

Okanagan College Accessibility Plan 2023-2026

Standard	Date	Deliverable	Inspire/ Strategic	Responsibility
Built Environment	2023	Submit proposal to Integrated Resource Planning to fund Accessibility Audit in 2024		Facilities and People Services
	2023	Continue work with EDISJ Ambassador group to establish OC Standard for washroom facilities to meet EDISJ and Accessibility principles. Establish budget, timeline and priority for upgrades.		Facilities, EDISJ Project group
	2023	Establish process and practice for weekly checks of automatic door openers and prioritization for repair		Facilities
	2024	Conduct an Accessibility Audit at the 4 Okanagan College campuses and develop plan for facilities future updates		Facilities, People Services, Accessibility Committee
	2025	Ensure the new Food and Tourism building is built to the highest accessibility standards		Facilities
	2025	Implement first year of Facilities Accessibility Plan based on Audit		Facilities
	Delivery of Services	2024	Conduct review of Accessibility Services procedures and practices based on input gathered from Accessibility Plan consultations, Council for the Advancement of Standards and the Social Model of Accessibility. Explore options to change practices for medical documentation, support of students, collaboration with faculty and instructors	
2024 - 2026		Implement Transitions Program for Students and Families on transitions for students with disabilities to Okanagan College		Student Services
Education	2023	Compile resource library for instructors and faculty on Universal Design for Learning (UDL)		LAR
	2023	Using resources from BC Campus Okanagan College My PD and elsewhere, promote training options for faculty and instructors on UDL and OER and removing learning barriers, Indigenous cultural awareness, trauma informed interactions. Goal of 25% completion rates.		Program Deans
	2024	Promote training options for faculty and instructors on UDL and OER, removing learning barriers, Indigenous cultural awareness and trauma informed practices. Goal of 50% by Year 2.		Program Deans
	2025	Promote training options for faculty and instructors on UDL and OER, removing learning barriers, Indigenous cultural awareness and trauma informed practices. Goal of 80% by Year 3		Program Deans
	2023-2025	Promote completion of Mental Health First Aid training for instructors and faculty. 25% completed by 2023 50% completed by 2024 80% completed by 2025		Program Deans, MHFA Trainers

Employment	2023	Employee Engagement future activities engaged to promote employee learning, inclusion and wellness	All
	2023	Implement new role of Workplace Health Specialist to provide more support to employees and managers relating to disability management	People Services
	2024	Audit the College's employee accommodation practices and identify potential accessibility barriers, and recommend solutions	People Services
	2024	Audit recruitment practices to identify potential accessibility barriers. Recommend solutions to ensure inclusive and accessible practices and processes for applicants	People Services
	2024-26	Promote training in Working Minds with a goal of 75% of employee completion rate by 2026	People Services and Student Services
Health	2023	Complete Wellness Strategy for Employees and Students for approval by Leadership Council	People Services and Student Services
	2024-2026	Implement Strategies for promotion of employee and student wellness	People Services and Student Services
Information and Communication	2023	Establish Accessibility Website with information about the Accessibility Plan, Committee, resources and activities	People Services, Accessibility Committee, College Relations
	2023	Ensure that all forms and documents are available in multiple formats including print for prospective students, students and employees	All
	2024	Review and update website for maximum accessibility for prospective students, families and support personnel to navigate applications, financial aid and admissions; and for current students to easily access program information	College Relations
Policy	2024	Complete update of accommodation policies for employees and students, including approach to interim accommodations, accommodation for temporary mental health disabilities, retroactive accommodations, training on implementation of policies	Accessibility Services, People Services
	2024	Review and update of Education Policies with lens to remove barriers to accessibility	Special Advisor to the Provost
Procurement	2024	Review and update Purchasing Policy and Procedure to include framework to ensure purchased products and services including, but not limited to furnishings and technology, are fully accessible.	Finance
Transportation	2023-2026	Continue work with City of Kelowna on redesign of campus bus loop for safety and accessibility	Facilities
	2024	Inclusion of accessible parking for new student housing sites in Kelowna, Vernon and Salmon Arm	Facilities