

**Blue Water Developmental Housing, Inc.**

**Accessibility Plan**

**2014-2017**



## Identification of Barriers

1. Issues pertaining to accessibility will be discussed at the Safety Committee quarterly meetings, when pertinent.
2. Accessibility plan will be reviewed on a yearly basis, by the management team.
3. Blue Water Developmental Housing, Inc. provides reasonable accommodations in order to ensure individuals who meet our eligibility requirements are able to access our services.
4. BWDH provides reasonable accommodations to employees as needed and appropriate reduced schedules, unpaid leaves, and/or reassignments.

## ARCHITECTURAL

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

Examples: Narrow doorways, absence of braille signs for individuals who are blind, light alarms for individuals who are deaf, access to a building for someone bound in a wheelchair, etc.

## ACTION PLAN

<b>BARRIER</b>	<b>ACTION PLAN</b>	<b>TIME LINE</b>	<b>OUTCOMES</b>
1. Access for individuals using wider wheelchairs in the hallway area of Thornhill Group Home. 1 interior door not sufficient for easy access. Interior door for an individual's room is difficult in getting through using the extra wide wheel chair. Access to room requires assistance by staff.	1. Work with St. Clair County Community Mental on having the door widen to accommodate the wider wheelchair.	9/30/2015	In September 2015, Saint Clair County Community Mental Health inspected the Thornhill Group Home to inquire on widening the door. Due to the structural constraints the door is at the limits for width and cannot be any wider.
2. Continue onsite physical plant inspections to identify any potential barriers within the existing residential homes.	2. Onsite inspections will be completed by group home supervisor. Action plans will be completed for any barriers identified	9/30/2015	Initial onsite physical plant inspections were complete in August 2013  Initial action plans were completed November 2013

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<p>3. Onsite physical plant inspections will introduce the ADA checklist.</p> <p>Inspections will be completed twice a year</p> <p>Actions plans will display timelines to address physical plant barriers.</p>	<p>3. Program Services meeting July 2015 will address onsite physical plant inspections. The meeting will review and discuss the ADA checklist.</p> <p>Incorporated into the physical plant inspections will be a preventative maintenance checklist.</p>	<p>9/30/2015</p>	<p>July 28, 2015 the program supervisors reviewed the preventative maintenance checklist. Included with this was the ADA checklist.</p> <p>Physical Plant Inspections have been completed twice a year. Since July 2015 inspections have been completed in the following months:</p> <ul style="list-style-type: none"> <li>• July 2015</li> <li>• January 2016</li> <li>• June 2016</li> </ul> <p>Inspections will continue to be completed twice a year to address any barriers within the residential homes.</p>
<p>4. Identify existing homes for which access into the home could be operated automatically, allowing individuals to independently go inside and outside of his or her home.</p>	<p>4. Work with St. Clair County Community Mental Health and BWDH administrative team to explore the cost of one electric door being installed.</p>	<p>1/31/2016</p>	<p>Not Completed/Ongoing</p>
<p>5. Identify existing homes that allow individuals to safely move around the inside of the home barrier free.</p>	<p>5. Work with St. Clair County Community Mental Health, MORC, and BWDH to explore the cost of installing carpet and/or linoleum home.</p>	<p>5/31/2017</p>	<p>During the July 2015 physical plant inspections Six homes were identified as not having barrier free paths on the inside of the home.</p> <ul style="list-style-type: none"> <li>• Springborn</li> <li>• Thornhill</li> <li>• Oakleaf</li> <li>• Hayes</li> <li>• Seneca</li> <li>• McDonald</li> <li>• Mackey</li> </ul>

