

Saskatchewan Research Council Accessibility Plan

2025-2028



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Contact Us

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Introduction

As Canada's second largest research and technology organization, the Saskatchewan Research Council (SRC) is committed to fostering accessibility and inclusivity for both employees and the public.

The Accessible Saskatchewan Act, which came into effect on December 3, 2023, aims to improve accessibility across the province by identifying, removing and preventing barriers in the workplace. Under this legislation, public sector bodies are required to develop and publicly release an accessibility plan by December 3, 2025.

To develop its Accessibility Plan, SRC recently surveyed employees to better understand how it can make its workplace more accessible. Over 330 employees shared their valuable feedback, which has played a key role in shaping this plan.

Accessibility Barriers

There are many types of barriers that persons with disabilities may experience including physical, attitudinal, information and communication barriers. The following definitions of each type of barrier are provided to clarify how individuals with disabilities encounter these barriers.

- Physical barriers are tangible features of the workplace that limit access and mobility.
- Attitudinal barriers in the workplace include misconceptions, stereotypes and unconscious biases that can impact how colleagues with disabilities are perceived or included.
- Information and communication barriers occur when content is delivered in a way that is not accessible to everyone.

The results of SRC's employee survey highlighted physical barriers as the most pressing concern for enhancing accessibility within the organization. Specific challenges included limited access at SRC entrances, obstructed pathways, inadequate snow and ice management, and restricted elevator access—all of which directly affect its employees' ability to safely and independently access SRC facilities.

Accessibility Goals and Actions

This plan outlines the actions that SRC will prioritize over the next three years (2025-2028) to remove accessibility barriers.

Goal 1: Provide employees with accessibility resources to foster a more informed workplace through a centralized Accessibility Resource Centre on SRC's internal employee website. The internal webpage will:

- Include curated learning opportunities from existing SRC learning platforms.
- Feature articles, videos and toolkits related to accessibility in the workplace.
- Employees will be provided with an internal contact that they can reach out to for questions, feedback, concerns and suggestions.

Goal 2: Ensure SRC facilities are safe and accessible to all employees and the public by:

- Implementing a standard procedure to de-ice all doorways and walkways.
- Conducting a review of the height and placement of medical device kits at all SRC facilities to ensure they are accessible to all users.
- Maintaining clear and unobstructed access to all entrances and elevators including doors, security card scanners and buttons.
- Evaluate current buildings to better understand and eliminate accessibility barriers (e.g., automatic door openers, height of card readers, buttons). The evaluation process will include annual walkthroughs of SRC facilities with key representatives.
- Review accessible parking and ensure designated spaces are available at key facilities.

Goal 3: Ensure all internal and external communications are accessible, inclusive and usable by people of all abilities.

- Ensure SRC's publicly owned and accessible website (src.sk.ca) meets WCAG 2.1 AA standards and offers a consistent and accessible experience across all devices and platforms.
- Offer multiple contact channels (e.g., phone, email, web forms) for inquiry and feedback.
- Add alternative text to images and graphics on digital platforms.
- Provide captions and/or transcripts for videos and recorded presentations, where auto-generated options aren't available or meet accepted standards.

- Ensure printed communications and marketing materials are designed to be easily read and understood; accessible materials (e.g., large print) can be provided on request.
- Use plain language in all publicly available written and verbal communications to ensure clarity and readability.
- Provide accessibility accommodations (e.g., sign language interpretation, translation services) as required by participants for internal and external events.

Conclusion

SRC remains dedicated to ongoing accessibility improvements. The organization will continue to gather employee feedback, conduct annual meetings to discuss future planning and review this plan every three years. Through these regular commitments, SRC aims to ensure its accessibility initiatives remain relevant, effective and responsive to the needs of all employees and the public.

Contact Us

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