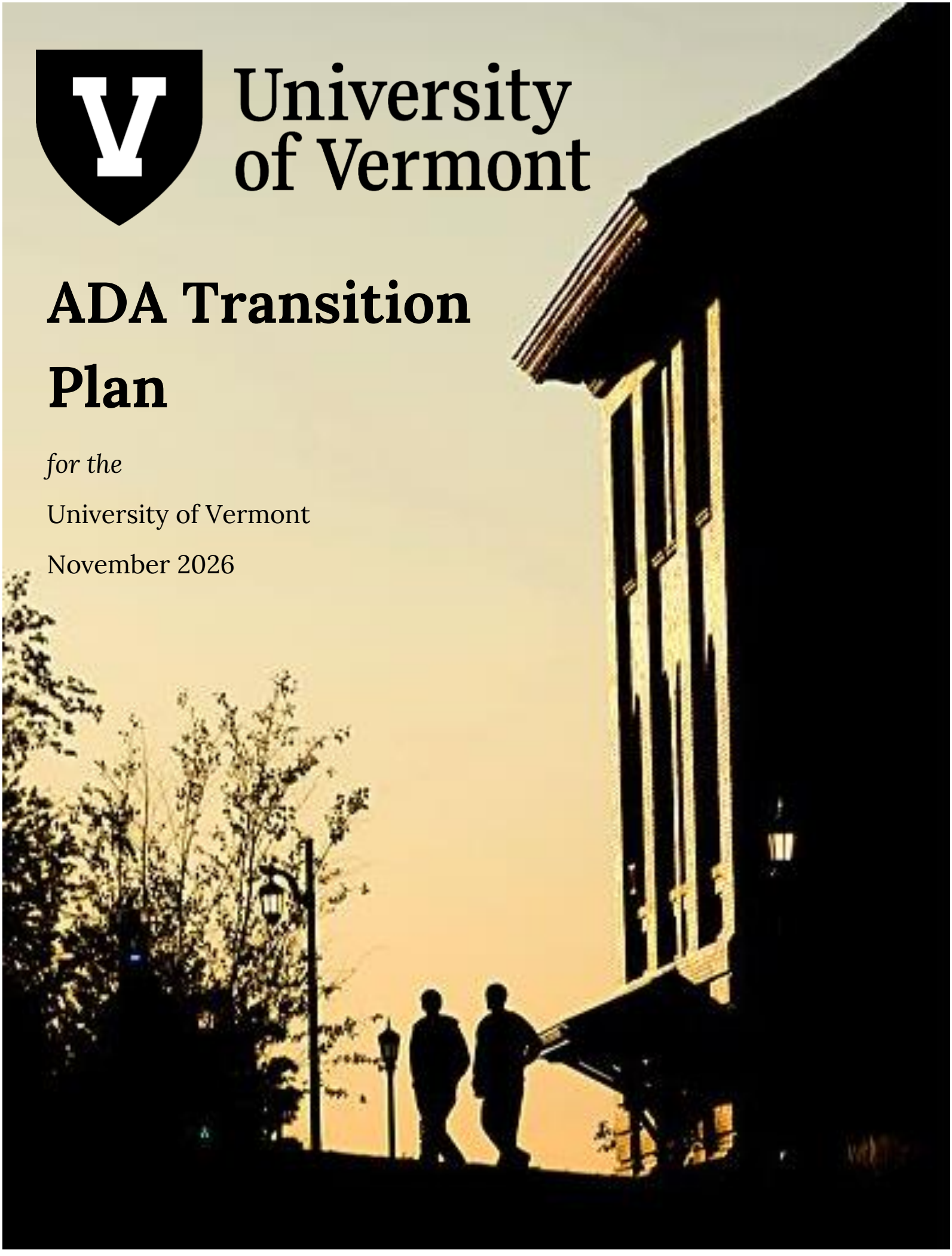
University of Vermont

ADA Transition Plan

for the

University of Vermont

November 2026



UNIVERSITY OF VERMONT

Updated 2026

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This document and additional resources are available online at

https://www.uvm.edu/accessibility-services

For questions about the University of Vermont ADA Physical Infrastructure Transition Plan or an alternate format of this document, please email the UVM Office of Accessibility Services Director and ADA/504 Coordinator, Sharon Mone, at access@uvm.edu or call 802-656-7753.

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2 EXECUTIVE SUMMARY

This **ADA Physical Infrastructure Transition Plan** ("ADA Transition Plan") demonstrates the University of Vermont's (UVM) commitment to advancing accessibility and removing barriers for students, employees, and visitors across campus.

This plan provides an overview of current and planned efforts to improve physical accessibility across the university. The plan documents initial assessments, known conditions, and priority areas related to physical infrastructure, including public rights-of-way, outdoor spaces, parking, transit stops, and building entrances. These efforts are intended to identify barriers that may limit access for individuals with disabilities and provide a framework to guide continued evaluation, prioritization, and barrier removal.

