

## **COMMUNITY LIVING SOUTH HURON**

### **MULTI-YEAR ACCESSIBILITY PLAN**

During the last three years, the Agency has addressed all the physical barriers on its sites that have been brought to the Admin Team's attention. Automatic doors have been installed; carpeting has been removed; sidewalks have been repaired; bathrooms have been renovated. Some non-physical 'barriers' are being researched now, and more will appear, no doubt, when the survey has been completed in early 2015.

To re-state the core of the original Plan, itself, the Agency recognises that the primary principles of accessibility are independence, dignity, integration and equality. To that end, everyone who uses any of the Agency's facilities is invited to bring to the Agency's attention, through any of its managers or the Joint Health and Safety Committee specific barriers that impede or limit the access of anyone to the Agency's sites and services. Several types of those barriers are listed in Policy 31.

Community Living South Huron supports almost one hundred men and women who have developmental disabilities. That support takes them into the communities in which they live, work and play and where they learn what is involved in becoming contributing members to society. At the same time, staff members promote inclusion, where possible, and acceptance everywhere people meet, understanding that although the physical barriers may be easy to strike down, the attitudinal and prejudice are sometimes monumental.

The people supported by Community Living have devised a Statement of Rights that delineate the expectations they have of each other, the staff and society. If those rights are denied, barriers have been erected that must be removed. The Agency is committed to doing its part by

- a) distributing an accessibility survey annually through an Accessibility Committee and the Joint Health and Safety committee,
- b) encouraging staff and people supported by the Agency to report any barriers to the Admin Team for resolution,
- c) offering training and educational experiences in a variety of forms to improve competence with new and existing technology,
- d) up-dating its web-site and inviting others to list barriers, real or potential, and suggesting solutions,
- e) ensuring that all new staff are fully trained in what genuine full accessibility means,
- f) inspecting and reviewing the appropriateness of all lifts and assistive devices,
- g) devising a means of informing others of any temporary interruption of service,
- h) encouraging the Board, the Admin Team, staff and the public to create opportunities for sharing resources and experiences with each other.