



2019-2024 Multi-Year Accessibility Plan

Presented By:
Lakehead University Accessibility Committee

This document is available in alternate format upon request.

Introduction:

The [Accessibility for Ontarians with Disabilities Act](#) (AODA) was passed in 2005 and requires organizations to proactively identify, remove and prevent barriers to accessibility. In doing so, it shifts the responsibility for accommodations from individuals to organizations. The AODA is implemented through a regulation called the [Integrated Accessibility Standards](#) that includes the Information & Communications Standard, Employment Standard, Transportation Standard, Design of Public Spaces (Built Environment) Standard and Customer Service Standard. As a result, universities are required to establish, implement and make available a multi-year accessibility plan.

Lakehead University worked to meet mandatory accessibility standards within the timelines outlined in the 2013-2018 Multi-Year Accessibility Plan and identified barriers as they arose. Since the creation of the 2013-2018 Multi-Year Accessibility Plan, we have made many strides as an organization toward ensuring a comprehensive and intentional approach to accessibility. For example, Lakehead has committed to the seven principles of Universities Canada's Equity, Diversity and Inclusion (EDI) Charter and has embedded accessibility and inclusion into our Strategic Plan 2018-2023 and Academic Plan 2019-2024.

As a part of its commitment to Universities Canada's EDI Charter, Lakehead has developed an EDI Action Plan in consultation with members of the University community. The Multi-Year Accessibility Plan 2019-2024 will build on the work of the previous plan that laid the foundation for an accessible learning and working environment and will support actions outlined in Lakehead's EDI Action Plan. The new plan addresses upcoming compliance expectations and deadlines and furthers our commitment to Universities Canada's Inclusive Excellence Principles.

Commitment to Accessibility:

In fulfilling our mission, Lakehead University is committed to the full inclusion and participation of persons with disabilities in all aspects of university life. The University strives at all times to provide its goods or services in a way that respects the dignity and independence of persons with disabilities and supports access and inclusion. Moreover, Lakehead University is committed to meeting the accessibility needs of persons with disabilities in a timely fashion and in a way that takes into account the person's disability.

Lakehead University is committed to meeting its obligations under the Accessibility for Ontarians with Disabilities Act (AODA) and the associated Standards as we work to create an accessible and inclusive environment where students, staff and faculty can learn, work and grow.

Part 1: Integrated Accessibility Standards Regulation (IASR)

AODA Standard	IASR Requirement	Deliverables
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)
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.
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.

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.
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 disruption to the public.	Improvements to current notification system identified and implemented.
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.

Part 2: Institutional Projects/Barriers

Barrier Identified	Deliverables	Due Date	Steps Required
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.
Review and revise staff accommodation policies to	Revised accommodation policies and procedures.	September 1, 2021	Engage stakeholders, review best practices and create draft, provide for review and seek approval.

<p>ensure they are comprehensive, include protection from reprisal and incorporate accountability mechanisms.</p>	<p>Accountability mechanisms identified and outlined.</p>		
<p>Review and revise student accommodation policies to ensure they are inclusive of all protected grounds and incorporate accountability mechanisms.</p>	<p>Revised accommodation policies and procedures. Accountability mechanisms identified and outlined.</p>	<p>September 1, 2021</p>	<p>Engage stakeholders, review best practices and create draft, provide for review and seek approval.</p>