

First Nations University of Canada



Accessibility Plan

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2025-2028

Table of Contents

1. Purpose and Commitment.....	3
2. Guiding Principles	3
3. Consultation Process.....	3
4. Accessibility Achievements	4
5. Accessibility Actions and Goals	4
6. Conclusion	5
7. Feedback and contact information:	5

1. Purpose and Commitment

First Nations University of Canada is committed to removing and preventing barriers for students, employees, and visitors by fostering accessibility, inclusion, and Indigenous values. We believe accessibility is a shared responsibility and a transformative opportunity to recognize person's with disabilities as "gifts from the Creator who remind us of our humanity." Our goal is to create a learning and working environment that is physically accessible, psychologically safe, and culturally respectful.

This plan aligns with **The Accessible Saskatchewan Act** and FNUniv Strategic Goals to:

- Advance innovation for learners
- Elevate relationships with communities and partners
- Nurture safe, inclusive environments
- Secure a sustainable, accessible future

2. Guiding Principles

The plan will be developed and implemented with the principles of:

- Building Environment
- Employment and Workplace Accommodations
- Diversity
- Collaboration
- Program Design & Student Success
- Monitoring and Feedback Process

3. Consultation Process

To meet legislative requirements, FNUniv will:

1. Survey students and employees to gather input on barriers and accessibility needs.
 - Key survey questions will ask if the respondent has a disability, the type(s) of disability, barriers experienced, and suggestions to remove/reduce barriers.
2. Analyze survey feedback and identify recurring themes.
3. Hold focus groups, talking circles, or one-on-one meetings with individuals who identify as having a disability.
4. Engage key internal groups (HR, Student Wellness Supports, Facilities) and external partners where relevant.
5. Provide ongoing feedback channels

4. Accessibility Achievements

First Nations University of Canada had made several strides toward improving accessibility in recent years, including:

- Ensuring facility entrances are wheelchair accessible
- Campus for All - inclusive post-secondary program for adults with developmental disabilities.
- Providing accommodation for students who face barriers in the classroom. Example: provide hybrid opportunities, allowing for extra time on examinations who face challenges with time exams
- Introduction of alternative exam formats in select programs to support diverse learning needs.
- Offer additional leaning support with instructors or tutors for learners with accessibility needs;
- Establishing inclusive hiring services that encourage applications with diverse backgrounds including people with disabilities
- Inclusion of staff accommodations through Human Resources.
- Establishing a gender-neutral bathroom space that is equipped with wheelchair accessible access.

These accomplishments reflect our ongoing commitment to inclusion and equitable access to education and employment opportunities.

5. Accessibility Actions and Goals

Priority Areas for Action

A. Building Environment (Campuses in Regina, Saskatoon, and Prince Albert)

- **Goal:** Ensure physical spaces honor cultural identity while maintaining barrier-free access.
- **Actions:**
 - Conduct a comprehensive audit of all campus pathways, entrances, and exits to ensure functioning **automatic door openers** and ramps.
 - Design and maintain **culturally safe spaces** (e.g., Smudging rooms, Ceremonial spaces) with ventilation and layouts that accommodate all mobility needs.
 - Prioritize snow removal on priority pathways during Saskatchewan's winter months to maintain independence for mobility-device users.

B. Employment & Workplace Accommodations

- **Goal:** Provide equitable selection mechanisms and fast-tracked accommodations.
- **Actions:**
 - Develop a process to confidentially document agreed-upon solutions, that would aim to reduce the administrative burden and avoid repeated requests for medical documentation or justifications so employees can carry their accommodation needs between roles without re-evaluation.
 - Provide **accessibility training for managers** focusing on "duty to accommodate" and reducing attitudinal barriers.

C. Program Design & Student Services

- **Goal:** Eliminate systemic barriers in student life and academics.
- **Actions:**
 - Continue working with the [U of R Centre for Student Accessibility](#) to ensure our campuses are accessible to all students upon registration of classes.
 - Create **optional onboarding supports** specifically for incoming students with disabilities to ease the transition to post-secondary.

D. Monitoring & Feedback Process

- **Feedback Tool:** We will maintain a dedicated online feedback tool where users can report barriers anonymously or request a direct response.
- **Progress Reports:** FNUniv will publish annual progress reports on this plan, identifying successes and adjusting timelines as needed.

6. Conclusion

The First Nations University remains committed to creating an accessible, inclusive environment that respects the diverse needs of our learners, and community. We will continue to evaluate our progress, engage with stakeholder, and update this plan to reflect our growth and learning accessibility.

7. Feedback and contact information:

We value your feedback and welcome students, staff, and members of the public to submit comments about accessibility plan using the contact information below:

FNUniv Human Resources

Email: humanresources@firstnationsuniversity.ca