2019-2024 Multi-Year Accessibility Plan

Update and AODA Compliance Report 2021

Lakehead University Accessibility Committee

This document is available in alternate format upon request.

Part 1: Integrated Accessibility Standards Regulation (IASR)

AODA Standard	IASR Requirement	Deliverables	Due Date	Status
Information and Communication	All websites and web content to Level AA by January 1, 2021. Excluding: Live Captions and Audio Descriptions (pre-recorded)	All University websites and web content will comply with WCAG 2.0 Level AA by January 2021 (apart from live captions and pre-recorded Audio Descriptions)	January 1, 2021	Complete

Information and Communication	Every organization that is a producer of educational or training supplementary learning resources for educational or training institutions shall, upon request, make accessible or conversion-ready versions of the printed materials available to the institutions	All supplementary learning resources developed by Lakehead University shall be developed in an accessible or conversion-ready format.	January 1, 2020	Student Accessibility Services supports student requests for resources in accessible formats.

Information and Communication	Upon request, libraries of educational or training institutions shall 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. Exception: Special collections, archival materials, rare books and donations are exempt from this requirement.	Upon request, the University Library shall 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.	January 1, 2020	Upon request, the Library will make every effort to provide access to digital and multimedia resources in alternate format (transcripts, captioning, described audio/video) either by requesting an accessible version from the vendor or by employing a transcription/captioning service.

Information and Communication	Educators shall be provided with accessibility awareness training related to accessible program or course delivery and instruction.	Mechanisms for ongoing training on accessible program or course design developed.	January 1, 2020	Initiated UDL discussions through Senate Teaching and Learning Committee's Accessibility Subcommittee.
Customer Service	If in order to obtain, use or benefit from a provider's goods or services, persons with disabilities usually use particular facilities or services and if there is a temporary disruption in those facilities or services, whether in whole or in part, the provider shall give notice of the	Improvements to current notification system identified and implemented.	January 1, 2020	Working on the workflow and including information in our Mobile Safety App. Exploring signage options to further improve accessibility.

	disruption to the public.			
General Standards	A record of Human Rights Code training, as it pertains to persons with disabilities, shall be kept including dates on which training was provided and number of individuals to whom training was provided.	An improved system is in place to track ongoing attendance and completion of Human Rights Code training for all new staff.	January 1, 2020	

Part 2: Institutional Projects/Barrier

Barrier Identified	Deliverables	Due Date	Steps Required	Status
Overall accessibility of our spaces and services.	Priorities for Lakehead University's approach to accessibility are clearly outlined.	September 1, 2020	Explore the feasibility of an accessibility audit for Lakehead University that would inform how we prioritize our work.	Audits of 7 buildings have been completed and reviewed to date.
Review and revise staff accommodation policies to ensure they are comprehensive, include protection from reprisal and incorporate accountability mechanisms.	Revised accommodation policies and procedures. Accountability mechanisms identified and outlined.	September 1, 2021	Engage stakeholders, review best practices and create draft, provide for review and seek approval.	

| Review and revise student accommodation policies to ensure they are inclusive of all protected grounds and incorporate accountability mechanisms. | Revised accommodation policies and procedures. Accountability mechanisms identified and outlined. | September 1, 2021 | Engage stakeholders, review best practices and create draft, provide for review and seek approval. | Policy review commenced through the Senate Teaching and Learning Committee's Accessibility Subcommittee. Work began in 2020, was paused due to COVID-19 pandemic and restarted in fall 2021. |

Part 3: AODA Compliance Report

Question	Department	Yes/No
Does your organization have written accessibility policies that include a statement of commitment?	Committee	Yes
Does your organization have a document or documents of your accessibility policies publicly available and, on request, provide them in an accessible format?	Committee	Yes
Has your organization established, implemented, maintained and posted a multi-year accessibility plan on your organization's website?	Committee	Yes

Has your organization completed a review of its progress implementing the strategy outlined in its accessibility plan and documented the results in an annual status report posted on the organization's website?	Committee	Yes
Did your organization consult with people with disabilities when establishing, reviewing and updating its multi-year accessibility plan?	Committee	Yes
Does your organization provide the appropriate training on the Integrated Accessibility Standards Regulation and the Human Rights Code as it pertains to persons with disabilities?	Human Resources	Yes
Were all persons that require training trained as soon as practicable? Under Section 7(1) of the Integrated Accessibility Standards Regulation, the following persons require training: (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.	Human Resources	Yes
Does your organization provide training in respect of any changes to your accessibility policies on an ongoing basis?	Human Resources	Yes

Does your organization keep a record of the training provided, including the dates on which the training is provided and the number of individuals to whom it is provided?	Human Resources	Yes
Does your organization ensure that its public feedback processes are accessible to persons with disabilities by providing or arranging accessible formats or communication supports, upon request, and do you notify the public of this accessible feedback policy? Note: "public" can include customers, clients, third parties, or businesses.	Human Resources	Yes
As of January 1, 2021, do all your organization's internet websites conform to World Wide Web Consortium Web Content Accessibility Guidelines 2.0 Level AA (except for live captions and pre-recorded audio descriptions)? Please indicate in the comment box provided the complete names and addresses of your publicly available web content, including websites, social media pages, and apps	Web Development	Yes
Does your organization notify successful applicants of its policies for accommodating employees with disabilities during offers of employment?	Human Resources	Yes
Does your organization develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities?	Human Resources	Yes

Does your organization provide transportation services? *		No
Since your organization last reported on its accessibility compliance, has your organization constructed new or redeveloped existing off-street parking facilities that it intends to maintain? * (If Yes, you will be required to answer an additional question.) 18.a. When constructing new or redeveloping off-street parking facilities that your organization intends to maintain, does it ensure that the off-street parking facilities meet the accessibility requirements as outlined in the Design of Public Spaces standards? *	Physical Plant	Yes
Since your organization last reported on accessibility compliance, has your organization constructed new or redeveloped existing outdoor play spaces that it intends to maintain? * (If Yes, you will be required to answer an additional question.) Yes No 19.a. When constructing new or redeveloping existing outdoor play spaces, did your organization consult with the public and persons with disabilities on the needs of children and caregivers, and if you represent a municipality did your organization consult with the municipal advisory committee where one was established as outlined	Physical Plant	No

in s. 80.19 of the Integrated Accessibility Standards Regulation?		
Does your organization's multi-year accessibility plan include procedures for preventative and emergency maintenance of the accessible elements in public spaces, and for dealing with temporary disruptions when accessible elements required under the Integrated Accessibility Standards Regulations Part IV are not in working order?	Physical Plant	Yes
Does your organization's multi-year accessibility plan include procedures for preventative and emergency maintenance of the accessible elements in public spaces, and for dealing with temporary disruptions when accessible elements required under the Integrated Accessibility Standards Regulations Part IV are not in working order?	Physical Plant/Security	Yes
Other than the requirements cited in the above questions, is your organization complying with all other requirements for the Employment Standards under the Integrated Accessibility Standards Regulation?	Human Resources	Yes