



DATE: July 29, 2010

SUBJECT: McMaster Accessibility Council - First Annual Report

TO: Patrick Dean, President
Ilene Busch-Vishniac, Provost and Vice President (Academic)
Roger Couldrey, Vice-President (Administration)

FROM: McMaster Accessibility Council (MAC)

Please find enclosed, for your review, the first annual report from the McMaster Accessibility Council (MAC).

The Council is required to submit an annual report to the President through the Provost & Vice-President (Academic) and the Vice-President (Administration). This report summarizes the activities of the Council in its first year of operation.

Any questions or concerns regarding the enclosed report can be directed to Mary Law, Professor, Rehabilitation Science and Chair of MAC.

1. Introduction & Background

Disability awareness and accessibility are important priorities at McMaster University. This is supported through McMaster's Refining Directions strategic development plan, which identifies the University's third goal to "build an inclusive community with a shared purpose".

In 2001, the *Ontarians with Disabilities Act* (ODA) was enacted and the University responded by forming the McMaster University Committee for Disability Access (MUCDA). This Committee was established to better understand the disability and accommodation issues at the University and to comply with the legislation through the development of an annual Accessibility Plan. In the 2003-04 academic year, MUCDA developed its first accessibility plan; this plan outlined specific recommendations which reduced barriers to persons with disabilities. While the annual Accessibility Plans resulted in some improvements to accessibility, it was understood that many more steps were needed to ensure the University becomes a barrier free environment.

In 2005, the provincial government enacted the Accessibility for Ontarians with Disabilities Act, (AODA). The goal of this Act is to make Ontario fully accessible to persons with disabilities by 2025. Businesses and organizations that provide goods and services to people in Ontario have to meet standards in five important areas:

- Customer service (compliance January 2010)
- Information and communication
- Employment
- Transportation
- Built environment

2. About the McMaster Accessibility Council (MAC)

MUCDA members recognized that as an advisory committee, it would not be sufficiently able to ensure University wide compliance with the new AODA. Consequently, MUCDA was disbanded and the McMaster Accessibility Council (MAC) was formed in the summer of 2009. MAC was formed to serve as a long standing Council, with the goal to lead the University through each of the five AODA standards to final compliance in 2025. The Council is comprised of senior officials, including Assistant Vice-Presidents and senior directors from a cross section of the University. Refer to Appendix A for a full member listing.

The MAC Terms of Reference, (*refer to Appendix A*) state that the purpose of the Council is to provide "a mechanism for planning, reviewing and evaluating the implementation of the AODA Accessibility Standards within the University" and that the Council shall report to the President via the Provost in the form of an annual report.

The Council serves as the governing body for accessibility issues on campus, and works in collaboration with several departments and advisory groups supporting accessibility initiatives; these include the President's Advisory Council on Building an Inclusive Community (PACBIC) and its working groups (*please see Appendix B for a chart of the current framework*). The advisory role of MUCDA was inherited by Access &

Accommodation, one of PACBIC's working groups, refer to Appendix C for Terms of Reference.

Since its inception, MAC has worked on the implementation of the AODA. Initial tasks have included the development of a university accessibility policy and implementation of the AODA Customer Service Standard. The Council worked in cooperation with external and internal partners, including the Council of Ontario Universities, University Technology Services (UTS), Human Rights & Equity Services, Human Resources Services and the Centre for Student Development. Representatives from MAC assisted Queen's University and the COU with the development of the online customer service training tool, which is now utilized by all Ontario universities.

3. McMaster Accessibility Policy and Website

In its first year of operation, MAC developed the McMaster University Policy on Accessibility, (*refer to Appendix D*) which was passed by the Board of Governors on March 4th 2010. The policy details the University's dedication to creating a fully accessible environment, in accordance with the AODA and the Customer Service standard. It outlines official university protocol and recommends guidelines for the use of service animals, support persons and assistive devices on campus, as well as the handling of notifications of temporary service disruptions.

An official McMaster website designated solely to accessibility at the University was first unveiled in late 2009 to provide the public and campus community members with information about the AODA. The site also serves as the central portal for the online Customer Service training.

4. Implementation of Customer Service Standard

MAC has overseen the implementation of the Customer Service Standard at McMaster University. The accessibility website outlines the implications of the Customer Service standard, general accessibility information, and serves as a portal to the online Customer Service Standard Training.