Under Title II of the Americans with Disabilities Act (ADA), public institutions must guarantee equal access to programs and services. This document addresses two related but essential components of ADA compliance:

- **Self-Evaluation (continuous)**: An assessment of the university's current services, policies, and practices to identify and remove barriers to access for people with disabilities. This plan documents actions taken to date, ongoing remediation and assessment efforts, and additional work identified as necessary to ensure program access in compliance with federal accessibility standards related to physical infrastructure.
- **Transition Plan**: A strategy to remove barriers and ensure program accessibility.

UVM's overarching goal is to eliminate existing structural barriers, maintain a comprehensive approach to accessibility, and implement a process for monitoring and responding to future concerns. This plan builds on UVM's prior accessibility initiatives and establishes a proactive framework to address barriers within the University's physical infrastructure identified in the self-evaluation, strengthen compliance, promote equity, and foster an inclusive campus environment.

This document is organized to follow federal ADA transition plan requirements and includes the following sections:

- **Introduction and Plan Requirements:** Explains the legal and regulatory framework for how the university is approaching ADA self-evaluation and transition planning for its physical infrastructure, including applicable standards and the university's responsible officials.
- **Summary of Past, Current, and Future Physical Infrastructure Accessibility Efforts:** Describes foundational actions already completed, initiatives currently underway, and long-term commitments guiding the university's accessibility strategy.

- **Transition Plan Schedule:** Outlines a phased approach for assessment, prioritization, and barrier removal, including timelines, responsible offices, and integration with capital planning.
- **Prioritization Criteria:** Defines how accessibility projects are ranked based on program access, frequency of use, health and safety considerations, user feedback, and feasibility.
- **Stakeholder Engagement:** Describes methods for gathering input from individuals with disabilities and campus stakeholders and establishes a structure for ongoing consultation and feedback.

This ADA Transition Plan is intended to be a living document. It will be reviewed and updated on a regular basis to reflect progress, incorporate new accessibility standards, and respond to evolving campus needs. Updates will ensure that the plan remains current, actionable, and aligned with both federal requirements and the university's commitment to accessibility and inclusion.

Accessibility priorities outlined in this plan are aligned with the University's strategic plan and institutional equity commitments, ensuring efforts are integrated into long-term planning and resource allocation.

3 INTRODUCTION

The Americans with Disabilities Act (ADA), enacted on July 26, 1990, is a landmark civil rights law that protects individuals with disabilities by ensuring equal access in employment, state and local government services, public accommodations, transportation, and telecommunications.

3.1 PLAN REQUIREMENTS

Certain public institutions, including universities, colleges, and other state or local agencies, are required to develop an ADA self-evaluation and transition plan for their public facilities and spaces.

The ADA is divided into five titles; Title II governs accessibility within public rights-of-way and government-owned buildings. It mandates that public entities make their programs accessible unless doing so would fundamentally alter the nature of the program or impose an undue financial or administrative burden. For universities, this includes, but is not limited to, pathways and public rights-of-way, public outdoor spaces, parking and transportation, and building entrances.

The University of Vermont initiated this effort to comply with Title II of the ADA (28 CFR Part 35, Subpart D – Program Accessibility §35.150(d)(3)), which requires that a transition plan must:

> *(i) Identify physical obstacles in the public entity's facilities that limit the accessibility of its programs or activities to individuals with disabilities;*

(ii) Describe in detail the methods that will be used to make the facilities accessible;

(iii) Specify the schedule for taking the steps necessary to achieve compliance with this section and, if the time period of the transition plan is longer than one year, identify steps that will be taken during each year; and

(iv) Indicate the official responsible for implementation of the plan.

To accurately identify barriers, the plan relies on established accessibility standards and guidelines. For pedestrian facilities in the public right-of-way, UVM will use the U.S. Access Board's 2023 Public Right-of-Way Accessibility Guidelines (PROWAG) as the most current technical guidance, where applicable. PROWAG has been adopted by the U.S. Department of Transportation for certain transit stops in the public right-of-way but has not yet been adopted by the U.S. Department of Justice as an enforceable Title II standard for public rights-of-way generally. UVM will continue to monitor federal adoption of PROWAG and apply all legally applicable federal, state, and local accessibility requirements.

Building entrances accessible to students, employees, and visitors are evaluated against the 2010 ADA Standards for Accessible Design (ADAS) and Title II regulations under CFR Part 35. The 2010 standards replaced the earlier 1991 ADA Accessibility Guidelines (ADAAG). Additional state and local building codes may also apply and should be incorporated when planning barrier removal, including the Vermont Access Rules.

Applicable Standards for New Construction or Alterations:

Constructed before September 15, 2010	1991 ADA Standards for Accessible Design
Constructed September 15, 2010-March 15, 2012	1991 ADA Standards for Accessible Design or 2010 ADA Standards
Constructed after March 15, 2012	2010 ADA Standards

Under the Americans with Disabilities Act (ADA) Title III, the Safe Harbor provision allows certain existing elements that comply with the 1991 ADA Standards for Accessible Design to remain in place, even if they do not fully meet the requirements of the 2010 ADA Standards, provided those elements have not been altered since March 15, 2012 (28 CFR 35.150).

