

ADMINISTRATION MANUAL

SECTION

FACILITY ACCESSIBILITY

SUBJECT

Facility Accessibility Plan

Overview

The purpose of the Accessibility Plan is to identify and address accessibility issues at Heritage Green Nursing Home (HGNH) as well as in the larger Heritage Green community. HGNH is dedicated to identifying and removing barriers that limit and restrict the ability of the individuals that we support, from fully accessing any area of our Complex. This plan identifies the following:

- Barriers that have been identified and HGNH intends to address as well as any new ones brought to the agency's attention. Completion deadlines may or may not be in place
- Barriers that have been identified but HGNH is unable to address at this time

Types of Barriers

Architectural – any physical factor that makes accessibility difficult for an individual. Examples include; narrow doorways and hallways, stairways, bathrooms that are not physically accessible for all, arrangement of furniture which may restrict easy movement, poor lighting for visually impaired individuals, alarms which hearing impaired individuals may not hear.

Environmental - an item which affects the area an individual spends time in. Examples include; excessive noise, flickering lighting, fragrances which may cause an allergic reaction.

Attitudinal- a negative attitude towards the individuals we support. Examples include; negative attitudes of neighbors or other members of the community, a lack of acceptance or inclusion, negative language or “labels.”

Financial – anything that may mean, at an organizational level, that a service is restricted or eliminated because of a lack of sufficient finances.

Employment – a workplace that does not provide sufficient flexibility, training or equipment to ensure a productive and satisfying workplace for employees

Transportation – individuals are unable to reach or participate fully in services, activities etc. due to the lack of available and suitable transportation.

Community Integration – limits an individual's ability to access their community

Identification of Barriers

In order to identify any accessibility barriers in the facility, the following methods will be implemented:

- Ongoing - Staff, residents will identify any potential barriers and report them to the Managers who then report them to Maintenance and Administration. If Maintenance is unable to address or remove the barrier, an outside company is employed to resolve the issue.

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- The Joint Health and Safety Committee conducts regular inspections of all locations in the facility to identify any other potential concerns. Appropriate Department Managers, Maintenance and Administration are consulted to address any concerns.

Communicating the Accessibility Plan

A copy of the plan will be located on all floors at the nurses station and will be made available to the Family Council and the Resident's Council.

Barriers Identified

Location	Barrier Identified	Action Taken	Completion Date
Ground Floor Activity Room	Difficult transition from Activity Room to backyard	Improved design in renovation plans	Completed – Jan. 2018
1 st & 2 nd Floor Resident Washrooms	Difficult access to sinks in washrooms for residents in wheelchairs	Improved design in renovation plans	Completed – Jan. 2018
Dining Rooms on 1 st and 2 nd Floors	Dining rooms not available to all residents on their floor	Improved design in renovation plans	Completed – Jan. 2018
3 bed ward rooms on 1 st & 2 nd Floors	Limited living space for use of care equipment and to provide privacy and dignity	Improved design in renovation plans	Completed – Jan. 2018