



STARCARE
SPECIALTY HEALTH SYSTEM

ACCESSIBILITY PLAN

2012

Revised December, 2012

Reviewed December, 2013

Reviewed January, 2015

Reviewed December, 2015

Reviewed December, 2016

ACCESSIBILITY PLAN

STARCARE Specialty Health System is committed to providing services through an accessible system of services, facilities and resources that support individual choice and promote lives of dignity and self-determination.

Architectural, environmental and transportation concerns are addressed when facilities are purchased, leased or renovated. Regulations from the Americans with Disabilities Act are followed and individuals with physical challenges are consulted in formulating architectural and transportation plans.

Safety Officers from each facility assist in identifying barriers to accessibility for the areas in which they work. These barriers are reported to the Coordinator of Risk Management and the Program Director for the area involved. Barriers are discussed and solution options are developed during the regular monthly Safety Committee meetings.

The System Risk Management Committee analyses barriers to accessibility and prioritizes actions to remove identified barriers. Data for its analysis is collected from all areas of the System.

At least annually the Accessibility Plan for the System is reviewed by the Director of Plant Operations, the Director of Network Management, the Assistant Director for Human Resources and the Coordinator of Risk Management. If needed, recommendations for change are presented to the Executive Leadership.

Requests for reasonable accommodations are processed and documented by the Assistant Director for Human Resources. Applicable laws are followed.

Barriers of attitude, finance, employment, communication and community integration are addressed throughout the System as a part of normal course of business. These barriers are often corrected at the level of discovery but if higher levels of resources are required they are referred to the Coordinator of Risk Management.