

## 2. Accessibility

Spectrum's services and activities should be fully accessible to the people we serve, families and personnel. Spectrum's Accessibility Plan identifies best practices for promoting accessibility in the following areas:

- (i) Architecture
- (ii) Environment
- (iii) Attitudes
- (iv) Finances
- (v) Employment
- (vi) Communication
- (vii) Technology
- (viii) Transportation
- (ix) Community inclusion

The Accessibility Plan will be reviewed annually for relevance and updated as needed, including:

- (i) Update on the previous year's action plan
- (ii) Identified barriers that will be addressed over the coming year
- (iii) An action plan for addressing the barriers

### **Reasonable accommodation:**

Persons served will be provided with reasonable accommodation to ensure full access to Spectrum's services and activities. Individuals or families are welcome to make requests for accommodation at any time by talking to the manager or coordinator of the program.

Spectrum personnel will be provided with reasonable accommodation to carry out their job duties, for example upon return to work following an injury or illness. Please refer to Personnel Policy #18 (Sick Leave) for more information.