

ACCESSIBILITY PLAN

OVERVIEW

The purpose of the accessibility plan is to identify and address accessibility barriers at Friendly Manor Nursing Home. Friendly Manor is committed to removing barriers that limit our residents, staff members, visitors and volunteers from fully participating in the life of our home. We strive to support all members of our Friendly community in accessing our home's resources in order to ensure that each individual can thrive and meet his or her highest potential.

Our accessibility plan is based on information from our Annual Accessibility Status Report, which is completed yearly by a committee of staff, residents, and family members. The committee meets each June to share ideas about accessibility after a walk-through inspection of the home. Committee membership is voluntary, and meetings are advertised within the facility. Members walk through the home surveying the entire building for accessibility issues. Throughout the year, accessibility issues that are identified are passed on to the Administrator or designate. Once issues have been identified, an action plan is brainstormed and deadlines for completion are determined.

Our Annual Accessibility Status Report includes:

1. Barriers we have identified and plan to address (Completion deadlines may or may not yet be in place).
2. Barriers we have identified but are not yet able to address.
3. Barriers we have addressed and removed in the previous year.

Types of Barriers Defined:

Our Accessibility Committee focuses on the following types of barriers:

Architectural:

Any physical aspect of our building and grounds that prevents residents, staff or family members from fully enjoying and participating in the life of the home. Examples might include, narrow hallways, bathrooms that are not physically accessible to all, or stairways or steps to outdoors.

Environmental:

Something in the home's environment that affects the ability of residents, staff or family members from being able to enjoy life in the home. An example may include signage which is difficult for a person with a visual impairment to read.

Attitudinal:

Negative attitudes or beliefs held by individuals in the home that hinder the ability of residents, staff, or family members from enjoying the home. Examples might be negative



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labels attached to persons with disabilities.

Financial:

Any restriction in finances at an organizational level that impedes the home's ability to provide quality service to residents and family members. An example might be the cancellation of accessible transportation for a program due to lack of funding.

Employment:

Any policy or practice that limits the staff from enjoying a safe, meaningful and satisfying workplace, or barriers to employment related to disabilities.

Transportation:

A barrier in transportation that restricts residents from participating fully in activities or services offered by the home. An example might include residents in wheelchairs.

Communication:

A barrier that may impede information from being passed along to all community members (i.e. staff, residents and family members). For example, emergency alert systems not having a visual alarm.

Community Integration:

A barrier that prevents residents from having opportunities to participate in community events or to engage with community organizations. An example might be a lack of accessibility at the event for wheelchairs.

RESPONSIBILITY

The annual accessibility plan will be facilitated and transcribed by the Administrator. It will then be presented at the following Quality Improvement meeting.

OUTCOMES

Our yearly Accessibility Status Report allows residents, staff, visitors, and volunteers the opportunity to bring forth any accessibility issues that they face in the home. An action plan can then be developed with timelines for completion, to ensure that Stirling Manor is a home that allows optimum participation in the life of the home.