I think of ‘accessibility’ as very much connected to one of the Core Principles of Accessibility.

What is accessibility? It simply means giving people of all abilities opportunities to participate fully in everyday life. The Accessibility for Ontarians with Disabilities Act (AODA) was passed in 2005 to help to make Ontario a barrier-free province for people with disabilities.

At Queen’s we are committed to upholding the four core principles of the AODA. Honoring someone’s Independence means recognizing when a person is able to do things on their own without unnecessary help or interference from others. Shaving/cutting for someone, Depathy means providing goods, services, facilities, accommodation, employment, buildings, structures and premises in a way that allows the individual to maintain self-respect and the respect of other persons.

We are for Integration so that goods, services, facilities, accommodation, employment, buildings, structures and premises can be provided in a way that allows all individuals to benefit in the same place and in the same or similar way as others.

We strive for Equality by providing goods, services, facilities, accommodation, employment, buildings, structures and premises to individuals in an equitable way so that they have access equal to that given to others.

Accessibility Hub

The Accessibility Hub is a central online resource for accessibility at Queen’s. It will serve as a one-stop resource for everyone on our campus. The Accessibility Hub will not only provide support and feedback concerning accessibility initiatives, but will also serve as an online community for those seeking information on disability and accessibility issues on campus, and assist the university in meeting its obligations under the AODA.

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The Accessible Icon Project (www.accessibleicon.org), led by an international disability activist organization, encourages individuals with all abilities to re-imagine accessibility at their workplaces and schools and in their community. The precious International Symbol of Access has been transformed to look like a symbol of access – active, engaged, and ready-for-action!

We are taking this opportunity to introduce the new symbol to the Queen’s community and to open conversation about changing people’s perceptions about disability.

**Head Position**
Head is forward to indicate the forward motion of the person through space. Here the person is the “driver” or decision-maker about their mobility.

**Arm Angle**
Arm is pointing backward to suggest the dynamic mobility of chair users, regardless of whether or not they use their arms. Depicting the body in motion represents its symbolically-active status of navigating the world.

**Wheel Cutouts**
By including white angled knockouts, the symbol presents the wheel as being in motion. These knockouts also work for creating stencils used in spray paint application of the icon. Having just one version of the logo keeps things more consistent and allows viewers to more clearly understand intended meaning.

**Limb Rendition**
The human depiction in this icon is consistent with other internationally established body representations. Using a different portrayal of the human body would clash with those widely recognized icons and could lead to confusion.

**Leg Position**
The leg has been moved forward to allow for more space between it and the wheel, which allows for better readability and cleaner application of the icon as a stencil.

**Timeline**

2010
Customer Service
- Establishment of policies, practices, and procedures governing provision of goods and services to persons with disabilities that deal with the use of assistive devices and communicating with persons with disabilities in a manner that takes into account the persons’ disability
- Development of performance practices for every person who deals with the public and/or who participates in developing policies, practices and procedures governing the provision of goods and services
- Establishment of policies, practices, and procedures governing notice of temporary disruptions
- Establishment of policies, practices and procedures governing use of service animals and support persons
- Provision of notice of availability of documents upon request
- Provision of documents in a format that takes into account the persons’ disability

2012
Information and Communication
- Provision of emergency procedures, plans, or public safety information in an accessible format or with appropriate communication supports, upon request
- Individual workplace emergency response information

2013
Information and Communication
- Development of written policies and a statement of organizational commitment
- Submission of annual compliance reports and posting of reports on website
- Preparation of a multi-year accessibility plan at least every five years
- Incorporation of accessibility features when designing, procuring or acquiring self-service kiosks
- Development of a procurement policy describing how Queen’s will consider the needs of persons with disabilities when procuring or acquiring goods, services, or facilities
- Provision of student records and information on program requirements, availability, and descriptions in an accessible format
- Accessibility awareness training for educators related to accessible program or course delivery and instruction

2014
Education
- Training all employees, volunteers, policy developers, and all others who may provide goods or services on behalf of Queen’s on the Integrated Accessibility Standards Regulation and in the Human Rights Code.
- A record of the training provided shall be kept

2015
Design of Public Space
- Ensuring our feedback processes are accessible to persons with disabilities
- Ensuring new internet websites and web content conforms to established W3C Conformance Level AA of the Web Content Accessibility Guidelines 2.0

2016
Information and Communication
- Provision of accessible formats and communication supports for employees upon request
- Provision of accessible formats and communication supports for students upon request
- Documented individual accommodation plans
- Establishment of return to work processes for employees who have been absent from work due to disability
- Establishing policies, practices, and procedures governing notice of temporary disruptions
- Establishing a new policy ond procedures covering the use of service animals and support persons
- Career development and advancement of practices shall take into account accessibility needs of its employees
- Career development and advancement of practices shall take into account accessibility needs of its employees
- Development of a procurement policy describing how Queen’s will consider the needs of persons with disabilities
- Incorporation of accessibility features when designing, procuring or acquiring self-serve kiosks
- Provision of notice of availability of documents upon request
- Establishment of policies, practices and procedures governing the use of service animals and support persons
- Development of written policies and a statement of organizational commitment
- Preparation of a multi-year accessibility plan at least every five years
- Submission of annual compliance reports and posting of reports on website

2020
Information and Communication
- Ensuring all internet websites and web content conforms to established W3C AA, WCAG 2.0 Level A standards

For information on current compliance practices at Queen’s, contact the Equity Office at equity@queens.ca or 613-533-2563.