Horizon College & Seminary Accessibility Plan

2025-2028

Introduction

At Horizon College & Seminary, we are committed to fostering accessible and supportive learning and working spaces for students, staff, and community members. We recognize that each individual is uniquely created by God, with their own abilities, strengths, and aspirations, and our role is to identify and limit barriers that might stand in the way of their growth and success.

This Accessibility Plan has been developed in keeping with requirements listed in [The Accessible Saskatchewan Act](#) and [Regulations](#) for all public sector bodies in Saskatchewan. Following a process of consultation and review, priorities and goals have been established to aid in the identification, limitation, and prevention of accessibility barriers.

Consultation

Horizon recognizes the importance of consulting with persons with disabilities in developing and implementing accessibility initiatives. To date, consultation has occurred through a Student Satisfaction Survey conducted by [RNL](#), as well as an accessibility survey circulated in October 2025 to students (on-campus and distance), staff, faculty, and tenants in our building. Informally, feedback has been collected through conversations with students and community members who have disclosed accessibility needs or serve as a support person for someone with such needs. Going forward, we invite continued feedback from members of our community.

Accessibility Achievements

Horizon College & Seminary has already made progress as an increasingly accessible and supportive community in the following areas:

- **Facilities:** Our campus building was constructed in 2019 and met all applicable building codes at the time of construction, including [Part 9 - Accessibility Standards](#).

- **Accessible Learning Services and Supports:** A comprehensive review was conducted regarding academic accommodation policies, procedures, and communication in the Spring of 2025, leading to several updates in keeping with current best practices. Posters are displayed around campus directing students to various supports available. In a 2025 Student Satisfaction Survey, 74% of Horizon students were satisfied with the institution's commitment to students with disabilities.
- **Academic Resources and Systems:** Course recordings available via video-on-demand include automated captioning. A subscription to the Digital Theological Library provides extensive accessible digital resources to all students, staff, and faculty. Populi, our Learning Management System (LMS), offers accessibility features and [information](#) regarding their Voluntary Product Accessibility Template (VPAT) report.
- **Staff and Faculty Training on Accessibility:** In the past year, a Mental and Emotional Health Triage Process was provided to give guidance for staff and faculty in assisting students, along with some related continuing education. Supporting students with academic accommodation needs was a topic covered via a professional development session given to all faculty recently.

Priority Areas and Action Items

Staff and Faculty Training on Accessibility

Goal: Improve staff and faculty awareness, knowledge, and skills regarding accessibility as it pertains to Horizon's culture and educational practices.

Actions:

- Conduct accessibility awareness training and develop an internal resource guide for staff and faculty providing guidelines in accessible course materials, course design, and teaching practices.
- Consider incorporating Universal Design Learning (UDL) principles in course design.

Academic Resources and Systems

Goal: Adopt accessibility-minded procedures for the evaluation of current resources and the procurement of added resources.

Actions:

- Review current subscriptions (Populi LMS, Padlet, Zoom, Mandarin Library Catalogue, Digital Theological Library, Microsoft) for accessibility features and compliance.
- Draft guidelines and procedures for the review of current and procurement of new subscriptions and resources.

Accessible Learning Services and Supports

Goal: Improve awareness of available services and supports, and ensure clear instructions are available regarding the application process for academic accommodations.

Actions:

- Explore resources available via local disability advocacy and support organizations.
- Communicate with students regarding pertinent accessibility features available via current subscriptions, along with other recommended supports or technology.
- Review current policies regarding accessibility (e.g., Support Animal policy) and consider if additional policies are needed.

Information and Communication

Goal: Review and improve the accessibility of information and communications.

Actions:

- Review and improve Horizon College & Seminary's website by referencing internationally recognized [Web Content Accessibility Guidelines (WCAG) 2.0](#).
- Explore the use of accessibility checker features for social media communications, promotional materials, and email communication channels.
- Review the student application form for clear language and instructions regarding disabilities and academic accommodations.

Monitoring and Evaluation

Horizon will track progress on the accessibility plan's four priority areas—staff and faculty training, academic resources and systems, accessible learning services and supports, and information and communication—through the following:

- **Feedback Review:** Regularly review feedback received through info@horizon.edu and in-person channels. Monitor feedback regarding facility accessibility.
- **Documentation:** Track staff training, accessible facility or furnishing changes, policies updated, accessibility requests received and fulfilled, improvements in accessible course materials.
- **Annual Progress Review:** The Accessibility Committee will annually review the implementation progress, to be shared with administration.
- **Plan Updates:** Review and update this plan every three years, with the next comprehensive review scheduled for 2028.

Conclusion

Horizon College & Seminary is committed to creating an accessible environment for all students, staff, faculty, and visitors. We recognize that accessibility is an ongoing journey and will work towards continual improvement in identifying and limiting barriers.

This plan reflects our dedication to fulfilling the requirements of The Accessible Saskatchewan Act while serving our community with excellence and compassion.

This accessibility plan is available in the following formats:

- Posted in PDF format on the Horizon College & Seminary website.
- Available in print at the front reception desk.

We welcome questions and feedback on this accessibility plan via the following methods:

- **Email:** info@horizon.edu, with "Accessibility Feedback" in your email subject line.
- **Phone:** 306-374-6655
- **Address:** 604 Webster Street, Saskatoon, SK, S7N 3P9

Plan Approved: November 28th, 2025

Next Review: Fall 2028