Elements that were constructed or altered prior to March 15, 2012, and are in compliance with the 1991 Standards, are not required to be modified solely to meet the 2010 Standards unless the element is subsequently altered. When an element is altered

after March 15, 2012, the altered portion must comply with the 2010 ADA Standards to the maximum extent feasible.

The organization will evaluate existing facilities to determine which elements qualify for Safe Harbor and will prioritize barrier removal for elements that do not meet either the 1991 or 2010 ADA Standards. Where Safe Harbor applies, the organization will continue to address accessibility barriers through planned renovations, capital improvements, and barrier removal when such actions are readily achievable.

The Safe Harbor provision does not apply to elements in facilities that were not previously subject to the 1991 Standards, nor does it apply to elements that were not in compliance with the 1991 Standards at the time of construction or alteration.

3.2 RESPONSIBLE OFFICIAL

In January 2025, the university created a centralized **Office of Accessibility Services (OAS)**, to provide coordinated leadership for accessibility across the institution. This restructuring consolidated student accessibility services, employee accommodations, digital and website accessibility oversight, and ADA barrier reporting into a single office, significantly improving consistency and accountability. The Director of the Office of Accessibility Services is Sharon Mone, and she is also the University's ADA / 504 Coordinator. Under the direction of the Director, the Office of Accessibility Services is responsible for compliance with the Americans with Disabilities Act (ADA).

The ADA / 504 Coordinator retains institutional authority for compliance oversight, including identification of barriers and remediation prioritization and monitoring of implementation across all responsible units, with Facilities Management serving as the primary implementation partner for physical infrastructure remediation. Departments and operational units identified in the implementation schedule remain responsible for carrying out assigned corrective actions, providing progress updates, and notifying the ADA/504 Coordinator of barriers to implementation or anticipated delays.

3.3 UVM POLICIES

The University of Vermont maintains a comprehensive set of policies and procedures that affirm its commitment to providing access and reasonable accommodations across all services, programs, activities, educational offerings, and employment opportunities for individuals with disabilities. These policies demonstrate compliance with the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, and other applicable laws, while promoting an inclusive and equitable campus environment. UVM policies are available online at https://www.uvm.edu/policies/z-policy-index. These policies form the foundation for UVM's ADA Transition Plan and reinforce the university's commitment to accessibility and inclusion.

4 PHYSICAL INFRASTRUCTURE ACCESSIBILITY

The University of Vermont has made significant progress in strengthening accessibility through coordinated, institution-wide efforts that address physical access, policy development, assessment, planning, and community engagement. These efforts reflect a shift from decentralized, reactive practices toward a proactive, strategic, and accountable accessibility framework. As part of its ADA Title II self-evaluation and transition planning process, UVM has reviewed and continues to assess the accessibility of its physical infrastructure, including buildings, circulation routes, transportation systems, parking, and campus support spaces.

Providing at least one accessible connection to each building is an initial planning objective, but it does not by itself determine whether UVM has achieved program access or satisfied all applicable requirements for accessible routes, entrances, facilities, and services. To achieve the minimum objective, the university is establishing a preferred path of travel framework to support prioritization of physical accessibility improvements.

In addition to addressing physical barriers, such as steepness of ramps, entrances that limit accessibility, intersections without curb ramps, sloped parking spaces, and excessive sidewalk slopes, the preferred path of travel framework emphasizes the importance of navigation and wayfinding. Accessibility is not limited to the removal of physical obstacles; it also requires that individuals with disabilities are able to identify, locate, and navigate to accessible campus features independently.

This preferred path of travel approach will inform assessment efforts, help sequence barrier removal projects, and guide coordination between facilities renewal, capital planning, and interim accessibility improvements. By prioritizing connected, navigable routes rather than isolated fixes, the University seeks to improve overall program access and usability of the campus environment.

This section documents actions taken to date, ongoing remediation and assessment efforts, and additional work identified as necessary to advance accessibility in compliance with federal standards. The needs of current students, faculty, staff, and visitors, as reported through the Barrier Reporting Process and the Office of Accessibility Services, together with applicable legal requirements, will continue to guide priorities for physical infrastructure accessibility improvements. Section 6 Appendix provides a detailed summary of past, current, and future accessibility efforts.

While this ADA Transition Plan focuses on physical barriers within the built environment, digital accessibility has emerged as a critical component of ADA compliance through separate guidance and enforcement. UVM's broader ADA self-evaluation and

compliance responsibilities, including digital accessibility, effective communication, accommodations, and the review of policies and practices, are addressed through separate institutional policies, procedures, plans, and initiatives.

4.1 COMPLETED AND ONGOING PHYSICAL INFRASTRUCTURE ACTIONS

UVM has taken significant steps to identify and address accessibility barriers while establishing governance, standards, and processes that support continuous improvement across campus. Recent accessibility efforts have focused on implementing foundational systems to identify and remediate barriers, while incorporating accessibility improvements into both major capital projects and targeted renovations with the goal of expanding equitable access to facilities.

