

Brescia University College is committed to working towards full compliance with the current standards of the *Integrated Accessibility Standards Regulation (IASR) Policy, Regulation 191/11, under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*. In doing so, we affirm our commitment to providing quality services in a manner that respects the dignity and independence of persons with disabilities and working towards a barrier-free environment for all of our students, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services.

This Annual Status Report details the required annual update for 2021 on the progress of measures taken to improve accessibility, track our organization's progress, and make the public aware of our initiatives.

This document is available in alternate formats upon request. Please contact, Brescia Human Resources by email [brescia.hr@uwo.ca](mailto:brescia.hr@uwo.ca)

## Public Communication of the Accessibility Plans and Annual Reports

Brescia's current and past Accessibility Plans and Reports are available:

- Online at the Accessibility website page at Accessibility Reports  
[https://brescia.uwo.ca/accessibility/resources/accessibility\\_reports.php](https://brescia.uwo.ca/accessibility/resources/accessibility_reports.php)
- By telephoning at (519) 432-8353
- By sending an email request to: [brescia.hr@uwo.ca](mailto:brescia.hr@uwo.ca)
- By mailing a written request to:

Brescia University College  
MSJ, Room 153  
1285 Western Rd.  
London, ON N6G 1H2

## General Accomplishments

- Procurement of employee desks. All new purchases of employee desks are height adjustable and configurable to meet accessibility and disability requirements;
- Replacement of employee desks. All employees, including those with disabilities, who request a height adjustable desk are provided with an ergonomic assessment to ensure health and safety

## Customer Service Accomplishments

- Continued to provide promote and monitor completion rates of AODA required training;

- Continued to provide feedback process relating to accessibility;
- Web-based student request forms i.e. Request for Academic Consideration form;  
[https://brescia.uwo.ca/enrolment\\_services/docs/request\\_for\\_academic\\_consideration.pdf](https://brescia.uwo.ca/enrolment_services/docs/request_for_academic_consideration.pdf)
- Links on Brescia website for Student Accessibility Services Portal at Western that provides registered students with online portal access to independently renew accommodations, schedule accessibility service appointments and tests; [http://academicsupport.uwo.ca/accessible\\_education/index.html](http://academicsupport.uwo.ca/accessible_education/index.html)
- Links on Brescia website for Accessibility processes including: Student Academic Accommodation processes, Residence, Transportation, Support Services and Library equal access services;  
<https://brescia.uwo.ca/accessibility/students/index.php>  
<https://brescia.uwo.ca/accessibility/students/library.php>

## Information and Communications Accomplishments

- Continued to provide training for our employees on how to effectively interact and communicate with people who have various disabilities that take into account their individual requirements;
- Continued to provide communication supports, educational or training resources and alternative formats upon request;
- Reporting of completed training modules moved from paper recording to HRMS recording to allow for employee records view in ESS;
- Established monthly HR Update newsletter to provide employees with standardized communications related to pay and benefits, campus events, wellness, and training opportunities

## Employment Accomplishments

- Continued to ensure that the process of applying for a positions are inclusive, and to notify candidates about the availability of accommodation on the job posting and the availability of materials in accessible formats during the invitation for the interview;
- Updated Accommodations process. All employees meet with the Director of Human Resources and/or their direct manager to create an individual accommodation plan

## Design of Public Spaces Accomplishments

- Replaced MSJ Lower Level Entrance door with new door, installed with accessible buttons and door operator

## Accessibility Feedback

Brescia University College welcomes feedback to the process of identifying and removing barriers to participation as well as improving how we deliver our services to persons with disabilities. The Accessibility Feedback Online Form can be used to submit feedback about accessibility at Brescia.

<https://brescia.uwo.ca/accessibility/resources/feedback.php>

Feedback may also be given by contacting:

**Accessibility at Brescia**

Tel: 519-432-8353 x28124

Fax: 519-858-5137

E-mail: [mcamer48@uwo.ca](mailto:mcamer48@uwo.ca) or [brescia.hr@uwo.ca](mailto:brescia.hr@uwo.ca)

You may also send feedback via regular mail:

**Accessibility at Brescia**

c/o Facilities Management

Facilities Maintenance Building

1285 Western Rd.

London, ON N6G 1H2