



ACCESSIBILITY PLAN

Purpose:

The purpose of the Accessibility Plan is to identify and address accessibility issues within the home in order to identify and remove barriers that limit and restrict the ability of individuals that we support. The plan will identify the following:

- Existing barriers
- Barriers which the Home is able to address and correct
- Barriers identified but which the Home is unable to address at this current time

Legislation, introduced in 2005, focused on organizations and businesses identifying barriers and to work at removing barriers to make it easier for people with disabilities to participate in their workplaces and communities.

There are five accessibility standards in place under the AODA to support the creation of an accessible province by 2025:

- Customer Service
- Employment
- Information and Communications
- Transportation
- Design of Public Spaces

Kensington Village recognizes that we serve:

- Personnel
- Public
- Service Providers
- Families, Volunteers, Contractors
- Others

Types of Barriers:

Architectural –any physical factor that makes accessibility difficult for an individuals. Examples include: narrow doorways and hallways, stairwells, washrooms that are not physically accessible, arrangement of furniture which may restrict movement, poor lighting for visually impaired, alarms which hearing impaired may not hear, multi-level facilities without elevators, various types of flooring which may impede individuals with mobility disabilities, door knobs which individuals may find difficult to grasp and open, narrow parking spaces, lack of telephones for hearing impaired.

Environmental Barriers—may include poor signage, low lighting, noisy environment. May also include areas as identified in Architectural barrier outline.

Attitudinal Barriers—assumptions based on age, ethnic background, socioeconomic status, thinking individuals with physical disabilities i.e. hearing impairment –do not understand.

A negative attitude towards the individuals we support and serve. A lack of acceptance or inclusion, negative language or “labelling”

Financial Barriers—anything that may mean, at an organizational level, that a service is restricted or eliminated because of the lack of sufficient funds.

Employment Barriers—a workplace that does not provide sufficient flexibility or training or equipment to ensure a productive and satisfying workplace for employees. Inability of an organization to offer employment as a result of architectural or environmental barriers (without causing undue hardship).

Transportation—limited accessible public transportation, limited availability of vehicles that deal with various physical limitations (height, weight, mobility)

Communication Barriers-lack of translation of materials into formats that are appropriate to understand, print is too small, inappropriate signage, lack of hearing amplification equipment, difficulty in accessing websites if an individual is not able to use a mouse. Lack of translation in material, lack of training on diversity,

Systemic Barriers-- policies, practices or procedures that result in some people receiving unequal access or being excluded.

Identification of Barriers:

In order to identify any accessibility barriers, Kensington will utilize the following methods for implementing an Accessibility Plan:

- Assessment of the Facility to determine existing barriers
- Have Joint Health & Safety Committee conduct regular inspections to identify any potential concerns.
- Ongoing – staff, residents and others to be engaged to identify barriers and to report them to the Managers, who will address issue(s) through Quality Improvement to develop and implement corrective action, as possible.

Reviews and Updates:

The leadership team will review the Accessibility Plan at least annually, or more frequently as barriers are identified or other information is received that suggests areas are not providing the degree of accessibility necessary for individuals with disabilities.

Maintaining Compliance:

The Home will submit Accessibility Compliance reports to the Accessibility Directorate of Ontario as mandated.