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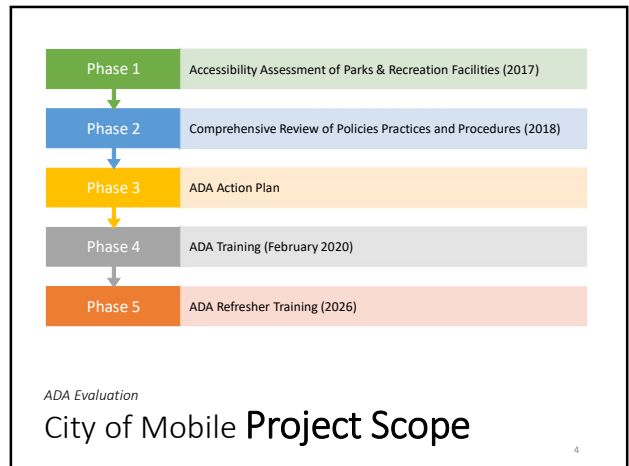
**Disclaimer**

The sites or features represented in the following document, in some instances, may not meet the minimum accessibility standards and guidelines under the Americans with Disabilities Act.

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**Planning for Inclusion**

<p><b>Accessibility Assessment</b></p> <ul style="list-style-type: none"> <li>Assess existing facilities for compliance with accessibility standards.</li> <li>Identify structural &amp; communication barriers to programs, services and activities.</li> <li>Outline solutions to remove barriers and improve access for guests with disabilities.</li> </ul>	<p><b>Self Evaluation</b></p> <ul style="list-style-type: none"> <li>Review policies, practices and procedures.</li> <li>Interview key staff &amp; units.</li> <li>Recommendations for policy &amp; procedural modifications.</li> </ul>	<p><b>Transition Plan</b></p> <ul style="list-style-type: none"> <li>Dynamic working document with a schedule for barrier removal.</li> <li>Community engagement with people with disabilities, advocates and families.</li> <li>Quarterly/semi-annual review of priorities.</li> </ul>	<p><b>Action Planning</b></p> <ul style="list-style-type: none"> <li>Training</li> <li>Convene accessibility management team.</li> <li>Assign tasks &amp; timelines for key units.</li> <li>Team meets monthly/quarterly to review implementation progress, address new issues and make policy recommendations to executive team.</li> </ul>
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**Accessibility Management & ADA Compliance starts with PLANNING!**

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**City of Mobile ADA Evaluation**  
*Parks and Recreation*

**CITY OF MOBILE PARKS AND RECREATION ADA EVALUATION**  
A REVIEW OF POLICIES, PROGRAMS, SERVICES AND ACTIVITIES FOR COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT

Presented by  
Skulski Consulting LLC  
May 2023

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ID	Description	Lead Department	Lead Staff	Target	Budget Note	Status Update
<p><b>City of Mobile Parks and Recreation</b> ADA Action Plan 2016-17</p> <p>The following ADA Action Plan will be monitored and updated by the ADA Coordinator for Parks &amp; Recreation</p>						
<p><b>Part I Title II Administrative Requirements</b></p>						
<p><b>1. ADA Self Evaluation</b></p>						
1.1	Requirement: Self evaluation. Conduct an ADA self evaluation of policies, practices and procedures and make necessary modifications. (35 USC Self-evaluation)			Completed		A review was conducted by a consultant in 2017-18 with subsequent recommendations for modifying policies. The ADA Action Plan outlines specific strategies for implementation of accessible modifications and transition planning. This document shall remain on file for public inspection.
1.2	Conduct a formal ADA self evaluation every 7-10 years.					Plan to revisit policies, practices and procedures 2023-2027.
<p><b>2. ADA Public Notice</b></p>						
2.1	Requirement: Maintain and periodically update the ADA notice on the web site.					
2.2	Create a brochure or other publication targeted toward people with disabilities, advocates, educators, and family members to increase awareness of the accessibility features within parks and recreation facilities, thereby encouraging greater participation among people with disabilities.					