		<p>Through advocacy the following homes had new carpet installed in September 2015:</p> <ul style="list-style-type: none"> <li>• Oakleaf</li> <li>• Hayes</li> <li>• Thornhill</li> </ul> <p>In addition, these homes had transitional pieces that connect the carpet to the linoleum as a minimal barrier for an individual to cross.</p> <p>In September 2015, Mackey Home has linoleum installed eliminating potential trip hazards within the living room and a residents living quarters.</p> <p>In January 2016, McDonald Home had new carpet installed in the home</p> <p>In June 2016, Springborn home worked with SCCCMH to have carpet squares installed into the home.</p> <p>In March 2017 the Mackey Home had new flooring installed in a resident's room. Funding was supported by MORC.</p> <p>In March 2017 the Hayes and the Maple Home had new flooring installed in the dining area and kitchen.</p>
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<p>6. Identify existing homes that allow individuals to safely move around the outside of the home barrier free.</p>	<p>6. Work with St. Clair County Community Mental Health, MORC, and BWDH to explore the cost of installing walkways around the outside of the home.</p>	<p>5/31/2017</p>	<p>During the July 2015 physical plant inspections three homes were identified as not having barrier free paths around the outside of the house.</p> <ul style="list-style-type: none"> <li>• Stonybrook Home</li> <li>• Springborn Home</li> <li>• McDonald Home</li> </ul> <p>The McDonald home has individuals that are mobile and do not need devices for aid in walking. Supervisor will continue advocacy in having walkway installed.</p> <p>The Stonybrook home has individuals who require wheelchairs for transport. In August 2015 the supervisor of Stonybrook worked with the St. Clair County Community Mental Health to place a cemented walkway from the back of the home and connected the walkway to the south side of the home. In addition parts of the existing walkway were replaced to ensure a clear and level path to the front of the home.</p> <p>For the Springborn home, the supervisors is advocating for a walkway to be installed from the eastside of the home to the front of the home. In May 2016 the St. Clair County Community Health went through the home and had quotes completed for installation of carpet and a new walk way. Carpet installation had taken precedence and the walk</p>
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		<p>way was put on hold until further funding becomes available. Supervisor will continue to advocate for a barrier free walkway.</p> <p>In July 2015 two homes were identified as having barriers in the walkway.</p> <ul style="list-style-type: none"><li>• Oakleaf</li><li>• Thornhill</li></ul> <p>In August of 2015 the St. Clair County Community Mental Health had leveled the walkways at Oakleaf and Thornhill.</p> <p>In May 2016 Seneca home was identified as having a barrier in the walkway. The winter had unleveled certain sections of the walkway around the house. Seneca supervisor is working with the landlord to have walkway leveled.</p>
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## ENVIRONMENT

Any location that compromises, hinders, or impedes service delivery and the benefits to be gained.

Example: Noise level, lack of furnishings and décor that impact comfort level for a resident, fluorescent lighting that may cause seizures, fragrances in a workplace setting causing allergic reactions, etc.

### ACTION PLAN

BARRIER	ACTION PLAN	TIME LINE	OUTCOMES
1. Increase the comfort level of individual receiving services at the Springborn Group Home by eliminating early morning noises disruptions from local businesses.	1. Work with local business to address the early morning garbage pickup.	9/30/2015	7/1/15 Jeff Coulter, BWDH intern had taken on the task of speaking with management at McDonalds to address the early garbage pickup.  In July 2015 Jeff Coulter was able to work with management at the Marysville McDonalds to have the dumpster emptied later than 7:00am.  6/3/2016 No issues regarding McDonalds early morning pickup. McDonalds has been picking up their garbage later in the morning between 7-9am.  2/16/17 No issues regarding McDonalds early morning trash pickup. Trash pickup is occurring between 7am-9am.

**ATTITUDINAL**

Preconceived opinions that its personnel and other stakeholders may have of persons with disabilities

Example: Terminology and language uses in its literature, how persons with disabilities are viewed and treated by the organization, whether or not a person served is solicited and used.

