Sheridan College
2022 - 2023 Annual AODA Status Report

Land Acknowledgement

We would like to acknowledge that the land on which we gather has been and still is the traditional territory of several Indigenous nations, including the Anishinaabe, the Haudenosaunee Confederacy, the Wendat, the Métis, and the Mississaugas of the Credit First Nation. Since time immemorial, numerous Indigenous nations and Indigenous peoples have lived and passed through this territory.

We recognize this territory is covered by the Dish with One Spoon treaty and the Two Row Wampum treaty which emphasizes the importance of joint stewardship, peace, and respectful relationships.

Sheridan College affirms it is our collective responsibility to honour and respect those who have gone before us, those who are here, and those who have yet to come. We are grateful for the opportunity to be working and living on this land.

Commitment to Accessibility

As a large public sector organization, Sheridan College must comply with the AODA Standards. The College is committed to meeting its obligations under the requirements of the Accessibility for Ontarians with Disabilities Act (AODA) and strives to ensure an accessible and inclusive Sheridan College beyond the standards.

The College drives excellence and innovation through its diversity and is dedicated to fostering an accessible and inclusive environment for all our employees, students, and community members.

Legislative Updates

There were no legislative updates introduced to date. The College continues to monitor the developments of the proposed Post-Secondary Education Standards which is a call to action for all post-secondary institutions. Through a public feedback process, a final recommendations report was released in 2022 by the Ministry. Sheridan College has committed to reviewing the comprehensive series of recommendations and keeping them at the forefront of our work in fostering an accessible and inclusive College.

Achievements for 2022 – 2023

The College continues to meet its regulatory obligations under O. Reg. 191/11. The status report reflects the additional initiatives that were completed in addition to the ongoing work at the College to remove barriers and foster an accessible and inclusive College for all.

Compliance reporting:

The Compliance Report confirms that the institution has met the current requirements under the AODA. In accordance with the legal requirements under the AODA, Sheridan College is pleased to announce that we filed our institutional accessibility report by the deadline on December 31, 2023 and that we have made this report public on our main website.

Policies:

The Academic Accommodation Policy and Procedure for Students with Disabilities has been updated with a renewal date of November 2028.

Mandatory Training:

Sheridan Educators

- Accessible Learning (AL) provided 4 sessions of mandatory training for the Fundamentals of Learner-Focused Teaching (FLFT) group for full-time Faculty via SPARK titled "Navigating Academic Accommodations and Fostering Inclusivity." This included an emphasis on the application of Universal Design for Learning (UDL) in the classroom. To support this, Accessible Learning created the UDL Guidelines with input from FAHCS Faculty.
- AL participated in the development of the Inclusive Language Guide: Persons with Disabilities.
- All new employees, including Faculty, complete mandatory online accessibility training as part of the onboarding process.

Sheridan Administrative Staff

- All new managers receive mandatory Respectful and Safe Places to Work and Learn (RASP) training. The RASP training includes a detailed unit on the AODA, Accessibility and the Duty to Accommodate.

Sheridan Educators training provided (upon request)

- Accessible Learning facilitated 3 Non-Full-Time Faculty (NFT) presentations as part of SPARK's Digital Inclusion series ("Let's Talk Academic Accommodations") to support non-full-time faculty with their understanding of academic accommodations.
- AL facilitated Academic Accommodations presentations for FAAD, FAHCS and FAST Faculty (152 participants) in response to requests for support with understanding the complexity of implementing academic accommodations.
- AL provided targeted workshops on Work Integrated Learning (WIL) accommodations for academic programs (e.g. ECE, School of Nursing) with complex accommodation challenges.

Sheridan student leaders (paid and unpaid)

- Accessible Learning provided training for Tutors in the Tutoring Centre prior to the start of every term with over 200 participants in 2023.

- AL provided training for over 130 Peer Mentors on August 25, 2023. Topics covered included registration with AL, understanding the impact of disabilities, and time management strategies/supports.

Other Sheridan training and education related to persons with disabilities

- World Autism Acceptance Day with Sheridan Student Union (SSU) FACEIT Club (co-facilitated by Accessible Learning and Wellness and Counselling), CEI Social Change Ambassadors and SSU representatives on April 6, 2023.
- Accessible Learning launched the Teaching and Learning Guide for Supporting Students with Autism Spectrum Disorder on December 3rd, 2023 - International Day for Students with Disabilities.
- December 1st, 2023 - $250,000 CIBC gift announcement to support all Sheridan students with disabilities. This will provide access to bursaries (valued between $1000 - $2500). https://www.sheridancollege.ca/newsroom/news-releases/2023/12/cibc-foundation-gift-and-support
- AL coordinated Professional Development sessions for Faculty on principles and mandates for accommodations in classroom, fieldwork, and practicum settings facilitated by Dr. Barb Roberts (194 participants from FAST, FAHCS, PSB and FAAD).
- The Medical Emergency Response protocol was created in August 2023 in consultation with Campus Safety, Security & Emergency Management Department to support students who experience medical issues on campus.
- AL facilitated information sessions to 7 high schools to assist prospective students in preparing for post-secondary education and provided steps to access academic accommodations to support their success.
- AL participated in Transition Sessions, Open Houses, and Get Involved Get Connected to support student transitions into post-secondary education.

