

able
SOUTH CAROLINA

independent
living for all

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**Removing Barriers:
The Key to Access**
10/7/2020

Hi there!

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Robbie Kopp

Director of Advocacy
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Hello!

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Workplace Inclusion Obstacles

Attitude

Programs

Architecture



A photograph of a staircase with a purple text overlay. The staircase is made of dark, textured steps and is flanked by light-colored brick walls. Metal handrails run along both sides of the stairs. At the top of the stairs, there is a signpost with two green signs, one with the number '1' and one with the number '2'. The scene is brightly lit, suggesting an outdoor or well-lit indoor environment.

Architectural Barriers

A Few Things to Consider:

- Do you have ADA compliant accessible parking spaces that are clearly marked?
- Does your building have functioning automatic doors?
- Do the doors utilize handles instead of knobs?
- Is the pathway free of plants and other barriers?
- Is the front desk low enough for someone in a wheelchair to access?
- Are public meeting spaces on a floor that is accessible to everyone?
- Are the signs indicating accessible entrances easily viewed from the sidewalk?
- Do the signs indoors have raised lettering and Braille?
- Do fire alarms utilize flashing lights for individuals who are deaf?
- Are bathroom stalls large enough for wheelchair users to maneuver easily?
- Be prepared to make individual accommodations and think outside of the box for solutions that allow individuals to access your programs.

Additional Resource: adachecklist.org



Program Barriers

COMMUNICATION

SB-30

Program Access Considerations

- Are your materials available in alternative formats?
- Does your front desk staff know how to communicate with walk-ins who are deaf?
- Do you have practices in place to de-escalate situations if someone becomes frustrated?
- Do you have a policy about service animals?
- Can someone who uses a screen reader fully utilize your website?
- Do you know how to communicate with someone with a hearing disability through an interpreter or video relay services?
- Be prepared to make individual accommodations and think outside of the box for solutions that allow individuals to access your programs.

Auxiliary Aids and Services (1/1)

- qualified interpreters
- notetakers
- screen readers
- computer-aided real-time transcription (CART)
- written materials
- telephone handset amplifiers
- assistive listening systems
- hearing aid-compatible telephones
- computer terminals
- speech synthesizers
- communication boards
- text telephones (TTYs)
- open or closed captioning
- closed caption decoders
- video interpreting services

Auxiliary Aids and Services (2/2)

- videotext displays
- description of visually presented materials
- exchange of written notes
- TTY or video relay service
- email
- text messaging
- instant messaging
- qualified readers
- assistance filling out forms
- taped texts
- audio recordings
- Braille materials
- large print materials
- materials in electronic format (compact disc with materials in plain text or word processor format)

Digital Accessibility

Good Resources:

- Have alt text embedded in images or text description when alt text is limited
- Are navigable with logical heading structure
- Properly structure complex information like tables and graphs

Bad Resources:

- Place all of the text content in an image (i.e. screenshot text, scanned docs)
- Have all readable text lumped together **OR** out of order
- Layer arrows, lines, or other unnecessary images to convey ideas

Additional Tools:

<https://support.microsoft.com/en-us/office/improve-accessibility-with-the-accessibility-checker-a16f6de0-2f39-4a2b-8bd8-5ad801426c7f>

<https://wave.webaim.org/>

Plain Language Intro

- Clear, natural language
- Think about how it would sound if read aloud to you
- [Readability Tests for Webpages](#)
- Using Microsoft Word Readability