The online training provided by the Council for Ontario Universities (COU), was launched on February 8, 2010. As at July 29, 2010, over 4800 employees and other members who serve the public on behalf of the University, have been trained on the basic principles of accessible customer service. This number represents approximately the entire full-time employee population. An awareness presentation was conducted for members of the Board of Governors. Extensive communication plans and the roll-out of mandatory training have improved the McMaster community's general knowledge of accessibility. The University is administering this mandatory training in a phased approach; see below:

| Phase | Target Group | Allocated Timeframe |
|--------------|---|--------------------------------|
| Phase 1 | Current Full-time employees (faculty, staff, managers, directors, chairs, etc.) | February 8, 2010 – May 9, 2010 |

| | | |
|---------|---|------------------------------|
| Phase 2 | Current Part-time employees and seasonal workers, and graduate students | May 17, 2010 – July 31, 2010 |
| Phase 3 | Current Student leaders, volunteers | August 1, 2010 – on-going |

Providing accessible customer service training is now an on-going requirement at the University, one that needs to be monitored and tracked like other mandatory training. MAC is also continuing to improve the current accessibility feedback and temporary service disruptions notification systems. In addition, changes have been made to include accessibility training requirements for contractors. Now, in order to bid on work at McMaster, the Requests for Proposals (RFP's) process includes a requirement that contractors complete accessibility training.

5. Additional MAC Activities

The Assistant Deputy Minister of the Accessibility Directorate of Ontario, Ellen Waxman, met with members of MAC to discuss AODA implementation at McMaster. Her visit provided the Council an opportunity to discuss specific compliance issues with the standard and the anticipated effective dates of the upcoming four standards.

Through the efforts of MAC, a second milestone was achieved through the University's successful compliance report to the Ministry of Community and Social Services. In this report McMaster confidently confirmed its present and planned observance of the first AODA standard.

Perhaps the largest success of the Council has been the significant increase in awareness of accessibility throughout the campus. In its first year of operation alone, McMaster Accessibility Council has helped spread the importance of, and organizational commitment to accessibility wherever possible. In fact many divisions of McMaster, like the School of Social Work, have also responded positively to the AODA and hosted such events as Disabilities Awareness Day and a Spring Field Form titled "Disabilities Matter: It's the New Law". The Centre for Student Development (CSD) has continued to develop and implement various disability awareness initiatives. Also, McMaster's Athletics and Recreation department organized an All Abilities Awareness Week, in which it informed the public of fitness opportunities for persons with disabilities and placed important attention on the 2010 Special Olympics and Paralympics.

5. Upcoming Initiatives

As the McMaster Accessibility Council enters its second year of operation, it will continue the implementation of the AODA. This will be accomplished by preparing for the forthcoming standards. Already, employment policies and protocols are under review by Human Resource Services to ensure compliance with the Employment Standard. Plans are also underway to review the University's information and communication protocols and assess the level of accessibility with a goal of making proactive changes.

In anticipation of the Built Environment and Transportation standards, faculty and students from McMaster's School of Rehabilitation Science have conducted an Accessibility Audit of McMaster's physical environment and applied them to create Accessibility Guidelines. These guidelines are intended for use by all departments involved in the planning, design, construction and maintenance of physical facilities, including buildings, parks and open spaces, and any other space that is to be open and fully accessible. The Council is reviewing the draft University Accessibility Guidelines, with the goal to ensure that they are widely available to guide accessibility for the built environment on campus.

6. Conclusion

The McMaster Accessibility Council had a successful first year of operation, with the intense implementation of the Customer Service standard, which entailed widespread customer service training for McMaster's many representatives, as well as its contribution to a substantial increase in accessibility awareness throughout campus. The Council is looking forward to progressing with implementation of the remaining AODA standards and addressing the specific needs and concerns of McMaster's community with a continued passion and commitment for accessibility-related matters.

Appendix A - McMaster Accessibility Council Terms of Reference



McMASTER UNIVERSITY McMASTER ACCESSIBILITY COUNCIL TERMS OF REFERENCE

McMaster Accessibility Council and its Members is responsible for ensuring the University's adherence to AODA Accessibility Standards. The Council provides a mechanism for planning, reviewing and evaluating the implementation of the AODA Accessibility Standards within the University.

RESPONSIBILITIES:

1. To guide the development of plans for the implementation of the AODA Accessibility Standards at the University.
2. To receive plans and reports related to the implementation of AODA Accessibility Standards from the appropriate University personnel and committees.
3. To make recommendations to the University regarding policies and institutional changes required to ensure adherence to the AODA Accessibility Standards.
4. To monitor progress of AODA Accessibility Standards implementation across the University.
5. To oversee the filing of the required accessibility reports to the Ontario government regarding the University's compliance with AODA.