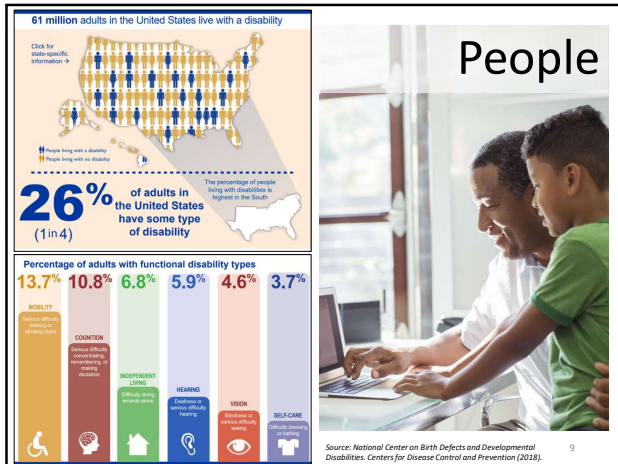
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City of Mobile Parks and Recreation	Location	Solution / Description and Recommendation	Assessment Date: 9/18/2017	Priority	Cost Estimate
	<b>Ballfields</b>	<b>Grade, surface and stripe existing parking lot to include accessible parking spaces and access aisles</b>		Priority 1 - Critical	\$60,000
		Parking is in the grass field. There are no accessible parking spaces serving the facility. Grade, surface and stripe for accessible parking. Determine the total number of parking spaces and stripe accordingly for the minimum number of one accessible space. Stripe for a minimum of one set accessible parking space (132 inches wide), one car accessible parking space (96 inches wide) and access aisles (90 inches wide). Alternatively, all accessible parking spaces could be striped as universal with 96 inch width for each accessible space and 96 inch width for each access aisle. Install signs designating the accessible parking spaces including the International Symbol of Accessibility. Signs identifying van parking spaces shall contain the designation "van accessible." Signs shall be 60 inches minimum above the finish floor or ground surface measured to the bottom of the sign.			
		Reference: ADA 502 Photo: BayouPark-002 Record #: 882			
	<b>Ball fields, sports fields</b>	<b>Provide accessible route to sports field/ court</b>		Priority 1 - Critical	\$60,000
		There is no accessible route to the ball fields, team seating or spectator viewing areas. Visitors must traverse through grass or the gravel service drive. Construct an accessible route to connect from the site arrival points to the ball fields, team seating and spectator viewing areas.			
		Reference: ADA 206, 222.2 (4), 402 Photo: BayouPark-026 Record #: 883			

Skulski Consulting LLC Bayou Park Page 2 of 5

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### Disparities for People with Disabilities

	People without Disabilities	People with Disabilities	Gap
Education (less than high school or GED)	9.8%	18.3%	9.8% ↓
Employment	76.5%	35.5%	41% ↑
Earnings Gap (median annual income)	\$45,449	\$40,353	\$5,096 ↓

Source: 2018 Annual Report on People with Disabilities in America, Rehabilitation Research and Training Center on Disability Statistics and Demographics, National Institute on Disability, Independent Living, and Rehabilitation Research.

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### Barriers to Participation Experienced by People with Disabilities

- Attitudinal
- Communication
- Physical
- Policy
- Programmatic
- Social
- Transportation

Source: National Center on Birth Defects and Developmental Disabilities, Centers for Disease Control and Prevention.

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### Americans with Disabilities Act of 1990

- Title I - Employment
- Title II - State & Local Government
- Title III - Public Accommodations
- Title IV - Telecommunications
- Title V - Miscellaneous

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**TITLE II ADMINISTRATIVE REQUIREMENTS**

<b>Designate Responsible Employee</b> Entities w/50+ employees	<b>Notice to the Public</b> All public entities	<b>Grievance Procedure</b> Entities w/50+ employees	<b>Self Evaluation</b> All public entities Originally required to be completed by January 26, 1993	<b>Transition Plan</b> Entities w/50+ employees Originally required to be developed by July 26, 1992 and barriers required to be removed by January 26, 1995

These documents (Self-Evaluation & Transition Plan) evidence a public entity's good faith efforts to comply with Title II's requirements. -DOJ Title II Technical Assistance Manual

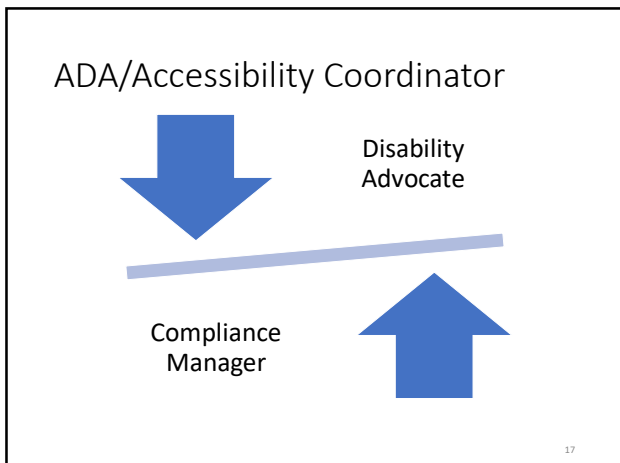
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**1. Responsible Employee**

