



2025 AODA Annual Status Report

Northern College AODA Annual Status Report 2025

Northern College has established a multi-year accessibility plan to prevent and remove barriers to accessibility and to meet requirements under the *Accessibility for Ontarians with Disabilities Act* and the Integrated Accessibility Standards. This Annual Status Report details the required annual update for 2025 on the progress of measures taken to improve accessibility. The purpose of this report is to track our organization's progress and make the public aware of our initiatives.

General Accomplishments

As a broader public sector organization, Northern is in full compliance with the standards implemented on or before December 30, 2015, including the Customer Service Standards, Information and Communication Standards, Employment Standards and the Built Environment.

Accomplishments leading up to the 2025 Annual Status Report:

In 2023, significant updates were identified and implemented in the multi-year accessibility plan, policies, documentation, training and overall integration of accessibility features.

In 2023, AODA policies were combined into an Integrated Accessibility Standards Regulation policy and communicated to all senior staff. The revised integrated policy containing all legislated elements will act as a guide to ensure that all obligations for accessibility are effectively integrated into college operations.

In 2024/2025 the College-Wide Accessibility Working Group was established and is comprised of both employees and students.

2024-2025 Employment Accomplishments

Northern is adopting the National Standard for Psychological Health and Safety in the Workplace to help foster an inclusive environment that removes barriers for individuals with mental health disabilities. These standards promote proactive measures such as clear policies, supportive practices, and accommodations for psychological well-being. By addressing stigma, ensuring equitable access to resources, and integrating mental health considerations into organizational processes, Northern College strengthens its commitment to accessibility under the AODA, creating a workplace where all employees can thrive.



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2025 Information and Communications Accomplishments

There were significant updates made to both the intranet and the public website in 2023 with a focus on accessibility. There is ongoing work to convert all content to a more accessible format.

2025 Education and Training Accomplishments

Northern is proud to report that all full-time faculty have completed the Universal Design Learning training modules covering the three principles of UDL with Multiple Means of Representation, Action or Expression and Engagement. Northern has already begun training for other classifications and is committed to finding ways of incorporating UDL concepts into operations where feasible.

2023 Design of Public Spaces Accomplishments

The College continues to work through the Northern College Master Plan which identified numerous areas across all campuses for potential accessibility improvements. Construction has already occurred with the redevelopment of the entrance to the Timmins Campus I-Wing including re-grading of surface areas and new barrier free accessible ramp and entrance vestibule. The new Haileybury Veterinary Sciences building was completed including a barrier free accessibility washroom. The large eating area construction at the Timmins campus is nearing completion and includes several new accessibility access features.

Northern College has enhanced accessibility in its Wellness Centre by introducing a fully barrier-free change room. This space was designed to meet AODA standards and ensure equitable access for all users. Features include wide doorway, toilet, sink, grab bars, and a roll-in shower, providing a safe and inclusive environment for individuals with mobility devices or other accessibility needs. This improvement reflects our commitment to creating welcoming, barrier-free facilities across campus.

Summary of Consultations

In order to continually support the Multi-Year Accessibility Plan, Northern will be continuing to develop the scope and involvement of the Accessibility Working Group (AWG) to improve governance and ensure that plans are reviewed, implemented and updated. This working group will drive plan initiatives through accountability and commitment.



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Next Steps

Northern is focused on inclusion and belonging for both students and employees. This will be realized through a continued focus on how accessibility fits into all areas of operations in an ongoing and systemic manner and by continuing efforts to find inclusive ways of doing business. The College will also be expanding advanced accessibility training such as but not limited to Psychological Health and Safety training.

Additional details including proposed timelines and updated status reporting can be found in the Northern College Multi-Year Accessibility Plan.