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*Information, Referral, Education, Supported Employment and Rehabilitation Services  
Serving Central and Eastern Massachusetts*

Based on this review at the end of year 2019, the following is the organization's

## **ACCESSIBILITY PLAN**

Reviewed Jan. 2019

**Reviewed January 10, 2020**

Autism Services Association makes every effort to promote the availability of services to the population it serves and to create an environment that is dignified and friendly. We are committed to providing and advocating equal access to all individuals. ASA's mission statement highlights our concern for ethical and moral issues of accessibility in our community and the impact on individual dignity, self-respect and quality of life. We look beyond legal compliance and strive to create a community environment that is a model of accessibility for those we serve and for our community.

ASA uses the CARF publication "Accessibility in CARF accredited Organizations: A Resource Guide to Understanding the ASA" in its review of compliance with the CARF accessibility standards. ASA reviews its adherence to these standards through fulfillment of the checklist within this publication which covers the physical, attitudinal and communication areas of accessibility.

### **Barrier:**

**Physical and Environmental Access:** There are no barriers at this time as the building is compliant and accessible to all individuals.

**Attitudinal Access:** marketing and admissions of independent living skills for participants with autism who have particular difficulty in communication and behavioral management skills. These skills would include speech therapy, community integration, sensory motor integration, exercise, self care skills and instruction, socialization skills, behavior management skills. This would enhance attitudinal accessibility for persons served.

**Solution:** Day Habilitation Program Development/Community Based Day Supports  
**Priority:** B  
**Cost:** Medicaid & Department of Developmental Services reimbursement  
**Due Date:** ongoing  
**Person Responsible:** Executive Director

**Financial Access:** Autism Services is committed to continue to market and support of program services, fundraising, and grants in an environment of program cuts and reduced resources and financial support

**Solution:** annual mail appeal, program proposals, when indicated  
**Priority:** B  
**Cost:** negligible  
**Due Date:** ongoing  
**Person Responsible:** Executive Director

**Employment:** Autism Services Association is committed to continue to develop and provide opportunity for community employment for person served.

**Solution:** Job Developer securing employment  
**Priority:** B  
**Cost:** negligible  
**Due Date:** ongoing  
**Person Responsible:** Executive Director

## **Communication and other Assistive Technology:**

**Solution:** consumer access to the internet and computer applications  
Installation of computers, purchase of IPADS and internet  
access for program participants. Implementation of assisted  
technology to enhance independence.

**Priority** B

**Cost:** none to minimal as allowed by equipment turnover

**Due Date:** ongoing

**Person Responsible:** Executive Director

**Access:** with the development of an assistive technology assessment/plan will assist  
individuals to enhance independent skills in all activities of daily living

**Technology:** Autism Services has developed a Technology plan that has goals to address  
barriers (see attached Plan)

**Priority** B

**Cost:** negligible

**Due Date:** ongoing

**Person Responsible:** Executive Director

**Transportation:** There are no barriers at this time as Autism Services Association provides  
transportation to the program to the majority of person served and those that are accepted  
transportation services are secured. When in the program the agency provides the  
transportation to jobs and with all activities in the community to all person served.

**Community Integration:** There are no barriers at this time. Autism Services Association is  
committed to accessing community and having individuals be active community members.  
Autism Services Association has procured memberships to various gyms, studios and other  
community memberships.