

Sault College

ACCESSIBILITY ANNUAL STATUS REPORT

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1.0 Executive Summary

Sault College acknowledges and promotes the rights of all persons with disabilities as enshrined in the Canadian Charter of Rights and Freedoms, The Ontario Human Rights Code, and the Ontarians with Disabilities Act, 2001. The College also affirms the rights of all persons, including those with disabilities, to have equal access and opportunity in their employment, education, accommodation, or business dealings with the College.

The Accessibility for Ontarians with Disabilities Act, 2004 (AODA) was introduced as a means to improve opportunities for people with disabilities. It is also intended to provide for the involvement of people with disabilities in the identification, removal, and prevention of barriers to enhance their full participation in the life of the province. To achieve these goals, the AODA mandates the province and the broader public sector – including each Ontario College to prepare an Accessibility Annual Status Report.

This document was prepared in consultation with the Accessibility Advisory Committee. The report describes (1) the measures that Sault College has taken in the 2021/22 year, and (2) the measures that Sault College intends to take during 2022/23 to identify, remove and prevent barriers to people with disabilities who access and/or utilize our facilities and services.

During 2021/22, Sault College committed its accessibility efforts on; a) continuing to proactively review the campus physical environment, b) ensuring that all renovation/construction projects are completed within accessibility standards, c) ensuring that AODA legislated standards are met and Sault College policies are developed in compliance with the integrated accessibility standards, d) identifying and removing physical barriers within the limits of available financial resources, e) improving awareness of disabilities and the effects of living with a disability, f) applying for accessibility funding opportunities to remove or reduce barriers, g) continue to remove learning and support access barriers for students studying remotely, h) Introducing the Post-Secondary Standards and updating the long-term accessibility plan to ensure that Sault College is fully accessible by 2025, i) developing Mental Health and Well-Being Standards for Post Secondary report j) creation of student Mental Health and Wellness Advisory Committee(MHWAC) and internal/external Mental Health Advisory Committee (MHAC) to address mental health and wellness needs of our current and future students

During 2022/23, Sault College will focus its accessibility efforts on; a) continuing to proactively review the campus physical environment, b) ensuring that all renovation/construction projects are completed within accessibility standards, c) ensuring that AODA legislated standards are met and Sault College policies are developed in compliance with the integrated accessibility standards, d) identifying and removing physical barriers within the limits of available financial resources, e) improving awareness of disabilities and the effects of living with a disability, f) applying for accessibility funding opportunities to remove or reduce barriers, g) continue to remove learning and support access barriers for students studying remotely, h) Continuing to work on Post-Secondary Accessibility Standards to ensure Sault College is fully accessible by 2025, i) Expanding work on Mental Health and Well-Being Standards for Post Secondary report j) To continue working with our student, internal and external Mental Health Advisory committees to address mental health and wellness needs of students

2.0 Aim

The report should address the identification, removal, and prevention of barriers to persons with disabilities in the organization's by-laws, policies, programs, practices, and services.

The aim of this report is to identify

- The measures the college has taken during the 21/22 year to identify, remove and prevent barriers to persons with disabilities,
- the measures already in place that ensure the organization assesses its policies, programs, practices, and services to determine their effect on accessibility for persons with disabilities,
- the measures the organization intends to take in the 2022/23 year to identify, remove and prevent barriers to persons with disabilities.
- all other information that the regulations prescribe for the purpose of the report.
- Provide that the Accessibility Annual Status Report be made available to our students, staff, and the public,
- review the AODA committee Terms of Reference.

3.0 About Sault College

Our Mission

Sault College will continue to be recognized as the pre-eminent student-centered postsecondary institution in the province. The College's unyielding dedication to empowering students with real-world experiences and the tools to reach their goals will result in meaningful employment. In doing so, will be a cornerstone of the communities we serve. Our College is successful when our students can make these statements:

- "I get the education I wanted and more"
- "The people are great"
- "It was worth it to come here"
- "The experience changed my life"

4.0 The Accessibility Advisory Committee

Our Accessibility Advisory Committee consists of the Manager of Student Services and Conduct as the Chair with representation from all divisions of the college.

NAME	TITLE	DEPT/SCHOOL
Luke O'Brien (Chair)	Manager Student Support Services	Student Services
Andrea Sicoli	Faculty	Health
Ryan Namespetra	Faculty	Natural Environment

5.3 The Bursary for Students with Disabilities (BSWD)

Students with disabilities who qualify for OSAP may also qualify for a bursary. The individual student, the Financial Aid Administrator and the Counsellor jointly process the BSWD application. Students may use the bursary to support their disability-related educational expenses.

