



FLEMING

Annual Accessibility Status Report

May 1, 2020 to April 30, 2021

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Fleming's Commitment

Fleming College strives to be a welcoming place for all; To empower and support our staff, students, and communities.

- The continual improvement of access to college property, facilities and services for persons with disabilities.
- The participation of students and staff with disabilities in the development and review of its annual accessibility plan.
- The provision of quality services – both what we deliver and how we deliver services – to all members of the college community.

Background

Under the Accessibility for Ontarians with Disabilities Act, 2005 ("A.O.D.A."), Fleming College is considered a large designated public sector organization. As such, Fleming is required to establish, implement, maintain, and document a [Multi-year Accessibility Plan \(MYAP\) \[PDF 367 KB\]](#).

A.O.D.A. legislation also requires public sector organizations to prepare an Annual Report relative to the multi-year accessibility plan. This Report documents the planning and implementation activities undertaken by Fleming as part of the multi-year Plan, for the period May 1, 2019, to April 30, 2020.

Coronavirus COVID-19

In March 2020, the World Health Organization declared a worldwide pandemic with respect to the spread of the COVID-19 virus. The Provincial government ordered many shutdowns of non-essential services, including universities, during this report's timeframe. Students, staff and faculty continued to learn and work remotely.

This continuation of remote learning and working have exacerbated many accessibility challenges for persons with disabilities such as captioning videos for student learning, virtual events, document and website accessibility to name a few. These challenges and solutions will extend beyond the timeframe of this report and shape the future of accessibility at Fleming.

Training

The Ontario Government requires that all businesses in Ontario are fully compliant with the A.O.D.A. legislation by 2025 Accessibility for Ontarians with Disabilities Act

(A.O.D.A .2005). In an effort to make education fully accessible, Fleming College has produced a number of online training modules to assist you with your professional learning and growth.

- ✓ Online training continues to be provided on the requirements of the accessibility standards under Ontario Regulations 191/11 and on the Ontario Human Rights Code.
- ✓ All employees, volunteers, and anyone representing the College are encouraged and provided opportunities to access all available accessibility training.
- ✓ Access to all trainings is gained through the myCampus portal.
- ✓ Human Resources tracked training completion and kept records for compliance purposes.

Information and Communications Standards

Feedback

Accessibility feedback may be submitted via the [Accessibility at Fleming College webpage](#).

Fleming College welcomes your feedback on the accessibility of our facilities, programs, and how we provide accessible customer service. If you have a concern or comment to share, please contact:

Recommended Steps

1. Speak with the individual unit or department directly to provide feedback or seek assistance.
2. If necessary, further feedback can be directed to HumanRights@flemingcollege.ca

We may need to contact you to provide further information. Please include:

- Your name
- Your affiliation (e.g. student, staff, faculty or visitor)
- Contact information (telephone and/or email)
- A brief summary of your feedback

All feedback will be reviewed and forwarded to an appropriate individual or service provider at Fleming.

Accessible websites and web content

- Fleming College and departmental websites conform to WCAG 2.0 Level A.
- Site Improve software is continuing to be run weekly to check for compliance with Web Content Accessibility Guidelines (WCAG).
- All web materials continue to be available in alternate formats upon request.

Design of Public Spaces and the Built Environment

For new and significant construction or renovation projects, Fleming College will ensure:

- ✓ Newly constructed and redeveloped outdoor public-use eating areas shall adhere to accessibility requirements.
- ✓ Newly constructed and redeveloped exterior paths of travel shall adhere to accessibility requirements.
- ✓ Newly constructed and redeveloped off-street parking facilities and on-street parking spaces shall adhere to accessibility requirements.
- ✓ New service counters (inclusive of replacing existing service counters) shall adhere to accessibility requirements.
- ✓ Fixed queuing guides shall adhere to accessibility requirements.
- ✓ Newly constructed or redeveloped waiting areas where the seating is fixed to the floor shall adhere to accessibility requirements.
- ✓ Procedures are included for preventative and emergency maintenance of accessible elements in public spaces and for dealing with temporary disruptions when required accessible elements are not in working order.

Highlights

- Upgrading existing washrooms with enhanced accessibility features (Sutherland)
- Construction of new gender-neutral accessible washroom (Haliburton)
- Floor tile replacement and leveling (Haliburton)
- New wayfinding signage (Frost)

Accessible Education Services (AES) – Highlights

- Changes in our reception and accessible services (ASL interpreting, test accommodations and note taking accommodations) staff.
- Offered ASD groups remotely.
- Due to the global pandemic, our services were shifted to remote delivery. This included groups for ASD students, individual appointments.

- Pivoted delivery of accommodations such as assistive technology instruction and support, learning strategies support, accommodated testing and note taking services to remote delivery.
- Participated in several outreach activities to high school students again via remote delivery.

Equity, Diversity and Inclusion (EDI)

Fleming College is committed to having an equitable, diverse, and inclusive learning and working community. In 2021, Fleming College responded to an identified gap in addressing equity, diversity and inclusion by collectively developing its first institution-wide [Equity, Diversity and Inclusion Council](#). The council comprised individuals from across the college who wanted to advance equity.

To assist the College meet their commitment, in March 2021, the EDI Council and Human Resources carried out a voluntary [EDI Survey](#).

Future Accessibility Legislation

Education Standard

The provincial government has committed to develop two Education Standards: one for K-12 and a second for post-secondary. The Standard Development Committee (SDC) will develop recommendations for a proposed accessibility standard to address barriers in publicly funded post-secondary education provided by colleges and universities. The draft version of both Education Standards was due in May/June 2020, but work was halted during the COVID-19 pandemic shutdown in March 2020. The draft is expected to be released for public feedback during the summer of 2021.

Accessible Canada Act

The [Accessible Canada Act](#) (long title: *An Act to ensure a barrier-free Canada*) (ACA) builds on the *Canadian Human Rights Act*, focusing on the prohibition of discrimination based on disability. Carla Qualtrough presented Bill C-81 for its final reading on June 21, 2019, where it received Royal Assent. This is a Canada-wide accessibility act that applies to the federal public sector, Crown Corporations, and all federally regulated organizations. The federally regulated organizations include the following industries:

- railways, airplanes and inter-provincial buses

- banks, mining companies, railways, airlines, and trucking
- television and radio

The purpose of this Bill is to ensure that Canada becomes fully accessible to persons with disabilities, effectively implementing the equality rights which the *Canadian Charter of Rights and Freedoms* and the *Canadian Human Rights Act* guarantee.