

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 2022 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 services from HRDownloads to provide required training modules in accessible customer service, Ontario accessibility standards, and OHRC training that relates to persons with disabilities with a learning platform that is accessible on all devices and print copy upon request;
- Procurement of height adjustable and moveable desks for various classrooms to meet needs of students who may require these throughout the University. Desks may be placed within the classroom in various locations to meet student needs

## Customer Service Accomplishment

- Continued to promote and monitor completion rates of AODA required training;
- Updated feedback process relating to accessibility to include multi-format feedback mechanisms that include, forms, phone, and email <https://brescia.uwo.ca/accessibility/resources/feedback.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

## Employment Accomplishments

- Recruitment process for Hiring Committees revised to support increased employee awareness of the importance of incorporating accessibility into our hiring processes;
- Hiring Committees receive training on mitigating hiring committee bias;
- Hiring Committees create selection criteria and interview questions in advance of the review of applications, committee members go through an independent review of applications utilizing an assessment tool, and shortlisting meetings for committees are facilitated by the Director of Human Resources;
- Continued to ensure that the process of applying for a positions are inclusive, and 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;
- Created Functional Abilities form to address physicians work from home notes in order to obtain required details relating to an employee's disability;
- Created Standard Accommodation/Return to Work Letter to ensure consistency for employees and provide a documented plan for employees and managers. Each letter is individualized to the accommodations required

## Design of Public Spaces Accomplishments

- Brescia Lane Sidewalk installed to replace uneven paving stones with new brushed concrete;
- Campus Street Light Retrofit to LED improving lighting with replacement of old lamps with new brighter LED;
- Campus Concrete/Asphalt repairs to level and repair areas of concrete-Completed rear lot of Ursuline Hall
- Accessible hydration stations installed to replace fountains in MSJ 3rd floor and the lower level of Mother St. James building

## 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