Accessibility Plan

2025 Annual Status Report

Health Human Resources Committee of the Board

Thunder Bay Regional Health Sciences Centre

Exceptional **care** for every patient, every time.

STRATEGIC PLAN 2026

Purpose

- Update on compliance with the AODA, the “Act”
- Review Accessibility Plan status

Background

Accessibility for Ontarians with a Disability Act, 2005 (the "AODA" or the "Act")

The Act identifies that the hospital is responsible to:

- Establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under the Regulation;
- Post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and
- Review and update the accessibility plan at least once every five years.

History and Timeline

2003-2010	• Annual Plans created and implemented
2011	• New Bill introduces 5 Integrated Accessibility Standards (4 applicable)
2011-2016	• Implementation of multi-year plan with new Integrated Standards
2017-2020	• Revised multi-year plan created, posted and implemented
2021- 2023	• Pandemic pause, compliance maintained
2024-2029	• Development and implementation of our current multi-year Accessibility Plan

2025 Accessibility Updates

- Ministry for Seniors and Accessibility compliance audit
- Equity, Diversity & Inclusion physical space review
- Corporate accessibility policy review and update (ADMIN-11)
- AODA training enhancements
- Bi-annual compliance report due December 2025

Capital Accessibility Updates

- Emergency department designated wheelchairs space identifiers – complete
- Barrier free washroom renovations – level 1,2,3 – complete
- Main street signage visibility improvements– 75% complete
- Accessible cafeteria seating improvements – complete by end of 2025
- Accessible admission counters – project approved, implementation pending materials, estimated 2026

Ongoing Activities

- Quarterly TBRHSC Accessibility Committee meetings
- Quarterly City of Thunder Bay Accessibility Committee meetings
- Annual accessibility updates
  - Multi year plan progress
  - Capital plan progress
- Bi-annual compliance report
- Support for internal compliments & concerns