



King's University College

Accessibility Plan

2024-2029

Prepared in accordance with the *Ontarians with Disabilities Act, 2001* and
Accessibility for Ontarians with Disabilities Act, 2005

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Introduction

In December 2001, Ontario passed the *Ontarians with Disabilities Act, 2001* (the “Act”). The purpose of the Act is to support the right of all persons with disabilities to enjoy equal opportunity and to participate fully in the life of the province; to remove existing barriers and avoid the creation of new barriers.

The *Accessibility for Ontarians with Disabilities Act, 2005* (the “AODA”) sets out a process for developing and enforcing accessibility standards and mandates that organizations must follow certain standards to become more accessible to people with disabilities. A requirement of the AODA is to prepare a multi-year accessibility plan, and review and update the plan at least once every five years.

King’s University College has reported on its compliance with the Customer Service Standard under the *Accessibility for Ontarians with Disabilities Act, 2005* (“AODA”). Additionally, as a designated public service organization, King’s continues to file regular accessibility compliance reports with the government as required under the AODA.

The following accessibility plan is prepared in accordance with the *Accessibility for Ontarians with Disabilities Act, 2005*

Objectives

The purpose of this accessibility plan is to document barriers to accessibility that have been removed to date, identify those barriers that will be removed, and our plan to work towards removal of those barriers during the duration of this plan. This plan will be made public and accessible to allow for input from the broader community.

King's Commitment to Accessibility

King’s University College at The University of Western Ontario is committed to recognizing the dignity and independence of all faculty, staff, students and visitors. King’s seeks to ensure that persons with disabilities have genuine, open and unhindered access to the College’s services, facilities, accommodation, employment opportunities, buildings, structures and premises. The College is committed to ongoing improvements to accessibility in its premises and facilities as required by law, as well as to the services offered to customers, employees, volunteers and members of the general public.

Any documents required by these regulations are available, in accessible formats, upon request from Human Resources, HR@kings.uwo.ca (519)433-3491.

King’s University College is also committed to accessibility planning under the Act. Through the formation of the ***President’s Accessibility Advisory Committee (PAAC)***, King’s has committed itself to meeting its obligations under the Act, as well as to achieving the following goals:

- Identify and understand structures, laws, rules, policies, programs, practices and services applicable to the organization regarding accessibility and barriers to access that people with disabilities may encounter.
- Develop, implement and follow up on this accessibility plan which identifies and prioritizes barriers needing to be addressed and outlined how those barriers will be eliminated.
- Create a culture of accessibility at King's.
- Communicate all policies and plans to the King's community and to ensure they are trained on accessibility issues. We train every employee as soon as practicable upon hire and provide training in respect to any changes to the policies. We maintain records of the training provided including the dates on which the training was provided, the dates completed and the number of individuals to whom it was provided.

Review and Monitoring Process

The President's Accessibility Advisory Committee's role is to assist in identifying and addressing barriers on the King's campus. The group will continue to focus on finding a reasonable and timely resolution to accessibility concerns and to continue to address accessibility issues. The group will meet bi-monthly, or as often as needed.

Appendix A

Multi Year Plan Updates Barrier Removal Initiatives 2024-2029 and Past Achievements (Attached Separately)

Appendix B

Members of the President's Accessibility Advisory Committee (PAAC)

Members may be reached via email to accessibility@kings.uwo.ca

The PAAC shall include a minimum of one voluntary member of the College in the following areas:

- Accessibility Services
- Residence Services
- Human Resources
- Information Technology
- Physical Plant Department
- Library
- Faculty
- School of Social Work
- Academic Dean's Office
- ASL Interpreter
- Student Council Student Representative
- Equity Diversity Inclusion Decolonization Office
- Communications