

Blue Water Developmental Housing, Inc.

Accessibility Plan

2024-2027



BLUE WATER
DEVELOPMENTAL
HOUSING INC.

Inspiring. Individual. Independence.

Accessibility

CARF-accredited organization promotes accessibility and the removal of barriers for the persons served and other stakeholders. This is completed by assessing the needs of the persons served, personnel, and other stakeholders. The organizations leadership will implement an ongoing process for identification of barriers in the following areas:

Architecture	Environment	Attitudes	Finances	Employment
Communication	Technology	Transportation	Community Integration	Any other barrier identified

The leadership has a working knowledge of what should be done to promote accessibility and remove barriers. Organization 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 the area of accessibility.

The leadership should address how input was solicited from the persons served, personnel, and other stakeholders to assist in the identification of barriers, and to take into consideration any accessibility needs-physical, cognitive, sensory, emotional, or developmental-that may hinder full and effective participation on an equal basis with others.

The leadership will implement an accessibility plan that will include all the barriers identified along with actions to be taken, timelines (reviewed at least annually), progress made in the removal of identified barriers, and areas needing improvement. There may be barriers identified that the organization does not have the authority or resources to remove; effective accommodations may be the appropriate action to be taken in those circumstances.

The organization will evaluate and carefully consider the merits of all requests for accommodation to determine whether any remedial actions are appropriate. Requests will be identified, reviewed, decided upon, and documented by the leadership.

Listed below are the barriers that the organization has identified.

ARCHITECTURAL

GOAL

Address Architectural or physical barriers within a building that prevents access for an individual.

Objective

1. Plan readily achievable barrier removal projects for the following:
 - A. Accessible approach to structure and to entrance itself
 - B. Access to goods and services
 - C. Access to rest rooms
 - D. Any other measures necessary to offer accessibility

Strategies

1. Utilize the Americans with Disabilities Act Checklist for Readily Achievable Barriers survey to assess all residential homes and the administrative office
 - A. Establish a time frame for completing the survey
 - B. Conduct Survey
 - C. Summarize Barriers and solutions
 - D. Review the summary with division directors and prioritize items to be addressed along with a timeframe for completion
 - E. Maintain Documentation, make changes, and follow up

Assigned Responsibility

1. Division Directors

ENVIRONMENT

GOAL

Identify any location or characteristic of the setting that compromises, hinders, or impedes service delivery and identify the benefits to be gained.

Objective

1. Within the organization, the individuals served will recognize environmental barriers, which may include noise level, lack of furnishings, décor that impacts comfort level, fluorescent lighting that may cause seizures, temperature that is maintained within the home, fragrances in a workplace setting can cause allergic reactions, etc.

Strategies

1. Conduct a satisfaction survey so that the individuals supported within the organization may identify and express issues of concern and help prioritize goals for the organization in relation to environmental barriers.
2. Individual Plan of Service for all individuals served will address any environmental concerns and the Program Supervisors will ensure at the service level, that concerns are addressed.

Assigned Responsibility

1. Human Resource Manager
2. Program Supervisors

ATTITUDINAL

GOAL

Recognize that a person with a disability is a contributing member of the community

Objective

1. Eliminate any preconceived opinions that its personnel and other stakeholders may have of persons with disabilities

Strategies

1. Review all terminology and language that BWDH uses in its literature, policies, and newsletters prior to communicating this information to the individuals supported
2. BWDH employees, along with the individuals supported, will participate in community-based activities
3. Ensure employees are trained in service delivery for individuals served to support them as contributing members of the community

Assigned Responsibility

1. Division Directors
2. Program Supervisors

FINANCIAL

GOAL

Provide sustainable and adequate funding for supports and services within the organization

Objective 1

1. Advocate for increased funding at a legislative level

Strategies

1. Organize letter writing campaign, engaging persons served and support staff to Lansing lawmakers twice a year, requesting increased funding

Assigned Responsibility

1. Executive Director
2. Program Supervisors

Objective 2

1. Promote activities to directly raise money to support services.

Strategies

1. The Big Give Event
2. Fundraising Opportunities

Assigned Responsibility

1. Program Supervisors
2. Human Resource Manager
3. Division Directors

EMPLOYMENT

GOAL

Acknowledge the desire individuals have to earn a living and identify and address barriers for persons served in the organization in achieving this.

Objective

1. Currently the organization is choosing not to include this barrier in the ongoing plan because the organization has little control over the jobs programs for people with ID/DD and does not have the resources to actively advocate. Each service location will attempt to include a jobs goal in the IPOS when appropriate and requested by the person served.

Strategies

1. Include in the individual plan of service

Assigned Responsibility

1. Program Supervisors Residential Services

COMMUNICATION

GOAL

Relieve communication barriers within a building that prevent access for persons served.

Objective

- 1.

Strategies

- 1.

Assigned Responsibility

- 2.

TECHNOLOGY

GOAL

Determine technology deficits that prevent access for persons served and provide an anecdote.

Objective

1. Identify technology that can increase access for persons served within homes

Strategies

1. Review IPOS's for communication methods and adaptive equipment used by persons served within the organization
2. Consult Occupational Therapist for technological recommendations
3. Consult IT Specialist for practical application of technology within the homes

Assigned Responsibility

1. Division Directors
2. Program Supervisors

TRANSPORTATION

GOAL

Ensure transportation needs are met by persons served.

Objective

1. The organization has chosen not to include this a barrier in the plan because every residential service location has transportation and the community living supports services have access to public transportation. This is not seen as a priority barrier.

Strategies

2. NA

Assigned Responsibility

3. NA

COMMUNITY INTEGRATION

GOAL

Pursue active engagement of persons served within their community.

Objective

1. Insure there are adequate staff to support persons served engaging in the community

Strategies

2. Hire and retain employees to meet the community involvement activities of persons served

Assigned Responsibility

3. Human Resource Manager, Program Supervisors