ACCOUNTABILITY:

The Council will report to the President through the Provost & Vice-President (Academic) and the Vice-President (Administration). The Council will prepare an annual report of its activities. The Terms of Reference will be reviewed every five years.

MEMBERSHIP:

Membership of the Council will be reviewed periodically to ensure that all areas of the University are appropriately represented:

Tony Cupido
Assistant Vice-President (Facility Services)

John Kearney
Chief Information Officer

Mile Komlen
Director, Human Rights & Equity Services

Mary Law (Chair)
Associate Dean and Director Rehabilitation Science

Wanda McKenna
Director, HR Employee Services and Support

Tim Nolan (Consultant)
Disability Specialist

Peter Smith
Associate Vice-President (Academic)

Andrianna Timperio (Consultant)
Manager, Employee Health Services

Phil Wood
Associate Vice-President (Student Affairs) and Dean of Students

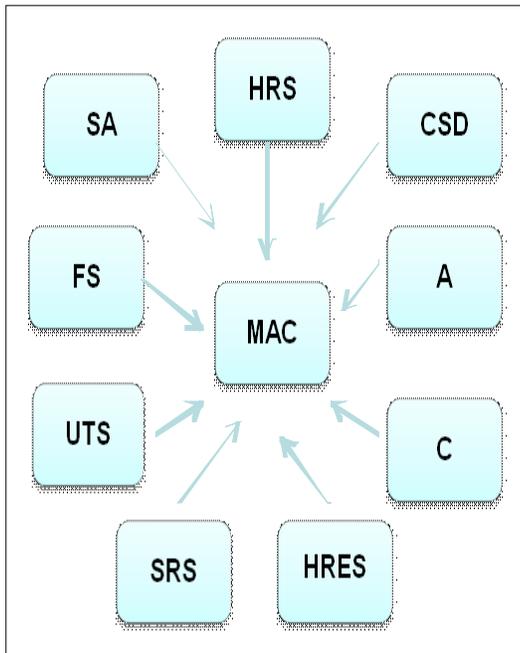
MEETINGS:

The Council will meet on a monthly basis with the exception of July and August. The recording of minutes of meetings will be provided by the Executive Assistant to the Associate Vice-President (Student Affairs).

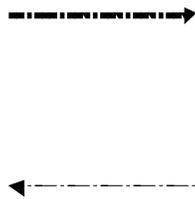
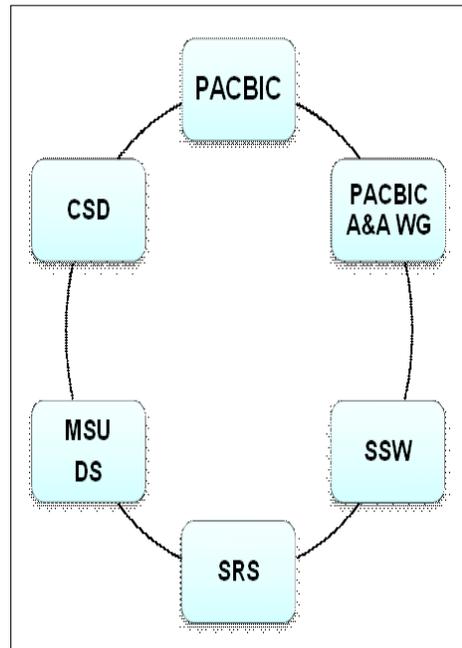
Appendix B - Chart of Accessibility Committees

ACCESSIBILITY COMMITTEES AT McMASTER UNIVERSITY*

COMPLIANCE



ADVISORY GROUPS



McMaster Accessibility Council (MAC)
Offices of Council Members
 SRS - Associate Dean and Director, Rehabilitation Sciences – Chair
 SA - Associate Vice-President and Dean of Students, Student Affairs
 FS - Assistant Vice-President, Facility Services
 UTS - Chief Information Officer, University Technology Services
 A - Associate Vice-President, Academic
 HRES - Director, Human Rights & Equity Services
 C - Consultants:
 CSD - Manager, Disability Services & University Advisor on Disability Issues, Centre for Student Development
 HRS - Human Resources Services
 HRES - Human Rights Officer

