Developing Your Disability Access Plan

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Activating Change

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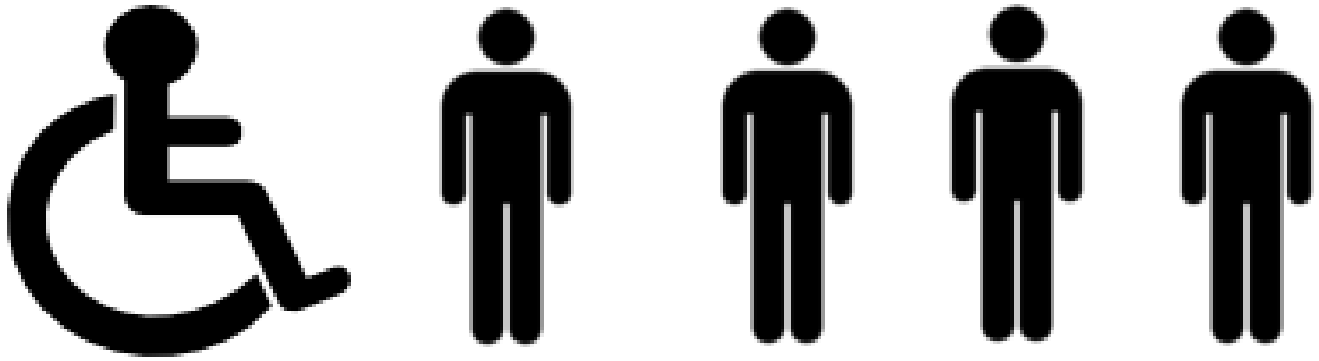
Learning Objectives

- Participants will be able to develop a Disability Access Plan that:
  - Accounts for the physical and communication environments
  - Sets priorities based on ease, resources, and legal requirements
  - Identifies both short and long term goals

Key Considerations

Disability is ordinary.

→ **1 in 5** people living in the United States have at least one disability.



Source: U.S. Census

Disability is a broad category.

- → Chronic health conditions
- → Cognitive
- → Developmental
- → Physical
- → Psychiatric
- → Sensory

People with Disabilities Experience High Rates of Violence

- Women who have experienced intimate partner violence are more than twice as likely to also report a disability.
- 14% of men with disabilities reported experiencing sexual violence at some point in their lifetime compared to 4% of men without disabilities.
- 49% of people with developmental disabilities were assaulted 10 or more times.
- 20% of Deaf adults have experienced physical abuse by an intimate partner. 15% have experienced forced sex in an intimate partner relationship.

Barriers Within Victim Services

- Barriers exist in domestic and sexual violence programs, health care settings, the criminal justice system, and other areas for these survivors.
  - Physical barriers
  - Communication barriers
  - Attitudinal barriers
- Service providers may lack knowledge of disability in general
- Policies in place may prevent survivors with disabilities from using the services

Removing Barriers

- Conducting annual access reviews allows you to identify barriers within your agency
- Barriers exist in four environments:
  - Physical Environment
  - Communication Environment
  - Policy Environment
  - Attitudinal Environment

Disability Access Plans

What is a Disability Access Plan

A disability access plan:

- → Iidentifies solutions for the barriers documented during the disability access review process;
- → Provides an opportunity for agencies to highlight actions that support or increase the accessibility of their services;
- → Documents any funding needed for implementation, identifies key individuals needed for implementation, and estimates the time required for implementation;
- → Is a living document that should be updated annually.

Developing Your Plan

- When you conduct your access review, you will document:
  - Strengths of each area assessed
  - Barriers identified in each area
  - Recommended improvements for each area

Outside Entrance



Strengths Example

Area Assessed: Outside main entrance of building	Part 1

Strengths Identified:

Office is on an accessible bus route. Sidewalks have curb cuts.

For each finding, indicate an Accessibility Level:

Accessibility Level: Low. To meet this standard, the environment must comply with the ADA, but there is still much room for continued improvement.

Accessibility Level: Medium. To meet this standard, the environment must exceed compliance with the ADA yet still have some room for improvement.

