INTÉGRATION COMMUNAUTAIRE COMMUNITY LIVING TIMMINS

ACCESSIBILITY PLANNING
September 16, 2021

INTRODUCTION

programs and the broader community as a whole. The plan that follows identifies the following: Communautaire is committed to identifying and removing barriers that impair the ability of person's served to fully access our This report addresses accessibility issues at all our locations and in the community at large. Community Living Timmins Intégration

- Those barriers that were removed or otherwise addressed by the agency over the course of the past year
- Some of these items contain firm deadlines for completion, while others do not. Those items that the organization still intends to address as well as new items that have been brought to the agency's attention.
- Those items that were identified, but that the agency does not feel can be addressed at this time for one reason or another

TYPES OF BARRIERS

impairments, or even as simple as the location of furniture doorways, bathrooms that are not physically accessible for all, alarms that are not able to be heard by individuals with hearing An architectural barrier is any physical factor that makes accessibility difficult for an individual. This may include narrow

An environmental barrier is an item such as flickering lights (cause seizures), noise levels, and fragrances that might trigger allergic

neighbors or other community members, or the lack of "person first" language used by agency personnel An attitudinal barrier is a negative attitude that people have towards persons served. Examples of this may include attitudes of

A financial barrier is anything that may, at an organizational level, mean that supports are restricted because of a lack of sufficient

and satisfying workplace for employees An employment barrier is an indication that a workplace does not provide sufficient flexibility or equipment to ensure a productive

by others. It may also be the lack of a communication plan to assist people with communication A communication barrier looks at the possible absence of devices available to persons served or personnel to be able to be understood

programs because of a lack of suitable and available transportation A transportation barrier speaks to situations in which people who receive supports are unable to reach or participate fully in support

A community integration barrier is anything that may limit a person's ability to access his/her community

IDENTIFICATION OF BARRIERS

In preparing this, our first Accessibility Plan, CLTIC utilized several methods in which to identify accessibility barriers:

- The agency's five-year plan was used to consider items already identified as barriers
- interested parties when completing the survey. to consult and consider the needs of people who cannot speak through words or who speak through their behavior and other based on several of the categories identified and any other potential barriers that would not fit into categories. Staff were asked An accessibility survey was distributed to personnel in June of 2009. Respondents were asked to identify accessibility barriers
- anecdotally identified in this manner were brought to the Management Meeting Table and were useful in the creation of this The agency's leadership is brought up to speed on accessibility issues by persons served on an ongoing basis. The issues

COMMUNICATION OF ACCESSIBITY PLAN

available to all those who request the plan (notice in our Newsletter will alert people to this option.) The accessibility plan will be posted on the agency website. Paper copies will be posted in all program locations and will be made

ARCHITECTURAL

| PROGRAM | BARRIER | SOLUTION | PRIO | COST | PERSON RESPONSIB LE | DUE | PROGRESS/ REMARKS | "DATE" |
|-------------------|---|-------------------|------|------|---------------------------|------|----------------------|--------|
| Graye Crescent | Bedrooms on 2 nd floor with single staffing for fire | Purchase "Chute" | | | Dawna | 2022 | Get estimates | |
| | evacuation | propelled to main | | | | | | |
| | | floor front door | | | | | | |
| | | quickly | | | | | | |
| | Deck and main floor are not | Purchase movable | | | Dawna | 2022 | Get estimates | |
| | wheelchair accessible | stair ramp | | | | | | |
| | | | | | | | | |
| | Repair to deck/new deck | | | | Dawna | 2023 | Get estimates | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |
| | | | | | | | | |

| Estimates | 2023 | Sylvie Johnson | | High | Purchase & install battery-operated light alarm. | No fire alarm (flashing lights) for hearing impaired people. | |
|---------------|-----------|-------------------|-----------|------------|---|---|--------------------------------------|
| Estimates | 2022 | Sylvie Johnson | | Medi um | Purchase "Stand- up" device for people who use | Kitchen counters, appliances not wheelchair accessible. | |
| Estimates | 2022 | Sylvie Johnson | | High | Purchase BIDET SPA. | Intrusive peri care for people served. | Vic Mahoney Centre Day Program |
| | Fall 2021 | Val | \$ 38,000 | High | | new dolphin tub | |
| Estimates | 2022 | Val | | | To continue to request one-time funding for deck. 3 quotes to have a chair lift/tracking installed. | Unable to access yard or recreation area. Ladies & gents unable to get to basement when tornado warning issued. | |
| Estimates | 2022 | Val | | High | Purchase BIDET SPA. | Intrusive peri care For people served. | Camille St. |
| | | | | | | | |
| Get estimates | 2022 | Darrell | | | Purchase "Stand- up" Device for people who use wheelchairs | Kitchen counters, appliances not wheelchair accessible. | Fay Crescent Birch Street |
| Get estimates | 2021 | Darrell | | | | Flooring in kitchen/dining room | |
| Estimates | 2022 | Darrell | | | Purchase moveable stair ramp | Deck/new deck not wheelchair accessible | |
| Estimates | 2022 | Darrell | | | | Bidet Spa | |
| | | | | | | | Ross Street |
| | | | | | | | |
| | | | | | | | |

