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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 2021, the following is the organization's

ACCESSIBILITY PLAN

Reviewed Jan. 2019, January 10, 2020,
April 20, 2021

Revised: January, 24, 2022

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.

During 2021, we began to increase our ability to provide in person and maintain our virtual and telehealth services for those individual's or members unable to return. We continued to reduce barriers in our services.

Our Wellesley facility renovations started March 22, 2021 and was finalized in July. We began operating July 26, 2021 and by August both programs were operating in Wellesley.

- **Physical and Environmental Access: both buildings are compliant and accessible to all individuals that can attend the program at this time. The Wellesley building has automatic lights and faucets.**
- **Attitudinal Access: We continued to market and received referrals. Even with the pandemic we were able to have admissions, our virtual program enhanced communication, sensory motor, self care, socialization, behavior management and etc.**
- **Financial Access: We made the decision to maintain our employees by applying and using the Paycheck Protection Program (PPP) and the Medicaid Relief Fund. We increased our donations and continued to bill for in person services and virtual services. We have received enhancement funds from The American Rescue funds (ARPA).**
- **We continue to assist person served in acquiring the technology equipment for our virtual services.**
- **Our staff have gone to person served homes and develop a picture curriculum guideline on how to access our schedule and how to maintain the device.**
- **We provided personal contact with individuals who wanted visits or drive byes.**
- **We provided individual virtual counseling**
- **We continue to provide transport; however, During the first part of the year we were only able to transport 2 individuals per the guidelines. Since the change of the guidelines, we have been able to increase our capacity to do transport and to provide in person services. We continue to focus on hiring staff to bring all back to in person services.**

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 currently as the facilities are 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 the COVID 19 Pandemic, 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: The COVID -19 Pandemic continues to limit ASA's ability to transport all individuals to and from the program. We are required to follow the guidelines. Until the state of emergency end we are limited in who we can provide transport to. However, those that are currently attending the program 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: The COVID -19 Pandemic continues to limit ASA's ability to access community as many businesses limit amount of people to have access, and person's ability to wear masks. 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.