



## TACL Accessibility Plan 2025-2026

TACL, its Board of Directors, staff, volunteers, family members, consumers and other stakeholders identify and attempt to address accessibility barriers for people with developmental disabilities on a daily basis. As an organization, we are committed to the removal of barriers for people with developmental disabilities. This Accessibility Plan clearly identifies current/past barriers and our proposed solution to reduce or even eliminate those barriers. Our Accessibility Plan and Training Plan is intended to further enhance access to the organization's programs, services, and facilities, while also helping individuals receiving service to overcome the barriers that prevent them from fully participating in their community. The feedback we received through our surveys and our Self Advocate/Residential and Parent Support Group has helped us to understand that we need to further explore and place emphasis on expanding our presence in the Community. Getting the word out in the Community who is TACL and what great things do they do!

Examples of the barriers that may exist include physical, attitudinal, financial and communication barriers.

TACL uses several approaches to gather information about what barriers exist including:

1. Ongoing strategic planning meetings that address organizational issues or barriers that affect the lives of individuals receiving service.
2. Program Coordinators, Supervisors, Stakeholders and Self Advocates fill out Satisfaction/ Associability surveys that help address barriers identified by both individuals and staff at each TACL location.
3. Participant Satisfaction surveys that include a section on accessibility where people receiving service could indicate what barriers they face.
4. Finally, the Residential Council and Self Advocate meetings.

This Accessibility Plan shows the barriers and updates that were identified in the last plan.

## Barriers in the Association

| Identified Barrier   | Recommendation   | Priority | Cost      | Person Responsible | Completion Date | Status            |
|--|--|----------|-----------|--------------------|-----------------|-------------------|
| Concrete Sidewalk at Willow cracking and raising.                              | Repair   | High     | \$2,000   | Contractor / Nancy | Jul-25          | Completed         |
| Make the basement of Duncan House wheelchair friendly.                         | Renovate   | High     | \$140,000 | Nancy / Contractor | Jun-26          | Ongoing           |
| Improve accessibility around the Fruitvale House kitchen.                      | Reno kitchen to make accessible to all.                      | Med      | \$60,000  | Nancy / Contractor | Dec-26          | Ongoing           |
| CIC is not wheelchair accessible through main entrance for larger wheelchairs. | Create larger door next to current door where the window is. | Med      | \$8,000   | Nancy / Sheila     | May-25          | Completed         |
| Instances where a wheelchair accessible van was not available.                 | Purchase an additional wheelchair accessible van.            | High     | \$140,000 | Nancy              | Apr-26          | Awaiting delivery |

### Physical Barrier in the Community

| Identified Barrier  | Recommendation   | Priority | Cost                 | Person Responsible | Completion Date          | Status  |
|---|--|----------|----------------------|--------------------|--------------------------|---|
| Warfield Pool does not have wheelchair access               | Lobby Warfield Council   | Med      | None                 | Nancy / Board      | No date given / Ongoing. | Have lobbied 4 times. Council trying get a grant                  |
| Some Persons Served cannot get to church.                   | Speak with identified churches and if someone will volunteer to give participants a ride | High     | None                 | House Supervisors  | Ongoing.                 | Ongoing. Currently all Persons Served have the ability to attend. |
| TACL has no audio on the website for those who cannot read. | Add text to speech feature on the website.   | High     | \$15,000 to \$20,000 | Nancy / Tracy      | Ongoing.                 | Searching for the best technology                                 |

### Financial Barriers

| Identified Barrier   | Recommendation  | Priority | Cost | Person Responsible  | Completion Date | Status   |
|--|---|----------|------|---|-----------------|--|
| Stakeholder with control of a Person Served finances that does not always have Person Served best interests. | Request facilitator to advocate having TACL support an individual in control own finances. Discuss with everyone involved at PLP meeting. | Med      | None | Nancy / Korrie / Program Supervisors / Finance Manager. Parent Advocate on the Board refer to Public Guardian Trustee | Ongoing         | Completed and ongoing as new clients come into TACL services. Have referred clients to PGT and advocate services. Completed and ongoing. |

| Identified Barrier   | Recommendation  | Priority | Cost | Person Responsible     | Completion Date | Status  |
|--|---|----------|------|------------------------|-----------------|---------|
| Family members need to be asked for money for Person Served to attend community events.                          | Individuals will be given a monthly schedule and budget to reduce the number of times money is asked for.   | Med      | None | Appropriate Supervisor | Jan-16          | Ongoing |
| Some of the individuals living in the Community struggle with budgeting enough money to attend community events. | assist individuals to set up a budget and arrange for setting aside funds needed for each month. Provide a money management group activity to the Community Support group meetings. | High     | None | Delegated Staff        | Ongoing         | Ongoing |
| Some clients in the community are at risk of being take advantage of financially.                                | Provide information and support 1 on 1 and in group settings to learn to be assertive and stay safe. 5 side by side modules on Abuse Prevention are done by all persons served      | High     | None | Nancy / Sheila         | Ongoing         | Ongoing |

| Identified Barrier  | Recommendation  | Priority | Cost | Person Responsible | Completion Date | Status  |
|---|---|----------|------|--------------------|-----------------|---------|
| At times individuals come to TACL seeking supports  | Refer to CLBC facilitator to identify needs and ongoing support measures. Continue to attend community mental health meetings regarding at risk persons with complex mental needs and DD                            | High     | None | Nancy / Sheila     | Ongoing         | Ongoing |
| Family member and support workers not complying with MEIA regulations for claiming earnings | Send letter to individuals and families regarding the legislation involved. Follow up with families and support network at annual PLP meeting. Staff offer to do with Person Served resulting in a teachable skill. | High     | None | Sheila / Tammy     | Ongoing         | Ongoing |

### Communication Barriers

| Identified Barrier  | Recommendation  | Priority | Cost         | Person Responsible         | Completion Date | Status  |
|---|---|----------|--------------|----------------------------|-----------------|---|
| Communicating Information about TACL, its activities and things happening in the community. | Publish Handbooks in plain language, large print and recording it in an audio format. Put on website. Facebook, community events and local paper. | High     |              | Nancy / Board / Admin Team | Revised 2020    | Handbooks created and revised annually are on the website. Working on the audio versions. |
|   | Develop a newsletter that is distributed to stakeholders including Persons Served and their families. Put on Website                              | Med      | \$500 / year | Tracy / Nancy              | Ongoing         | Ongoing   |