Advisory Groups
 PACBIC - President's Advisory Committee On Building an Inclusive Community
 PACBIC A&A WG - PACBIC Access and Accommodation Working Group
 SSW - School of Social Work
 SRS - School of Rehabilitation Sciences
 MSU DS - McMaster Students Union Diversity Services
 CSD - Centre for Student Development

* As of March 2010

Appendix C - Access & Accommodation Working Group Terms of Reference

PACBIC Access & Accommodations Working Group - Terms of Reference

A. Background

The *Ontarians with Disabilities Act*, 2001 S.O. 2001, c.32 (ODA) and the *Accessibility for Ontarians with Disabilities Act*, 2005 S.O. 2005, c.11 (AODA) promote the full participation of persons with disabilities in the province of Ontario. McMaster University is equally committed to this vision, taking active steps to respond to the needs of the University, local, provincial and national communities. In facilitation of its commitment, the University created the McMaster University Committee on Disability and Access (MUCDA) to assist the University in its mission, and to also promote full participation of persons with disabilities in the life of the campus community. In 2009 MUCDA was replaced by the Access and Accommodation Working Group of the President's Advisory Committee on Building an Inclusive Community (PACBIC).

B. Mandate

To identify and recommend to the University the prevention and removal of the various barriers that persons with disabilities encounter on the main campus and other McMaster sites as well as through programs, policies, practices, and services provided by the University.

The Working Group shall develop in consultation with stakeholders, including persons with disabilities, recommendations to continuously improve upon the conditions of access at the University. This shall be achieved in accordance with the standards outlined in the AODA.

C. Function

- 1) Identify the barriers to inclusion for persons with disabilities in the University community;
- 2) Determine actions that will decrease barriers and increase inclusion and participation of students, staff and faculty with disabilities;
- 3) Report and make recommendations to PACBIC;
- 4) Assess progress and implementation of recommendations

D. Working Group

The committee shall consist of a cross-section of members of the three main campus constituencies, namely, students, faculty, and staff as well as representatives from the various student, employee and faculty groups. Membership is ad hoc and therefore open to members from any sector of the University. Whenever possible, term of office should be 3 years.

The working group shall include a Convener, a Consultant, and a Resource (from the Human Rights & Equity Services Office). The Committee structure and terms of office

shall be reviewed annually to ensure full representation from persons with disabilities and University departments.

E. **Operations**

1. The Working Group will, normally, meet monthly between September and June each year;
2. The Working Group shall keep and circulate minutes to group members;
3. The Working Group will report to PACBIC at the PACBIC general meetings

Appendix D – University Policy on Accessibility



Policies, Procedures and Guidelines

Complete Policy Title:
McMaster University Policy on Accessibility

Policy Number (if applicable):
-

Approved by:
Board of Governors

Date of Most Recent Approval:
January 20th 2010

Date of Original Approval:
March 4th 2010

Supersedes/Amends Policy dated:
-

Responsible Executive:
Human Rights & Equity Services

Enquiries:
Human Rights & Equity Services

DISCLAIMER: *If there is a Discrepancy between this electronic policy and the written copy held by the policy owner, the written copy prevails.*

STATEMENT OF COMMITMENT:

1. McMaster University is committed to accessibility as expressed in the *Accessibility for Ontarians with Disabilities Act* (hereinafter referred to as the AODA), which places a legal obligation on organizations to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises on or before January 1, 2025.
2. McMaster University is committed to fostering, creating and maintaining a barrier-free environment for all individuals providing equal rights and opportunities, including:
 - a. promoting a respectful attitude for persons with disabilities;
 - b. promoting awareness of the needs and abilities of persons with disabilities;
 - c. informing the University community about the services available to persons with disabilities and seeking to ensure that such services are delivered in ways that promote equity; and
 - d. providing support services, subject to certain limitations.
3. McMaster University recognizes that barriers to participation exist and that adjustments to policies and practices of the University are required. This is accomplished through the prevention, identification and removal of barriers within the University systems, structures and policies. It is understood that where this Policy refers to “barriers” it is referring to barriers such as a physical barrier, an architectural barrier, and information or communications barrier, an attitudinal barrier, a technological barrier, or a policy or practice.

4. The commitments in this Policy are intended to ensure that accessibility remains a priority in McMaster University's decision-making process and will serve to assist in ensuring that decisions are improving accessibility and not inadvertently creating barriers.

PURPOSE & SCOPE:

5. This Policy provides a framework within which accessibility plans and initiatives are to be created in order to move the University towards the goal of building an inclusive community with a shared purpose. It is also the purpose of this Policy to endeavour to provide the foundation to create an environment that provides the widest feasible scope of access, which is the right or opportunity to reach, use or participate in the University's systems, facilities and services.

