

Humber College

Multi-Year Accessibility Plan

2008 - 2025

Humber College

Statement of Commitment to Persons with Disabilities

Humber College Institute of Technology & Advanced Learning and the University of Guelph-Humber ('The College') is committed to providing an accessible learning, working, and living environment for the Humber community. The College will support and facilitate the accommodation of individuals with disabilities so that they are able to access all the opportunities that the College offers.

The College is committed to supporting the goals of the Ontario Human Rights Code (1962) and the Accessibility for Ontarians with Disabilities Act, 2005 ('AODA'). The College will establish policies, practices and procedures which are consistent with the accessibility standards established under the AODA (2005), to identify, remove and prevent barriers to people with disabilities.

For the full statement, please visit Humber's [AODA website](#).

2008-2010

Compliance Date(s) - January 1, 2010

Customer Service Standards

Accessibility Compliance Report - December 31, 2010

Customer Service Standards

AODA Standard/ Regulation	Description	Action	Compliance Date	Status	Responsibility
Customer Service Standard Ontario Regulation 429/07 Section 3: Establishment of policies, practices and procedures governing the provision of its goods or services to persons with disabilities. Section 4: Use of service animals and support persons Section 5: Notice of temporary disruptions	All of Humber's policies and practices must be compatible with the following principles. 1. Dignity 2. Independence 3. Equity/Equality of Outcome 4. Integration Specific Policies and Procedures will be developed on: 1. The use of assistive devices 2. The use of service animals and support persons 3. Notice of temporary service disruptions	Humber's developed an Accessible Customer Service Policy addressing the following: 1. The use of assistive devices	January 1, 2010	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
		2. The use of service animals and support persons	January 1, 2010	Completed <input checked="" type="checkbox"/>	
		3. Notice of temporary service disruptions	January 1, 2010	Completed <input checked="" type="checkbox"/>	
		Humber's Accessible Customer Service Policy can be found at the following website address: http://www.humber.ca/policies/accessible-customer-service-policy	January 1, 2010	Completed <input checked="" type="checkbox"/>	
Customer Service Standard Ontario Regulation 429/07 Section 6: Training	Customer Service Training must be provided for the following persons: <ul style="list-style-type: none"> Employees who interact with members of the public on behalf of the College Persons who deal with members of the public or other third parties on behalf of Humber, whether the person does so as an employee, agent, volunteer or otherwise. 	Humber College developed and implemented an Accessible Customer Service online training module for the following: <ul style="list-style-type: none"> Administrative Staff Faculty Support Staff The online training module can be found at the following website: http://hrs.humber.ca/human-rights-equity-diversity/training-programs/aoda-customer-service-standards-training.html Humber has developed and implemented a system to record and maintain training completions.	January 1, 2010	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity

Customer Service Standards

AODA Standard/ Regulation	Description	Action	Compliance Date	Status	Responsibility
Customer Service Standard Ontario Regulation 429/07 Section 7: Feedback Process	Humber must establish an accessible process for receiving and responding to feedback about the manner in which the College provides goods and/or services to persons with disabilities.	Humber College has developed and distributed the Community Barrier Identification Form which can be found at the following website address: http://hrs.humber.ca/human-rights-equity-diversity/services/aoda2/community-barrier-identification-form.html	January 1, 2010	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
	Information about the feedback process will be readily available to the public.	Feedback can also be provided through the following methods: <ul style="list-style-type: none"> • email to humanrights@humber.ca • by fax to 416-675-4708 • by mail to HR Services, LRC 6012 • in person 	January 1, 2010	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
		Each academic term the Centre for Human Rights, Equity & Diversity communicates information about Humber's Feedback Process through the following methods: <ul style="list-style-type: none"> • AODA website • http://hrs.humber.ca/human-rights-equity-diversity/training-programs/aoda-customer-service-standards-training.html • Humber TV advertisements • Humber Students' Federation poster boards • Submitted biweekly to Humber's internal online communication system (the <i>Communiqué</i>) 	January 1, 2010	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity

