

Seneca Polytechnic Multi-Year Accessibility for Ontarians with Disabilities Plan: 2025-2028

Seneca Polytechnic's commitment to accessibility and inclusion is one of the pillars of its [Strategic Plan](#).

Building on the significant progress made under the 2024 Annual Status Report, Seneca's 2025-2028 plan focuses on advancing accessibility initiatives across Seneca, ensuring the continued integration of the *Accessibility for Ontarians with Disabilities Act* (AODA) and the Integrated Accessibility Standards within Seneca's services, operations and physical spaces. The plan includes seven priority categories and outlines priorities for each.

1. Strengthening accessibility governance and accountability

Priorities:

- Align the central AODA committee with current legislative requirements with an AODA Advisory Committee comprised of students and employees with lived experience of disability
- Budget for ongoing funding to support accessibility initiatives, ensuring that resources are allocated for accessibility features across campus facilities, digital platforms and services

2. Enhancing educational access and inclusion

Priorities:

- Continue to integrate accessibility and inclusion principles into academic curricula, promoting universal design for learning (UDL) in program areas
- Expand training opportunities for faculty, including workshops and certifications on accessible teaching practices, accessible content, UDL and the integration of Reconciliation and Inclusion principles
- Continue to expand services that support students with disabilities—from admission through to graduation with tailored support systems to ensure smooth academic progress and integration

- Continue the integration of assistive technology resources into libraries, classrooms and other academic spaces

3. Improving customer service and student services accessibility

Priorities:

- Ensure that campus signage and way finding systems meet or exceed accessibility standards
- Offer diverse channels for students to access administrative and academic support, ensuring these channels are fully accessible
- Provide student supports, such as academic accommodations, career counselling and health and wellness resources, that are readily available in multiple formats

4. Advancing digital and communication accessibility

Priorities:

- Continue to adopt and refine digital accessibility tools so that web-based content is accessible and adheres to Web Content Accessibility Guidelines 2.2 Level AA standards
- Expand accessible document and multimedia offerings across Seneca's digital platforms
- Expand accessible communication strategies, ensuring all messages related to service disruptions, policies or general notices are available in accessible formats
- Produce accessible course syllabi, program outlines and other educational materials

5. Expanding employment and workplace accessibility

Priorities:

- Expand accessibility strategies in employee recruitment by leveraging technology/AI-driven tools to ensure equity and inclusive language in job descriptions and postings, while supporting the hiring of candidates with disabilities.
- Strengthen individualized accommodation planning for employees with disabilities, including the development of personalized emergency accommodation plans

6. Improving physical spaces and campus accessibility

Priorities:

- Continue to upgrade and redesign current campus facilities to reflect universal design principles, so that all spaces—academic buildings, service hubs, common areas and recreational spaces—are accessible to stakeholders
- Ensure that all public spaces, such as shuttle bus stops, washrooms and transportation systems, are fully accessible and compliant with AODA

7. Policy development, data review and implementation

Priorities:

- Regularly review and update Seneca’s policies related to accessibility to ensure alignment with best practices and AODA requirements
- Improve data collection related to accessibility, such as student, employee and visitor feedback, to guide ongoing improvements
- Use collected data to assess progress toward accessibility goals and inform future actions
- Leverage student and employee census data to strengthen connections to accessibility resources and informing institutional needs

Conclusion:

The 2025-2028 Multi-Year Accessibility Plan builds on Seneca Polytechnic’s ongoing institutional commitment to ensure accessibility and inclusion.

By embedding AODA compliance into Seneca’s operations, Seneca will continue to eliminate barriers and create an environment where all individuals can thrive.

The continuous evolution of accessibility practices, supported by dedicated resources and strong governance, will help Seneca remain a leader in fostering an inclusive and accessible educational experience.