(§ 35.107)(a)

- Public entities with 50 or more employees
- ADA Coordinator vs CEO
- Purpose → public liaison
- Decision-making authority
- Role
  - Planning & coordinating compliance activities
  - Overseeing the 5 administrative requirements
  - Receiving & investigating complaints
- Originating department?
  - Human Resources
  - Planning
  - Safety / Risk Management
  - Community Engagement

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**2. Notice to Public**


§ 35.106

- Communicated message to applicants, employees, participants, beneficiaries, and other interested parties
- Ongoing communication
- Multiple modes of delivery
  - Newspaper
  - Public service announcements
  - Web site
  - Program brochure
  - Announcements/press releases for meetings, special events
  - Postings at facilities

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## 2. Public Notice

- Intent to comply with the ADA
- ADA Coordinator
  - Name
  - Address
  - Phone
  - (E-mail)



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## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 ("ADA"), the [name of public entity] will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: [name of public entity] does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under title I of the ADA.

Effective Communication: [Name of public entity] will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in [name of public entity's] programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: [Name of public entity] will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in [name of public entity] offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of [name of public entity], should contact the office of [name and contact information for ADA Coordinator] as soon as possible but no later than 48 hours before the scheduled event.


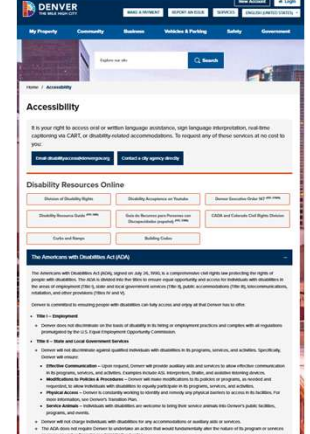
The ADA does not require the [name of public entity] to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of [name of public entity] is not accessible to persons with disabilities should be directed to [name and contact information for ADA Coordinator].

[Name of public entity] will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.


ADA Best Practices Tool Kit for State and Local Governments <https://www.ada.gov/pcatoolkit/chap2toolkit.htm>

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## National Park Service Poster

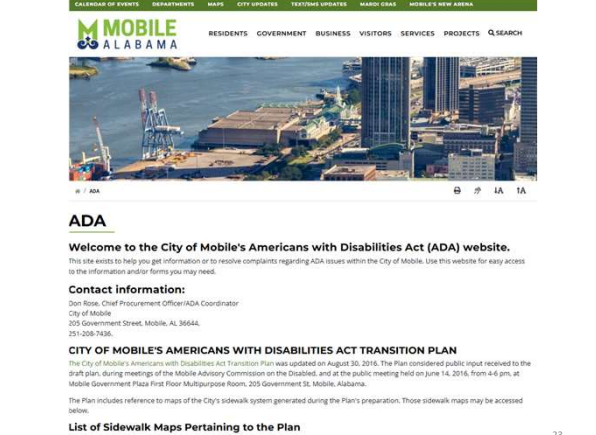


Discrimination on the basis of disability in the Federally conducted programs or activities of the Department of the Interior is prohibited.

For more information on the Department of the Interior's commitment to accessibility, please contact:

Accessibility Specialist  
U.S. Department of the Interior  
National Park Service  
1600 L Street, NW (City Code 0000)  
Washington, DC 20002  
5030000

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## ADA

Welcome to the City of Mobile's Americans with Disabilities Act (ADA) website. This site exists to help you get information or to resolve complaints regarding ADA issues within the City of Mobile. Use this website for easy access to the information and/or forms you may need.

**Contact information:**  
Don Rose, Chief Procurement Officer/ADA Coordinator  
City of Mobile  
303 Government Street, Mobile, AL 36644  
351-208-7436.

**CITY OF MOBILE'S AMERICANS WITH DISABILITIES ACT TRANSITION PLAN**  
The City of Mobile's Americans with Disabilities Act Transition Plan was updated on August 20, 2016. The plan considered public input received to the draft plan, during meetings of the Mobile Advisory Commission on the Disabled, and at the public meeting held on June 14, 2016, from 4:30 pm at Mobile Government Plaza First Floor Multipurpose Room, 203 Government St. Mobile, Alabama.

