HUMBER
THE CENTRE FOR
**HUMAN RIGHTS
EQUITY & DIVERSITY**
H R S E R V I C E S

Fact Sheet: Understanding Barriers to Accessibility

Persons with disabilities face accessibility barriers in all aspects of society from using public transit, finding and maintain employment, to accessing buildings. Humber College is committed to providing a learning, working, and living environment that is barrier-free.

What is a barrier?

A barrier is an obstacle or anything that prevents a person with a disability from fully participating in in all aspects of society because of their disability.

There are many different types of barriers. Barriers can be visible, invisible, physical, attitudinal, technological, information and communication barriers. Provided below are examples of six types of barriers that a person with a disability may encounter.

Types of Barriers	Definition	Examples of barriers
Architectural/Structural	This barrier may result from the design of the building, shape of rooms, size of doorways, or width of hallways	Hallways and doorways that are too narrow for a person using a wheelchair, electric scooter or walker or poor lighting for people with vision loss
Attitudinal/Social	This barrier occur when bias and stereotypes about persons with disabilities impede their full participation in all aspects of society	thinking that because a person's disability is not visible they do not have a genuine disability and therefore do not require an accommodation
Physical	This barrier refer to objects added to the environment, such as doors, windows, elevators, furniture, bathroom hardware, etc	counters that are too high for a person or door knobs that are difficult for people with arthritis to grasp

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Information or communications	This barrier make it difficult for people to receive or send information	A person with vision loss may not be able to read printed materials, read signs, locate landmarks, or see a hazard or a person with an intellectual disability may not understand information that is not expressed in plain language
Technology	This barrier occur when technology cannot be modified to support an assistive device	An internet website or a webpage that does not support screen-reading software or does not provide alternative text for images
Systemic, Policy or Practice	This barrier can result from an organization's policies, practices and procedures if they restrict persons with disabilities or the lack of awareness of existing laws regulations that require programs and activities be accessible to people with disabilities	A hiring process that only permits applicants to submit their resume through an online application system and the organization does not offer any alternatives to the online application process

What can you do to create a more inclusive campus?

If you encounter an accessibility barrier on Humber's campuses, we encourage you to let us know using Humber's Community Identification Barrier Form.

Feedback can also be provided directly by email at humanrights@humber.ca or phone, 416.675.6622 ext 4425.

Sources:
1. Accessibility for Ontarians with Disability Act: Definition of a barrier. Retrieved from https://www.ontario.ca/laws/statute/05a11
2. Accessibility Tip Sheet – Understanding Barriers to Accessibility. Retrieved from: http://www.ajax.ca/en/livinginajax/resources/understandingbarrierstoaccessibility.pdf
3. Disability and Health. (2016, March 17). Retrieved from https://www.cdc.gov/ncbddd/disabilityandhealth/disability-barriers.html#ref
4. Ontario Human Rights Commission: Religious rights (fact sheet) Religion and Human Rights. Retrieved from http://www.ohrc.on.ca/en/issues/religious_rights

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