

2022 Annual Status Report

The Accessibility for Ontarians with Disabilities Act (AODA) was established to make goods, services, and facilities accessible to all people with disabilities in all public, private, and not-for-profit sectors by January 1, 2025.

The Accessibility for Ontarians with Disabilities Act (AODA, 2005), became law on June 13, 2005, provided the province with a mandate to develop, implement and enforce sets of accessibility standards. Lambton College, as a large public sector organization must comply with the following AODA Standards:

- Accessibility Standards for Customer Service
- Integrated Accessibility Standards Regulation, which include additional general requirements:
- Accessibility Standards for Information and Communications
- Accessibility Standards for Employment
- Accessibility Standards for Transportation
- Accessibility Standards for the Built Environment

Commitment to Accessibility

Lambton College is 100% committed to meeting its obligations under the requirements of Accessibility for Ontarians with Disabilities Act (AODA) and to providing a safe and barrier free environment for all students, faculty, support staff, administrative staff, and members of the public. We recognize the value in creating an inclusive environment for everyone. A place where colleagues, clients, staff, and students are treated with dignity, respect and equality and valued for their contributions to our team.

Message from President Rob Kardas:

At Lambton College, we aspire to be a beacon of leadership in the Sarnia-Lambton community in areas related to accessibility and equity. By working to create and maintain barrier-free environments and services, we ensure people of all abilities can participate and engage in every aspect of our college, thereby building a strong and talented workforce and student body that drives excellence and innovation through its diversity. An accessible and inclusive Lambton College is one in which everyone can live a full and authentic life with an equitable opportunity to contribute to our mission. This is a vision towards which we must continuously strive.

Legislative Updates

- There were no new legislative updates introduced in 2022.
- January 1, 2021, was the deadline for employers with 50 or more employees to make website and web content accessible which was completed at Lambton.
- The next major step towards accessibility in our sector will be the creation of the Education Accessibility Standard which reflects Ontario's ongoing commitment to making education more accessible for students with disabilities.

The annual review of our Multi-year Accessibility Plan was completed by our AODA Steering Committee. The plan outlines the College's AODA obligations until 2025. We continue to work in accordance with this multi-year plan developed to meet our organizational obligations under the AODA, Integrated Accessibility Standards Regulation (O. Reg. 191/11, s. 4 (1) (2)).

College AODA Committee

The College AODA committee is comprised of various employees who represent key areas accountable for accessibility initiatives.

Achievements for 2022

Accessibility Centre - Student Services

Resource & Service Access Improvements

- Expanded and increased counselling resources and services in Accessibility Services, increasing capacity for more timely and responsive intakes, accommodation provision, and accessibility / mental health counselling support for students.
- Expanded/refined auxiliary accessibility service provision, via streamlined digital processes/communications and expanded staffing support in key areas: notetaking services, psychoeducational assessment, alternate format, and reduced courseload/tuition cap.
- Increased student access to services through refinement of Accessibility Services' systems and delivery formats to deliver all Accessibility services according to student needs (remotely or in person).
- Increased services to Apprentices: technology loans, diagnostic assessment access, needs assessment screener, access to print versions of documents.
- Increased funding support for student mental health support and accessibility assessment & technology needs.
- Implemented departmental technology loan service - increasing access to mobile & amplification devices for financially disadvantaged students.
- Completed expanded testing facilities and developed consolidated testing services to support increased accommodated testing demands.
- Increased student computer lab, printing access and quiet study space available in Accessibility Services for accessibility students due to centralized testing service.

Communication, Outreach & Partnership Improvements

- Updated institutional webpage and communications to provide students and faculty with access to expanded information, facilitating access to service and simplifying / expediting registration in Accessibility Services
- Developed additional partnerships with external Regulated Healthcare Practitioners to improve referrals and access to accessibility-related health services and assessments.
- Established further internal partnerships with Academic and Student Service Depts.
- Enhanced accommodation access within Co-op and Athletics Depts.
- Enhanced digital processes, intake, outreach mechanisms, and communications systems to engage accessibility students who access the College via a range of service entry points (RO, Counselling/Wellness, Navigators).

Operational & Process Improvements

- Developed/refined intake, screening/assessment, and renewal forms, tools, and processes to increase initiative-taking outreach and support of students.
- Developed and improved systems and processes related to disbursement of government-funding, institutional bursaries, and provincial partner-organization's funding of accessibility assessments.
- Enhanced general departmental operational processes, including documentation and digital knowledge sharing and instruction and operational manual.

Community Employment Services

- Added paper-based resource documents to the computer lab.
- Dropped off and mailed paper-based marketing materials to collateral agencies.
- Recommended updates to video captions and worked with Marketing to make changes.

Information Technology

- With Marketing and Communications guidance, provide continual support to employees posting content and verifying AODA compliance to <https://mylambton.ca>.
- Accessibility checks to all documents prior to posting on both <https://mylambton.ca>.
- Leveraged Microsoft O365 Platforms by default – O365 is accessible by design to help people and organizations be more productive and inclusive as they create, communicate, and collaborate from any device. Examples: Microsoft Teams with closed captioning capabilities, Microsoft Forms with support for screen readers.
- Leveraged Microsoft Windows 11 with built-in accessibility options across all College computers.

Marketing, Communications and Recruitment

- Provide continual support to employees posting content and verifying AODA compliance to <https://lambtoncollege.ca>.
- Accessibility checks to all documents prior to posting on both <https://lambtoncollege.ca>.
- Maintained an accessibility score of 89% or higher.
- Score is lowered by Siteimprove software not accounting for the high contrast option.
- Monthly meetings to review accessibility.
- All printed material has a disclaimer to provide the material in an alternate format.

Building Renovations

- Added accessible washrooms on levels 2 room B2-171 & B2-167.
- Renovations to the Chemistry Labs that included barrier free fume hoods and workstations.

Landscaping – Campus Road Enhancements

- New sidewalk out to Wellington Street with curb cut-outs for better transition from sidewalk to roadway
- London Road curb cuts and tactile plates installed.
- 3-way crosswalk with tactile plates and curb cuts.
- New sidewalk that connects to the Howard Watson Trail, access beside the Smart House with curb cut outs and tactile plates, access north of the North Building and access from London Road.

Library

- Working with heads of Libraries and Learning Services and the Ontario College Library Services in the acquisition of visual media and digital content including e-books and materials in a variety of formats, including video and audio.
- Continues to respond to alternate format requests of library materials to registered students, faculty, and staff with a perceptual disability.
- Have begun a process audit of the library website to evaluate accessibility (problem finding stage).
- Facilitate and promote access to the Learning Portal, which offers faculty-specific resources for AODA- <https://tlp-lpa.ca/faculty-toolkit/aoda>

Teaching and Learning Commons

- In collaboration with the Multi-College Collaborative Model, we have offered a series of four practical workshops on how to add Universal Design for Learning (UDL) to lessons, including opening activities, content delivery, assessment activities and AODA legislation.
- The TLC offers 1-1 consulting with faculty members to support implementation of UDL and discuss accessibility in their classrooms.
- We direct faculty to The Learning Portal for resources and tools to support accessible course design and evaluation.
- Requested and received confirmation of AODA accessibility from the learning management system provider (D2L)

Athletics

Inclusive Programs

- Variety of fitness classes designed for all levels and abilities.
- Sports from a recreational level to college intramural teams (table tennis, basketball, badminton).
- All programs may be adapted in response to individuals' needs.

Lambton College is committed to meeting the upcoming AODA obligations of 2023.