

Accessibility Plan 2021

Introduction

Cornerstone/Hernandez Home AFC, Inc. has completed a formal accessibility plan to address accessibility issues at our program locations as well as the community at large. Cornerstone/Hernandez Home AFC, Inc. is committed to reducing or removing barriers for residents so that they can enjoy and fully access our program as well as the community. The organization addresses barriers which might include the following: architectural, environmental, attitudinal, financial, employment, communication, transportation and community integration barriers. Progress regarding the plan will be relayed in the Outcomes Management Report and changes will be addressed within the plan at least annually. The Accessibility Plan will be available on the organization's website and available to all stakeholders.

Identified Barrier	Solution	Priority	Estimated Cost	Funding Source	Due Date	Responsible Person	Status Report
Attitudinal Accessibility: Families may not encourage their disabled relative's independence.	Continue to emphasize the philosophy of integration into the mainstream through active involvement in planning meetings.	High	NA	NA	April 1, 2022	Care Coordinating Team	May 1, 2021
Employers may have a preconceived notion of disabled persons being incapable	Increase community awareness through continued	High	NA	NA	May 1, 2022	Care Coordinating Team, Direct Care Staff	May 1, 2021

of working productively. Increase staff knowledge of HCBS waiver and the nature of the rule in relation to accessibility.	integration efforts. Continue training efforts in regard to the HCBS waiver.	High	NA	NA	May 1, 2022	Human Resource Department, Direct Care Staff	May 1, 2021
Communication: There are no visible emergency alarms in the administrative building More documents should be offered in a language other than English Emergency equipment and evacuations should be more accessible to blind and deaf individuals.	Install visible emergency alarms at all current alarm locations as resources allow Documents for consumers will be transplanted into Spanish. Put in place more emergency equipment that is designed for individuals who are blind/deaf.	High Moderate Moderate	\$500 \$500 \$1000	General General General	May 1, 2022 May 1, 2022 May 1, 2022	Health and Safety Care Coordination Health and Safety	May 1, 2021 May 1, 2021 May 1, 2021
Architectural:							

Need to work on making all homes entry ways handicapped accessible.	Put ramps at entrances to make accessibility easier for residents in wheelchairs or with ambulatory issues.	Moderate	\$30,000	Huntington Bank	May 1, 2022	Maintenance	May 1, 2021
More handicapped parking should be available at the administrative building.	Create more handicapped parking spaces at the central office.	Moderate	\$10	General	May 1, 2022	Health and Safety	May 1, 2021
Bathrooms and exits should be marked with braille markings.	Place Braille signs on all bathroom, exit and other pertinent	Moderate	\$200	General	May 1, 2022	Health and Safety	May 1, 2021
Environmental:							
Winter months make transportation challenging.	Ensure winter tires are on all vehicles to create safer transportation during winter months.	Moderate	\$6000	General	December 1, 2021	Health and Safety	February 1, 2022
Technology:							
Increase accessibility to cable and	General Internet should be	Moderate	\$2000	General	July 1, 2021	Health and Safety	May 1, 2021

internet in all homes.	available for consumer usage in the home. Additionally, cable services should be available for independent usage as their funds allow.						
Financial: Lack of personal funds creates barriers to accessing community activities for the residents.	Continue to increase funds available for outings and activities to support community integration.	Moderate	\$8400/year	General	July 1, 2021	CEO	May 1, 2021
Transportation: Assist and promote the use of taxi services and uber in rural areas.	Taxi services are available, and information is posted at each home-teach person served how to use uber apps.	Moderate	NA	NA	June 1, 2021	Health and Safety	May 1, 2021
Consumers want more access to other cities and recreation facilities.	Provide more transportation to cities such as Kalamazoo and Grand Rapids.	Moderate	Unknown	General	June 1, 2021	Care Coordination, Direct Care Staff	May 1, 2021

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CORNERSTONE
HERNANDEZ HOME AFC
SPECIALIZED RESIDENTIAL SERVICES

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