Barrier Removal Initiatives September 2018 to August 2021

Category: Physical	Date Completed
- J Wing and L Wing doors were replaced, making them more accessible.	2018
- Walkway to J South parking lot from G Wing was resurfaced.	2018
- J North parking lot was re-surfaced with new curbing & walkways.	2018
- The IE3 building (E wing) w7.624 1rE &6]TJT/F6 12 Tf1 0 0 1 77.664	

- Purchased new pedestrian snow clearing equipment to improve access to entrances	August 2021
- Resurfacing of roadways and parking lot	August 2021

- St

- Academic Upgrading and Peer Tutoring supports digital literacy instruction for learners.	Ongoing
- Class material is available on LMS in advance and after class to improve access to class information.	Ongoing
- Marketing department has been continuing to monitor and fix any accessibility issues that arise on the Sault College Website. Sault College has improved their Accessibility score over the last year (88.2/100) which is higher than industry sector in education (81.2/100).	Ongoing

Category: Communication	Date Completed
- Online courses have implemented colour branding, alternate texts for images and captioning/transcripts for videos.	September 2018/Ongoing
- All domestic offer letters include the information describing how students can access accommodations.	2020/Ongoing
- Barrier identification signage and awareness enhancements posted	January 2020

- New recruitment software for both employees and applicants making the process for efficient and easy to use. Employees can also access internal job postings from anywhere	2021
- Closed captioning/subtitles available for all or most videos in ACF/Curio/FOD/JoVe/Kanopy/NFB	2021
- All major vendors are providing alt-text for images, zoom/font resize, high contrast for visibility/colour blindness, skip links to content and screen reader functionality	2021
- New Library Search system implemented with additional accessibility features such as increase font and speech enable search	May 2022
- Counsellors and disability staff work with students with disabilities to ensure appropriate accommodations are identified and received.	Ongoing
- The Accessibility Services Department is an active participant of the College Committee on Accessibility Issues (CCAI)	Ongoing
- Library purchases databases with speech software, zoom capability (where available) and all databases have increase/decrease font size capability	Ongoing
- Library has increased purchase of e-books – enhances accessibility for students	Ongoing

7.0 Barrier-Identification Methodologies

Sault College continuously strives for the betterment of its accessibility services. Some ways we work towards fulfilling our commitment to accessibility include the following:

The Accessibility Advisory Committee meets as required to identify barriers and offer suggested resolution for such.

The College invites outside organizations to provide recommendations on how to improve its facilities as required.

Students and staff are encouraged via College communication systems to identify and submit any barriers identified in association with disabilities.

College building audits are completed as required with students requiring accessibility in order to see first-hand any barriers they may encounter.

The customer service policy includes a barrier identification form for students or staff to submit accessibility concerns to the Student Services Office.

Sault College is committed to making every effort to establish policies, practices and procedures that are consistent with the principles laid out in the Accessibility Standards for Customer Service Regulations:

- The services provided by members of the Sault College staff are provided in a manner that respects the dignity and independence of persons with disabilities.
- The goods and services provided to persons with disabilities are integrated unless an alternative measure is necessary, to enable a person with a disability to obtain, use and benefit from the goods and services provided.

10.0 Review and Monitoring Process

- Communicate in an ongoing manner with staff/students regarding accessibility issues.
- Refresh committee membership as required.

11.0 Communication of the Accessibility Annual Status Report

- Post on the Sault College Website and Intranet.
- Create a print copy and keep on file in:
 - i. The Ron Doyle Library
 - ii. The Accessibility Services Office – also in alternative formats
 - iii. The Sault College Students' Union Office

12.0 Summary

In accordance with the Accessibility for Ontarians with Disabilities Act 2004, which aims to improve opportunities for persons with disabilities to participate fully in the life, Sault College prepared its Accessibility Annual Status Report for release in December 2022

Sault College is committed to the continual improvement of access to college premises, facilities and services for students and staff with disabilities as well as the participation of people with disabilities in the ongoing development and review of its annual Accessibility Status Reports. Sault College intends to use available and emerging resources, including a review of other institution plans, government documents and templates and consultation with members of the accessibility community in an effort to maintain the best possible process for the identification, prevention and removal of barriers to persons with disabilities and beyond.

Approved by: