MULTI-YEAR ACCESSIBILITY PLAN

2026-2030

Approved by: Sault College Executive Leadership Team
Date: June 2026

SAULT COLLEGE

Message from the President

At Sault College, we believe that student success begins with creating an inclusive, welcoming, and accessible learning environment for everyone.

The Accessibility for Ontarians with Disabilities Act (AODA) is more than a legislative requirement; it reflects our shared values as a college community. Accessibility strengthens our institution by ensuring that every student, employee, and visitor has equitable opportunities to learn, participate, and succeed.

We recognize that barriers can take many forms, and we are committed to identifying and removing them while planning for proactive accessibility measures across our campus, services, programs, and digital environments. Through ongoing intentional action and continuous improvement, Sault College will embed accessibility into our culture, ensuring it is present in everything we do.

Our commitment to accessibility is directly connected to our commitment to student success. When students feel supported, respected, and empowered, they are better positioned to achieve their academic, personal, and career goals. We are proud to support diverse learners and to provide the accommodations, resources, and services necessary to help all students thrive.

I encourage every member of our college community to play a role in advancing accessibility and inclusion. Together, we can continue building a campus where everyone belongs and every individual can reach their full potential.

Thank you for your continued dedication to making Sault College an accessible and inclusive place to learn, work and grow.

Sincerely,

Sherri Smith

Interim President

Sault College

Acknowledging the Land

Located in the Robinson Huron Treaty territory, *Sault College is* ***grateful to Mother Earth for providing us the land, water, air, and food needed to sustain all life****.* ***Indigenous Peoples a****re acknowledged as the* ***original stewards of this land****, having* ***lived in harmony and in respect*** *for* ***all Creation.***

As all *are connected in* ***relation*** *to one another****, it is important to recognize this interconnected relationship and*** *the shared responsibility* ***to respect the land that has nourished, healed, protected, and embraced us.***

Batchewana First Nation and Ketegaunseebee (Garden River First Nation) *are honoured as the* ***original caretakers of the land*** *on which S****ault College is situated****,* ***and*** *the* ***contributions of the historic Metis Nation of S****ault Ste. Marie* ***in the stewardship of this territory*** *are also acknowledged.*

What We Value

Our Mission

Learning through doing, creating opportunity for whatever comes next.

Our Vision

Relentless pursuit of possibility through education.

Our Values

At Sault College, values are not wall art; they are how people experience the College every day. They shape how the College teaches, leads, partners, and shows up for students, employees, and community.

We Put People First
Real lives come first. Programs, services, schedules, and systems are designed with the realities of work, family, identity, belonging, and well-being in mind.

We are Courageously Honest
Sault College leads with trust, transparency, and integrity. We name challenges clearly, communicate openly, and make decisions that stay true to mission, relationships, and responsibility to our communities.

We are Hands-On by Design
Learning at Sault College is meant to be felt, tested, practiced, and applied. Labs, shops, hangars, placements, simulations, and field-based experiences are created with purpose. We take every opportunity to be hands-on; learning through doing.

We Learn Where We Live, In the North
We embrace our northern geography by bringing out classrooms into our forests, on our rivers, and in our skies. We understand and honour the land we learn on but embracing its richness and diversity. We have the freedom to explore through education.

We Show Up for Each Other
Care is not a slogan. It is visible in one-stop supports, proactive outreach, mental health and wellness resources, respectful workplaces, and teams that stay with learners and colleagues through the whole journey. It means showing up for one another, every time. We lean into one of our greatest strengths, genuine care, in a world where political and economic change can feel constant and overwhelming. Our culture of care is a priority to grow in our communities, so people leave Sault College as everyday ambassadors for these values in whatever comes next.

Our Commitment to Access

Sault College is committed to creating accessible and inclusive learning, working, and living environments for people of all abilities. We affirm the rights of our students, staff, and guests to have access to equal opportunity in employment, education, and experiences within our College.

About AODA

The Accessibility for Ontarians with Disabilities Act (AODA) was enacted in 2005 with the goal of creating a fully accessible Ontario by identifying, removing, and preventing exclusionary barriers. The law applies to public and private sector organizations, including Ontario colleges, for which the AODA has had a significant operational, academic, and cultural impact.

For Ontario colleges, AODA has significantly affected operations, academics, and services. Colleges must provide accessible learning materials, digital platforms, facilities, and accommodation processes, while also ensuring accessible hiring practices and employee supports. Institutions are required to develop multi-year accessibility plans, provide staff training, and regularly review policies and procedures for compliance.

The AODA has also encouraged colleges to adopt more inclusive practices and universal design principles, making accessibility a shared responsibility across departments. Today, accessibility is closely tied to student success, equity, and participation in both in-person and online learning environments.

The Integrated Accessibility Standards Regulation

Under the AODA, Regulation 191/11 establishes the Integrated Accessibility Standards (IASR) for organizations in six key areas:

- General (policies, planning, procurement, kiosks and training)
- Information and Communications Standards
- Employment Standards
- Transportation Standards
- Design of Public Spaces (Accessibility Standards for the Built Environment)
- Customer Service Standards

In practice, colleges must consider accessibility when making decisions about technology, facilities, academic delivery, hiring, procurement, communications, and student services. For example, when selecting new software or learning platforms, colleges must ensure they are accessible to users with disabilities. When renovating buildings or creating new spaces, accessibility requirements must be incorporated into the design process. Human resources decisions, including recruitment, onboarding, accommodation, and return-to-work processes, must also align with IASR requirements.

The IASR also influences strategic planning and policy development. Colleges are required to create multi-year accessibility plans, consult with stakeholders, provide accessibility training, and establish processes for feedback and accommodation. As a result, accessibility considerations are increasingly embedded into governance, risk management, budgeting, and institutional priorities.

Overall, the IASR shifts college decision-making from reactive accommodation toward proactive accessibility and inclusive design, helping institutions reduce barriers, improve equity and inclusion, and support student and employee success.

The Post-Secondary Education Accessibility Standards

The development of a comprehensive accessibility framework for PSEs was spearheaded in Canada by Ontario's Postsecondary Education Standards Development Committee and aimed to transition institutions from a "reactive" accommodation framework to a "proactive," universally accessible system.

The committee's extensive work laid out recommendations focused on several critical barrier areas: attitudes and culture; digital learning environments; accessible learning materials; and beyond the classroom.

The committee completed and submitted the framework to the Ontario government in 2022, which included nearly 180 specific recommendations designed to eliminate educational barriers. As of the development of this document, the regulations have not been signed into law, and so it remains for Colleges and Universities to decide on their own accessibility priorities under AODA and the IASR. Sault College is committed to

working towards achieving the Post-Secondary Education Standards proactively to improve access on our campus, which is reflected in our plan.

Our Strategic Framework

Sault College is transitioning towards an all-college approach to accessibility strategy and structure. Creating barrier-free spaces and experiences is everyone's responsibility, and a shift towards an inclusive approach to access requires a commitment from leadership and prioritization of this work.

The AODA Leadership Team

This team provides strategic oversight and institutional leadership to promote accessibility. Chaired by the VP Corporate & Finance, with the Directors of Student Services and Human Resources operating in a Vice Chair capacity, the team will ensure a coordinated approach to identifying and removing barriers while aligning accessibility priorities with institutional planning and operational processes. See Appendix A for the Terms of Reference for this team.

The Accessibility Advisory Committee (AAC)

Co-Chaired by the Directors of Student Services and Human Resources and comprised of employees, students, and community members—including those with lived experience of disability—the AAC advises on the development, implementation, and evaluation of accessibility planning. See Appendix B for the Terms of Reference for this Committee.

> ***"Accessibility is nothing more, but nothing less than that which enables people to fulfill their full potential... enabling Ontario to reach its full potential."***
>
> - **The Honourable David Onley**

2026

Review and Revitalize

In 2026, Sault College commits to reviewing the structures and processes that will lead to a more accessible College. This includes engagement of an AODA Leadership Team and an Accessibility Advisory Committee with a redefined member composition to express pan-College commitment to accessibility. We will also begin the development of a program for improved College-wide input and commitment at the department level.

Initiative	**Champion**
Develop new Multi-Year Accessibility Plan	AODA LT & AAC
Review current Accessibility planning and structure and engage leadership and advisory groups	Dir. SS & Dir. HR
Identify and Review policies and procedures impacting Accessibility (eg. Accommodations, Procurement, Emergency Response) and develop timeline for renewal	AAC
Review accessibility compliance for Self-Service Kiosks	Mgr, Marketing
Review current accessibility standards training and tracking	Dir. HR
2025/26 Annual Accessibility Status Report	Dir. SS & Dir. HR
Develop department-Level MYAP plan, including designating department accessibility champions	AAC
Review Post-Secondary Education Accessibility Standards and engage with department-level champions to identify priority projects	AAC
Conduct audit of accessibility testing procedures to enhance service offering	Student Services
Develop and implement communications plan that informs students prior to study of the College's duty to accommodate and its duty to ensure full participation and full inclusion in all programming, events, orientations, and academic life.	Student Services & Communications

2027

From 2027 forward, we will introduce systemic change through collaboration and cross-departmental consultation that will improve access and equity for our students, staff, and guests.