**ACTION PLAN**

<b>BARRIER</b>	<b>ACTION PLAN</b>	<b>TIME LINE</b>	<b>OUTCOMES</b>
<p>1. Some Community members do not recognize persons with a disability as a contributing member of the community.</p>	<p>1. Participate in Community Based activities, to promote BWDH and individuals with special needs.</p> <p>Within the organization the existing homes will have an open house that is open to the community so that community members may have a chance to visit individuals with special needs.</p>	<p>Ongoing</p>	<p>1. St. Clair Co. Community Resource Fair (assistance to individuals at risk of or experiencing homelessness). Executive Director – chair whole committee. Division Director Residential Services – co-chair donation center. Two group home supervisors – co-chair logistics. Community Based Division Director – housing information @ Fair. Group home supervisor – employment information @ Fair. Twenty-five employees volunteered.</p> <p>Residential Home Open House Dates:</p> <ul style="list-style-type: none"> <li>• Seneca Home 4/16/2015</li> <li>• Springborn Home 6/18/2015</li> <li>• McDonald Home 6/25/2015</li> <li>• Maple Home 10/5/2015</li> <li>• Semi Independent 10/30/2015</li> <li>• Oakleaf Home 11/20/2016</li> <li>• Stonybrook Home 12/9/2016</li> <li>• Thornhill Home 12/11/2015</li> <li>• Haye Homes 3/16/2016</li> </ul>



<p>2. Some new staff may not understand the value of individuals as contributing members of a community.</p>	<p>2. Continue diversity training to all staff of BWDH providing a model for addressing individuals in the community with “non-inclusive” attitudes in a professional manner.</p>	<p>10/31/15</p>	<p>2. Ongoing annual training corporate wide and within each of the group homes.</p> <ul style="list-style-type: none"> <li>• February 12, 2015 Corporate Wide Training, Marysville Fire Hall</li> <li>• August 5, 2015 <i>Will You Be My Voice</i> Corporate wide training.</li> </ul>
<p>3. Community members under the age of 18 may not completely recognize an individual with a disability as a contributing member of the community</p>	<p>3. Blue Water Developmental Housing will coordinate with local schools and participate in Community Based activities, to promote the organization and individuals with special needs.</p>	<p>Ongoing</p>	<p>3. BWDH coordinated with National Junior Honor Society students at Marysville Middle School to volunteer at the St. Clair County Community Resource Fair in May 2015.</p> <p>BWDH coordinated with National Junior Honor Society students at Marysville Middle School to volunteer at the St. Clair County Community Resource Fair in May 2016.</p>

**FINANCIAL**

Financial barriers include insufficient funding for services/supports and the raising of money for the support of a service or a person served

Example: Budgets and how they affect the services within the home, wages for employees, reduction of MI Bridge Cards for groceries.

**ACTION PLAN**

<b>BARRIER</b>	<b>ACTION PLAN</b>	<b>TIME LINE</b>	<b>OUTCOMES</b>
<p>1. MORC/Funding of Group Homes inadequate.</p> <p>MCCMH announced a 5% reduction effective 10/1/15</p>	<p>1. Residential Services Division Director is working with MORC to identify areas to decrease cost and increase funding to ensure the Mission of BWDH is maintained with superior staff.</p>	<p>10/31/15</p>	<p>February 2014 funding was increased at the Mackey Group Home so that services could be adequately provided for the 4 individuals within the home.</p> <p>April 2015 Seneca Group Home supervisor started the process of advocating for appropriate funding so that adequate services may be provided within the home.</p> <p>May 2015 Residential Services Division Director started the process of advocating for appropriate funding for transportation and the routing of transportation appropriate for providing services within the residential system.</p>
<p>2. Individuals being served within the organization that have MI bridge cards for groceries had reductions in funds.</p>	<p>2. To ensure nutritious food/groceries within the organization is being purchased, supervisors have been asked to maintain appropriate spending and budgeting with regard to providing adequate food within the home. If current budgets do not meet the need of the individuals being served an action plan will be created to meet the needs of the individual</p>	<p>10/31/15</p>	<p>Residential Homes utilize Food Bank, providing nutritional food at low costs.</p>

## **EMPLOYMENT**

Provide flexibility in the workplace so that a person with a disability may better manage their needs. This will create a more productive workplace for employees and more satisfying settings for all employees

Example: Tools and technology that may be used by anyone such as voice recognition technology, job sharing tasks, compressed work schedules, allowing flex time.

## **ACTION PLAN**

<b>BARRIER</b>	<b>ACTION PLAN</b>	<b>TIME LINE</b>	<b>OUTCOMES</b>

## COMMUNICATION

Communication barriers include the absence of a teletype machine (TTY) or the absence of materials in a language or format that is understood by the persons served.

