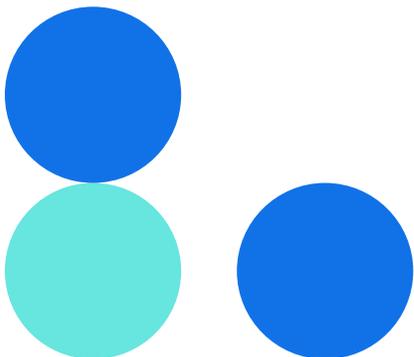
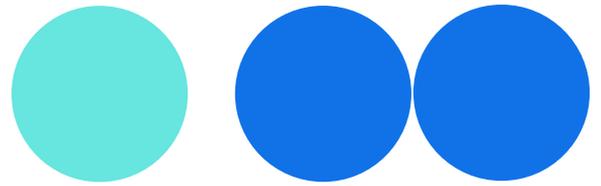


# LOYALIST COLLEGE



## 2024 -2025 ANNUAL ACCESSIBILITY STATUS REPORT

Compliance and beyond



# **Loyalist College: 2024 -2025 Annual Accessibility Status Report - Compliance & Beyond**

## **Land Acknowledgement**

Loyalist College is built upon the lands governed by the Dish with One Spoon wampum agreement. We affirm and thank the Haudenosaunee, Anishnaabeg, and Huron-Wendat nations for their continued caretaking of the land. We offer respect to Indigenous people from all nations who call this area home. We honour elders and traditional knowledge keepers, past, present, and future.

## **Commitment to Accessibility**

As a public sector institution, Loyalist College is responsible for upholding the standards set out in the Accessibility for Ontarians with Disabilities Act (AODA). The College is committed to fulfilling these legal requirements and aims to go beyond compliance by actively promoting accessibility and inclusion across all aspects of campus life.

Loyalist values the strength found in diversity and is dedicated to creating an environment where all students, employees, and community members feel welcomed, supported, and able to thrive.

## **Legislative Updates**

There have been no new legislative updates introduced at this time. Loyalist College continues to closely follow the progress of the proposed Post-Secondary Education Standards—an important initiative encouraging all post-secondary institutions to strengthen their commitment to accessibility. In 2022, the Ministry released a final recommendations report following a public consultation process. Loyalist is committed to reviewing these recommendations and integrating them into our ongoing efforts to cultivate an accessible and inclusive campus environment.

## **Achievements for 2024 – 2025**

Loyalist College remains compliant on all regulatory obligations under Integrated Accessibility Standards (O. Reg. 191/11). This status report reflects additional initiatives that were completed, and the ongoing work at the College to remove barriers and foster an accessible and inclusive College for all.

## Accountability

The Compliance Report and audit confirms that the institution has met the current requirements under the AODA. In accordance with the legal requirements under the AODA, Loyalist College successfully filed our institutional accessibility report to the Ministry. [The report](#) is publicly available on the college website.

In January 2025, the College underwent a desk audit to confirm our AODA compliance efforts. We are pleased to share that the audit was successfully completed with no imposed penalties for infractions. The audit offered recommendations that the College's Accessibility Steering Committee will review and integrate into the upcoming Multi-Year Action Plan.

## Policies

No policies or procedures were updated in relation to the AODA during the fiscal year 2024-2025. However, two policies – *ADMIN 116 Customer Service Policy: Providing Goods and Services to People with Disabilities* and *ADMIN 119 Accessibility Standards: Accessibility for People with Disabilities* – are approaching their review date in August 2025. Any updates to these policies will be reported in the 2025-2026 Annual AODA Status Report.

## Education and Training:

### Loyalist College Employees

All employees, including administrative staff, support staff, faculty, and student employees, must complete the *Accessibility Awareness Training* as part of their employment requirements. As of March 2025, 1,416 individuals who held/hold positions at the college have earned their completion certificate for this training.