The Plan includes reference to maps of the City's sidewalk system generated during the Plan's preparation. Those sidewalk maps may be accessed below.


**List of Sidewalk Maps Pertaining to the Plan**

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## 3. Grievance Procedure

(§ 35.107)(b)

- Purpose → mechanism for resolution
- Existing procedure vs separate for ADA
- Employment process vs Public process
- Procedure
  - Description of procedure to submit grievance
  - 2-step review process that allows for appeal
  - Reasonable time frames for review & resolution
  - Good record-keeping for all complaints and documentation of steps taken toward resolution



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### 4. Self - Evaluation

§ 35.105

- Comprehensive review of policies and practices
- The public entity must
  - Identify non-compliance policies and practices
  - Modify policies and practices to bring them into compliance
- Opportunity for people with disabilities and interested parties to review and comment
- On file for public inspection for 3-years (for entities w/50+ employees)
  - List of interested persons consulted
  - Description of areas examined and identified problems
  - Description of modifications

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### 5. Transition Plan

§ 35.150

- Where structural changes to existing facilities are necessary to achieve Program Access
- Transition Plan components
  - Identification of physical & communication barriers to programs, goods or services
  - Identification of solution for barrier removal
  - Prioritization and targeted timelines for barrier removal
  - Assigned responsibility
- On file for the public until completed

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### ADA Title II General Prohibitions

§ 35.130 General prohibitions against discrimination

- No qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits of the **services, programs, or activities of a public entity**, or be subjected to discrimination by any public entity.

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What PROGRAMS do you offer?

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Program Access is a foundational principle of Title II

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Americans with Disabilities Act  
Program Access

§35.149  
No qualified individual with a disability shall, because a **public entity's facilities** are inaccessible to or unusable by individuals with disabilities, be excluded from participation in, or be denied the benefits of the services, programs, or activities of a public entity, or be subjected to discrimination by any public entity.

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*Americans with Disabilities Act*  
**Title II Program Access**


§35.150  
 A public entity shall operate each service, program, or activity so that the service, program, or activity, **when viewed in its entirety**, is **readily accessible to** and **usable by** individuals with disabilities.

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**Program Access & Program Spaces**

- When **viewed in its entirety\***, can visitors participate and gain the benefits of the program?



Existing Facilities → Program Access Standard → ADA Transition Plan

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*ADA Title II*  
**Program Access – Key Principles**

- Equal opportunity to participate & benefit
- Most integrated setting
  - Least restrictive environment
  - Separate is not equal
- Reasonable modification of policies, practices and procedures
- Eligibility criteria
- Effective communication
- Auxiliary aids and services


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*Key Principles of the ADA*  
**Reasonable modifications**

§ 35.130(7)(i)

- Changes to policies, practices and procedures to ensure people with disabilities can participate and benefit from the program, service or activity
- Required unless the modification would fundamentally alter the nature of its service, program, or activity.




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*Key Principles of the ADA*  
**Eligibility Criteria**

- Cannot screen out or tend to screen out persons with disabilities...unless it can show that such requirements are necessary

*For example, requiring presentation of a driver's license as the sole acceptable means of identification for purposes of paying by check could constitute discrimination against individuals who are blind or have low vision. This would be true if such individuals are ineligible to receive licenses and the use of an alternative means of identification is feasible.*  
(ADA Questions and Answers, ADA National Network, 2013)




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*Key Principles of the ADA*  
**Unnecessary disability-related inquiries**

- Cannot ask:  
Do you have a disability?
- Can ask:  
Do you have a disability-related need?



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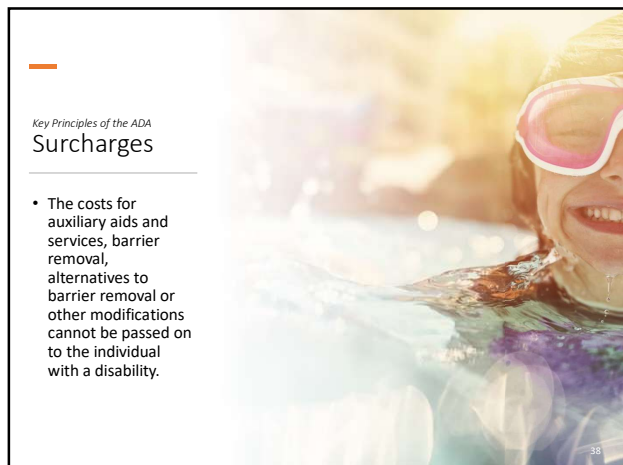
**Sample Registration Form**

Do you have a disability-related need?

