Self-Advocacy 101: Speaking Up and Seeking Support as a Student with a Disability

NAAW workshop May 14

Quick Reference Guide: Who to Contact and When

Situation	Contact or Office	Link
I need academic accommodation (whether I have a diagnosis or not)	Accessible Learning Services	ALS Main Page
I want to learn how to register for accommodations	ALS – How to Access Services	How to Register with ALS
I'm struggling with my mental health or emotional well-being	Counselling & Student Well-being Services	Counselling Services
I need support during co-op or placement ***(Must register with ALS first)***	Work Integrated Learning (WIL)	Work Integrated Learning
I want to better understand my legal rights and college responsibilities	GBC Accessibility & Human Rights Policies	GBC Accessibility Policy HRDH Policy AODA Policy
I need help understanding college processes or want someone to advocate with/for me	Student Association – Advocacy Services	Student Association Services
I want to dispute a grade or feel an academic decision was unfair	Academic Appeals + Student Association	Academic Appeals Policy
I want to connect with other students or get peer support	PeerConnect Program	PeerConnect
I need help advocating for my neurodivergent learning needs (e.g., ADHD, Autism)	ALS + Self-Advocacy Tools (NEADS)	ALS NEADS Disclosure Guide
I need support with a physical, sensory, or chronic health condition	ALS + Legal Framework (OHRC/AODA)	ALS Policy on Accessible Education
I'm unsure whether or how to disclose a disability	NEADS Disclosure Guide + ALS	Disclosure Guide – NEADS ALS
I want to build my advocacy confidence and support others	PeerConnect + Jack.org + NEADS Tools	PeerConnect Jack.org NEADS Tools
I need test accommodations (due to temporary injury or disability)	Accessible Learning Services	ALS Main Page
I'm looking for support for workplace advocacy and career exploration	Career Services	Career Services Website

This list of resources is divided into **Internal (GBC-specific)** and **External (Ontario-wide)** categories, with a short description of each link or service to make it easy for students to understand and use.

INTERNAL RESOURCES (George Brown College)

1. **Accessible Learning Services (ALS)**
   Supports students with disabilities through academic accommodations and learning strategies.
   🔗 Accessible Learning Services Main Page
   📧 alsregister@georgebrown.ca
   🔗 How to Access our Services: Step-by-step process to register with ALS and begin receiving supports.

🔗 Accommodate Now

2. **Accessible Learning Policy – George Brown College**
   Outlines the college's responsibilities and commitment to accessible education.
   🔗 GBC Accessible Learning Policy *(confirm most recent version)*

3. **Human Rights, Discrimination and Harassment Policy**
   Supports inclusive and respectful learning environments.
   🔗 HRDH Policy – GBC *(confirm correct policy here)*

4. **AODA Accessibility Policy – George Brown College**
   Provides guidance on complying with accessibility standards under AODA.
   🔗 AODA Accessibility Policy

5. **Office of Anti-Racism, Equity and Human Rights Services (OAREHRS)**
   Promotes fairness, equity, and inclusion at GBC by managing human rights complaints, offering guidance on equity-related issues, and supporting policy compliance. All services are confidential.

📧 General Inquiries: diversity@georgebrown.ca
📧 Accessibility Feedback: AODA@georgebrown.ca
🔗 2025 Diversity Calendar

6. **Academic Appeals Process**
   Outline of steps students can take if accommodation is not granted or if they face unfair academic treatment. When self-advocacy does not work.
   🔗 Academic Appeals

7. **Counselling & Student Well-being Services**
   Supports students dealing with mental health, stress, anxiety, and other personal challenges — helpful for students navigating self-advocacy around invisible disabilities.
   🔗 Counselling Services

8. **Student Association of George Brown College – Advocacy & Support Services**
   Helps students understand their rights and provide advocacy in areas like academic appeals, accommodations, and harassment issues.
   🔗 Advocacy Services

9. **George Brown Career Services**
   Supports students with career exploration, on- and off-campus job preparation, professionalism coaching, and tailored interview support—often in collaboration with faculty and ahead of co-op or placement terms

🔗 Career Services Website

10. **Student Life and Peer Connect Program**
    Offers student leadership, mentorship, and opportunities to build peer networks
    🔗 Peer Connect Program

11. **Peer Mentor Plus**
    Can help students navigate 'being a student' as well as how to use St-View and get assistance with OSAP.

🔗 Peer Mentoring

12. **Work Integrated Learning (WIL)**
    Support for students participating in co-ops, placements, and internships.
    🔗 Work Integrated Learning

13. **George Brown College Student Service Calendar**
    Details all student service offerings, deadlines, and available workshops/events.
    🔗 Student Life Calendar

EXTERNAL RESOURCES (Ontario-wide)

(Note: GBC does not endorse the external organizations whose resources we are sharing, and if you have questions regarding these resources, please contact the organization directly.)

1. **Ontario Human Rights Commission – Policy on Accessible Education**
   A must-know policy that explains the rights of students with disabilities in post-secondary education.
   🔗 Policy on Accessible Education for Students with Disabilities

2. **Ontario Human Rights Code**
   Prohibits discrimination and protects the rights of individuals with disabilities.
   🔗 Human Rights Code, R.S.O. 1990, c. H.19

3. **Accessibility for Ontarians with Disabilities Act (AODA)**
   The legal foundation for accessibility in Ontario, including education and employment.
   🔗 AODA Full Legislation (2005)

4. **AODA Customer Service Standard**
   Focused on accessible service delivery – useful for workplace and public service interactions.
   🔗 Customer Service Standard – AODA

5. **Integrated Accessibility Standards Regulation (IASR)**
   Covers employment, transportation, information, and communication standards.
   🔗 O. Reg. 191/11
6. **Disclosure Guide – NEADS (National Educational Association of Disabled Students)**
   A great student-focused guide on *why, when, and how* to disclose a disability in post-secondary.
   🔗 Disclosure Process

7. **Disclosure and Accommodation Tip Sheet – NEADS**
   A tip sheet & timing guide help students prepare for disclosure .
   🔗 Tip Sheet & Timing Guide

8. **Jack.org (Mental Health Advocacy for Young People)**
   Focus on peer-led conversations, stigma reduction, and mental health education.
   🔗 Jack Website

9. **Arch Disability Law Centre**
   A specialty legal clinic in Ontario that focuses exclusively on disability rights law, working to protect and promote the equality, freedoms, entitlements, and full inclusion of people with disabilities.
   🔗 Arch Disability Services

10. **JDAPT**

A self-directed tool students can use to explore strategies and more confidently advocate for themselves in job search and WIL terms.

- JDAPT Tool Link