### Loyalist College Faculty training

- Implementation of a training course on Universal Design for Learning: focuses on the Universal Design for Learning (UDL) framework that was originally developed by [CASTLinks to an external site.](#)
- August 2024 workshop – Pages and Modules: Part of this course focused on trainings faculty on effectively using the accessibility checker in Canvas when building course pages.
- Implementation of a course evaluation checklist and star rating system to encourage accessible and inclusive design for online courses

### Loyalist College student leaders (paid and unpaid)

- Ambassadors for Inclusion training, delivered by Community Living Prince Edward, was provided to Student Government members as part of their onboarding. The training provides:
  - Insights into unconscious biases and how they can unintentionally exclude people with disabilities

- Actionable tools to use to create more inclusive interactions and programs that are welcoming to all students
- Mental Health First Aid training was delivered to all student leaders (Student Government members and Loyalist Life Ambassadors) to provide skills in recognizing and supporting individuals experiencing mental health challenges.

### **Other Loyalist training and education related to persons with disabilities**

- Roll-out of the Autism Spectrum Disorder (ASD) Learning Module, available to all Loyalist staff, faculty and students on Canvas (the online course delivery application).

### **Accessibility in Research**

- Implemented the use of Work Sans font across our documents (to align with the wider college shift)
- Worked with industry partners, ensuring that the reports we provide them are AODA compliant - when required by the partner.

### **Web Accessibility and Web Content:**

Loyalist College launched its new main website (loyalistcollege.com) in August 2024.

- This website was developed with accessibility in mind:
  - Built to conform to WCAG 2.2, Level AA.
  - Designed to meet or exceed compliance with the Integrated Accessibility Standards, as made under the Accessibility for Ontarians with Disabilities Act (AODA) 2005 and the Integrated Accessibility Standards Regulation – Part 2, Section 14 – Accessible Website and Web Content.
  - Design can change the body text sizes and screen contrast for accessibility.
  - Compatible with mainstream text-to-speech software.
- Throughout the process of designing, developing and quality assurance testing, accessibility compliance was checked using screen readers, keyboards and tools accessibility tests such as Axe, SortSite and contrast checkers.
- Testing was conducted using ReachDeck to ensure the templates can be correctly understood.
- Post-launch, an accessibility audit was completed to further test accessibility following the migration of content to the new site
  - Refinements were made where needed.
- Loyalist's AccessAbility team completed testing on their end using accessibility tools such as screen readers and had no concerns.

- Several of the college's microsites have been deleted, migrating content to the main site to ensure accessibility compliance. The review/migration of other sites is in progress.
- Content editors have access to the Website Style Guide, which provides an overview of design considerations when building pages (e.g. colour contrast, hover states for buttons, etc.) and aim to adhere to other best practices, such as the addition of alt text to all images, use of plain language (as per the college's new Writing Style Guide), addition of captions for videos, etc.

### Accessible Learning Services:

- Partnered with our School College Work Initiative campus partners to provide programming and increase awareness of our services to a growing number of dual credit students and apprentices with disabilities.
- Engaged in pre-arrival orientation and pathway programming with students from Sagonaksa Demonstration School, a school providing a specialized curriculum to students with learning disabilities
- Continue to enhance services, outreach, and support to apprenticeship students with disabilities
  - Engaged in a comprehensive survey of student needs and prepared an associated report with recommendations
  - This led to new ancillary fees to enhance services and supports to apprentices with disabilities and all apprentices.
- 2024-2025 was our highest number of students and apprentices supported in Loyalist College history

### Physical Accessibility Improvements

The current Senior Director of Facilities achieved their Rick Hansen Foundation Accessibility Certification. They use the Rick Hansen Foundation Accessibility Certification Handbook to review all plans when improving or newly constructing any part of the facilities across campuses.