- No
- Yes, I require \_\_\_\_\_
  - Wheelchair accessible facility
  - Sign language interpreter
  - Assistive listening system
  - Braille or large print
  - Additional assistance with instructions or processing information
  - Other \_\_\_\_\_

If you answer yes, a staff will contact you for more information

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*Key Principles of the ADA*

**Surcharges**

- The costs for auxiliary aids and services, barrier removal, alternatives to barrier removal or other modifications cannot be passed on to the individual with a disability.

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*Key Principles of the ADA*

**Effective Communication**

§ 35.160

- Communication must be as effective for person with a disability as it is for others
  - Nature of the communication
  - Length/duration
  - Complexity
- Primary consideration given to individual with disability

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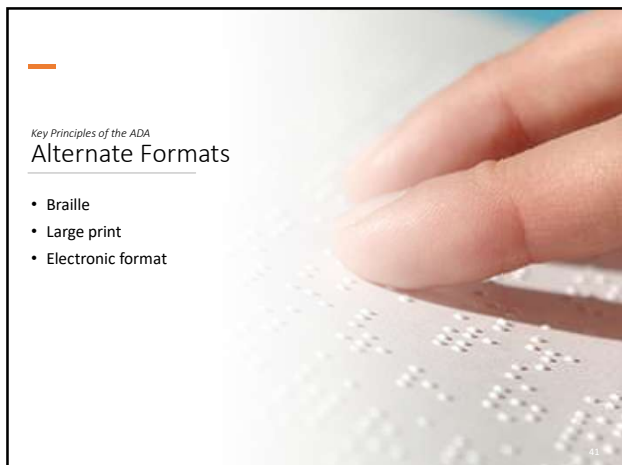


*Key Principles of the ADA*

**Auxiliary Aids and Services**

- Sign language interpreters
- Readers
- Assistive listening systems
- Audio / video description
- Captioning / real-time captioning
- Alternate Formats
  - Braille
  - Large print
  - Electronic format..... etc

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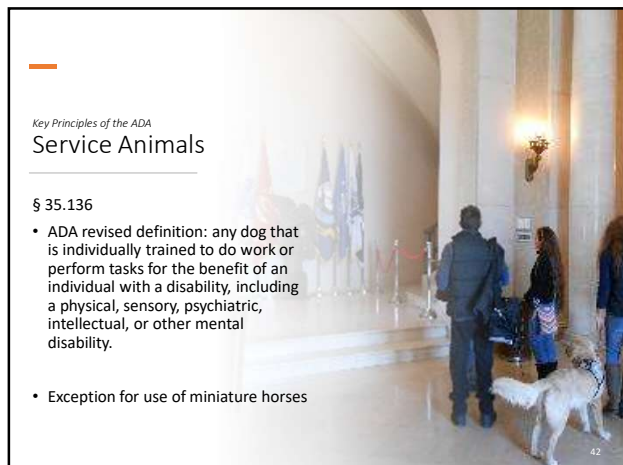


*Key Principles of the ADA*

**Alternate Formats**

- Braille
- Large print
- Electronic format

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*Key Principles of the ADA*

**Service Animals**

§ 35.136


- ADA revised definition: any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability.
- Exception for use of miniature horses

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Key Principles of the ADA

### Inquiry for Service Animals

- Cannot ask: "What's your disability?"
- Can ask: "Is the animal required because of a disability?" and "What work or task the animal has been trained to perform?"
- Documentation is not required.
- Must be under the handler's control.



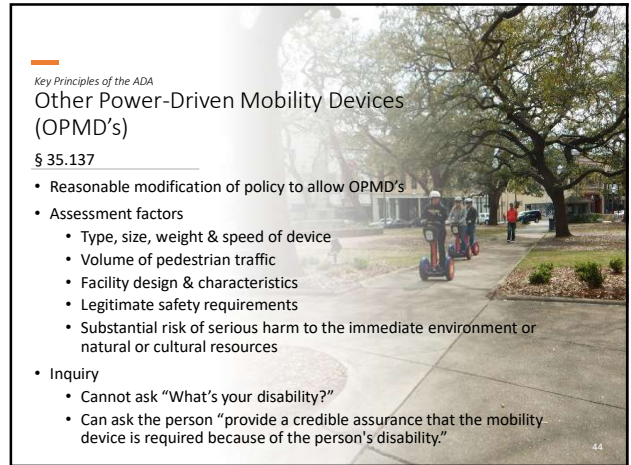
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Key Principles of the ADA

### Other Power-Driven Mobility Devices (OPMD's)


§ 35.137

- Reasonable modification of policy to allow OPMD's
- Assessment factors
  - Type, size, weight & speed of device
  - Volume of pedestrian traffic
  - Facility design & characteristics
  - Legitimate safety requirements
  - Substantial risk of serious harm to the immediate environment or natural or cultural resources
- Inquiry
  - Cannot ask "What's your disability?"
  - Can ask the person "provide a credible assurance that the mobility device is required because of the person's disability."