| Fay Cres. | Day Program | Vic Mahoney | Offices | Vic Mahoney | | Camille St. | Fay Crescent | Crescent | 254 Graye | | PROGRAM | Services | Employment | Comparted | Living | Independent | Supported | Services | Children's | ADMIN/VINC | | and Offices | VI's Malana |
|-----------|-------------|-------------|---------|-------------|--------------------------|--------------------------------------|-------------------------------------|----------|-----------|---------------------|--------------------|----------|------------|-----------|--------|-------------|-----------|----------|------------|--|---|-------------|-------------|
| 35 | | | | | Portable lifts | New flooring in kitchen/ dining room | New flooring in kitchen dining room | | | New flooring | BARRIER IDENTIFIED | | | | | | | | | lights) for hearing impaired people. | | | |
| | | | | | | | | | Da | Ta | | | | | | | | | | Furchase and install battery-operated light alarm. | - | | |
| | | | | | 2021/2022 - target - Val | 2021/2022 - target - Val | 2021/2022 – target - Darrell | | Dawna | Targeted for 2022 - | ACTION COMPLETED | | | | | | | | | all High | ┢ | | |
| | | | | | get - Val | get - Val | target - | | | 22 - | PLETED | | | | | | | | | | | | |
| | | | | | | | | | | | COMP | | | | | | | | | Sylv1e Johnson | | | |
| | | | | | | | | | | | COMPLETION DATE | | | | | | | | | 2023 | | | |
| | | | | | | | | | | | ATE | | | | | | | | | Estimates | 1 | | |
| | | | | | | | | | | | | | | | | | | | | | | | |

ENVIRONMENTAL BARRIERS

| Fa | Vic | Vic DP Ca | т. |
|--|------------------------|--|-------------------------------|
| Fay Cresc. | Vic Mahoney Offices | Vic Mahoney DP & Offices Camille | PROGRAM |
| Environmental Garden Swing. | | Snow & ice removal is problem at entrance/exits in winter. Wheelchair accessible ramp to back yard. | BARRIER |
| When noise level is loud in home, person can go calm down outside gentle rocking in swing. | | -Salt -Someone removing snow at entrance daily. | SOLUTION |
| | | | PRIORITY |
| | | | COST |
| Darrell | | Val | PERSON RESPONSIBLE |
| 2022 | | 2021/2022 | DUE |
| Get estimates | | Ongoing Get estimates | PROGRESS/ "DONE" REMARKS DATE |
| | | | "DONE" DATE |

ATTITUDINAL BARRIERS

| All Programs | PROGRAM |
|--------------|-----------------------|
| | BARRIER |
| | SOLUTION |
| | PRIORITY COST |
| | COST |
| | PERSON RESPONSIBLE |
| | DUE DATE |
| | PROGRESS/ REMARKS |
| | "DONE" |

FINANCIAL BARRIERS

| PROGRAM | BARRIER | SOLUTION | PRIORITY | COST | PERSON RESPONSIBLE | DATE | PROGRESS/ "DONE" REMARKS DATE | "DONE" |
|--------------|--------------|----------|----------|------|-----------------------|------|-------------------------------|--------|
| All Programs | | | | | | | | |
| Birch | New flooring | | | | Jodi | 2021 | Get estimates | |
| | required | | | | | | | |
| | | | | | | | | |
| Agency | | | | | | | | |
| | | | | | | | | |
| Children's | | | | | | | | |
| Services | | | | | | | | |
| Birch St. N. | | | | | | | | |

EMPLOYMENT BARRIERS

| | | | PROGRAM |
|--|--|-------|------------------|
| | | | BARRIER |
| | | | NOITILION |
| | | | PRIORITY COST |
| | | COSE | COST |
| | | | PERSON |
| | | POAL. | DUE |
| | | | PROGRESS/ "DONE" |
| | | DALE | "DONE" |

COMMUNICATION BARRIERS:

FOR PERSONS SERVED

| PROGRAM | BARRIER | SOLUTION | PRIORITY | COST | RESPONSIBLE | DATE | REMARKS | DATE |
|-------------|--|---|----------|------|-------------|------|---------------|----------|
| Agency | Program information is available only in print & assumes a | The agency will make program info available through its | | | | | ongoing | |
| | high level of literacy | telephone voicemail system/website/ | | | | | | |
| | | policy/Graphic/ Pictorial/French. | | | | | | |
| Agency | | | | | | | | |
| All 5 group | | | | | | | | |
| homes | | | | | | | | |
| Graye | | | | | | | | |
| | | | | | | | | |
| Camille | | | | | | | | |
| Birch | Person served is blind | Develop Communication Plan- | High | | Jodi | | | On-going |
| | | questions | | | | | | |
| | | policies information | | | | | | |
| | | into taped messages. | | | | | | |
| Fay | Person served speaks | Team to develop | High | | Darrell | | Completed | ? |
| | through behavior has | formal | | | | | pecks program | |
| | no formal | communication plan – | | | | | as a | |
| | few words | investigate augmented | | | | | aid. | |
| | | systems. | | | | | | |
| | Person with hearing | Purchase battery | High | | Darrell | | Completed | ? |
| | impairment – no flashing fire alarm. | operated light alarm system. | | | | | | |
| Ross | | | | | | | | |
| Vic Mahoney | Non-verbal | Purchase 3 laptops for | Medium | | Sylvie | | Get estimates | |
| Day Program | individuals require | individuals supported | | | | | | |
| | to communicate. | | | | | | | |

