

1.08 Accessibility Policy

Policy:

It is the policy of Licking/Knox Goodwill Industries, Inc., to work towards removing attitudinal, architectural, employment, transportation, communication, and any other barriers to individuals with disabilities and individuals with other special needs within the organization and the Licking and Knox county communities.

Procedure:

An Accessibility Plan, which addresses barriers, will be developed by staff and adopted by the Board of Trustees. The plan is to be reviewed at least annually by the Safety Committee, Senior Staff, Administrative Staff, and the Board of Trustees, and will be utilized in the development of annual plans and operating budgets.

Licking/Knox Goodwill's commitment to accessibility is evidenced through the following activities:

- Licking/Knox Goodwill Industries, Inc., provides opportunities for individuals with disabilities, service providers, and the community to participate in evaluating the agency's overall effectiveness, as well as helping to establish the vision for the future.
- It is the intent of Licking/Knox Goodwill Industries, Inc., to comply with the Americans with Disabilities Act. Qualified persons with disabilities are hired as staff members and are supported when appropriate, through reasonable accommodation. The policy on Equal Employment Opportunity and the Affirmative Action Plan are to be reviewed and updated annually.
- Licking/Knox Goodwill Industries, Inc., is committed to utilizing the media to portray persons with disabilities in a manner that reflects their value and contributions to the community. Agency brochures and newsletters utilize "people first" language. The agency places a priority on collaboration with other service providers and the business community in an effort to integrate persons with disabilities into their respective communities.
- The Safety Committee is responsible for assessing the accessibility of all facilities. Areas needing modification are identified, as well as steps to be taken, timelines for completion of modification, and the rationale for not modifying any area determined to be inaccessible.