6. This Policy applies to:

- McMaster University students,
- McMaster University employees,
- Applicants for employment with McMaster University, who may require employment accommodation through the recruitment, assessment, selection, and hiring process,
- Visitors and volunteers, and
- Contractors and subcontractors engaged by McMaster University.

PRINCIPLES:

7. In order to meet the needs of persons with disabilities, the principles of approach are:

- Dignity - service is provided in a way that allows the individual to maintain self-respect and the respect of other persons.
- Independence - when a person is able to do things on their own without unnecessary help or interference from others.
- Integration - service is provided in a way that allows the individual to benefit from equivalent services, in the same place, and in the same or similar way as other individuals, unless an alternate measure is necessary to enable the individual to access goods or services.
- Equal Opportunity - service is provided to individuals in such a way that they have an opportunity to access goods or services equal to that given to others.
- Reasonable Efforts – taking approaches that meet the required needs of the individual.

ACCESSIBILITY PLAN

8. The University will work to improve accessibility by developing an Accessibility Plan that conforms to this Policy. The University will also establish targets and goals related to improved accessibility and initiatives to achieve those targets. The University

will monitor and report regularly on the implementation of the Accessibility Plan and the progress of achievement of specific goals and objectives.

9. The University will identify and implement training and education requirements or opportunities to increase the awareness of accessibility and remove attitudinal barriers.

ACCOUNTABILITY

10. All members of the University community are responsible for adhering to and following the commitments set out in this Policy. The Office of Human Rights & Equity Services is the administrative unit responsible for the administration of this policy.

11. The University will monitor and evaluate accessibility initiatives and changes to applicable legislation and/or regulations. Changes to policies, plans and initiatives will be incorporated as required. The University will also report on performance in relation to established accessibility goals and targets.

12. The Policy will be communicated to the University community and the University will make the Policy publicly available on its website.

GUIDELINES:

13. McMaster University provides Guidelines on specific accessibility considerations with respect to the application of this Policy. This guide will be updated as required by Human Rights & Equity Services, in consultation with the McMaster Accessibility Council.

1. Use of Assistive Devices Guideline

Personal assistive devices are often used by persons with disabilities to help them with daily living. They are usually devices that people bring with them to the University and may consist of any auxiliary aids such as communication aids, cognition aids, personal mobility aids and/or medical aids.

In accordance with the Accessibility for Ontarians with Disabilities Act, people may use their own personal assistive devices while accessing goods and services at McMaster University, subject to certain limitations.

Assistive devices may include but are not limited to:

- Manual and motorized wheelchairs, scooters, canes, crutches, walkers,
- hearing aids and personal TTYs
- magnifiers,
- oxygen tanks,
- computers and adaptive technology.

Principles:

McMaster University is committed to enhancing the accessibility of its education delivery, websites, telecommunications and other infrastructure. As part of this commitment, the University will ensure that persons with disabilities are permitted to use their own assistive devices to access goods and services of the University, subject to reasonable limitations.

Protocol:

Upon request, McMaster University will be prepared to assist, or arrange for assistance, while individuals are using goods or services of the University, subject to reasonable limitations.

Availability of Assistive Devices:

The University provides measures to assist persons with disabilities to benefit from the equivalent level of service, in the same place and in a similar way, as other individuals. Where an assistive device or support does not exist on campus, the University will make reasonable efforts to ensure that appropriate devices or supports are made available, subject to reasonable limitations.

2. Guidelines for Service Animals & Support Persons

Purpose:

Service animals and support persons required to assist a person with a disability will be present and welcome at campus locations except where excluded by law.

Definitions:

Service Animal: Any guide dog, signal dog, or other animal individually trained to provide assistance to a person with a disability. If they meet this definition, animals are considered service animals. A service animal is not a pet.

Service animals perform some of the functions and tasks that the person with a disability cannot perform for themselves.

For example, guide dogs used by some individuals who are blind, alerting persons with hearing impairments to sounds, pulling wheelchairs or carrying and picking up things for persons with mobility impairments, assisting persons with mobility impairments with balance.

Support Person: Any person who provides assistance to a person with a disability.

Principles:

McMaster shall not prohibit the use of a service animal by a person with a disability in the conduct of regular business or activities except where excluded by law, these include, but are not limited to, the following:

- Locations that would be deemed as a health and safety risk (e.g. operating rooms, nuclear reactor) and,
- Location where an education placement is performed and the owner/lessor of such locations has a policy or practice governing service animals or support persons contrary to McMaster's Policy.

