



St. Clair College

ACCESSIBILITY ANNUAL STATUS REPORT

September 2024 – August 2025

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1.0 Executive Summary

At St. Clair College (SCC), we believe in and promote the rights of all persons with disabilities as enshrined in the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code, the Accessibility for Ontarians with Disabilities Act (2005) and its related Accessibility Standards Regulations. The College is committed to fostering a rich working and learning environment that affirms the rights of all persons, including those with disabilities, to have access to equal opportunity in employment, education, accommodation, or business dealings with the College.

This document was prepared in consultation with the SCC Accessibility Committee. The report describes (1) the measures that St. Clair College has taken in the 2024/25 year, and (2) the measures that St. Clair College intends to take during 2025/26 to identify, remove and prevent barriers to people with disabilities who access and/or utilize our facilities and services. This document will be created annually and posted to the College website before March 31st.

St. Clair College will continue to focus its accessibility efforts by:

- continuing to proactively review the campus physical environment.
- ensuring that all renovation/construction projects are completed within accessibility standards.
- ensuring that Accessibility for Ontarians with Disabilities Act (AODA) legislated standards are met and St. Clair College policies are developed in compliance with the integrated accessibility standards.
- Identifying and removing physical barriers within the limits of available financial resources.
- Improving awareness of disabilities and the effects of living with a disability.
- Applying for accessibility funding opportunities to remove or reduce barriers.
- Removing learning and support access barriers for students studying remotely.

2.0 Aim

This report addresses the identification, removal and prevention of barriers to persons with disabilities in the College's policies, programs, practices and services.

The aim of this report is to identify:

- The measures the College has taken during the 2024/25 year to identify, remove and prevent barriers to persons with disabilities, and ensure the organization assessed its policies, programs, practices, and services to determine their effect on accessibility for persons with disabilities.
- The measures the organization intends to take in the 2025/26 year to identify, remove and prevent barriers to persons with disabilities.
- All other information that the regulations prescribe for the purpose of the report.
- Provide that the Accessibility Annual Status Report be made available to our students, staff, and the public.

3.0 About St. Clair

Vision:

Excellence in all we do.

Mission:

Transforming lives and strengthening communities through high-quality and accessible educational experiences that support career readiness, innovation, and life-long learning.

Values:

- Accessibility
- Accountability
- Collaboration
- Diversity
- Inclusivity
- Integrity
- Quality
- Respect
- Sustainability
- Transparency

4.0 The 2024-25 Accessibility Advisory Committee

Administrator responsible for Accessibility Services ex-officio, Chair	Joseph Ibrahim	Ex-officio
Local 138 Faculty-Voting	Mark Colangelo	Voting
Local 137 Support-Voting	Lori Ryan-Drago	Voting
CCDI Provincial Representative/Disability Services Counselor-Voting	Geraldine General	Voting
SRC General Manager -Voting	Ryan Peebles	Voting
Administrator from the Chatham Campus-Voting	Arthur Barron	Voting
Administrator responsible for College Events & Convocation- Voting	Joe D'Angela	Voting
Facilities Management- Voting	James Coulter	Voting
Chair, School of Community Studies- Voting	Biagio Lattuca	Voting

5.0 St. Clair College's Commitment to Accessibility Planning

St. Clair College supports the Ontarians with Disabilities Act, Bills 125 and 118, the legislated Accessible Standards, and is committed to expanding its access and support to all persons with disabilities, by having as its goal a barrier-free learning and working environment to enable academic and employment success. Therefore, the accessibility mission of St. Clair College will:

- Conduct ongoing review and update of St. Clair College policies, procedures, and practices to achieve sustained compliance with Bill 125.
- Conduct ongoing review and update of St. Clair College policies, procedures, and practices to achieve sustained compliance with Bill 118.
- Develop plans to achieve sustained compliance with the Final Integrated Accessibility Standards regulation under the AODA.
- Maintain and create a physical and technological barrier-free campus within the limits of available financial resources.
- Provide adequate information, awareness, and training to foster a supportive and inclusive environment, and work towards removing any attitudinal barriers.
- Continue to make reasonable accommodation for the needs of self-identified persons with documented disabilities, as per the Ontario Human Rights Code.
- Involve people with disabilities in the identification and prevention of barriers.

- Monitor the admission policies to ensure that self-identified students with disabilities are accommodated for admission to programs for which they are academically qualified.
- Continue to monitor program course load, examination procedures, and other academic requirements to permit self-identified students with disabilities to complete their program of study.
- Explore avenues for new funding as well as utilize existing funds to increase assistive technology and/or computer software/hardware technology for students with disabilities.
- Explore funding sources that may become available to assist St. Clair College with the costs associated in the removal and prevention of barriers to all persons with disabilities.

5.1 Accessibility Services Office

The St. Clair College Student Services Office is the centralized point of activities related to students with disabilities. Accessibility Counsellors assist students with disabilities to identify the most appropriate accommodations. Disabilities include visual and hearing loss, physical and mobility limitations, medical and mental health disorders as well as learning disabilities.

The Student Services Office serves as a resource for faculty and staff who work with students with disabilities and are available to answer questions, discuss disability issues, provide information and support. There are Student Services offices on each of our campuses.