Customer Service Standards

AODA Standard/ Regulation	Description	Action	Compliance Date	Status	Responsibility
Sections 14.1 & 14.2: Accessibility Report	File an accessibility compliance report. Accessibility report 14. (1) A person or organization to whom an accessibility standard applies shall file an accessibility report with a director annually or at such other times as the director may specify. 2005, c. 11, s. 14 (1).	Humber College shall file an accessibility report with the Director annually.	December 31, 2010	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
	Report available to public (2) A person or organization shall make an accessibility report filed under subsection (1) available to the public. 2005, c. 11, s. 14 (2).	Humber College shall post the accessibility report on the AODA website.	December 31, 2010	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity

2011-2013

Compliance Date(s) - July 1, 2011

Transportation Standards, Information & Communication Standards,
Employment Standards & General Standards

Transportation Standards

AODA Standard/Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Part IV Transportation Standards	When Humber is asked to provide accessible vehicles or equal services, Humber must make that provision.	Humber shall provide an accessible vehicle or equivalent service when a person with a disability requires accessible transportation services. Humber shall ensure that the driver of the accessible vehicle has completed the AODA Customer Service Standard Training and has knowledge of supporting the transportation needs of persons with disabilities. Humber shall communicate the Transportation Standard requirements to the relevant schools/departments three times per annum: <ul style="list-style-type: none"> • October • February • June 	July 1, 2011	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	IGNITE (Student Federation) Athletics (Student Success & Engagement) Department of Public Safety

Information and Communication Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 13: Emergency Plans, Procedures and Public Safety Information	All the emergency plans, procedures and public safety information that Humber make available to the public must be available in an alternate format upon request.	Humber College public emergency information is available on the Department of Public Safety's website. In addition, the information is located around campus, visible in classrooms and communal areas.	January 1, 2012	Completed <input checked="" type="checkbox"/>	Department of Public Safety
		Humber's public emergency information is available to staff and students in a printed format from the Department of Public Safety.	January 1, 2012	Completed <input checked="" type="checkbox"/>	Department of Public Safety
		Humber shall develop a form: "Developing Individual Workplace Emergency Response Information" for all employees.	January 1, 2012	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
		Alternate formats will be provided if a request is made.	January 1, 2012	Completed <input checked="" type="checkbox"/>	All Schools & Departments

Employment Standards

AODA Standard/ Regulation Section Reference	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 27: Workplace Emergency Response Information	Organizations must provide workplace emergency response information to employees with disabilities.	Humber will develop a workplace emergency response plan template.	January 1, 2012	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
	The information shall be provided to the person designated to provide assistance to the person with a disability upon consent. The information must be provided to the employee with a disability as soon as practicable. The individualized workplace emergency response information must be reviewed: <ul style="list-style-type: none"> • when the employee moves to a different location in the organization; • when the employee's overall accommodations needs or plans are reviewed; and • when the employer reviews its general emergency response policies. 	Humber will communicate the workplace emergency response information, template, and instructions to all Humber constituents 3 times per annum: <ul style="list-style-type: none"> • October • February • June 	January 1, 2012	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity

General Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 3: Establishment of accessibility policies	<ul style="list-style-type: none"> Organizations must develop accessibility policies governing how it achieves or will achieve accessibility through meeting the requirements referred to in the Integrated Accessibility Standards Regulation (IASR). Organizations shall develop a statement of commitment to meeting the needs of persons with disabilities in a timely manner. The accessibility policies must be made publicly available and provided in an accessible format upon request. 	Humber College will develop a statement of organizational commitment to persons with disabilities. The statement can be found at the following website address: http://hrs.humber.ca/human-rights-equity-diversity/services/aoda2/statement-of-commitment-to-persons-with-disabilities.html	January 1, 2013	Completed <input checked="" type="checkbox"/>	The Centre for Human Rights, Equity & Diversity
		Humber College will develop an Accessibility Policy; including a statement of commitment to people with disabilities as well as the general, employment and information and communication standards to comply with this requirement of the IASR. http://www.humber.ca/policies/accessibility-policy	January 1, 2013	Completed <input checked="" type="checkbox"/>	The Centre for Human Rights, Equity & Diversity
Integrated Accessibility Standards Ontario Regulation 191/11 Section 4: Accessibility Plan	Obligated organizations are required to establish, implement and maintain a multi-year accessibility plan which outlines its strategy to prevent and remove barriers to persons with disabilities and meet the requirements under the IASR. <ol style="list-style-type: none"> The plan must be posted on Humber's website The plan must be provided in an accessible format upon request The plan must be reviewed and updated at least once every five years 	Humber College will develop an accessibility plan in consultation with Humber's Accessibility for Ontarians with Disabilities Act Committee ('AODA Committee') to address the requirements to be met by 2025.	January 1, 2013	Completed <input checked="" type="checkbox"/>	The Centre for Human Rights, Equity & Diversity

General Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 4: Accessibility Plan	d. The plan must be developed in consultation with Humber's Accessibility Committee e. Prepare Humber's Annual Status Report	Humber College will develop an accessibility plan in consultation with Humber's Accessibility for Ontarians with Disabilities Act Committee ('AODA Committee') to address the requirements to be met by 2025.	January 1, 2013	Completed <input checked="" type="checkbox"/>	The Centre for Human Rights, Equity & Diversity
Integrated Accessibility Standards Ontario Regulation 191/11 Section 5: Procuring or Acquiring Good, Services or Facilities	Accessibility criteria and features need to be incorporated when procuring or acquiring goods, services or facilities. <ul style="list-style-type: none"> An explanation must be provided if incorporating accessibility features and criteria for goods, services and facilities is impracticable. 	Humber College will review its existing Purchasing Policy and revise as necessary. Humber has incorporated an accessibility statement into its Purchasing Procedures Policy. Humber's Purchasing Policy can be found at the following web address: http://www.humber.ca/policies/procedures/purchasing-procedure	January 1, 2013	Completed <input checked="" type="checkbox"/>	Purchasing Services & Sustainability &
		Humber College will develop resources to guide accessible purchasing practices throughout the College	January 1, 2013	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity

Information and Communication Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 6: Self-Serve Kiosks	Incorporate accessibility features when designing, procuring, or acquiring self-serve kiosks.	Identify departments responsible for design, acquisition and procurement of self-serve kiosks.	January 1, 2013	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
		Develop a resource to guide the design, procurement and/or acquisition processes for self-serve kiosks.	January 1, 2013	Completed <input checked="" type="checkbox"/>	
Integrated Accessibility Standards Ontario Regulation 191/11 Section 15: Educational and Training Resources and Materials	Organizations must provide an accessible or conversion-ready electronic format of educational or training resources/materials, upon request.	Humber will inform all schools and departments of the requirement and will provide them with the necessary resources to ensure compliance.	January 1, 2013	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
	Organizations must provide program information and student records in an accessible format upon request.			Ongoing <input checked="" type="checkbox"/>	All Schools and Departments
Integrated Accessibility Standards Ontario Regulation 191/11 Section 16: Training to Educators	Organizations must provide educators with accessibility awareness training related to accessible course delivery and instruction. <ul style="list-style-type: none"> Maintain a record of the training provided, including the dates of the training and the number of people trained. 	Humber College provides an Accessibility Awareness training module to educators through the following delivery methods: <ul style="list-style-type: none"> Online training module In class training 	January 1, 2013	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
		Humber has implemented a system to record training completion and maintain compliance with the educator training requirement.	January 1, 2013	Completed <input checked="" type="checkbox"/>	

2014-2015

Compliance Date(s) – January 1, 2014

General Standards, Information and Communication Standards – II,
Employment Standards & Design of Public Spaces Standards

Accessibility Compliance Report - December 31, 2015

General Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 4: Accessibility Plan	Obligated organizations are required to establish, implement and maintain a multi-year accessibility plan which outlines its strategy to prevent and remove barriers to persons with disabilities and meet the requirements under the IASR. <ol style="list-style-type: none"> The plan must be posted on Humber's website The plan must be provided in an accessible format upon request The plan must be reviewed and updated at least once every five years 	In collaboration with the AODA Committee, Humber will begin developing its Annual Status Report on the multi-year accessibility plan.	January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	The Centre for Human Rights, Equity & Diversity AODA Committee
Integrated Accessibility Standards Ontario Regulation 191/11 Section 7: Training	Provide training on the Integrated Accessibility Standards (IASR) and the Human Rights Code as it relates to persons with disabilities to employees.	Humber will design and deliver training on the Integrated Accessibility Standards Regulation as it relates to the Ontario <i>Human Rights Code</i> . Humber will record completion to ensure College-wide compliance.	January 1, 2014 January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
Integrated Accessibility Standards Ontario Regulation 191/11 Section 11: Feedback Process	Humber must ensure that the existing feedback processes, which identify barriers to persons with disabilities, are accessible.	Humber College will review its existing feedback process and identify methods of increasing accessibility. Humber College will communicate to the Humber Community that feedback processes will be provided in alternate formats upon request.	January 1, 2014 January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity

Information and Communication Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 14: Accessible Websites and Web Content	Humber will ensure that all new websites and web content conform to the Web Content Accessibility Guidelines 2.0 Level A by January 1 2014.	Humber College will review all Humber websites to determine their compliance status.	January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
		Humber College will inform all Schools and Departments about their responsibility for ensuring website compliance under the AODA and to provide them with the necessary resources to guide compliance	January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	All Schools and Departments
		Humber College will develop a checklist for web developers and content providers to guide compliance.	January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	Marketing and Communications

Employment Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 22: Recruitment, General	Humber must notify potential job applicants that accommodations will be provided during the recruitment process	Humber will review and revise its employment web page, job postings, and email correspondence to applicants to include a statement indicating that accommodations will be provided upon request.	January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	HR Services
Integrated Accessibility Standards Ontario Regulation 191/11 Section 23: Recruitment, Assessment and Selection Process	Humber must notify the applicants that are selected for interviews that accommodations are provided upon request. Provide suitable accommodations upon request	Humber will ensure that email correspondences to selected candidates outline that Humber will provide accommodations when a request is made.	January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	HR Services
Integrated Accessibility Standards Ontario Regulation 191/11 Section 24: Notice to Successful Applicants	Humber must notify successful applicants of their accommodation policies.	Humber will update its hiring package to include information on Humber's accommodation policies.	January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	HR Services

Employment Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 25: Informing Employees of Supports	Humber must inform employees of their policies for supporting employees with disabilities. Provide information to new employees Provide updated information on accommodation policies to current employees	Humber developed a Workplace Accommodation Policy outlining the supports available to employees who required accommodations to perform their job on employee supports. The Policy can be found at the following web address: http://www.humber.ca/policies/accommodation-employees-disabilities-policy-0	January 1, 2014	Completed <input checked="" type="checkbox"/>	Health & Safety
		Humber will communicate with all employees about revisions to the policy and the accommodation supports available to them.	January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	HR Services
		Humber College will include the accommodation policy in the information package for new employees.	January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	
Integrated Accessibility Standards Ontario Regulation 191/11 Section 26: Accessible Format and Communication Supports for Employees	Humber must provide accessible formats and communication supports for job or workplace information. <ul style="list-style-type: none"> Alternative formats and supports shall be provided upon request, Consultation must occur with the employee 	Humber College will inform all employees that accessible formats and communication supports will be provided upon request.	January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
		Humber College will encourage all areas of the College to create conversion-ready documents and electronic communications as part of their general professional practice.	January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	

Employment Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 28: Documented Individual Accommodation Plan	Organizations must develop a written process for documented individual accommodation plans that includes the following elements: <ul style="list-style-type: none"> • how the employee can participate. • how the employee will be assessed. • how the employer can request accommodation be achieved. • how the employee can request participation of union representative. • how the employee's personal information will remain private. • how, and how often, the plan will be reviewed and updated. • how the reasons for denied request will be communicated. • how the plan will be provided to the employee 	Humber will review its existing accommodation process.	January 1, 2014	Completed <input checked="" type="checkbox"/>	Health & Safety
		Humber will identify any elements of AODA requirements that need to be incorporated into existing accommodation process.	January 1, 2014	Completed <input checked="" type="checkbox"/>	
		Humber will develop a template to guide the accommodation plan process.	January 1, 2014	Completed <input checked="" type="checkbox"/>	HR Consultants
Integrated Accessibility Standards Ontario Regulation 191/11 Section 29: Return to work process	Organizations are required to develop a documented return-to-work process	Review Humber's existing return to work policy and procedures.	January 1, 2014	Completed <input checked="" type="checkbox"/>	Health & Safety
		Revise as necessary to incorporate AODA requirements.	January 1, 2014	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
		Include steps Humber will take and use documented individual accommodation plans.	January 1, 2014	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	Health & Safety HR Consultants

Employment Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 30: Performance Management	Organizations must include accessibility considerations in their performance management processes	Review Humber's existing performance management processes and revise as necessary to incorporate AODA requirements.	January 1, 2014	Completed <input checked="" type="checkbox"/>	HR Consultants Organizational Effectiveness
Integrated Accessibility Standards Ontario Regulation 191/11 Section 31: Career Development	Organizations are required to include accessibility considerations in career development and advancement processes	Review Humber's career development and advancement processes for possible barriers; revise as necessary to incorporate AODA requirements.	January 1, 2014	Completed <input checked="" type="checkbox"/>	Organizational Effectiveness
Integrated Accessibility Standards Ontario Regulation 191/11 Section 32: Redeployment	Organizations are required to include accessibility considerations in the redeployment process.	Review Humber's redeployment processes for possible barriers; revise as necessary to incorporate AODA requirements.	January 1, 2014	In Progress <input checked="" type="checkbox"/>	HR Services

Information and Communication Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 12: Accessible Formats and Communication Supports	Humber must provide or arrange for accessible formats and communication supports when a request is made. The alternate formats must be provided: <ul style="list-style-type: none"> In a timely manner that takes into account the person's accessibility needs. At the same cost that is charged to other individuals. In consultation with the person making the request. 	In consultation with Accessibility Learning Services, Humber College will review which accessible formats and communication supports are currently available at Humber.	January 1, 2015	Completed <input checked="" type="checkbox"/>	All Schools and Departments
		Humber College will identify the accessible formats and communication supports which can be provided internally and which will need to be sourced by an external service provider.	January 1, 2015	Completed <input checked="" type="checkbox"/>	Centre for Human Rights, Equity & Diversity
		Humber College will ensure all College communications can be provided in accessible formats upon request.	January 1, 2015	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	
		Humber College will inform all employees of the range of accessible formats and communication supports available at the College and how to provide alternate formats in consultation with persons with disabilities.	January 1, 2015	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	
	Notify the public about the availability of accessible formats and communication supports.	Humber College will notify the public about the availability of accessible formats and communication supports	January 1, 2015	Completed <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	

Information and Communication Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 17: Producers of Educational or Training Resources	Any educational or training textbooks that Humber produces must be available in an accessible or conversion-ready format upon request.	Humber will identify the educational or training textbooks/learning resources produced by all Schools and Departments.	January 1, 2015	Completed <input checked="" type="checkbox"/>	Library
		Humber will identify which accessible formats can be produced internally.	January 1, 2015	Completed <input checked="" type="checkbox"/>	All Schools and Departments
Integrated Accessibility Standards Ontario Regulation 191/11 Section 18: Libraries of educational and training institutions ¹	Libraries shall provide, procure or acquire an accessible or conversion ready format of print-based resources (upon request).	Humber Libraries will provide, upon request, an accessible format of the print books held in its collection via Accessible Content E-Portal (ACE). ACE created to assist Libraries to provide barrier free access to students and faculty	January 1, 2015	In Progress <input checked="" type="checkbox"/> Ongoing <input checked="" type="checkbox"/>	Library

¹ Note: Special collections such as archival materials, rare books and donations are exempt from this requirement.

2016-2017

Compliance Date(s) – January 1, 2016

Design of Public Spaces Standards

Accessibility Compliance Report – December 31, 2017

Design of Public Spaces Standards

AODA Standard/Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 80.6 – 80.15: Recreational Trails	Compliance requirements to be integrated into newly developed or reconstructed recreational trails.	Humber College must consult with the public and persons with disabilities and ensure compliance with technical requirements related with the following: 1. The slope of the trail. 2. The need for, and location, of ramps on the trail 3. The need for, location and design of: i. Rest areas, ii. Passing areas, iii. Viewing areas, iv. Amenities on the trail, and v. Any other pertinent feature	January 1, 2016 Ongoing: October, 2016	Completed <input checked="" type="checkbox"/>	Arboretum
Integrated Accessibility Standards Ontario Regulation 191/11 Section 80.16 – 80.43:	80.16 Outdoor Public Use, Eating Areas	Humber College must consult with the public and persons with disabilities and ensure compliance with technical requirements related with the following: 1. Outdoor Public Use, Eating Areas 2. Outdoor Play Spaces 3. Exterior paths of trails i. Ramps ii. Stairs iii. Curb Ramps iv. Depressed Curbs	January 1, 2016 Ongoing: September, 2016	Completed <input checked="" type="checkbox"/>	Facilities
	80.18 Outdoor Play Spaces		January 1, 2016 Ongoing: September, 2016	Completed <input checked="" type="checkbox"/>	

Design of Public Spaces Standards

AODA Standard/Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 80.16 – 80.43:	80.21 Exterior Paths of Travel Ramps Stairs Curb Ramps Depressed Curbs Accessible Pedestrian Control Signals Rest Areas General Requirements	v. Accessible Pedestrian Control Signals vi. Rest Areas vii. General Requirements	January 1, 2016 Ongoing: September, 2016	Completed <input checked="" type="checkbox"/>	Facilities
	80.32 Accessible Parking 80.34 Type of Accessible Parking Spaces 80.35 Access Aisles 80.36 Minimum Number and type of accessible parking spaces 80.37 Signage 80.39 On street parking spaces	Humber must ensure integration of compliance requirements with newly developed or reconstructed accessible parking in consultation with the public persons with disabilities.	January 1, 2016 Ongoing: September, 2016	Completed <input checked="" type="checkbox"/>	
	80.40 Obtaining Services 80.41 Service Counters 80.42 Fixed queuing guides 80.44 Maintenance of accessible elements i. Procedures for preventative and emergency Maintenance of the Accessible elements in Public Spaces ii. Procedures for dealing with temporary disruptions when accessible elements are not in working order	Humber must ensure integration of compliance requirements for persons with disabilities related to: <ul style="list-style-type: none"> i. service counters ii. fixed queuing iii. Maintenance of accessible elements including procedures related to preventative and emergency maintenance and dealing temporary disruptions related to accessible elements 	January 1, 2016 Ongoing: September, 2016	Completed <input checked="" type="checkbox"/>	

Humber's Multi-Year Accessibility Plan

Reviewed and Revised in March, 2017

2018-2019

Accessibility Compliance Report – December 31, 2019

2020-2021

Compliance Date(s) – January 1, 2020

Information and Communication Standards

Make all websites and web content accessible – January 1, 2021

Accessibility Compliance Report – December 31, 2021

Information and Communication Standards

AODA Standard/ Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 18: Libraries of educational and training institutions ²	Libraries shall provide, procure or acquire an accessible or conversion ready format of digital based or multimedia resources (upon request).	Humber College has representation on the Heads of Libraries and Learning Resources committee. A sector wide approach has been taken to address this obligation.	January 1, 2020	Ongoing <input checked="" type="checkbox"/>	Library

² Note: Special collections such as archival materials, rare books and donations are exempt from this requirement.

2022-2023

Accessibility Compliance Report – December 31, 2023

2024-2025

Accessibility Compliance Report – December 31, 2025

Reporting Dates

By December 31, 2010, you need to:

[File an Accessibility Compliance Report](#)

By December 31, 2013, you need to:

[File an Accessibility Compliance Report](#)

By December 31, 2015, you need to:

[File an Accessibility Compliance Report](#)

By December 31, 2017, you need to:

[File an Accessibility Compliance Report](#)

By December 31, 2019, you need to:

[File an Accessibility Compliance Report](#)

By January 1, 2021, you need to:

[Make all websites and web content accessible](#)

By December 31, 2021, you need to:

[File an Accessibility Compliance Report](#)

By December 31, 2023, you need to:

[File an Accessibility Compliance Report](#)

By December 31, 2025, you need to:

[File an Accessibility Compliance Report](#)