

STATEMENT OF POLICY REGARDING ACCESSIBILITY AND EMPOWERMENT OF PERSONS WITH DISABILITIES

POLICY:

ADEC, Inc believes in the person-center philosophy and thereby promotes accessibility and the removal of barriers for the individuals and families we serve. ADEC, through the efforts and results of the Program / Service Leadership Team, works to promote accessibility, identify barriers, identify actions that may eliminate or reduce barriers – all with goal to enhance the quality of life for those served in our programs and services so they have choice and possibility.

ADEC works diligently to maintain a working knowledge of what should be done to promote accessibility and remove barriers. ADEC addresses accessibility issues to:

- Enhance the quality of life for those served in their programs and services;
- Implement nondiscriminatory employment practices;
- Meet legal and regulatory requirements;
- Meet the expectations of stakeholders in accessibility; and
- Be genuine in our intent to have person-center approaches and actions.

ADEC has an ongoing process for identification of barriers in the following areas, based on best practices and standards set forth in CARF, Section 1.L. Accessibility: Architecture, Environment, Attitudes, Finances, Employment, Communication, Technology, Transportation, and Community Integration.

In addition, ADEC has incorporated the Principles of Services into the Accessibility approach.

Responsible: President / CEO

Latest Review: 8/7/2024

Approved:

Purpose: Person-Centered Philosophy

ADEC is committed to the removal of attitudinal, architectural, employment, transportation, communication, language, environmental, financial, technological, programmatic, community integration and other barriers to people with disabilities. The Program/Service Leadership Team annually refreshes, identifies, and implements an Accessibility Plan which addresses the needs of individuals served, staff and other stakeholders in a person-centered philosophy approach. The outcome is the Accessibility Plan that is submitted to the Quality Assurance Committee.

ADEC believes all people have something to contribute and should be valued and respected. The Board of Directors helps support and encourages the creation of environments, during service delivery, meetings, special events, etc. that are welcoming and comfortable for all people.

ADEC expects that staff members and representatives of the agency be accessible to the persons served, which means being available to provide information and answer questions, being available to listen to concerns or suggestions and being available to make referrals to other agencies or persons as necessary. ADEC is committed to evaluating and carefully considering the merits of requests from individuals served, staff or other stakeholders for reasonable accommodation(s) to determine whether any remedial actions are appropriate.

ADEC is committed to advocating on behalf of persons with disabilities in the community in which services are provided. ADEC staff - #teamADEC, self-advocates, and others are encouraged to be involved in promoting accessibility through presentations, press releases, special events, newsletters, public meetings, forums, public service announcements, etc. ADEC will be recognized as the leading resource for providing educational materials related to accessibility and other disability-related issues.

ADEC shall assure that all facilities owned by, or utilized by the organization, shall be architecturally accessible for persons with disabilities. When not accessible, plans shall be implemented as financially feasible. This would also include all facilities and locations for special events, meetings, etc. All resources, services and programs through the organization shall be accessible to persons regardless of disability, with the organization making accommodations appropriate and possible for everyone. This would include all written, oral, and aural communications.

ADEC shall help facilitate or provide equivalent transportation services and purchase accessible vehicles when possible and financially feasible, when working to ensure those seeking services through the organization's programs can receive those services. When transportation is not

available for a person served, staff will seek out the most reasonable accommodation possible. This may mean staff providing services at the person's home or an alternate site, if possible and financially feasible. In developing transportation supports for persons with disabilities, the organization shall be a leader in the communities in which it provides services.

ADEC shall permit service animals and personal attendants to accompany individuals with disabilities in vehicles and facilities. ADEC shall also allow passengers to travel with a respirator or portable oxygen supply, consistent with the applicable Department of Transportation rules on the transportation of hazardous materials (49CFR subtitle B, Chapter 1 Subchapter C). ADEC shall recruit individuals with disabilities as well as their family members to serve on the organization's Board of Directors, its committees, and with its staff and volunteers.

In addition, on an ongoing basis, persons utilizing resources of the organization through its services and programs, their family members, and other advocates and representatives of ADEC's constituent groups throughout the area that ADEC services are provided shall be involved in important activities such as evaluating organizational effectiveness and planning for the future. The organization shall also encourage regular and effective communication among all persons involved in the leadership of the organization, in service provision, and in other joining community activities.

Role of Accessibility in Principles of Service



The Principles of Services are guidelines for what we do, how we deliver supports and services, and the values and principles we hold important. It guides us in addressing accessibility in achieving our mission of advocating and providing informed choice and possibility.

- ♥ Self Determination is Essential
- ♥ Learning creates Empowerment
- ♥ All people have contributions to make
- ♥ Positive Supports provide the Best long-term results
- ♥ Home life must be Self-directed
- ♥ Employment is a fundamental part of Adult Life
- ♥ Social life and relationships help create quality of life

Definitions:

Architecture

Architecture and/or physical barriers include steps preventing access for an individual who uses a wheelchair, narrow doorways, inaccessible bathrooms, absence of light alarms for a hearing-impaired individual, absence of signs in Braille for individuals who are blind, etc.

Environment

Environmental barriers can be any location or characteristic of the setting that compromises, hinders, or impedes service delivery. Examples can include: a service site in a neighborhood where individuals and/or staff do not feel safe, noise levels inside a service delivery site, lack of furnishings, lighting, odors, etc.

Attitudes

Attitudinal barriers can include terminology and language the organization uses in its literature, how individuals are viewed and treated by the organization, their families, and the community, whether or not input of individuals is solicited and used, whether or not eligibility criteria of the organization create barriers for individuals with specific types of disabilities.

Finances

Financial barriers include insufficient funding for services/supports.

Employment

Employment barriers can include lack of flexibility in the workplace for individuals for part-time job sharing, etc.

Communication

Communication barriers include the absence of materials in a language or format that is understood by the individual.

Technology

Technology barriers could include Adaptive/Assistive Technology for individuals.

Transportation

Transportation barriers include persons being unable to reach service locations of being unable to participate in the full range of services/supports and activities offered.

Community Integration

Barriers to community integration include any barrier that would keep the individual from returning to full participation in their community of their choice, i.e., participating in community or volunteer activities is limited due to lack of accessibility.

The Statement of Mission of ADEC, as well as its official plans and policies, shall reflect its commitment to accessibility for all persons as well as involvement in leadership with the organization, and within the community, of persons with disabilities and others receiving services of the organization.