ACCESSIBILITY PLAN

1. Purpose: This plan addresses accessibility issues at our program locations and in the community. Pathways is committed to identifying and removing barriers that impair the ability of the person served to fully access our programs and the broader community as a whole. Than plan that follows identifies the following:
    - Those items that Pathways intends or has already addressed, that has be brought to our attention. Some items contain deadlines, others may not.
    - Those items that were identified, but Pathways does not feel can be addressed at this time for one reason or another.
2. Barrier Definitions:
    a. Architecture: any physical factor that make accessibility difficult for an individual
    b. Environment: an item such as a flickering light, noise levels, and fragrances that might trigger an allergic reaction
    c. Attitude: A negative attitude that people have towards person's served
    d. Finances: anything at an organizational level that is restricted because of lack of sufficient financial resources
    e. Employment: an indication that a workplace does not provide sufficient flexibility or equipment to ensure a productive and satisfying workplace for employees
    f. Communication: possible absence of devices available to persons served or personnel to be able to be understood by others
    g. Technology: this barrier occurs when technology or the way it is used does not meet the needs of persons served.
    h. Transportation: Involves situations in which the person receiving services is unable to participate fully due to lack of suitable and available transportation
    i. Community integration: anything that may limit an individual's ability to access their community.

3. Identification of barriers

    In preparing the accessibility plan, Pathways utilizes methods in which to identify barriers as follows:
    - QP presents person served plan of care (ISP) to Director when a barrier has been identified in it. The information gathered from the ISP is used to form the accessibility plan.
    - Leadership is notified by personnel and persons served on an ongoing basis of accessibility issues if they arise.
4. Communication of Accessibility Plan

    The accessibility plan will be provided on paper copies and made available online as well.

Pathways Current Accessibility Barriers 2017/ 2018

	Barrier	Solution	Priority	Due Date	Responsible Person
Finance A	Client funds not regulated on a monthly basis for UAFL home.	Pathways become payee for client	Next year	12/31/18	Charlene Davis
Communication	Clients and families have a need to stay informed	Send out a monthly newsletter by email each month, updating them on current happenings	This year	12/31/17	Charlene Davis
Finance B	Employee's may not be able to receive pay on holidays due to banks being closed on payday	Direct Deposit	This year	7/31/17	Charlene Davis
Technology	Website does not have accessibility features	Make the website more accessible for people with disabilities	Next year	12/31/18	Charlene Davis
Community Integration	Company does not have many resources in the community	Go to resource fairs and gain knowledge in resources for clients, develop resource data base, participate in community events involving those with disabilities	Next year	Ongoing	Charlene Davis