Tunnelling Association of Canada
Association canadienne des tunnels

Equity, Diversity, and Inclusion Moment

Universal Accessibility

What is universal accessibility?

Universal accessibility is the principle that products, buildings, and environments should be designed to be accessible to all people, regardless of their age, size, ability or disability.

Universal accessibility is beneficial to everyone - removing barriers to access can have positive effects on people with different life circumstances.

Universal Accessibility in the Workplace

Example 1

Closed Captions

Closed captions on virtual meetings are beneficial to people with hearing loss, and people travelling or unable to connect to audio.

Example 2

Flexible Hours

Flexible work hours (when practical) benefit people with disabilities, chronic pain or other health concerns, as well as parents, commuters, and others who have scheduling constraints.

Example 3

Virtual Attendance Options

Giving participants the option to access meetings or events virtually improves accessibility to all – including those with health concerns, and those with family or other commitments.

Even if virtual participants can't get the full experience, some will attend virtually who otherwise wouldn't have been able to attend in person.

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Thank you!

The End