Accessibility Level: High. To meet this standard, environments must be useable by the broadest range of people with a wide variety of disabilities.

Strengths

Physical Environment

Areas Assessed: Front Entrance

Findings	Accessibility Level (Low, Medium or High)
Office is on an accessible bus route.	High
Sidewalks have curb cuts.	High

Barriers Example

Existing Barrier(s):

There are four large, concrete steps leading up to the entrance, with no ramp available for those with mobility challenges. This makes the entrance inaccessible to wheelchair users and service users with disabilities. While there is a handrail that starts at the top of the steps, it ends before the last stair, which is non-compliant with ADA regulations and makes it difficult for those who need to use the handrail to step up or down the stairs. The lack of a ramp and compliant handrail keeps people with mobility disabilities from safely accessing the space, and may lead to them not using services at all.

Barriers Example (2)

Existing Barrier(s):

The area in front of the door is not large enough to fit a wheelchair and the door swings outwardly. There is also no automatic opener for the front door. All the above make it impossible for a wheelchair user or someone with a service animal to safely and easily access the building, and the risk for accidents and falling is great.

There is no outside lighting installed to brighten the entrance or maintain safety in the case of nighttime or poor visibility outside, and no outside cameras that allow staff to see who is at the door. If someone feels unsafe to come or go, they will not engage in services. A lack of these safety measures may lead to an emergency or crisis that puts clients at risk.

There is no signage to remind passersby not to sit on the stairs, making them inaccessible and difficult to use. There is also, no signage to welcome service users to the space or give instructions on how to enter, which can discourage people from coming.

Assign Priority

- Priority Level Critical: The lack of accessibility poses a risk to health and safety for clients/survivors/participants with disabilities.
- Priority Level High: The lack of accessibility makes it very difficult for people with disabilities to actually participate in services.
- Priority Level Medium: The lack of accessibility creates a barrier to the full participation of clients with disabilities as compared to clients without disabilities.
- Priority Level Low: The barrier does not significantly hinder participation by clients with disabilities but should be addressed.

Barriers

Physical Environment

Areas Assessed: Front Entrance

Findings	**Priority Level (Critical, High, Medium, Low)**
1. No ramp to entrance	Critical
2. Handrail ends before bottom step	High
3 . Landing area too small	High
4. Front door opens manually	Critical
5. No video cameras	High

Suggested Improvements Example

Suggested Improvement(s):

Either add an accessible ramp to the main entrance or install a wheelchair lift. In the short term, identify an alternative location to meet survivors with disabilities that is accessible.

Replace handrail with an ADA compliant handrail.

Install an automatic door opener to the front entrance. In the short term, develop protocol for staff to meet survivors with mobility disabilities at either an accessible location OR at the front entrance where staff can assist with opening the door.

Install outdoor lighting at the front entrance.

Improvement Plan

SHORT TERM GOALS:

In the short term, we are going to prioritize signage to welcome and direct service users to this space. We will adjust the handrail so that it ends where it should, and we will install cameras and outside lighting.

For each short-term goal, indicate an Output Level.
Identifying an output level will aid agencies in identifying and categorizing the measures and efforts required to achieve the goal.