The initiatives described below highlight many of the actions UVM has already completed, or work that is ongoing, to improve accessibility, strengthen institutional practices, establish a foundation for continued progress, and support the ongoing identification and remediation of accessibility barriers across campus.

4.1.1 Centralized Barrier Identification and Tracking

UVM implemented a centralized ADA Barrier Reporting system administered by the Office of Accessibility Services (OAS). This system allows students, faculty, staff, and visitors to report physical accessibility barriers online. Reports are reviewed, prioritized, and routed to the appropriate department, with infrastructure-related issues entered into the university's work order management system for action and tracking.

4.1.2 Construction and Renovation Projects

Recent physical accessibility improvements have included the construction and renovation of accessible and gender-inclusive restrooms; installation of compliant elevators; improvements to accessible building entrances through ramps, automatic door operators, and other entrance modifications; creation of accessible routes between buildings and public spaces; and enhancements to customer service areas to improve accessibility for all users.

4.1.3 Development of Guidelines

UVM has strengthened its Facilities Design Standards to ensure accessibility is consistently incorporated into future construction and renovation projects. These updates include requirements for automatic door operators at primary building entrances; enhanced restroom accessibility features, including appropriate turning clearances, vertical grab bars, and automatic operators for single-user restrooms; and improved accessibility within outdoor spaces through accessible seating, wheelchair companion spaces, and inclusive site furnishings designed to accommodate a range of users.

The Office of Accessibility Services is developing standardized guidelines for conducting physical accessibility assessments for buildings. These guidelines are intended to ensure consistency, documentation, and prioritization across campus spaces and facilities with a goal of ensuring that every building has, where feasible, an accessible entrance (or entrances) to the building, as well as accessible bathrooms, offices, conference rooms, kitchenettes, and other support spaces on the first floor.

4.1.4 Transportation and Parking Improvements

Through collaboration between OAS and Transportation & Parking Services, UVM established a recurring Accessibility Forum to engage students and community members in identifying transportation-related barriers. As a result of this work, the university has:

- Installed benches at various bus stops to support individuals with mobility limitations.
- Implemented accessibility training for campus bus drivers.
- Conducted an assessment of ADA-designated parking spaces using a checklist of requirements prepared by UVM's Planning, Design and Construction staff.

These actions represent targeted improvements that enhance access to campus programs and services.

4.1.5 Communication Improvements

UVM launched an opt-in email alert system providing real-time notifications regarding elevator outages and construction-related access impacts. This system improves access to information and allows individuals with disabilities to plan routes and activities accordingly.

Accessible restrooms, parking spaces, and the most accessible building entrances have been added to the campus map, as shown here:

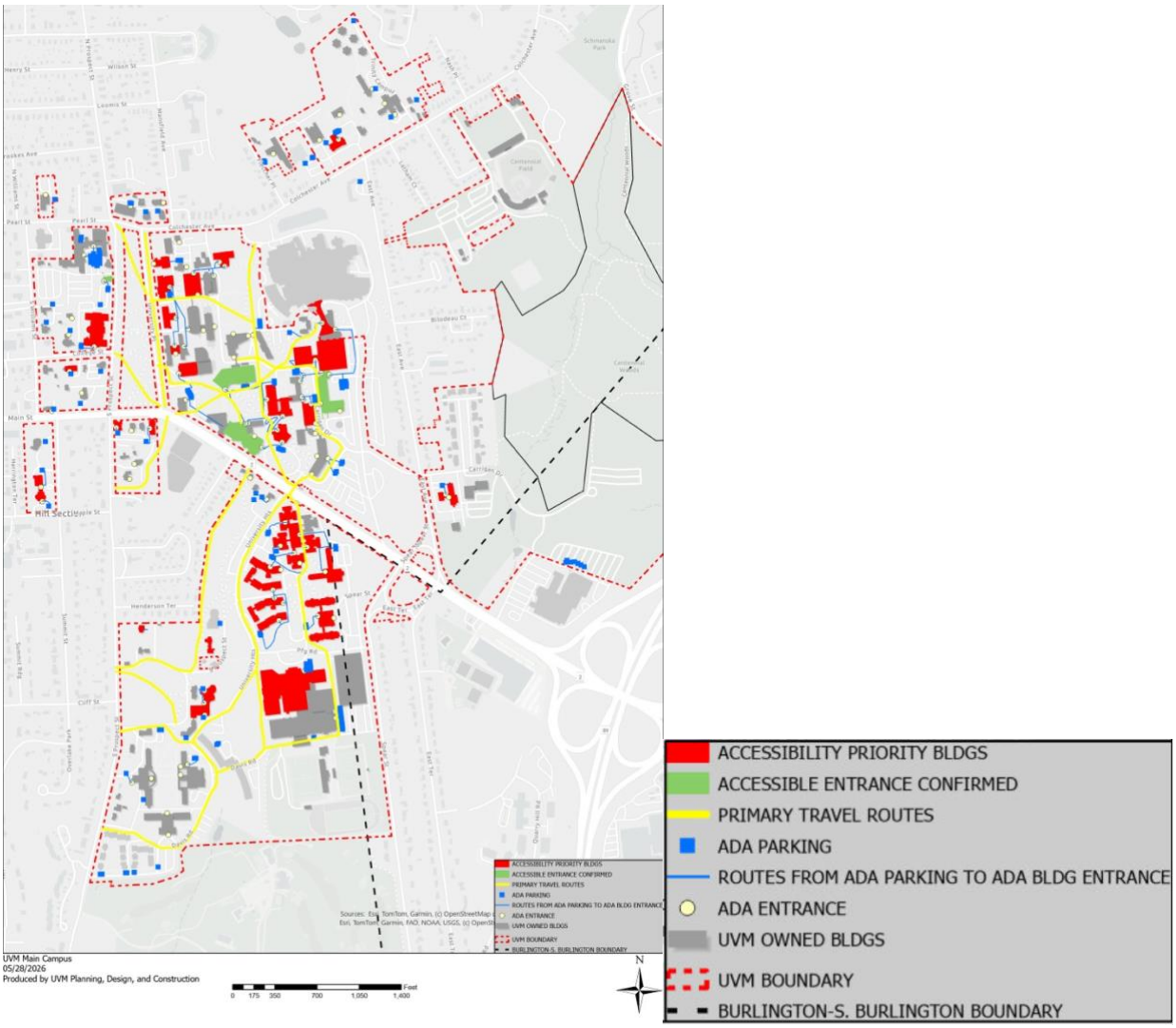


4.1.6 Governance and Outreach

Governance and oversight are being strengthened through the formation of Accessibility Department Liaisons and an ADA Executive Team which meets quarterly to coordinate compliance and strategy across divisions.

Education, outreach, and engagement are ongoing priorities. OAS has expanded training opportunities for faculty, staff, and students through workshops, presentations, tabling events, and partnerships with academic programs and student organizations, including the Disabled Student Union. The office has also launched an accessibility newsletter to improve communication, transparency, and awareness across campus.

4.1.7 Mapping Resources



UVM is actively expanding its physical accessibility work beyond reactive remediation toward a more proactive, systematic assessment and planning model, starting with mapping out primary accessible routes, ADA parking spaces, ADA entrances, and

routes from ADA parking spaces to ADA building entrances. The attached map represents a preliminary reference and will continue to be refined and updated through coordination with multiple campus stakeholder groups as assessments are completed and conditions evolve. Stakeholders are encouraged to report inaccurate or updated conditions through the ADA Barrier reporting system.

4.2 FUTURE PHYSICAL INFRASTRUCTURE EFFORTS

Looking ahead, UVM has articulated a forward-looking vision through its Strategic Plan, which identifies accessibility as a key component. Under Pillar 4, *Prioritize Sustainable and Accessible Spaces,* the Strategic Plan commits university resources to renewal and maintenance of existing facilities to ensure that physical spaces are sustainable, accessible, inclusive, and designed for well-being, community, and a safe environment.

Accessibility will continue to be a priority in UVM's long-term campus planning and facility improvements. The Campus Plan identifies Accessibility and Flexibility as a guiding principle and promotes the integration of universal design into planning and decision-making. Applying the seven principles of universal design will help ensure that future buildings, renovations, site improvements, and campus spaces are designed to be equitable, flexible, intuitive, perceptible, safe, comfortable, and usable by people with a wide range of abilities consistent with legal requirements.

Collectively, these past, current, and future efforts demonstrate UVM's commitment to fostering an inclusive campus environment that prioritizes equity, participation, and continuous improvement as required by ADA Title II. The initiatives described below outline the additional, structured actions needed to move accessibility efforts forward in the physical environment.

4.2.1 Comprehensive Campus-Wide Physical Accessibility Assessment

While targeted assessments are underway, UVM recognizes the need to complete a comprehensive, campus-wide physical accessibility assessment of facilities, accessible routes, and exterior spaces. This assessment will:

- Identify existing architectural barriers
- Document compliance with applicable ADA standards
- Inform prioritization of barrier removal based on program access needs and the preferred path of travel framework

4.2.2 Prioritization and Scheduling of Barrier Removal

Consistent with ADA Title II transition plan requirements, UVM will further develop:

- A prioritized list of physical barriers
- Methods of correction for each barrier
- Timelines for remediation, aligned with capital planning and operational capacity
- Identification of offices/departments responsible for implementation

Methods for achieving program access may include physical alterations, reassignment of services, relocation of programs, or other operational solutions. A preferred path of travel framework will guide the prioritization of physical accessibility improvements, focusing on routes, facilities, and spaces serving core academic, administrative, residential, transportation, and public-facing functions.