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### Issues Unique to Parks & Recreation



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### Inclusion Support Staff

- Aide in the assessment
- Facilitate participation in the program
- Provide structure, details and consistency for the program session
- Provide direction and guidance to stay on task
- Encourage participants to develop friendships
- Emphasize the individual's abilities and similarities while de-emphasizing the differences
- Support behavioral guidelines and safety



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### Medication

What medication may be administered by Recreation District Staff?

- Daily oral medication

What about specialized medications that may require personalized training with the parent/guardian?

- Allergy care
- Seizure care
- Medical marijuana patch
- Diabetes care
- Catheterization
- Tracheostomy care
- G-Tube



Policy example:

- **What We Do:**
  - Assist with diabetic finger pricks.
  - Carry or allow participant to carry epi-pens or inhalers.
  - Keep emergency medications on site for EMS (glucagon injections, some seizure medications).
- **What We Don't Do:**
  - Insulin injections.
  - Administer medication that requires medical judgment, medical training or is invasive.

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### Personal Care & Personal Care Attendants

- Broadly, personal care may include assistance with personal belongings, eating, dressing, grooming, bathing, toileting, and other activities of a personal nature.
- **§ 35.135 Personal devices and services.** This part does not require a public entity to provide to individuals with disabilities personal devices, such as wheelchairs; individually prescribed devices, such as prescription eyeglasses or hearing aids; readers for personal use or study; or services of a personal nature including assistance in eating, toileting, or dressing.
- ADA - modification of policy to allow individual with a disability to participate accompanied by a personal care attendant.

Will staff provide assistance with:

- Feeding
- Dressing
- Toileting
- Medication

Do staff provide assistance for non-disabled participants?




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## Behavior

Policy is applicable to all participants.  
 Example:  
 All participants are expected to abide by the Behavior Code of Conduct at all times.

- Show respect to all participants, staff and members of the public.
- Refrain from unwanted and/or harmful physical contact.
- Refrain from using abusive, threatening or foul language.
- Show respect to equipment, supplies and facilities.
- Remain within the established program boundaries.



What are the consequences?  
 Are participants/parents/guardians made aware of policy in advance of program?

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## Contracted Programs/Partnerships


- Agreements include ADA responsibilities and expectations, such as:
  - The contractor/partner will comply with the spirit and intent of the Americans with Disabilities Act by conducting programs so that people with disabilities are included in the most integrated setting;
  - The contractor/partner will train staff and volunteers on ADA compliance;
  - The contractor/partner will be responsible for the cost of reasonable modification, including but not limited to extra staff training, extra staff in programs, providing adaptive equipment, changing rules and policies, conducting assessments of registrants, providing sign language interpreters, and other auxiliary aids or services, without passing any surcharges on to individuals with disabilities; and
  - The contractor/partner will comply with the federal 2010 Standards for Accessible Design for all new construction and alterations to existing facilities.



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Before you say...

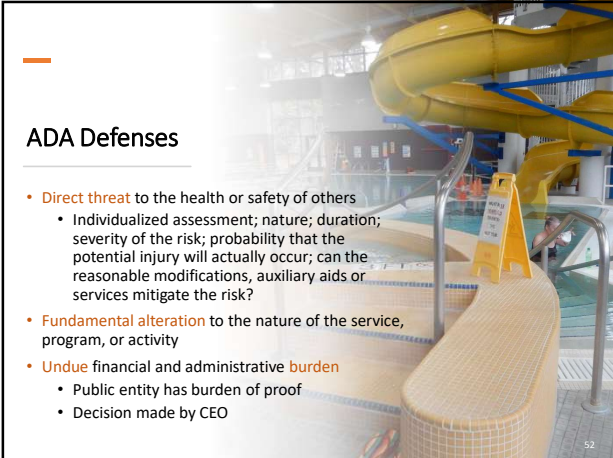


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## ADA Defenses

- **Direct threat** to the health or safety of others
  - Individualized assessment; nature; duration; severity of the risk; probability that the potential injury will actually occur; can the reasonable modifications, auxiliary aids or services mitigate the risk?
- **Fundamental alteration** to the nature of the service, program, or activity
- **Undue financial and administrative burden**
  - Public entity has burden of proof
  - Decision made by CEO




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## Reality Check: Before You Say "No"

- What is the process to evaluate the request for a reasonable modification of policy or a disability-related auxiliary aid/service?
- Does "NO" include the ADA Coordinator (Designated Responsible Employee) in the determination process?
- Is the rationale for "NO" documented?



