



# **Integrated Resources Institute**

## **Accessibility Plan**

### **Annual Survey Report**

**June 9, 2017**

## **IRI Accessibility Annual Report – June 9, 2017**

Integrated Resources Institute's (IRI) policies and practices provide services and benefits to persons with disabilities. The purpose of the IRI Accessibility Annual Report is to assess accessibility and remove barriers. IRI addresses accessibility concerns to enhance the quality of life for those served in our programs and services, implement nondiscriminatory employment practices, meet legal and regulatory requirements and to meet the expectations of stakeholders in the area of accessibility. This IRI Accessibility Annual Report is meant to enhance access to programs, services, and sites in the community. This report will be completed annually before the end of the fiscal year.

IRI policies and practices allow an individual with a disability to choose to participate in IRI community based services based upon their interests and preferences.

IRI policies and practices allow individuals with disabilities to choose not to accept a reasonable accommodation or benefit of service.

### Assessment of Sites and Practices

In order to assess accessibility, IRI will examine its identification of barriers in the following areas: attitudinal, architectural (physical), environmental, financial, communication, transportation, technology and employment. This examination report was conducted by IRI Program Manager and Safety Officer Roy Wilson with input from the IRI Management Team.

### **Findings:**

#### Architectural or Physical Barriers

1. Wheelchair Access: The front central entrance glass doors of the building from which IRI leases their office are void of any automatic door openers. In addition, the doors are heavy which requires strength to open as well as resistance to keep from shutting. KRB Properties was contacted by IRI of the feasibility of automatic door installation.
2. Doorway width: Exceeds ADA Standard of 32" and is wide enough for a wheelchair for all doors. These include common public restrooms, IRI office doors as well as left and right side entrances.
3. Restrooms have Wheelchair Accessible signage posted outside each restroom
4. Lighting seems adequate throughout the Plaza Pointe building

#### Attitudinal Barriers

1. People First Language: The use of "People First Language" is part of the IRI New Hire Orientation and put into practice as part of IRI culture.
2. Dignity and Respect – are embedded IRI Values and Beliefs and are a focal point at New Hire Orientation as well as review every bi-monthly Staff & Training Meetings.

3. Satisfaction Surveys were distributed to a 20% sample of stakeholders in February 2017 and results posted in Annual Report and IRI website.
4. Presentation and Trainings: IRI has given presentations on Employment First at the Cal-TASH State Conference in San Diego March 2016 for consumers, parents, schools
5. Promoting Opportunities as IRI posts information on Advocacy on its website and continues to be a member of National TASH. IRI Executive Director Joseph Nacario is on the Cal-TASH Board of Directors.

#### Communication Barriers

1. IRI does not have a TTY at their office location. A high percentage of staff are familiar with California Relay System for the deaf and hard of hearing.
2. IRI website is accessible to the public but does not have assistive technology features.

#### Transportation Barriers

1. Gillman Project SEARCH Interns use public transportation, OCTA Access or their own vehicles to report to CHOC Children's Hospital.
2. Mobility training can be provided during our day program if part of the Individual Service Plan.

#### Community Integration

1. IRI Services are all 100% based in the community in fully integrated and non-congregated settings.
2. Two non-verbal IRI clients utilize Echo Point Voice to communicate with others enabling others to realize their intellectual competencies.

#### Employment Barriers

1. IRI will provide ADA consultation to employers.
2. IRI will also provide Disability Training as well as identifying and training designated mentors at IRI supported employee's workplace.

#### Comments

IRI is committed to facilitating accessibility for persons served.

  
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Roy Wilson

IRI Regional Manager  
Safety Officer