



UNIVERSITY OF
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Accessibility for Ontarians with Disabilities Act (AODA) Report 2025

OFFICE OF THE VICE-PRESIDENT,
PEOPLE STRATEGY, EQUITY & CULTURE



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Accessibility for Ontarians with Disabilities Act (AODA) Report

2025

Towards an institutional culture of accessibility	Welcome message	Supporting accessible teaching and learning	Strengthening accessibility foundations
Deepening our accessibility practices	Creating accessible physical spaces and structures	Centring lived experience of disability	2026 and beyond

Towards an institutional culture of accessibility

In October, the University launched the institution's most recent [2025–2030 Multi-Year Accessibility Plan \(PDF\)](#), which will serve as a roadmap for our community to advance accessible and inclusive environments at U of T over the next five years. I am deeply grateful to everyone who helped make this happen: from the students, staff, faculty members, librarians, and senior leadership on the Multi-Year Plan Consultation Committee to the many people across our three campuses who participated in consultations.

Supporting accessible teaching and learning

Access is a fundamental right enshrined in the *Accessibility for Ontarians with Disabilities Act* and *Ontario Human Rights Code*.

- Faculty of Information instructors received a **Quercus Guidebook** for designing with neurodiversity, specifically students who identify as autistic
- Centre for Teaching Support & Innovation launched a **Teaching with Universal Design for Learning** at U of T microsite: a centralized hub for accessible and inclusive teaching practices across U of T
- At U of T Mississauga, an **enhanced referral process** between Accessibility Services and the Career Centre ensures that students with disabilities receive comprehensive support



Strengthening accessibility foundations

Requests for consultations from our community affirm the ongoing need for information and training around accessibility.

- To strengthen staff awareness of accessibility practices, the IEO – AODA, the Dalla Lana School of Public Health, and Factor-Inwentash Faculty of Social Work offered an **Accessibility in Events Workshop**
- The Division of University Advancement created **capacity-building sessions for Advancement Professionals with a focus on non-evident disabilities**
- U of T Scarborough held a “**Neurodivergent at Work**” event to provide guidance on what a neurodiversity-affirming workplace can be

Creating accessible physical spaces and structures

Creating more accessible physical environments requires consultation and collaboration with a broad range of community members.

- The Jackman Faculty of Law installed **tactile stairs indicators** and **handrail upgrades**, and **improved elevator accessibility**, **wayfinding**, and **signage**
- The Vice-Provost, Strategic Enrolment Management and University Registrar's Office **updated the 2012 classroom standards and design criteria** using the Pedagogy-Space-Technology (PST) Framework



2026 and Beyond

The 2025–2030 Multi-Year Accessibility Plan will serve as a roadmap for our community to advance accessible and inclusive environments at U of T.

- Launch Accessibility Advisory Committee
- Activate an implementation framework to ensure timely completion of all MYAP initiatives



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