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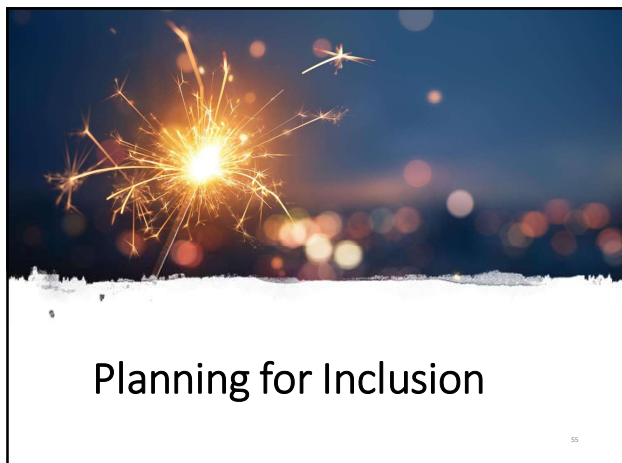
## Going Above & Beyond

Public entities are not prohibited from going above and beyond the provisions to better serve people with disabilities.



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### Planning for Inclusion

<b>Accessibility Assessment</b> <ul style="list-style-type: none"> <li>Assess existing facilities for compliance with accessibility standards.</li> <li>Identify structural &amp; communication barriers to programs, services and activities.</li> <li>Outline solutions to remove barriers and improve access for guests with disabilities.</li> </ul>	<b>Self Evaluation</b> <ul style="list-style-type: none"> <li>Review policies, practices and procedures.</li> <li>Interview key staff &amp; units.</li> <li>Recommendations for policy &amp; procedural modifications.</li> </ul>	<b>Transition Plan</b> <ul style="list-style-type: none"> <li>Dynamic working document with a schedule for barrier removal.</li> <li>Community engagement with people with disabilities, advocates and families.</li> <li>Quarterly/semi-annual review of priorities.</li> </ul>	<b>Action Planning</b> <ul style="list-style-type: none"> <li>Training</li> <li>Convene accessibility management team.</li> <li>Assign tasks &amp; timelines for key units.</li> <li>Team meets monthly/quarterly to review implementation progress, address new issues and make policy recommendations to executive team.</li> </ul>
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**Accessibility Management & ADA Compliance starts with PLANNING!**

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### Program Planning

- Inclusion and accessibility considerations should start with program development.
- How will you meet the needs of people with disabilities?
  - Mobility impairments / Physical impairments
  - Hearing impairments
  - Visual impairments
  - Sensory / Cognitive impairments

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### Program Planning Worksheet

Modifications / Auxiliary Aids & Services  
What modifications to the procedures or use of auxiliary aids & services have been put into place to meet the needs of people with disabilities?

People with Physical Disabilities	People with Visual Impairments	Other requests that may be received
People with Hearing Impairments	People with Cognitive, Learning and Neurological Impairments	

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### ADA Compliance/ Accessibility Management Team

- Designated Responsible Employee / City Manager**
  - Authorized with final decision-making authority
- ADA Coordinator**
  - Manage daily ADA compliance
- Engineering / Planning / Design**
  - Prioritize and implement accessibility improvements identified in ADA Transition Plan
- Operations / Public Works**
  - Make ADA improvements through routine maintenance. Ensure daily facility access
- Programs / Services**
  - Provide reasonable modifications, auxiliary aids and services in the most integrated setting.
- Marketing / Communications**
  - Ensure effective communication for all programs, services and activities
- Purchasing**
  - Ensure new products, services and contracts include ADA compliance.
- Information Technology**
  - Ensure new technologies for the public, employees and volunteers are accessible
- Human Resources**
  - Facilitate reasonable accommodations for applicants, employees and volunteers
- Finance**
  - Support creative approaches to steward accessibility improvements
- Risk Management**
  - Assess safety concerns related to ADA compliance
- Legal**
  - Engage potential resources to support good faith efforts for ADA compliance