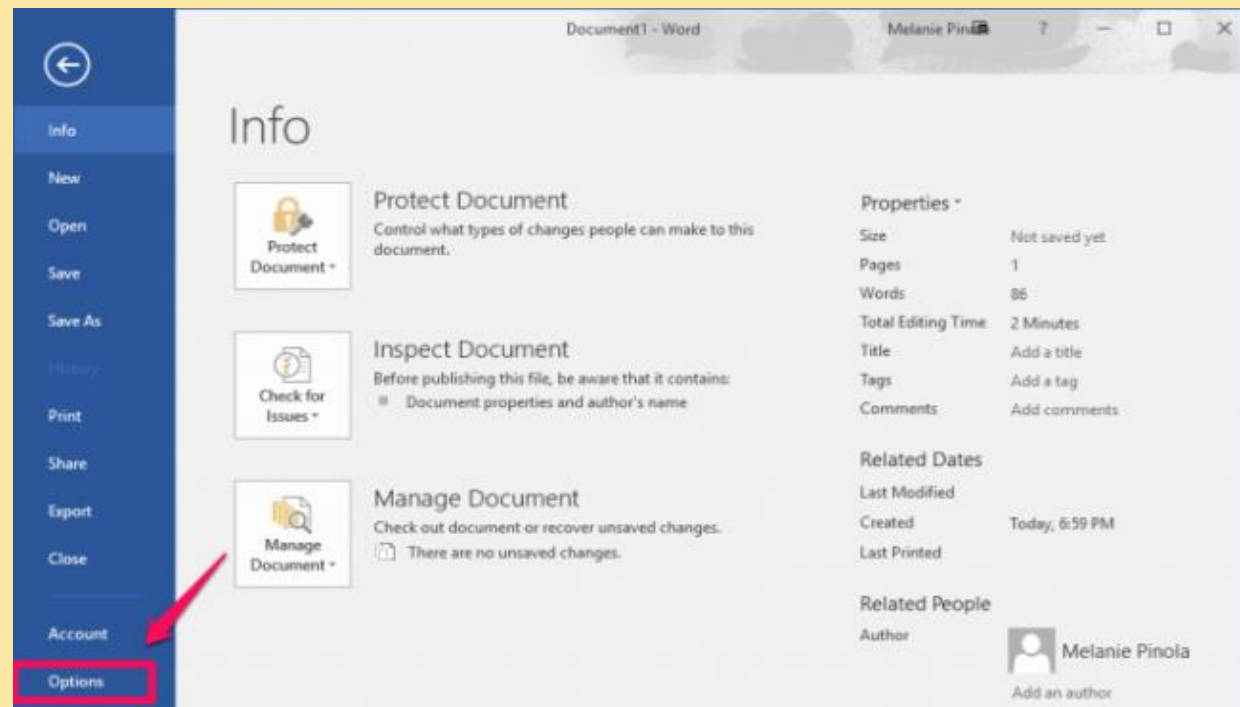


Plain Language Tool in Word

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Tips and Techniques: Writing Readable Content Read, Test, and Revise

Step 1. Go to File > Options.



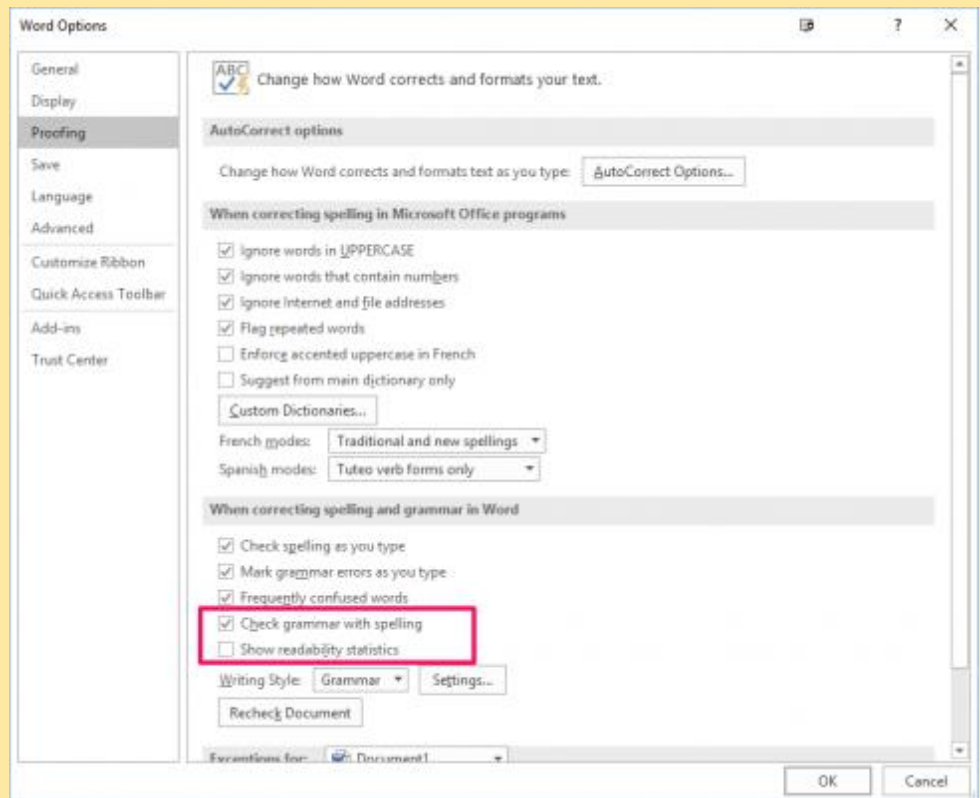
Plain Language Step 2

Tips and Techniques: Writing Readable Content

Read, Test, and Revise

Step 2. In the “Proofing” tab, check the following options.