4.2.3 Integration with Capital Planning and Construction

UVM will continue to integrate accessibility requirements into:

- New construction and major renovations
- Facilities renewal and deferred maintenance planning
- Construction phasing and temporary access planning to minimize disruptions to accessible routes
- Facilities Standards

4.2.4 Ongoing Monitoring and Public Communication

The university will continue refining mechanisms to:

- Track the status of physical accessibility improvements
- Measure time to resolution for reported barriers
- Communicate progress, completed projects, and known access limitations to the campus community through regular reporting and online updates

4.2.5 Establish a centralized Maximum Extent Feasible (MEF) documentation process.

Under the ADA Standards for Accessible Design (2010), when alterations to facilities affect usability, the altered elements must be made fully accessible unless it is technically infeasible to do so. In such cases, accessibility must be provided to the maximum extent feasible, and the basis for technical infeasibility must be documented.

The university will develop and adopt a standard MEF documentation process and template for use in all projects involving new construction or alterations where full compliance cannot be achieved. MEF documentation will be maintained in a centralized location and linked to the ADA Transition Plan. Barriers subject to an MEF determination will remain documented, with applicable alternative access measures, remaining limitations, and any future remediation opportunities identified.

4.3 PLAN SCHEDULE

This schedule documents the University of Vermont's planned approach for assessing, prioritizing, and remediating physical accessibility barriers across campus facilities and exterior environments. The schedule reflects a phased implementation strategy consistent with ADA Title II requirements, institutional capacity, and capital planning cycles. Program access will be maintained in the interim through operational solutions (e.g., relocation of services, alternative accessible routes, or other accommodations) where structural barrier removal is scheduled for later capital cycles.

4.3.1 Schedule Overview

The university will implement physical accessibility improvements using a three-phase approach:

- PHASE 1 – FRAMEWORK DEVELOPMENT
  Establish standardized assessment tools, prioritization criteria, and documentation processes.
- PHASE 2 – SYSTEMATIC ASSESSMENT
  Conduct structured assessments of facilities and exterior infrastructure.
- PHASE 3 – BARRIER REMOVAL AND CAPITAL INTEGRATION
  Prioritize and implement remediation projects based on risk, program access, and available funding.

4.3.2 Physical Infrastructure Transition Schedules

4.3.2.1 Campus Buildings (Interior Public Program Areas & Entrances)

Phase	Years	Actions	Responsible Offices
Phase 1	2027	Develop standardized building accessibility assessment checklist aligned with ADA Standards; establish prioritization criteria based on program access	OAS; Facilities Management
Phase 2	2028–2030	Conduct systematic assessments of academic, administrative, residential, and public-facing buildings	OAS; Facilities Management
Phase 3	2030–2040	Prioritize and implement barrier removal projects through capital renewal, renovations, and deferred maintenance planning	Facilities Management; Capital Planning

Examples of elements assessed: building entrances, interior routes, restrooms, assembly spaces, elevators, stairs, door hardware, signage, service counters, drinking fountains and bottle fillers, protruding objects, and emergency egress.

4.3.2.2 Accessible Parking and Passenger Loading Zones

Phase	Years	Actions	Responsible Offices

Phase 1	2027	Develop parking and loading zone assessment checklist; define prioritization based on proximity to accessible entrances	OAS; Transportation & Parking
Phase 2	2027–2029	Assess ADA parking spaces and passenger loading zones across campus	Transportation & Parking; Facilities
Phase 3	2029–2035	Reconfigure, add, or upgrade accessible parking and loading zones as needed	Transportation & Parking; Facilities

Examples of elements assessed: quantity, location, dimensions, EV parking, signage, access aisles, slopes, curb ramps, and connection to accessible routes and building entrances.

4.3.2.3 Accessible Paths of Travel (Exterior Routes)

Phase	Years	Actions	Responsible Offices
Phase 1	2027	Develop exterior route and pathway assessment standards; establish preferred path of travel framework to guide the prioritization methodology	OAS; Facilities Management
Phase 2	2027–2030	Assess primary travel routes, curb ramps, crosswalks, and site circulation	Facilities Management
Phase 3	2030–2040	Implement remediation through phased pathway, curb ramp, and site improvement projects	Facilities Management; Capital Planning

Examples of elements assessed: crosswalks, slopes, surface conditions, curb ramps, cross slopes, ramp landings, handrails, detectable warnings, obstructions, and directional signage to accessible routes.

4.3.2.4 Transit Stops and Transportation Infrastructure

Phase	Years	Actions	Responsible Offices
Phase 1	2026	Finalize assessment criteria for bus stops and transit amenities	OAS; Transportation & Parking
Phase 2	2026–2027	Assess campus bus stops and shelters for accessibility	Transportation & Parking

Phase 3	2027–2035	Create bus stop standards, upgrade bus stops, shelters, seating, and boarding areas	Transportation & Parking; Facilities

Examples of elements assessed: boarding areas, shelters, benches, route connectivity, and accessible paths to stops.

4.3.2.5 Interior Support Spaces (Non-Public Program Areas)

Phase	Years	Actions	Responsible Offices
Phase 1	2027	Develop assessment criteria for staff and support spaces	OAS; Facilities Management
Phase 2	2027–2030	Assess staff and support areas	OAS; Facilities Management
Phase 3	2030–2040	Implement improvements through targeted renovations and space reconfiguration	Facilities Management

Examples of elements assessed: door clearances, fixtures, maneuvering space, signage, routes.

