibility Facilitator gave the following presentations:
 - Guest speaker in student classes on accessibility best practices and AODA compliance. At the beginning of each semester, an AODA class is given to first Semester School of Business students. This gives the students an understanding of the legislation and how it may apply to their studies.
- One-on-one support to faculty and staff on creating accessible documents continues to increase as the demand from the students to increase.
- Supporting Applied Projects students in the design and development of a mobile adaptive wayfinding app for students with disabilities.
- Participated in the Student Fairs held at the beginning of each semester for new International students.

Information and Communications Standard

Accessible formats and communication supports

- The College's Marketing department continues to update documentation residing on the College website to be AODA compliant. Accessible formats continue to be available on request. The Marketing team and the Accessibility Facilitator will provide support during this process.
- Learning Design and Support Team (LDST) provided information about creating accessible educational materials in professional learning options for faculty, including the LDST website, Get It Together sessions, New Faculty Experience, Teaching and Learning Days, and Teaching and Learning Bootcamp.

Websites and web content

- Fleming College website was updated and launched in September which conforms to WCAG 2.0 Level A.
- Site Improve software is continuing to be run weekly to check for compliance to WCAG.
- Consistent with the experience of many PSE institutions, conversion of existing pdf-based content to accessible standards (1,500+ documents) has proven to be challenging. The College is exploring alternatives to address the issue from a technical perspective. Workshops on creating accessible pdfs will be starting in 2020 beginning with the power users.

- All web materials continue to be available in alternate formats upon request.

Educational and training resources/material

The Learning Design and Support Team continues to integrate accessibility strategies and awareness into their programming and services. The team intentionally and frequently includes Universal Design for Learning in programming, services and professional development. Here are some examples of our work this year:

- Accessibility strategies and tools are regularly featured in the Teaching Hub, a weekly blog for Fleming faculty
- Designed the New Faculty Experience with accessibility awareness and training including sessions about:
 - Accessible educational materials hosted by the Accessibility Facilitator
 - Accessible library materials hosted by the Library Services team
 - Accessibility and academic accommodations hosted by the Accessible Education Services team
 - Designed and delivered the New Faculty Experience using Universal Design for Learning including:
 - Session hosted by Learning Strategist, and Teaching and Learning Specialist about learning variability and Universal Design for Learning
 - Microteaching unit for all new full-time faculty that teaches how to design and deliver using Universal Design for Learning
 - Resources and learning materials available to all

Training to educators

- Teaching and Learning Bootcamp and Get It Together sessions offer information and resources about accessible educational materials including:
 - Links to internal and external resources
 - Connections and introductions with Accessibility Facilitator and Accessible Education Services
 - Coaching and guidance for faculty about how to improve the accessibility of their educational materials
- Teaching and Learning Specialist and Learning Technology Specialist presented about building capacity for Universal Design for Learning at the Curriculum Developers Affinity Group conference in Dec. 2018.
- Partnered with the Schools of Justice and Community Development, and Health and Wellness to present to the faculty about accessibility and Universal Design for Learning at the “Human Rights Series” in May 2018.

Accessible format or conversion-ready textbooks and training material

- Accessible Education Services will continue to support students with disabilities gain access to accessible format and communication supports. To date, there

has been 354 requests made and completed for 2018.

Design of Public Spaces

The standard requires organizations to incorporate accessibility when:

- Building new public spaces, or
- Making planned significant alterations to existing public spaces.

Organizations are **not** required to retrofit public spaces to meet the requirements. This means that organizations are not required to alter their public spaces if they have no plans to do so.

Accessibility for elements related to buildings, for example, building entrances, washrooms and barrier-free paths of travel, are **not** addressed in this standard. They are addressed through Ontario's Building Code.

Fleming's Infrastructure improvements completed in 2019 include:

Sutherland Campus:

- Additional automatic door operators on interior and exterior doors.
- New ergonomic adjustable height desks added in new faculty offices and employee offices as updated.
- New ergonomic adjustable height AV table added in large lecture theatres.

Frost Campus:

- New electronic lift added in large lecture theatre to provide wheelchair access to the stage area.

Communication of the Report & Contact Information

Copies of this report are available on the MyCampus portal, and on the external College website under Reports and Planning/Accessibility at Fleming College: [Accessibility at Fleming College](#)

The report is also available upon request in an alternate format, such as by email attachment, on computer disk, in large print, or in Braille. For a copy or any other information about the annual plan, please contact:

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