The College strives to comply with the standards for the design of public spaces with every renovation project. There have been several improvements ranging from signage upgrades, washroom improvements, AODA compliant door widths in newly renovated areas, accessible furniture in key areas, and more. The following projects were **completed** during fiscal year 2024-25:

| Project   | Campus     |
|---|------------|
| 3H4 Hub renovations: The older office area was completely gutted and newly constructed. <ul style="list-style-type: none"> <li>• Upgraded lighting to industry standards for space use.</li> <li>• Rounded corners</li> </ul> | Belleville |

| Project  | Campus     |
|--|------------|
| <ul style="list-style-type: none"> <li>• AODA compliant office door widths</li> <li>• New Furniture in certain areas</li> </ul>  |            |
| <p>New campus construction:</p> <ul style="list-style-type: none"> <li>• New elevator</li> <li>• Rounded corners in key areas</li> <li>• Accessible washrooms equipped with Automatic Door Openers (ADOs) and accessible stalls.</li> <li>• Accessible entrances <ul style="list-style-type: none"> <li>○ AODA compliant approach/curbs</li> <li>○ Tactile plates</li> <li>○ ADOs</li> </ul> </li> <li>• Upgraded lighting to industry standards for space use</li> <li>• AODA compliant office door widths</li> <li>• New furniture</li> </ul>  | Port Hope  |
| <p>Nourish restaurant:</p> <ul style="list-style-type: none"> <li>• Accessible entrance with wider door</li> <li>• A designated accessible washroom with ADO</li> <li>• Accessible table heights to accommodate wheelchair users</li> </ul>  | Belleville |
| <p>Lennox and Addington wing (Kente Building) washrooms reconstruction:</p> <ul style="list-style-type: none"> <li>• Two fully accessible washrooms on main floor (level 2) including one single-use accessible washroom with lift and lift table</li> <li>• Many washrooms updated: <ul style="list-style-type: none"> <li>○ Installed motion sensor fixtures</li> <li>○ Installed AODA compliant counters</li> <li>○ Installed AODA compliant fixtures such as mirrors</li> <li>○ Improved lighting</li> <li>○ Improved layout and size for turn radius</li> <li>○ Installed ADOs</li> </ul> </li> </ul> | Belleville |
| <p>New outside entrance doors to the Student Centre with new ADOs</p>  | Belleville |
| <p>President's office renovations:</p> <ul style="list-style-type: none"> <li>• Installed new wider AODA compliant main doors complete with ADO</li> <li>• New AODA Compliant office doors with accessible opener for the boardroom and President's office.</li> <li>• Improved LED lighting increasing overall LUX/Foot Candles</li> </ul>  | Belleville |

| Project  | Campus     |
|--|------------|
| Wayfinding: <ul style="list-style-type: none"> <li>• Updated door signs to meet AODA regulations</li> <li>• Updated directional signage</li> </ul>   | Belleville |
| Renovations including new LED lighting, increasing the LUX/foot candle in the following classrooms: <ul style="list-style-type: none"> <li>• Kente building: 1H17</li> <li>• Pioneer building: P1, P1a, P2, P2a, P17, P17a, P18, P18a</li> </ul>   | Belleville |
| Emergency Call Post: <ul style="list-style-type: none"> <li>• Installed outside the campus residences near Morton Building               <ul style="list-style-type: none"> <li>○ Installed along the path</li> <li>○ Piezoelectric button</li> <li>○ AODA compliant device</li> </ul> </li> </ul> | Belleville |
| New furniture in common areas (2L) to accommodate different needs/requirements: <ul style="list-style-type: none"> <li>• Seating with and without armrests</li> <li>• Tables and chairs of varying heights</li> </ul>  | Belleville |
| New multi-use sports courts: <ul style="list-style-type: none"> <li>• Accommodates a wide range of individuals and sports</li> <li>• Removal of the chain link fence and door</li> <li>• Fixed the uneven surface</li> </ul>   | Belleville |
| Wilkinson Lecture Theatre: <ul style="list-style-type: none"> <li>• Upgraded seating to accommodate a wide range of individual needs</li> <li>• Addition of 10-12 seating spots at ground level for improved wheelchair/mobility aid accessibility.</li> </ul>                                     | Belleville |