4.3.2.6 Temporary Barriers and Construction Impacts

Phase	Years	Actions	Responsible Offices
Phase 1	2027	Formalize standards and notification protocols for accessible temporary routes and detours. Develop staff training for developing temporary routes and detours, as well as notification protocols	Facilities Management; OAS
Phase 2	2027–Ongoing	Monitor construction projects for compliance with temporary access requirements	Facilities Management; OAS
Phase 3	Ongoing	Implement corrective actions as needed during construction	Facilities Management

The schedules above establish long-term assessment and capital improvement planning horizons. They do not delay the University's obligation to address known barriers affecting current program access. Barriers presenting immediate access or

safety concerns will be evaluated and addressed through appropriate interim measures or prioritized remediation, independent of the broader capital improvement schedule.

4.3.3 Prioritization Criteria

Across all categories, remediation priorities will be informed by:

- Impact on program access
- Frequency of use by the campus community and the public
- Health and safety considerations
- Feedback from individuals with disabilities
- Feasibility and coordination with capital projects

Prioritization is also informed by centralized data sources such as ADA barrier reports, accommodation trends, program access impact, and stakeholder feedback coordinated through the Office of Accessibility Services.

4.3.4 Schedule Review and Updates

Beginning in 2027, UVM will develop an annual implementation work plan identifying specific assessment and remediation activities anticipated for that year, including responsible offices/departments, methods for achieving program access, and projected timelines. This schedule will be reviewed periodically and updated as assessments and remediation activities are completed, subject to funding availability, and as campus conditions evolve. Progress will be tracked through centralized reporting mechanisms and reflected in annual accessibility updates.

4.4 COMMITMENT TO CONTINUOUS IMPROVEMENT

UVM recognizes that physical accessibility is an ongoing obligation under ADA Title II and that campus conditions evolve over time. Through centralized governance, structured assessment, active engagement with individuals with disabilities, and integration with facilities planning, the university is committed to continuously identifying and removing physical barriers to ensure equal access to programs, services, and activities in accordance with applicable law.

5 STAKEHOLDER ENGAGEMENT

5.1 ENGAGEMENT METHODS

ADA regulations require public entities to give interested individuals— including people with disabilities and organizations that represent them—opportunities to comment on the transition plan (28 CFR 35.105(b); 28 CFR 35.150(d)(1)). The university will engage the campus community to solicit comments on the Transition Plan, gather input to

inform prioritization of the work plan moving forward, and establish a stakeholder group that will remain engaged over time. This group will meet annually to review progress, provide feedback, and help guide future priorities.

5.2 STAKEHOLDER GROUPS

The following groups will be engaged to provide feedback on the ADA Transition Plan. Representatives from these groups will be invited to join a stakeholder group that meets annually to review progress and guide future priorities.

- **UVM Accessibility Department Liaisons** – The Office of Accessibility Services (OAS) has formed an advisory group of representatives from UVM departments who lead accessibility efforts in their departments and provide OAS with feedback on accessibility work.
- **Faculty Accessibility Fellows Program** - The Faculty Accessibility Fellows Program is for faculty who wish to become champions of accessibility in their departments and units. Fellows would provide leadership, advocacy, and guidance to campus leadership around accessibility as it pertains to courses and faculty concerns. OAS is currently seeking campus partners to launch this program.
- **Disabled Student Union (DSU)** - A student-run organization focused on advocacy, community, and support for disabled, chronically ill, and neurodivergent students at UVM.
- **Transportation & Parking Services Accessibility Forum** – Staff from Transportation & Parking Services meet with students multiple times a year to discuss accessibility issues as it relates to issues such as bus shuttle services and accessible parking.
- **UVM Center on Disability & Community Inclusion (CDCI)** - A university center that conducts research, training, and community-based projects related to disability and inclusion and provides resources on accessibility.
- **UVM Campus Plan Accessibility, Safety, Our Common Ground Advisory Group** – Comprised of staff, faculty, and students and serves in an advisory capacity to review projects that may result in significant changes to campus. The group evaluates proposals that could affect campus accessibility, safety, the overall aesthetic character of the University, or established campus standards.

In addition to engaging these stakeholder groups, listening sessions will be held for the larger campus community to provide feedback on the Transition Plan. The invitation for the listening sessions would be advertised to the entire campus community, and specifically to the mailing list that OAS maintains for sending email alerts about elevator outages and related accessibility notices on campus.

5.3 PROJECT WEBSITE

The Office of Accessibility Services serves as the central hub for accessibility support, accommodations, policies, and educational resources for the campus community. Their website provides information and tools for students, employees, faculty, departments, and visitors to access and understand the range of accessibility resources offered across the university:

https://www.uvm.edu/accessibility-services

The site acts as both a service portal (for requesting and managing accommodations) and an educational resource to promote accessibility and inclusion at UVM in compliance with ADA and related policies, helping to ensure equitable access and participation for all members of the university community.

A webpage will be established specifically for the ADA Transition Plan, including a link to the current plan and any future updates to the plan.