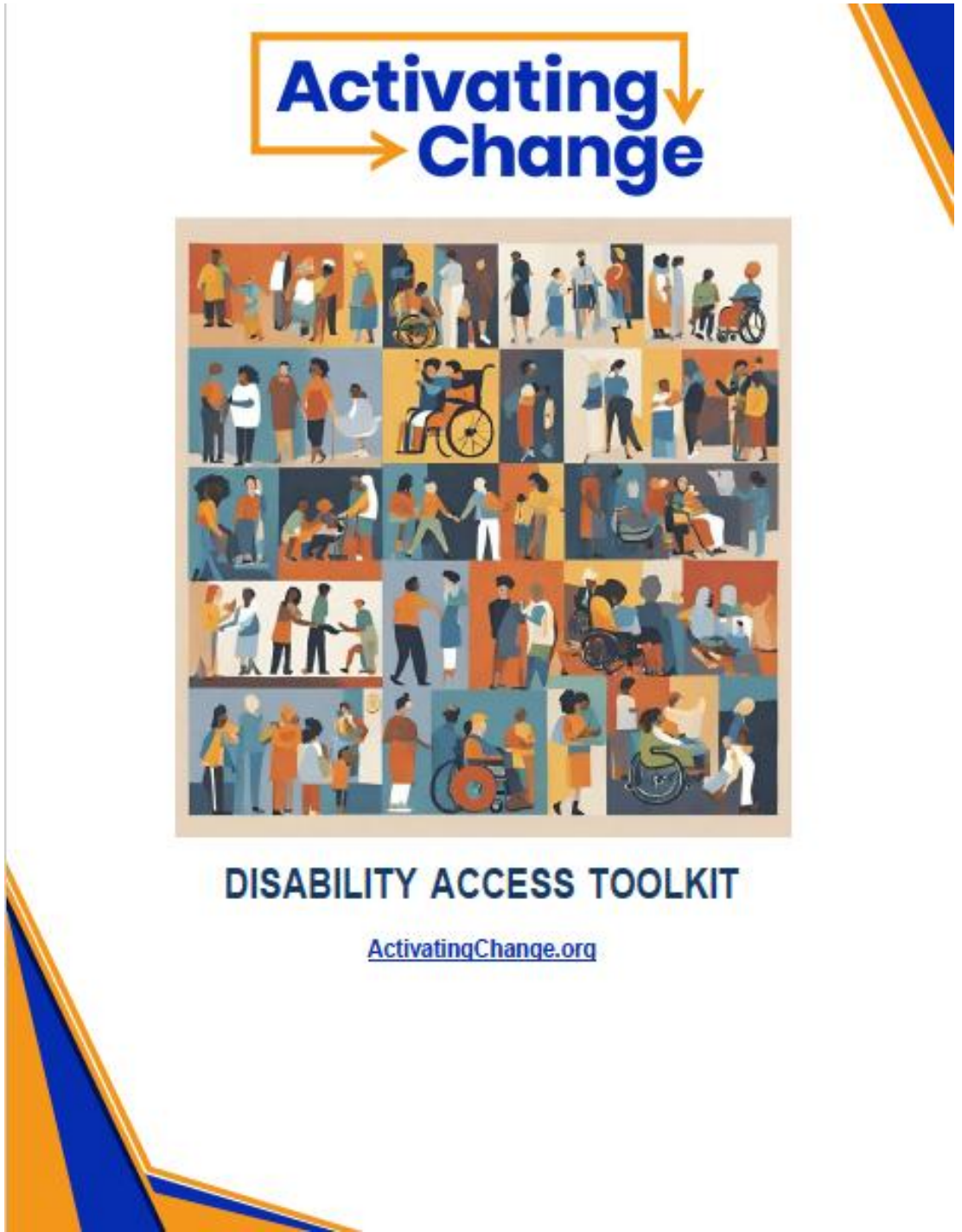
1: This option is easily achievable with low to no cost.
2: This option can be achieved with resources that the agency already has.
3: This option can be achieved but will require fundraising.
4: This option would require significant fundraising and external approvals.

Improvement Plan (2)

- Indicate the impact of each recommended change:
- **Low: To meet this standard, the proposed changes will help the agency comply with the ADA, but there is still much room for continued improvement.**
- **Medium:** To meet this standard, the proposed changes will help the agency exceed compliance with the ADA, yet there is still some room for improvement.
- **High:** To meet this standard, the proposed changes will help the agency be useable by the broadest range of people with a wide variety of disabilities.

	Output Level	Impact	Cost
1. Create and post signage on steps and door.	1	Low	N/A
2. Purchase and install an ADA approved handrail Sample Handrail Quote for installation attached	2	Low	$150 + installation
3. Purchase and install outdoor lighting . ‘ Sample Lighting Package Quote for installation attached	2	Medium	$39.98 (x2) + batteries and installation
4. Purchase and install automatic door opener Sample Door Opener Quote for installation attached	4	Medium	$1190 + installation

Available Resources



Questions