Initiative	**Champion**
Annual Review of Multi-Year Accessibility Plan	AAC
Leadership and Advisory group meetings	Dir. SS & Dir. HR
Departments submit department-Level MYAP updates. Integrate feedback and refine practices.	Department Accessibility Champions
Scheduled policy and procedure updates	AAC
2026/27 Annual Accessibility Status Report	Dir. SS & Dir. HR
Continue Post-Secondary Education Accessibility Standards integration – schedule priority projects	AAC
Conduct audit and needs analysis for assistive technology	Student Services
Personnel complete specialized training and certification in accessibility and disability inclusion, such as the Rick Hansen Foundation (RHFAC) Fundamentals or Professional programs.	Facilities
Introduce an annual registry of campus participants who disclose physical disabilities to facilitate service delivery and track building occupancy/ facility utilization	Facilities

2028

Initiative	Champion
Annual Review of Multi-Year Accessibility Plan	AAC
Leadership and Advisory group meetings	Dir. SS & Dir. HR
Departments submit department-Level MYAP updates. Integrate feedback and refine practices.	Department Accessibility Champions
Scheduled policy and procedure updates	AAC
2027/28 Annual Accessibility Status Report	Dir. SS & Dir. HR
Continue Post-Secondary Education Accessibility Standards integration – schedule priority projects	AAC
Engage a certified accessibility consultant to conduct a comprehensive campus audit, ensuring current regulatory compliance while establishing long-term institutional standards	Facilities
Initiate system review to implement annual audits of the impact of disability students' retention rates and the student experience	Student Services

2029

Initiative	Champion
Annual Review of Multi-Year Accessibility Plan	AAC
Leadership and Advisory group meetings	Dir. SS & Dir. HR
Departments submit department-Level MYAP updates. Integrate feedback and refine practices.	Department Accessibility Champions
Scheduled policy and procedure updates	AAC
2028/29 Annual Accessibility Status Report	Dir. SS & Dir. HR
Continue Post-Secondary Education Accessibility Standards integration – schedule priority projects	AAC

2030

Initiative	Champion
Annual Review of Multi-Year Accessibility Plan – provide input for 2031-2035 Multi-Year Accessibility Plan	AAC
Development of 2031-2035 Multi-Year Accessibility Plan	AODA LT & AAC
Leadership and Advisory group meetings	Dir. SS & Dir. HR
Departments submit final department-Level MYAP updates. Integrate feedback and refine practices.	Department Accessibility Champions
Scheduled policy and procedure updates	AAC
2029/30 Annual Accessibility Status Report	Dir. SS & Dir. HR
Continue Post-Secondary Education Accessibility Standards integration – schedule priority projects	AAC

Renewal

This plan will be reviewed and updated at least once every five years.

Feedback and Contact Info

We want to hear from you!

Sault College welcomes your input and feedback, so that we can continuously improve, together. If you've got thoughts on how we can improve access to our facilities, programs, or how we provide our services, please follow the steps below:

1. Speak with the individual or a manager in the relevant department directly to provide feedback or seek assistance.
2. If necessary, further feedback can be provided to accessibility@saultcollege.ca

If providing feedback please include the following:

1. Your name
2. How you are affiliated to the College (student, staff, guest)
3. Preferred contact information
4. A brief summary of your feedback

We will review all feedback and direct it to the appropriate service provider.

Request for Alternate Format

This document is available in alternate formats, on request.

Please contact accessibility@saultcollege.ca with your request.

Appendix A

SAULT COLLEGE- AODA LEADERSHIP TEAM

TERMS OF REFERENCE

This Terms of Reference provides guidelines for establishing an AODA Leadership Team at Sault College.

Purpose

The AODA Leadership Team provides strategic oversight, leadership, and accountability for the College's compliance with the Accessibility for Ontarians with Disabilities Act (AODA) and its associated standards.

The Team ensures the development, implementation, and continuous improvement of the College's **Multi-Year Accessibility Plan (MYAP)**, fostering an inclusive, barrier-free environment for students, employees, and the public. The scope of work includes:

a. Providing AODA compliance leadership.
b. Allocating resources as required to comply with the College's MYAP.
c. Providing recommendations to the President and the College Executive.
d. Providing direction to the Accessibility Advisory Committee (AAC).
e. Reviewing and approving recommendations from the AAC.
f. Reviewing departmental accessibility plans.
g. Review and recommend changes to draft MYAP.

