



LaurentianUniversity
Université**Laurentienne**

ANNUAL ACCESSIBILITY PLAN

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Accessibility Directorate
Ministry of Economic
Development, Employment and
Infrastructure

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THIS PUBLICATION IS AVAILABLE IN ALTERNATIVE FORMATS

INTRODUCTION

Laurentian University's Accessibility Services serves approximately 9% of the student population. However, an additional 1% of students have disclosed a disability although they do not use our services.

This report describes the measures that Laurentian University and Accessibility Services have taken and will take to identify, remove and prevent barriers to students and employees with disabilities at this post-secondary institution. Laurentian has been proactive and committed to removing barriers since developing our *Policy and Guidelines on Students with Special Needs* in 1997.

ACCESSIBILITY PLANNING AND TRAINING

The Accessibility for Ontarians with Disabilities Act (AODA) and the Ontarians with Disabilities Act (ODA) include five specific requirements for annual accessibility planning and barrier removal. These requirements provide the framework for Laurentian University's Accessibility Plan.

Laurentian University underwent an accessibility audit in 1996. By 2005, Laurentian removed numerous barriers originally identified. We have made progress in the past few years by creating organizational awareness around accessibility and it is now becoming part of our culture for staff to consider accessibility when planning everything from events and new buildings to purchases and lesson plans.

In the past year, the University has:

- Undergone a successful audit in December 2014 with the Accessibility Directorate of Ontario.
- The Board of Directors approved a revised procurement policy on purchases of goods and services. All purchases of goods and services will have an accessibility expectation built in to all purchases. In addition, to address purchases under \$3,000 that can be made by any employee, we are providing training to employees on insuring they are buying accessible products and services when required.
- Surveyed students to identify barriers
- Created a Wayfinding Committee to assess usage of external and internal signage throughout the entire campus and address any barriers for accessibility.
- Develop policies to meet the requirements of the Integrated Accessibility Standards Regulation (IASR).

- Provide training for its employees and volunteers regarding the IASR: employment, information and communications, and built environment standards, along with training on the Ontario Human Rights Code. Training will be provided for all employees who are responsible for developing University policies, and all other persons who provide goods, services or facilities on behalf of the University. Training will be tailored according to their roles and responsibilities.
- Landscaping around the Alphonse Raymond Building will be re-graded to permit accessible and barrier free access, and the current two story concrete pavilion will be transformed into a visible and accessible front door entrance lobby and gathering space.
- Improve teaching spaces in the Alphonse Raymond Building in a similar manner to the Parker building including improved acoustics, AV/IT teaching technology, and easy accessibility through a new passenger elevator that provides barrier free access to all classrooms and levels of the building.
- Provide training to faculty and staff on Applied Suicide Intervention Skills.
- Created a Mentorship program to assist student with mental health issues.
- Implemented two Mental Health Campaigns', one in October and one in March each lasting a week in length.
- Created an Accommodation Policy for students with disabilities. The policy outlines the roles of the university, Accessibility Services, students and faculty. The policy facilitates a collaborative accommodation for all parties.
- The majority of materials that are required in alternative formats are produced by the Accessibility Service Office. The Accessibility Office also at time uses the services of (AERO) Alternate Education Resource Ontario. AERO enables students with perceptual disabilities to access educational materials in a format they require and in a timely manner. In addition the Accessibility Service Office will use A.C.E. is a repository of accessible format texts available to users with print disabilities at participating Ontario Council of University Libraries (OCUL) institutions

NEXT STEPS

Next, the University will:

- As part of the campus modernization project, improved access into and through facilities will be created by a more clear, visible, and welcoming entry door to the Parker and Dining Assembly buildings, and a new multi-floor entry atrium space which provides visitors a clear point of arrival and easy understanding and access to the extended campus and student services/information.
- Renovate teaching spaces in the classroom building to provide accessible flat-floor layouts, improved lighting and acoustics, and improved instructor infrastructure including upgraded white/blackboards, screens, and projection equipment. This supports a diverse range of learning/teaching styles and enhances access for students with disabilities.
- Implement “one stop” student services by consolidating student services currently located at various points around the campus into one accessible area located in a renovated central atrium on the main floor of the Parker Building. High traffic area’s such as registration will be located on the ground floor to better accommodate large numbers of students, and lower traffic areas will be located on upper floors and will be visible, accessible, and within easy reach.
- Create a series of new student spaces which will provide students with a sense of community and belonging, as well as a healthy intellectual environment. These spaces will include barrier free access.
- Open a front-door welcoming center with effective signage in French, English, and Ojibway
- Continue Providing training to faculty and staff on Applied Suicide Intervention Skills
- Continue to provide training for its employees and volunteers regarding the IASR: employment, information and communications, and built environment standards, along with training on the Ontario Human Rights Code. Training will be provided for all employees who are responsible for developing University policies, and all other persons who provide goods, services or facilities on behalf of the University. Training will be tailored according to their roles and responsibilities.
- Train new faculty on Universal Structural Design Created a Mentorship program to assist student with mental health issues.
- Continue implementing two Mental Health Campaigns’ each year, one in October and one in March each lasting a week in length.
- Assess and continue a Mentorship program to assist student with mental health issues.

For a comprehensive view of Laurentian’s commitment to the AODA please visit the following two links, which outline the Campus Master Plan, and the Campus Modernization Project, respectively:

<http://laurentian.ca/campus-master-plan>

<http://laurentian.ca/campus-modernization-project>

PUBLIC AVAILABILITY

Laurentian's accessibility plan will be available on the Laurentian University website. The accessibility plan will be marketed and made available in alternative formats for individuals who require it.