



<b>Policy:</b>	AODA: Multi Year Accessibility Plan
<b>Department of Ownership:</b>	Infrastructure & Sustainability
<b>Effective Date:</b>	December 19, 2023
<b>Date Last Reviewed:</b>	December 15, 2023
<b>Scheduled Review Date:</b>	December 1, 2025
<b>Supersedes:</b>	All previous Policies and/or Statements
<b>Related Policies:</b>	AODA – Customer Service Policy; AODA – Employment Policy; AODA – Information and Communications Policy; AODA – Built Environment and Public Spaces Policy

## INTRODUCTION

Founded in 1836 in Cobourg, Ontario, by royal charter from King William IV, Victoria University federated with the University of Toronto in 1890. It comprises Victoria College, an arts and science college of the University of Toronto, and Emmanuel College, a theological college associated with the United Church of Canada.

Victoria University is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence.

Victoria University believes in integration, and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and by meeting our accessibility requirements under Ontario's accessibility laws. Victoria University is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act, 2005. This multi-year accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

This Multi-Year Accessibility Plan will be reviewed and updated every five years.

For reference, the AODA regulations can be found online at: [AODA Legislative Regulations](#)

All of Victoria University's information, policies and programs related to accessibility can be found on our website here: [EDIA at Victoria University](#)



VICTORIA UNIVERSITY  
IN THE UNIVERSITY OF TORONTO

## MESSAGE FROM THE PRESIDENT

Equity, Diversity, Inclusion and Accessibility (EDIA) is not only a life-long journey that I champion, but it is also a key pillar of [Victoria University's Strategic Framework 2021–2026](#).

A core commitment of the strategic framework is to “...foster a strong sense of belonging within a supportive community by respecting and connecting the many voices, needs, and histories of its members. We commit to broadening and deepening this sense of belonging.”

Furthering this sense of belonging at Vic U means making the spaces where we work, learn, and live on-campus as accessible as possible for maximum participation and enjoyment within our beautiful spaces, for all our students, employees, and visitors.

We will work hard to eliminate barriers to accessibility whether they be attitudinal, informational, technological, systemic and/or physical barriers that exist within our community.

As we continue our EDIA journey together, let’s collectively strive for greater accessibility for persons with disabilities, visible or invisible, within our community in all the ways in which we gather, create, learn, and share in our campus spaces.

I look forward to sharing updates on current and future achievements in our multi-year accessibility plan with you. You can find these detailed in the plan document below and at the link to our Strategic Framework, above.

Sincerely,

Rhonda N. McEwen  
President



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## PAST ACHIEVEMENTS TO REMOVE AND PREVENT BARRIERS

Victoria University is proud to have made strides in making our environment more accessible for people with disabilities. Here are some of the ways we have increased accessibility at Victoria University:

- The Grounds Master Plan has made accessibility awareness and related improvements a key focus area in terms of what we plan to deliver as improvements to our buildings and facilities while maintaining and preserving our beautiful historic buildings.
- We continue to train all new employees on AODA requirements related to customer service and human rights via a series of e-learning modules, available in an employee's profile on Dayforce (our HRIS).
- Completed construction of accessibility suites in Rowell Jackman residence.
- Modernization of building elevators to continually enhance accessibility.

## FORWARD LOOKING STRATEGIES AND ACTION PLANS

Victoria University remains committed to building upon our achievements in making the university a more accessible place to learn, live and work. Here are some of the ways we plan to continue furthering our accessibility journey over the coming years:

- Reinvention of Northrop Frye Hall into a new academic space: the Centre for Teaching and Learning
- Renovation of Birge-Carnegie Building: accessibility upgrades including installation of a new elevator
- Further capital investments in upgrades to facilities accessibility is needed and being planned for in Annesley Hall, Burwash Dining Hall, Upper and Lower Burwash Hall Residences, Victoria College, Isabelle Bader Theater, Lillian Massey, and the E.J. Pratt Library
- Increasing International Experiential Learning funding opportunities
  - Focus on supporting students with financial barriers, Indigenous students, and students with disabilities.

## CONTACT INFORMATION

For more information on this accessibility plan please contact the Associate Chief Administrative Officer, Infrastructure and Sustainability:

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Our accessibility plan is posted publicly on our website at: <https://vicu.utoronto.ca/about-victoria/edia/>



**MULTI-YEAR ACCESSIBILITY PLAN – HISTORY & APPROVALS**

<b>NATURE OF CHANGE</b>	<b>VERSION NO.</b>	<b>DATE</b>	<b>RESPONSIBLE FOR CHANGE</b>	<b>RATIFIED/ APPROVED BY</b>
Plan Creation	1.0	12/18/2023	Infrastructure & Sustainability/ Associate CAO	President