6 APPENDIX

DETAILED SUMMARY OF PAST, CURRENT, AND FUTURE ACCESSIBILITY EFFORTS

Timeframe	Category	Initiative / Effort	Description	Status / Outcomes
Past / Completed	Governance & Structure	Establishment of Office of Accessibility Services (OAS)	Centralized accessibility oversight under the Vice Provost for Academic Affairs and Student Success, consolidating student, employee, digital, and ADA compliance functions	Completed January 2025; improved coordination, authority, and consistency
Past / Completed	Governance & Structure	ADA Executive Team	Executive-level team created to coordinate ADA compliance and accessibility strategy across divisions	Established February 2025; meets quarterly
Past / Completed	Governance & Structure	Accessibility Department Liaisons	Designated campus representatives responsible for collaborating on accessibility initiatives and reporting progress	Initiated March 2025; active
Past / Completed	Compliance	Coordination & Oversight	Clarified authority, roles, and decision-making structures for ADA compliance	Implemented and in place
Past / Completed	Compliance	Documentation & Reporting	Improved tracking systems	Improvements completed;

Timeframe	Category	Initiative / Effort	Description	Status / Outcomes
			and reporting mechanisms	ongoing monitoring
Past / Completed	Compliance	Proactive Monitoring	Expanded proactive accessibility monitoring	Established; refinement ongoing
Past / Completed	Reporting Systems	ADA Barrier Reporting System	Campus-wide online form for reporting physical accessibility barriers	Live and operational; 12 of 13 reports resolved
Past / Completed	Reporting Systems	Elevator & Construction Email Alerts	Opt-in email notifications for elevator outages and construction impacts	Implemented and sustained
Past / Completed	Transportation & Parking	Accessibility Forum	Quarterly forum with Transportation & Parking Services and OAS	Resulted in bus stop benches, driver training, ADA parking assessment; active
Past / Completed	Hiring & Employment	Modified Post-offer Pre-employment (POPE) Testing	Updated POPE testing to allow reasonable modifications and accommodations	Implemented; ongoing use
Current / Ongoing	Digital Accessibility	Campus Accessibility Hub	Centralized online hub for policies, resources, training, and remediation	In progress; content expansion ongoing
Current / Ongoing	Physical Accessibility	Accessibility Assessments - Priorities	Development of a building list to assess and prioritize academic, administrative, residential, and public-facing buildings	In progress

Timeframe	Category	Initiative / Effort	Description	Status / Outcomes
Current / Ongoing	Physical Accessibility	Accessibility Assessments - Guidelines	Development of guidelines for physical accessibility assessments across campus	In progress
Current / Ongoing	Physical Accessibility	City of Burlington Main Street Multimodal Study	Transportation study to identify improvements along the Main Street corridor, focusing on a continuous, safe, and accessible route for people walking, biking, rolling, and taking transit.	In progress
Current / Ongoing	Physical Accessibility	Parking & Transit Accessibility	Mapping accessible parking to entrances; evaluating bus stop locations	Ongoing
Current / Ongoing	Policy Development	Web & Digital Accessibility UOP	University Operating Procedure defining responsibilities and accountability	Under legal review
Current / Ongoing	Communication	Accessibility Newsletter	Bi-monthly campus newsletter on accessibility initiatives and resources	Preparing for launch
Current / Ongoing	Communication	Metrics & Reporting Improvements	Development of KPIs such as barrier resolution time and project tracking.	In progress

Timeframe	Category	Initiative / Effort	Description	Status / Outcomes
Current / Ongoing	Education & Training	Campus Outreach & Tabling	Engagement with students, faculty, and staff at fairs and orientations	Ongoing
Current / Ongoing	Student Engagement	Disability Student Union Partnership	Collaboration on feedback, education, and accessibility initiatives	Active
Future / Planned	Strategic Planning	Five-Year Accessibility Strategic Plan	Comprehensive plan addressing physical, digital, policy, and cultural accessibility	Draft complete; implementation ongoing
Future / Planned	Policy & Compliance	Enforcement & Accountability Framework	Mechanisms tied to federal deadlines and remediation tracking	Planned
Future / Planned	Training & Culture	Expanded Faculty & Staff Training	Increased and potentially mandatory accessibility training	Planned
Future / Planned	Physical Accessibility	Preferred Path of Travel	Framework and map to support the prioritization of physical accessibility improvements across campus	Planned
Future / Planned	Data & Assessment	Accessibility Dashboards	Public-facing metrics on compliance, barriers, and service utilization	Planned
Future / Planned	Emergency Planning	Accessible Emergency Preparedness	Accessible emergency communications, drills, and public guidance	Planned

Timeframe	Category	Initiative / Effort	Description	Status / Outcomes
Future / Planned	Funding & Sustainability	Sustainable Funding Models	Long-term funding strategies and grant development	Planned
Future / Planned	Community Engagement	Student & Community Partnerships	Deeper collaboration with student organizations and external partners	Planned
Future / Planned	Transparency	Annual Accessibility Reports	Public reporting of progress, metrics, and priorities	Planned