



ACCESSIBLE PARKING

- Must have a Ministry of Transportation Accessible Parking Permit and a Trent parking permit, Pay & Display ticket, or HotSpot Parking payment.
- Accessible parking is strictly enforced.



MEDICAL ACCOMMODATION

- Short-term mobility restrictions (90 days or less) may receive temporary parking accommodation with a medical note.
- Longer-term needs require applying for a Temporary or Permanent Accessible Parking Permit from the Ministry of Transportation

NEED HELP OR WANT TO REPORT A BARRIER?

Student Accessibility Services (SAS)
 Email: sas@trentu.ca
 Phone: 705-748-1281

Health & Safety Inquiries
 Email: healthandsafety@trentu.ca
 Phone: 705-748-1460

Facilities & Barrier Reporting
 Fixit Requests / Urgent Issues
 Phone: 705-748-1366 or x1366
 After 4 PM: call Campus Security at x1333

General Human Resources Inquiries
 Email: humanresources@trentu.ca
 Phone: (705) 748-1460

CONTACT US:

 Equity & Human Rights Office (EHRO)

Location:

Otonabee College,


Rooms: 121-124


Trent University

Durham Campus

Room: A101.6

Durham Trent campus

 705-748-1011 ext. 6602

 humanrights@trentu.ca

ACCESSIBILITY & DISABILITY RIGHTS AT TRENT



TRENT UNIVERSITY

EQUITY & HUMAN RIGHTS OFFICE

WHAT IS DISABILITY?



Disability includes a range of visible and invisible conditions:

- Physical: Mobility impairments, chronic pain
- Mental Health: Anxiety, depression, PTSD
- Cognitive/Neurological: Autism, brain injury, dementia
- Sensory: Blindness, hearing loss
- Learning-Related: ADHD, dyslexia



UNDERSTANDING 'ABLEISM'

Ableism is a form of prejudice that treats people with disabilities as less capable, often leading to exclusion, disbelief, or unfair treatment. It can look like:

- Dismissing accommodation requests
- Inaccessible spaces or materials
- Assuming people with disabilities are "less capable"

WHAT IS ACCESSIBILITY?



Accessibility means designing spaces, systems, and materials so everyone; regardless of ability, can participate fully and equally.

It includes physical, digital, academic, and attitudinal access; not just ramps and elevators, but also inclusive teaching, readable documents, and respectful environments.

YOUR RIGHT OF ACCOMMODATION



Examples of Accommodation:

- Academic: Extra time, quiet exam space
- Digital: Accessible formats, screen-reader-friendly materials
- Workplace: Flexible scheduling, modified duties
- Temporary: Support during recovery from illness or injury

You Are Protected Under:

- *Ontario Human Rights Code:* Guarantees freedom from discrimination and the right to accommodation.
- *Accessibility for Ontarians with Disabilities Act (AODA):* Requires organizations to remove barriers and ensure accessibility in services, employment, and education.

WHAT IS UNDUE HARDSHIP?

Organizations must provide reasonable accommodations unless doing so would cause:

- Excessive financial cost
- Serious health or safety risk
- Major impact on others' rights

Inconvenience is not considered undue hardship.

Example: Modifying a test format is a legal obligation, not a favor.

REPRISAL IS ILLEGAL

You are protected if you:

- Ask for accommodation
- File or support a complaint
- Participate in an investigation

Examples of Reprisal:

- Exclusion after disclosing a disability
- Negative treatment after raising concerns
- Denied opportunities following a complaint

MYTHS VS. FACTS

- ✗ Myth: Disabilities are always visible.
- ✓ Fact: Many are invisible like mental illness, chronic pain or societal barriers.
- ✗ Myth: Accommodation is unfair.
- ✓ Fact: They provide equal access; not advantages.
- ✗ Myth: Disability = Inability.
- ✓ Fact: People with disabilities can and do succeed in school, careers, and life. Barriers, not ability, are often the issue.