### ACTION PLAN

BARRIER	ACTION PLAN	TIME LINE	OUTCOMES
1. Blue Water Developmental Housing currently does not have TTY capabilities.	1. Determine the potential need for and usage of TTY at BWDH offices.  Conduct a cost benefit analysis of TTY installation at BWDH offices.	7/30/2014  12/15/2015	Analysis of potential use of TTY at BWDH offices.  If usage is warranted conduct CBA of TTY. No need identified.
2. Continue the ongoing process of training sign language to staff that do not use/ understand sign language, so that services may adequately be provided for individuals using sign language	2. Offer basic sign language class for BWDH staff.	Ongoing	In June of 2013 individual homes requiring assistance with basic sign language were approved to have training provided for staff so that effective communicating could be provided.  Stonybrook GH has continued offering basic sign language classes to their employees to assist with the support of one individual.
3. Picture and communication boards unused or underused.	3. Explore possibility of training on Picture boards/communication.	1/31/2016	August 2013 two group homes integrated communication/picture boards into the home to better communicate with current residents. July 13, 2015 the Culture of Gentleness (COG) committee will discuss further use of communication / picture boards within the Group Homes and Supported Living Arrangements.
4. Some residents are unable to have a library card because they do not have a Michigan state ID or birth certificate. Without a library card, they cannot check out items of interest from the local library.	4. All residents should have a state ID or birth certificate. This would need to be done with the assistance of the guardian.	12/1/2015	Residents would feel empowered to access the public library, and also would have a state ID card. 12/1/15 Springborn GH has two (2) individuals who use the Port Huron library on a weekly basis.

**TECHNOLOGY**

**ACTION PLAN**

<b>BARRIER</b>	<b>ACTION PLAN</b>	<b>TIME LINE</b>	<b>OUTCOMES</b>
1. Currently, most individuals that receive services within the organization do not have access to technology at the home do not have access to the internet.	1. Residents should have their own computer and internet service so that they can access public transportation schedules, community events, shopping opportunities, and items of personal interest.	6/1/2016	12/1/16-Springborn GH has one (1) individual who has a tablet. He is able to access his personal Facebook page and connect with family members. He is able to access the internet, games and music with staff assistance.  8/15/16 Individual at Mackey Home received a tablet so that he may access and surf the internet

## TRANSPORTATION

Transportation barriers include persons being unable to reach service locations or being unable to participate in the full range of services/supports and activities offered

### ACTION PLAN

BARRIER	ACTION PLAN	TIME LINE	OUTCOMES
1. Ensure adequate staffing to provide transportation services for community integration and outings.	1. Flexible scheduling of employees within the home.	Ongoing	To ensure persons served participate in a full range of services and activities.
2. Assess transportation within the organization so that all individuals may have access to a community event/outing.	<p>2. Review the transportation needs with supervisor from each program of the organization.</p> <p>If individuals that are being served cannot appropriately be transported an action plan will be completed by the supervisor to properly address the transportation needs.</p> <p>BWDH will continue to purchase vehicles that best accommodate the people we serve.</p>	11/1/2015	<p>Residents continue to participate in outings and activities that are meaningful to them. Homes that have received new vehicles to accommodate and transport individuals:</p> <p>Springborn Home Semi Independent Home</p> <p>Upcoming Vehicle Replacement: Oakleaf Home Summer 2016</p>

## COMMUNITY INTEGRATION

Barriers to community integration include any barrier that would keep the persons served from returning to full participation in their community of choice.

### ACTION PLAN

<b>BARRIER</b>	<b>ACTION PLAN</b>	<b>TIME LINE</b>	<b>OUTCOMES</b>
1. Evaluate additional opportunities for safe and affordable housing within the geographic areas.  SEMNPHC, subsidiary of BWDH, responded to an RFP with MCCMH for housing. The process is on hold at this time on the part of MCCMH.	1. Review past programs and outcomes to determine if BWDH et al should pursue further opportunities.	9/1/2017	Determine whether or not to pursue additional housing options.

#### Updates/Reviews:

October 2012

June 2013

October 2013

May 2014

May 2015 – Reviewed and updated by BWDH, Inc. Administrative Team

June 2016 – Reviewed and updated by BWDH, Inc. Administrative Team

February 2017 – Updated on March 16, 2017