Windsor (Main Campus) Room A2110:

(519) 972-2727 ext. 4226

studentservices@stclairCollege.ca

Chatham Room W1023:

(519) 354-9100 ext. 3306

chathamstudentservices@stclairCollege.ca

Downtown Windsor (1 Riverside Dr) Room R1011:

(519) 972-2727 ext. 4348

downtownstudentservices@stclairCollege.ca

5.2 Self-Identification

Students are encouraged to self-identify to the Student Services Office as early in the admission process as possible, to plan accommodations to ensure equitable participation in all learning and evaluation activities within St. Clair College. A Student Orientation to Accessibility Resources is available at www.stclaircollege.ca/soar to assist students with disabilities to transition from their high school experience to success at St. Clair College.

Once self-identification occurs, students will meet individually with a Counsellor to develop an Accommodation Plan. Confidentiality is maintained within the parameters of the Freedom of Information and Protection of Privacy Legislation.

5.3 The Bursary for Students with Disabilities (BSWD)

Students with disabilities who qualify for OSAP may also qualify for a bursary. The individual student, the Financial Aid Administrator and the Counsellor jointly process the BSWD application. Students may use the bursary to support their disability-related educational expenses.

6.0 Barrier-Identification Methodologies

St. Clair College continuously strives to improve its accessibility services. Some ways we work towards fulfilling our commitment to accessibility include the following:

- The Accessibility Advisory Committee meets as required to identify barriers and offer suggested improvements.
- The College invites outside organizations to provide recommendations on how to improve our facilities.
- Students and staff are encouraged to submit accessibility concerns to the Accessibility Committee through the College website's [barrier identification form](#).
- College building audits are completed in collaboration with students requiring accessibility to understand barriers they may encounter.

St. Clair College is committed to making every effort to establish policies, practices and procedures that are consistent with the principles laid out in the Accessibility Standards for Customer Service Regulations:

- The services provided by members of St. Clair College staff are provided in a manner that respects the dignity and independence of persons with disabilities.
- The goods and services provided to persons with disabilities are integrated unless an alternative measure is necessary, to enable a person with a disability to obtain, use and benefit from the goods and services available.
- St. Clair College encourages the use of assistive devices by persons with disabilities.
- When communicating with a person with a disability, St. Clair College staff does so in a respectful manner that considers the person's disability.
- St. Clair College policies, practices and procedures relating to persons with disabilities, are available online and upon request and in alternate formats.

7.0 Barriers addressed – September 2024 to August 2025

Under the AODA's Integrated Accessibility Standards Regulation (IASR), St. Clair College and other organizations across Ontario are required to develop and publish a multi-year accessibility plan, update those plans at least every five years and report on them annually. The following barriers from the College's plan were addressed in 2024/25:

- Opening of the Welcome Center in the summer included accessible service counters, a lift to the 2nd floor and an additional Universal Washroom
- Accessible Universal Washrooms were also completed in the main buildings of the South and Chatham campuses.
- A wheelchair ramp was moved adjacent to the front door at the Health Science Building in Chatham
- Barrier free washroom completed in the TD Success Centre
- Reviewed Accessible parking spots in Lot A and were found to be compliant
- Door policy for events introduced at the St. Clair Centre for the Arts to ensure accessibility during events.
- Introduction of online parking app to increase accessibility of Pay and Display machines in the visitor parking lots.

8.0 Barriers scheduled to be addressed September 2025 to August 2026

- Implementation of fully accessible digital registration and appointment booking system for Disability Services.
- Removal of Windsor Library Security system to open the entrance for wheelchair accessibility
- Installation of a mirror in the elevator at the Chatham Campus

9.0 Review and Monitoring Process

- Automatic Door opener audits conducted monthly and reported to Accessibility Committee.
- Weekly third-party audits of St. Clair College website using the paid service from AODA online.
- Communicate accessibility issues with annual updates:
 - to staff through all administrators' meetings.
 - to students through student government meetings.
- Refresh committee membership as required by incorporating Accessibility Committee information and calls for membership:
 - through new staff onboarding processes.
 - in THRIVES online orientation for students.

10.0 Communication of the Accessibility Annual Status Report

- Post on the St. Clair College Website:
<https://stclaircollege.ca/student-services/accessibility-services/committee>

11.0 Summary

In accordance with the Accessibility for Ontarians with Disabilities Act 2004, which aims to improve accessibility standards for Ontarians with physical and mental disabilities to all public establishments by 2025, St. Clair College prepared its Accessibility Annual Status Report for release in February 2024.

St. Clair College is committed to the continual improvement of access to St. Clair College campuses, facilities and services for students and staff with disabilities as well as the participation of people with disabilities in the ongoing development and review of its annual Accessibility Status Reports. St. Clair College intends to use available and emerging resources, including a review of other institutional plans, government documents, templates and consultation with members of the accessibility community to maintain the best possible process for the identification, prevention and removal of barriers to persons with disabilities and beyond.

Approved by: The Accessibility Committee – November 5, 2025
 St. Clair College Senior Operating Group – November 27, 2025