Protocol:

Within the parameters of the Principles noted above, the service animal or support person must be permitted to accompany the individual with a disability to all areas of the University where members of the public (as applicable) are normally allowed to go. An individual with a service animal may not be segregated from other individuals.

If goods, services or facilities are defined as off-limits to service animals or support persons, the University will make every effort to provide alternate ways for persons with disabilities to access such goods, services and facilities.

To find out if a specific area is off-limits to service animals or support persons contact the designated department head.

The University will provide notice in advance about whether an admission fee will be charged for support persons, if applicable.

In order to respect employees or students whose health may be impacted by the presence of service animals at McMaster, these individuals may request reasonable accommodation suitable to their health needs.

3. Notice of Temporary Disruptions in Service

Purpose:

The University will provide notice to members of the public when there is a temporary disruption of facilities or services (planned or unexpected) that are usually used by persons with disabilities at the University.

Scope:

Service disruptions shall include information related to facilities (e.g. elevators, building ramps, accessible washrooms) or goods/services (e.g. events, lectures, amplification systems, TTY services).

Disruptions to all services, such as during a power outage or during a labour dispute, do not require this special notice. For information on large-scale business disruptions, please reference the University's Business Continuity Plan.

For information relating to University closure due to inclement weather please reference the University's Storm Policy.

Protocol:

Where a service disruption is unavoidable the University shall:

- Post a notice at the location, for example if an elevator disruption then a notice will be posted at the site on all floors,
- Provide advance notice, where possible, to all building occupants and/or affected participants using email distribution lists, website, internal electronic signage

All service disruption notices shall include:

- Name of the service/event impacted
- expected duration of disruption,
- any alternate means of accessing the facility or service,
- who to contact for assistance, and
- any other relevant information for accessing the facility or service

In such cases, the person may be offered the following as a means of accessing the facility, event or service, such as:

- the goods and service delivery agent may provide the goods or service directly to the person with a disability at an alternate place and time, as deemed appropriate; or
- any other assistive measures available and deemed appropriate to deliver goods and services.

Individuals can be added to building email distribution lists via the Department of Facility Services, <http://ppims.services.mcmaster.ca/pplant/alerts.html>

4. Guideline for Providing Feedback & Complaints

Purpose:

In accordance with the Accessibility for Ontarians with Disabilities Act, McMaster University is required to establish a mechanism for receiving and responding to feedback from persons with disabilities about accessibility in relation to the way the University provides its services to them.

Protocol:

Complaints involving accessibility issues may follow the Anti-Discrimination Policy, which contains provisions for managing complaints alleging discrimination related to disability.

Where persons with disabilities have concerns or feedback regarding the services provided by the University they may bring such feedback forward to the following individuals/areas:

Students:

- Their Faculty office,
- Residence manager, if applicable or,
- Centre for Student Development, <http://csd.mcmaster.ca>

Employees:

- Their supervisor,
- Human Resources Services, www.workingatmcmaster.ca and/or union/employee association, if applicable

For both students and employees:

Human Rights & Equity Services
McMaster University, 1280 Main St. W.
MUSC Room 212
Hamilton, Ontario, L8S 4M4
Phone: 905-525-9140, ext. 27581
Email: hres@mcmaster.ca

Ombuds Office
McMaster University, 1280 Main St. W.
MUSC Room 210
Hamilton, Ontario, L8S 4M4
Phone: 905-525-9140 ext. 24151
Email: ombuds@mcmaster.ca

Any feedback provided by an individual must be addressed in a timely manner. All responses must be provided to the originator in a format, which meets their needs.

Other applicable legislation and McMaster University policies include:

- Ontario Human Rights Code
- Occupational Health and Safety Act of Ontario R.S.O. 1990,
- Accessibility for Ontarians with Disabilities Act, 2005
- Personal Health Information Protection Act (PHIPA),
- Personal Information Protection & Electronic Documents Act (PIPEDA),
- Employment Accommodation Policy
- McMaster Policy on Academic Accommodation for Students with Disabilities
- McMaster University Anti-Discrimination Policy

- Employment Equity Statement
- Freedom of Information and Protection of Privacy Act
- McMaster University Risk Management Manual, RMM#1002 Return to Work Program July 2009, and
- McMaster University Risk Management Manual, RMM#111 Contracting Work Safety Program / Due Diligence Program January 2009