Committee Composition

The AODA Leadership Team will consist of the following administrators by position:

- Vice President, Finance and Corporate Services (Chair)
- Director, Student Services & Success (Vice Chair & Co-Chair of Accessibility Advisory Committee)
- Director, Human Resources (Vice Chair, Co-Chair of Accessibility Advisory Committee)
- Director of Corporate Communications & Stakeholder Relations (Secretary)

Additional members by position:

- Director, Facilities Maintenance
- Chief Information Officer
- Director, Institutional Quality and Learning Innovation

Term of Appointment

The term of the appointment will be as long as the AODA Leadership Team is required.

Meetings

The AODA Leadership Team will meet three times each year to review past progress against planning and upcoming commitments.

- January: review AAC recommendations and identify commitments that require budget allocations (issue reminders to affected stakeholders)
- April: focus on reviewing budget submissions in key commitment areas
- October: review annual report, focus on operational issues

Cancellation of Meetings

The Chair or designate will declare that, due to circumstances (including inclement weather, lack of quorum, etc.), the meeting is cancelled. The Chair or designate will notify members via email.

Meeting rescheduling will be at the call of the Chair, with every consideration to hold the subsequent meeting the following week.

Appendix B

ACCESSIBILITY ADVISORY COMMITTEE

& ACCOMMODATION SUB-COMMITTEE

TERMS OF REFERENCE

This Terms of Reference provides guidelines for establishing an Accessibility Advisory Committee (AAC) and an Accommodation Sub-Committee (ASC) at Sault College.

Accessibility Advisory Committee (AAC) - Standing Committee

Purpose

- Provide AODA compliance recommendations to the AODA Leadership Team.
- Provide accommodation input to the Student Accessibility Services Office, faculty, and Human Resources (upon request).
- Review the impact of accommodations on academic standards.
- Review policies and processes involving the accommodation of students and staff.
- Identify accommodation training initiatives for the College to consider.
- Identify members of the committee to serve on the ASC.
- Review ASC outcome reports.
- Prepare a submission annually to include in the Accessibility Annual Status Report
- Ensure student identities are not disclosed during committee discussions.
- Conduct accessibility audits of the built environment.

Committee Composition

The AAC will consist of the following assigned members by position:

- Director, Student Services & Success (Co-Chair)
- Director, Human Resources (Co-Chair)
- Manager, Student Accessibility Services (Vice-Chair)

- Manager, Health & Safety (Vice-Chair)
- Manager, Residence & Student Behaviour
- Manager, Human Resources
- Student Services Officer (Secretary)
- Student Accessibility Testing Officer (Secretary Designate)

Appointed members by position:

- Sault College Students' Union (SCSU) (1)
- Student members (student(s) with a disability given preference) (2)
- Faculty (3)
- Information Technology (1)
- Human Resources (1)
- Marketing (1)
- Counselling (1)
- Library (1)
- Academic Dean's Office (1)
- Registrar's Office (1)
- International Student Services (1)
- Athletics (1)

Term of Appointment

Assigned members will serve as long as the AAC is required, or until they leave their respective positions.

Appointed members will be designated by their respective managers, and will serve for two years.

Meetings

The Accessibility Advisory Committee (AAC) will meet four times per year with additional meetings scheduled as required.

- May: review Winter term and annual workplan from budget commitments, develop workplan for annual report
- August: review Summer term and Ministry reports (AFSD/SAWD, finalize annual report, and assess progress against MYAP

- November: develop compliance reporting document (in reporting years)
- January (early): review Fall term and prepare recommendations for AODA Leadership team January meeting

Cancellation of Meetings

The Chair or designate will declare that, due to circumstances (including inclement weather, lack of quorum, etc.), the meeting is cancelled. The Chair or designate will notify members via email.

Meeting rescheduling will be at the call of the Chair, with every consideration to hold the subsequent meeting the following week.

Accommodation Sub-Committee (ASC) – Ad Hoc Committee

Purpose

To hear and determine the outcome of Accommodation Challenges as per the Accommodation Policy

Committee Composition

The ASC will consist of the following members, who will have been identified by the AAC:

- The Director of Student Services
- 2 AAC members
    - One Administrative College Employee
    - One Faculty member

In identifying members of the AAC eligible for the ASC, the AAC will also identify alternates who can serve on the ASC if designated members are unavailable.

Term of Appointment

Identified members will serve as long as the ASC is required, or until they leave their respective positions.

Meetings

The Accessibility Advisory Committee (AAC) will meet on an ad hoc basis when a Challenge of an Accommodation is filed by a student, as per the Accommodation Policy.