

Laurentian University is committed to creating a campus community that is safe and inclusive for all individuals. Successful learning, living, and employment outcomes are the result of a shared responsibility and commitment on the part of students, employees, faculty, and senior administrators. As Laurentian continues to enhance its culture of inclusiveness, it will require the recognition and support of everyone on campus to ensure the removal of barriers to accessibility.

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Disabilities Act, 2005, and measures it will take moving forward to identify, remove, and prevent barriers to persons with disabilities so that

Integrated Accessibility Standards - General

Legislated Requirements	Deliverables	Compliance Date	Accountability	Strategies for Compliance	Status/ Progress to Date
1. Establish accessibility policies and procedures outlining how Laurentian will develop, implement and maintain legislation. (O. Reg. 191/11, s. 3)	Develop, implement and maintain policies related to how the University has and will continue to achieve accessibility. Provide document to public in an accessible format upon request.	01-Jan-13	Provost and Vice-President Academic (Policies & Procedures); Vice-President, Administration (Policies and Procedures); Vice-President, Research (Policies & Procedures); University Secretary and General Counsel (Repository for Board of Governors and Senate Policies). The Equity, Diversity and Human Rights Office has delegated authority for administering the Policy on Accessibility Standards for Customer Service and of AODA	O on we https://laurentian.ca/policies-accountability and https://laurentian.ca/accessibility	Complete
2. Provide a statement of organizational commitment to meet the accessibility needs of persons with disabilities in a timely manner. (O. Reg. 191/11, s. 3)	Develop a statement of commitment to meet the accessibility needs of persons with disabilities. Provide document to public in an accessible format upon request.	01-Jan-13	Office of the President and Vice-Chancellor	O y o # posted on the accessibility page: https://laurentian.ca/accessibility	Complete
3. Develop a multi-year accessibility plan and annual status report. (O. Reg. 191/11, s. 4)	Establish, implement and maintain a multi-year accessibility plan that addressrTf2(t)-2(.)] ian.ca/accesent				

Integrated Accessibility Standards - General

Legislated Requirement of O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS under the Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11

Legislated Requirements	Deliverables	Compliance Date	Accountability	Strategies for Compliance	Status/ Progress to Date
5. Provide training on the requirements of the Integrated Accessibility Standard and on the Human Rights Code as it pertains to persons with disabilities. (O. Reg. 191/11, s. 7)	Develop and provide training to all employees, volunteers, persons who participate in developing policy; all persons who provide goods, services or facilities on behalf of Laurentian University regarding the requirements of the accessibility standards as it relates to persons with disabilities. Records to be maintained on training provided.	01-Jan-14	Development: EDHRO Implementation: Provost and VP Academic for academic employees HROD for non-academic employees, Procurement, Contract and Risk and Facilities	All new employees are provided with accessibility training as part of their onboarding. Online training and resources to train and educate on 1 G4(t an)5(d(n)4(g)6(

Integrated Accessibility Standards - Information Communications

Legislated Requirement of O. Reg. 191/11: INTEGRATED

Legislated Requirements	Deliverables	Compliance Date	Accountability	Strategies for Compliance	Status/ Progress to Date
1. Implement a process for receiving and responding to feedback that is accessible to persons with disabilities or arrange for accessible formats and communications supports, upon request. (O. Reg. 191/11, s. 11)	Laurentian to establish an accessible process for receiving and responding to feedback with persons with disabilities. Feedback process to be available on accessibility website.	01-Jan-14	University-wide	The Laurentian community is directed to provide feedback regarding accessibility on campus to the EDHRO at edhr@laurentian.ca on the accessibility web page https://laurentian.ca/accessibility	Complete
2. Provide or arrange for accessible formats and communication supports for persons with disabilities, upon request. (O. Reg. 191/11, s. 12)	Implement procedures regarding provision of clear, accessible and timely information and communication to the public.	01-Jan-15	University-wide	We currently provide customer service standards required documents in alternate format upon request. Laurentian will make arrangements to provide information in an accessible format or with other communication supports, upon request.	Complete
3. Provide emergency procedures, plans or public safety information that is made available to public in accessible formats or with communication supports, upon request. (O. Reg. 191/11, s. 13)	Update emergency procedures and ensure information is made available in accessible formats upon request.	01-Jan-12	Campus Safety	Laurentian will make arrangements to provide information in an accessible format or with other communication supports, upon request.	Complete
4. Develop and implement internet websites and web content to conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, initially at Level A and Increasing to Level AA. (O. Reg. 191/11, s. 14)	Laurentian will develop websites that comply with WCAG 2.0 standard. Beginning January 1, 2021: all public websites and web content posted after January 1, 2012 will meet WCAG 2.0 Level AA other than criteria 1.2.4 (live captions) and 1.2.5 (pre-recorded audio descriptions)	01-Jan-14	Information Technology (IT), and Digital Strategies	The primary focus is on educating staff across the campus on website maintenance practices that keep sites AODA compliant by continuously monitoring and resolving A/AA issues. IT will also ensure that all templates are compliant and barrier-free. An educational web page was created at https://laurentian.ca/web/accessibility with its content implemented within general web training sessions.	Ongoing
5. Provide educational and training resources or materials in an accessible format that takes into account individual accessibility needs, upon request Provide students records, program requirements and description in an accessible format, upon request. (O. Reg. 191/11, s. 15)	Arrange for the provision of comparable accessible formats through Library Services.	01-Jan-13	Provost and Vice President Academic, University Librarian, Accessibility Services k Office	Laurentian is aware of the requirements of this legislation and	

