|  |  |
| --- | --- |
|  ACCESSIBILITY & ADVOCACY  | NO. 489 |
| It is the policy of Winning Wheels, Inc. to be actively involved in the process of removing architectural, attitudinal, communication, employment, financial, transportation and other barriers to persons with activity limitations. Persons served provide ongoing input into identifying such barriers, and assist with identifying action to remove barriers, as well as corresponding timelines. The purpose and focus of this policy is to promote full program and service access by persons with disabilities. Winning Wheels, Inc. respects ethnocultural diversity and strives to ensure that language and cultural differences are not barriers to accessing and participating in the program. The Board of Directors has reviewed and approved the following plan on accessibility, and will review the plan annually or as necessary to evaluate the need for revisions.1. Winning Wheels promotes the recruitment of qualified persons with disabilities / activity limitations and provides reasonable accommodations to promote equal opportunities for participation by persons with disabilities throughout levels of the organization, both formal and informal. Advertisements for employment vacancies at Winning Wheels, its programs and its subsidiaries are noted as E.O.E.2. Winning Wheels is committed to providing access / referral to social, legal and/or economic advocacy via referrals to Guardianship and Advocacy, Protection and Advocacy, and by posting the contact numbers to enable resident access to same.3. Winning Wheels, Inc. endeavors to comply with the Americans with Disabilities Act and applicable state and federal laws.4. Winning Wheels is committed to identifying and removing or modifying architectural barriers in its programs and facilities. Architectural barriers may include barriers to persons with visual and hearing impairments, if applicable. Winning Wheels will enlist the assistance of the Department of Rehabilitation Services and/or other external inspection agencies (e.g. Veterans Administration; Department of Commerce and Community Affairs) in conducting accessibility surveys of its facilities and programs and to make recommendations as necessary. Winning Wheels is committed to implementing these recommendations and to making reasonable accommodations as is deemed feasible and advisable by its designated authority.5. In the unlikely event that reasonable accommodations cannot be made at Winning Wheels, Inc., Social Services personnel will be responsible to make referrals as appropriate to accessible organizations |
| Approved: | EffectiveDate: | RevisionDate: 3/17 | Change No.: | Page: 1 of 1 |