

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 2023 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

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 Plans and Reports
- By telephoning at (519) 432-8353
- By sending an email request to: brescia.hr@uwo.ca
- By mailing a written request to:

Brescia University College
UH, Room 243
1285 Western Rd.
London, ON N6G 1H2

General Accomplishments

- Continued to provide ongoing consultations and incorporate accessibility requirements, recommendations, considerations and best practices for our community;
- Continued to apply the University's [Accessibility Policy](#);

Customer Service Accomplishments

- Continued to promote and monitor completion rates of AODA required training;
- Continued to provide and monitor feedback process's relating to accessibility in 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
- Continued to promote information supports to help build accessibility in course design. https://brescia.uwo.ca/alt/resources/online_learning/learn_to_teach_online/accessibility.php
- Created customised Accessibility Building Maps to assist the University community and visitors with navigating campus;

Employment Accomplishments

- Continued to provide inclusive recruitment, employment and talent management practices by incorporating accessibility into our hiring processes and training Hiring Committees on mitigating hiring committee bias;
- Continued to create selection criteria and interview questions in advance of the review of applications, to provide 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

Design of Public Spaces Accomplishments

Barrier Removal Initiatives: Physical and Architectural Barriers

- Completed Ursuline Hall Main Elevator upgrade to improve accessibility will include all new operating equipment, new updated controls and sensors;
- Asphalt and concrete upgrades at the back of Ursuline Hall leading to the main accessible entrance. This project was completed to create a better path and remove rain water from sitting on the surface which created many slip areas in the winter.

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 or 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