100

x 8:

| Children's Services | | ٠ | a |
|------------------------|--|---|---|
| | Non-verbal individuals require laptop with program to communication. | | |
| | Purchase laptop x 3 with programs. | | |
| | High | | |
| | \$1,800 | | |
| | Sylvie Johnson | | |
| | | | |
| | | | |
| | | | |

COMMUNICATION BARRIERS: STAFF

| ROGRAM B/ | |
|-------------|-----------|
| ARRIER | |
| SOLUTION | |
| PRIORITY | |
| COST | |
| RESPONSIBLE | PERSON |
| DATE | DUE |
| REMARKS | PROGRESS/ |
| | "DON |

TRANSPORTATION

| VMC | Vic Mahoney Day Program | PROGRAM |
|-----|-------------------------|-----------------------|
| | | BARRIER |
| | | SOLUTION |
| | | PRIORITY COST |
| | | COST |
| | | PERSON RESPONSIBLE |
| | | DUE |
| | | PROGRESS/ REMARKS |
| | | "DONE" |

COMMUNITY INTEGRATION BARRIERS

| | | Bowling | Mike's Midtown | LOCATION |
|-------------|---------------------------|---------------------------|----------------------------------|-------------------------------|
| | accessible | not wheelchair | Mike's Midtown On second floor - | BARRIER |
| apply here. | funding & see if it would | options for accessibility | Look at community | SOLUTION |
| | | | | PRIORITY COST |
| | | | | COST |
| | | | | PERSON RESPONSIBLE |
| | | | | DATE |
| | | | | PROGRESS/ "DONE" REMARKS DATE |
| | | | | "DONE" |

OTHER BARRIERS

| | | PROGRAM |
|--|--|-------------------------------|
| | | BARRIER |
| | | SOLUTION |
| | | PRIORITY COST |
| | | COST |
| | | PERSON RESPONSIBLE |
| | | DUE |
| | | PROGRESS/ "DONE" REMARKS DATE |
| | | "DONE" |

FOLLOW-UP

The Accessibility Plan will be reviewed by the Management Team at once per year.



Accessibility Plan Outcome

2008 to 2021

| Name of Program | Accessible Plan | Date Completed |
|---|--|----------------|
| Graye Home | Electric Chair glide from main floor to upstairs | April 2008 |
| Vic Mahoney Centre/ Admin. Office | Automatic door opener installed for wheelchair accessibility. | May 2007 |
| | Weekly classes in American Sign Language | 2008-2009 |
| Graye Home | New bathroom with 3 reinforced handle bars for bath tub. | March 2009 |
| | New Dining Room Table to decrease congestion. | March 2009 |
| | Bidet and Spa | April 2009 |
| Vic Mahoney Centre | Re-did Kitchen. | Approx. 2012 |
| | Made full use of Parking Lot. Allergy Signs have been up. | 2009 |
| All Programs | Receive Annual Allocation in United Way funding to | 2009 |
| An i logianis | Supported People in going to hospital stays and medical appointment. | 2009 |
| Agency | Developed easy read version on Human Rights information. | 2009 |
| All 5 Group Homes | Have internet since 2010. | 2010 |
| Graye Home | Communication Plan Development for Individual Supported by team. | 2009 |
| Graye Home | Laptop for person served to communicate with family. | 2011 |
| Birch Home | Laptop and augmentative communication for person served. | 2011 |
| Ross Home | American Sign Language for staff and person supported. | 2011, 2021 |

| Vic Mahoney Centre | Hooked up internet. | 2009 |
|--------------------|--|--------------|
| | Teach email use to person supported at VMC. | Sept. 2009 |
| | E-mail penpals connected. | Sept. 2009 |
| Vic Mahoney Centre | Purchased new Wheelchair Accessible Vehicle. | 2014 |
| | Bathroom and glass doors are now accessible for people in wheelchairs with automatic doors. | 2018 |
| Camille Home | Purchased new Wheelchair Accessible Vehicle. | 2019 |
| Birch Home | New Van- Wheelchair Accessible Donation of Wheelchair Accessible Vehicle by Mr. Leveille to CLTIC. | 2010 2021 |
| Community | Has Handi-Trans Taxi for accessibility for individuals we support. | 2020 |

As at August 30, 2021