Other Accessibility Initiatives

- AL's Equipment loan program and Tech Hub supports domestic and international students with disabilities whose learning needs can be supported with learning technologies (text to speech, speech to text, word prediction, graphic organizers, and audio notetaking).
- CACUSS presentation in June 2023 "A Faculty Guide Review – Creating Inclusive Equitable Learning Environments for Autistic Learners" delivered information from the "Insights and Strategies to Support Students with Autism Spectrum Disorder in Post-Secondary Contexts: A Canadian Perspective" and the resulting Teaching and Learning Guide for Supporting Students with Autism Spectrum Disorder.

Web Accessibility and Web Content:

- AL created fillable electronic Confidential Intake and Medical Information Request forms for students to complete for registration with AL which offers greater accessibility options.
- AL (Sheridan Central page) website was revised in 2023, to meet WCAG guidelines and support ease of navigation for students with disabilities.
- Access to the Accessible Learning Accommodation Guidelines and Resources with embedded links in Accommodation Forms.

Accessible Customer Service:

- Third Party service providers (EA, Sign Language Interpreter, Computerized Transcriptionists, and March of Dimes) on campus have access to SLATE as arranged by AL as well as access to free parking on campus.
- AL provided access to funding for ASL interpreters for students participating in extra-curricular activities.

Library Services:

- When scheduling appointments, academic integrity remediation specialists have added the following language to email communications with students to alert them to the opportunity for accommodation: "**Accommodation:** If you require an accommodation for Academic Integrity Remediation, please arrange with your Academic Integrity Remediation Specialist prior to your appointment."
- A Sit/stand desk was installed in our Trafalgar library learning commons. Sit/stand stations and noise-cancelling headphones are also made available for students to borrow.
- The Material Connexion library at HMC campus was redesigned to provide more accessible study space for students and faculty with mobility devices.
- Page 1+, the library's search platform, features a new upgrade, search by voice.
- Library service point staff use the following message for online research requests: **Note:** I use a larger font for readability and to increase accessibility. If you require this email / attached material in an accessible format or with communication supports please contact 905-459-7533 x2945 or lisa.eschli@sheridancollege.ca.

Facilities:

The College continues to comply with the Built Environment Standard and an AODA sub-committee has been established to ensure the accessibility of all projects. The following projects were completed:

Fiscal Year	Project	Campus
2022-23	B208 Executive Office Hotelling	Davis
2022-23	K130 Generator Renovation	Trafalgar
2022-23	CAPS - Retrofit portables for Healthcare & RPN	Davis
2022-23	A103 MSST Digital Classroom FAST	Davis
2022-23	Temporary President's Office Touchdown Davis	Davis
2022-23	Davis Athletics Locker Rm Renovation	Davis
2022-23	M22 Boardroom / Flexible Workspace Fit-up	Davis
2022-23	D102 / DB17 Accessibility	Trafalgar
2022-23	HB09 Washroom Push Button	Trafalgar
2022-23	CAPS - B212F Office furniture replacement	Davis
2022-23	B396 Classroom fit-up	HMC
2022-23	Practical Nursing - apartment removal and storage H336	Davis

2022-23	Classroom Refresh - Phase 2 (16 classrooms)	Trafalgar & Davis
2022-23	A305 Mechanical Engineering Accreditation	Davis
2022-23	Research J/K Glass wall K113	Trafalgar
2023-24	Gwing and SCAET Game Design Reach back ADH 22/23_052 (furniture)	Trafalgar
2023-24	B298 HMC Classroom Reconfiguration & fit-up	HMC
2023-24	CILS A308e Indigenous Centre furniture fit-up	HMC
2023-24	PSB Davis Reception Desk A305 & HMC (H&S concern)	Davis & HMC
2023-24	ADH23/24 FSI Revert C200 to a Classroom	Trafalgar

AODA Committee:

The committee has developed an updated AODA Multi-Year Plan (MYAP). Members are committed to leveraging the recommendations within the AODA Post-Secondary Education Standards in continuing efforts to remove barriers and foster accessible and inclusive working and learning environments for all. In addition to the MYAP, the committee is expanding its membership composition to ensure representation from across all areas of the College, with a commitment to having most of our members be members with lived experience.

For any questions or concerns, please contact the Manager of Accessibility and Inclusion:

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