Integrated Accessibility Standards - Information Communications

Legislated Requirement of O. Reg. 191/11: INTEGRATED					
Legislated Requirements	Deliverables	Compliance Date	Accountability	Strategies for Compliance	Status/ Progress to Date
6. Provide training to educators on accessibility awareness related to accessible program or course delivery and instruction. (O. Reg. 191/11, s. 16)	Training in the form of a tool kit on accessible instruction is provided to instructors. Records of the training are kept.	01-Jan-13	Provost and Vice President Academic	As per AODA legislation, Laurentian will provide educators with accessibility awareness training related to accessible program or course delivery and instruction. The University's Human Resources Department will keep a record of such training which includes the dates on when the training has been provided and the number of individuals to whom it has been provided to. Also, the COU Toolkit is available through the LU AODA webpage under accessible education: https://laurentian.ca/accessibility as is accessible e-learning.	Ongoing
7. Provide Laurentian produced textbooks and print-based educational supplementary learning resources in accessible format, upon request. (O. Reg. 191/11, s. 17)	Laurentian to produce supplementary course packages in accessible formats.	01-Jan-15	Accessibility Services	The Accessibility Services Office will ensure that accessible or conversion ready versions of print-based educational or training supplementary learning resources are provided to the University, upon request. See link: https://biblio.laurentian.ca/research/content/library-	Complete
8. Develop library procedures to provide, procure or acquire print materials in accessible or conversion ready format, upon request. (O. Reg. 191/11, s. 18)	Implement Library procedures for the provision, procurement, or acquisition of print resources in an accessible format.	01-Jan-15	Provost and Vice President Academic, and University Librarian	With the exception of special collections, archival materials, rare books and donations, Laurentian's libraries will provide, procure or acquire by other means an accessible or conversion ready format of print, digital or multimedia resources or materials for a person with a disability, upon request. See link: https://biblio.laurentian.ca/research/content/library-accessibility-services	Complete

Integrated Accessibility Standards - Employment

Legislated Requirements	Deliverables	Compliance Date	Accountability	Strategies for Compliance	Status/ Progress to Date
1. Notify employees and the public about the availability of accommodation for applicants with disabilities in its recruitment process. (O. Reg. 191/11, s. 22)					

Integrated Accessibility Standards - Employment

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Integrated Accessibility Standards - Employment

Legislated Requirement of O. Reg. 191/11: INTEGRATED ACCESSIBILITY STANDARDS under the Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11					
Legislated Requirements	Deliverables	Compliance			Status/ Progress to Date
		Date	Accountability	Strategies for Compliance	
9. Consider accessibility needs of employees with disabilities as well as individual accommodation plans when using performance management process. (O. Reg. 191/11, s. 30)	Laurentian to consider employee accessibility needs when providing performance management. Process to be documented and communicated to employees and management that deal with performance management activities.	01-Jan-14	HROD, Supervisors and Occupational Health and Safety	Managerial training regarding performance management instructs managers to consider individual accommodation plans. Continuously research best practices to comply with AODA requirements.	Ongoing
10. Consider accessibility needs as well as individual accommodation plans when assessing career development and advancement of employees with disabilities. (O. Reg. 191/11, s. 31)	Laurentian to consider employee accessibility needs when providing career development. Processes to be documented and communicated to employees and management that deal with career development and development.	01-Jan-14	HROD, Supervisors and Occupational Health and Safety	Managerial training regarding career and advancement will instruct managers to consider individual accommodation plans. Multiple choice job skills assessments are available in text format. Talent Acquisition and Development webpages indicate accommodation is available, upon request.	Ongoing
11. Take into account accessibility needs of employees with disabilities as well as individual accommodation plans when considering redeployment of employees. (O. Reg. 191/11, s. 32)	Laurentian to consider employee accessibility needs when redeployed. Processes to be documented and communicated to employees and management that deal with redeployment.	01-Jan-14	HROD, Supervisors and Occupational Health and Safety	When redeploying employees, the unit manager is responsible for identifying any accommodations and/or AODA requirements for the work that needs to be completed, the Health and Safety Manager as well as HROD assist in this process. This process is reviewed on a yearly basis.	Ongoing

Integrated Accessibility Standards - Transportation

Legislated Requirements	Deliverables	Compliance Date	Accountability	Strategies for Compliance	Status/ Progress to Date
1. When providing transportation services, will arrange for accessible vehicles upon request. (O. Reg. 191/11, s. 76)	Laurentian to provide accessible				

Integrated Accessibility Standards – Design of Public Spaces Standard

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