- Check grammar with spelling.
- Show readability stats.

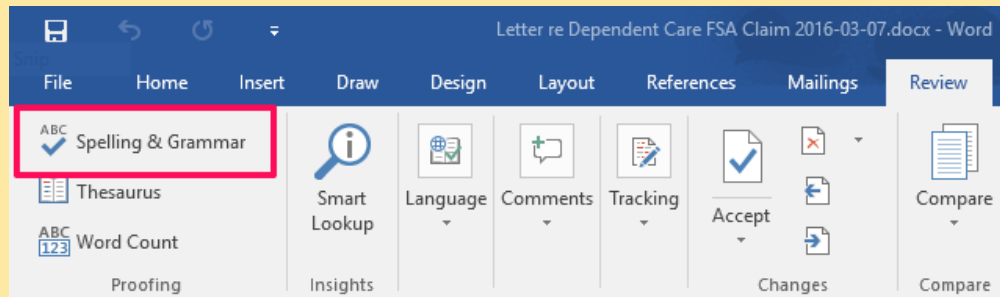


Plain Language Final Steps

Tips and Techniques: Writing Readable Content Read, Test, and Revise

Step 3. Click “OK”

Step 4. Click to review > Spelling and Grammar



Attitudinal Barriers

Shifting the Culture

- **How many South Carolinians have disabilities?**
 - *How many of your staff identify with having a disability?*
 - *How many of your participants have disabilities?*
 - *How many doors are there for those with disabilities?*
 - *How many of the success stories we tell include people with disabilities?*
 - *How often do we elevate training examples of people with disabilities?*

Disability is part of being human. When people with disabilities are left out of the culture, they seem different, and that perception sticks.

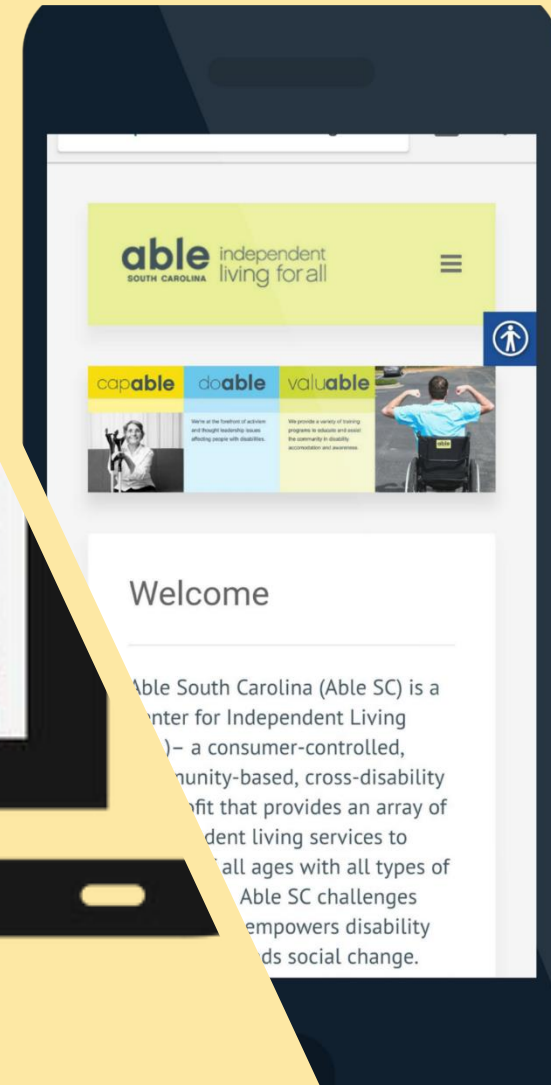
Reasonable Accommodations

Make reasonable modifications in policies, practices, or procedures when necessary to avoid disability discrimination in all interactions with people with mental health disabilities or I/DD, unless the modifications would fundamentally alter the nature of the service, program, or activity.

Examples

- Your standard desk may meet the needs for most, but a new hire uses a touch screen and mouth-stick. They may request accommodations to modify their desk or request a different desk.
- An individual may request a qualified American Sign Language Interpreter for supervision appointments or their annual review while not needing one the rest of their work time.
- What examples have you seen in your professional capacity?

Find Us Online



www.able-sc.org





ANY QUESTIONS?

Thank you!

You can find us at...

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