



To: **Planning and Budget**

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Item Identification:

ODA Plan 2012-2013 (for information only) placed
on www.aoda.utoronto.ca and <http://www.hrandequity.utoronto.ca/about-hr-equity/reports/oda.htm>

Previous Action Taken:

This is an annual report, for your information only.

Highlights:

While the Province of Ontario transitions from the 2001 ODA to the 2005 Accessibility for Ontarians with disabilities Act (AODA), and until such time as the ODA is repealed, public sector organizations, including post-secondary institutions, must implement both Acts simultaneously.

There is an expectation that the University will implement the terms of the Accessibility for Ontarians with Disabilities Act as part of our normal operations. We do, however, receive some funding to support accessibility for the academic accommodation of students. This past academic year, the three accessibility offices (St. George Accessibility Services, UTM AccessAbility Resource Centre, and UTSC AccessAbility Services) allocated \$3.5m in support of student accessibility needs, which was offset by \$1.6m from the MTCU's Accessibility Fund for Students with Disabilities.

The University has accessed some funding through the Ministry and Community of Social Services EnAbling Change Partnership Program. The University partnered with the Ministry and the Council of Ontario Universities (COU) in the development of two projects which benefit U of T as well as other Ontario Universities. All other initiatives to support accessibility across the University are financed through the relevant division and unit budgets.

The number of students registered with Accessibility Services on each campus continues to increase. Accessibility Services on the St. George campus had a 3% increase in students registered with their service for the 2011-2012 academic year (from 2,122 to 2,188). Last year, mental health accommodations were provided to 37% of the students registered with the St. George service; this academic year that number increased to 39%. The number of students who registered to receive accommodation for tests and exams increased this year by 13%. UTSC AccessAbility Services also experienced an increase in student registration (from 324 to 345); 21% of those students were diagnosed with a learning disability and 31% with mental health needs. A total of 2,103 tests and exams were accommodated. The AccessAbility Resource Centre at UTM also experienced growth in the number of students registered with the Centre (from 337 to 392); 27% of the students identified as having a learning disability and 33% a mental health disability. Accommodations put in place for tests and exams have also increased.

The Office of Health and Well-being Programs and Services facilitates the accommodation of employees with illness, injury or some form of disability in the work environment. In 2011, 209 employees were accommodated on a temporary or permanent basis following a sick leave or long-term disability leave. In addition, 89 employees were accommodated while at work.

Over the past several years we have seen an increase in mental health issues for students in particular but also for faculty and staff. Our experience reflects the growth of mental health needs more broadly. One in five Canadians will experience mental health or addiction issues at some point in their lives. At the University of Toronto we recognize the importance of creating an environment to address disability and continue to strive to find new ways to build healthy environments, this report speaks to our work.

Financial and/or Planning Implications:

There are no financial or planning implications beyond those already identified within Divisions' Academic Plans.

Recommendation:

It is recommended that the Planning and Budget receive the *2012 ODA Plan*