Source: Skulski, J. (2017) Implementing an Accessibility Management Program

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### Basics for Accessibility Management Team

- Inclusive with representatives from all departments
- Everyone has an equal voice at the table
- Involvement of Facility Managers, Maintenance/Public Works, Procurement
- Meets at least 2 – 4 times per year to address Transition Plan (re)prioritization and policy issues

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## Community Engagement


- Listening sessions
- ADA Updates
- Perceptions & needs surveys
- Disability/Accessibility Advisory Committee
  - Role? Functions?
  - Disability awareness or policy directives?
  - Volunteer or appointments?
- Focus groups
  - Input on specific questions
- Task-specific work groups
  - Example: Greenways & Trails, Water Access, Playgrounds



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## Ongoing Evaluation

- How is this working?
- How can we make this work better?
- Ask visitors and participants with disabilities for feedback
- Seek input from local disability/advocacy organizations



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## Prep for Field Exercise





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### Langan Park

City of Mobile Parks and Recreation

Assessment Date: 3/13/2017

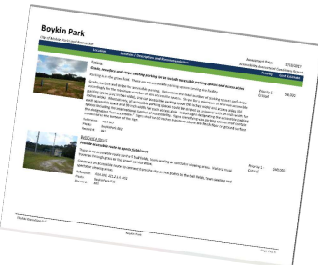
Location	Solution / Description and Recommendation	Priority	Cost Estimate
	<b>Parking at Lillian Circle Entrance Serving Shelters #1-3</b> Grade, resurface and strip existing parking lot to include accessible parking spaces and access aisles. There are an estimated 40 standard parking spaces service picnic shelters #1-3. No spaces are striped or designed as accessible. The broken and heaved asphalt creates changes in level throughout the parking area. For this size parking lot, at least 2 accessible parking spaces are required. Grade, resurface and stripe for a minimum of 1 van accessible parking space (122 inches wide), 1 car accessible parking space (56 inches wide), and access aisles (60 inches wide). Alternatively, all accessible parking spaces could be striped as universal with 96 inch width for each accessible space and 96 inch width for each access aisle. "Inset" signs designating the accessible parking spaces including the International Symbol of Accessibility. Signs identifying van parking spaces shall contain the designation "van accessible." Signs shall be 60 inches minimum above the finish floor or ground surface measured to the bottom of the sign. Reference: ADA 502 Photo: LanganPark-061 Record #: 140	Priority 1 - Critical	\$2,500
	<b>Picnic Shelters #1-11</b> Provide picnic units with mobility features There are 11 picnic shelters serving the park. There is no accessible route connecting the picnic shelters to the nearest available accessible parking. The picnic shelters are on concrete pads with 1-4 inch change in level from the ground surface to the concrete. None of the picnic shelters have accessible picnic tables, grills with accessible cooking surfaces or accessible drinking fountains. At least 20 percent, but not less than 3 of the 11 picnic units shall provide mobility features including accessible outdoor constructed features, location on an outdoor recreation access route, wheelchair seating, a minimum 36 inch clear floor space around usable sides and operating parts within the reach range. The priority 3 accessible picnic shelters should be dispersed; 1 on cluster #1-4, 1 at the playground nearest the accessible restroom either #7 or #8, and 1 at #9-10 along the waterfront. As other picnic shelters are repaired or renovated, they should also be made accessible. Reference: ADA-Customer 1012, 2012 Photo: LanganPark-067 Record #: 141	Priority 1 - Critical	\$115,000

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## Using the Accessibility Assessment Findings

- ✓ Routine maintenance
- ✓ Capital projects
- ✓ ADA Transition Planning



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## Priorities by Category

- **Priority 1 – Critical** Those barriers/deficiencies that significantly prohibit people with disabilities from utilizing the program, service or activity to equally participate and benefit from the experience when viewed in its entirety. These locations are likely to have the highest volume of visitor use and be considered integral to the reason people come to the park or facility. Corrective action here is necessary to achieve "Program Access." In some instances, a safety concern may also be addressed in this category.
- **Priority 2 – Serious** Those deficiencies that effectually inhibit a person with a disability from utilizing the facility independently. The deficiency is considered a barrier to a significant number of people with disabilities; the location has a high volume of use and is considered a unique feature to the park or facility. A person with a disability may be able to participate in a limited capacity or with some assistance, but is still prevented from receiving the full benefit of the program, service or activity.
- **Priority 3 – Moderate** Those deficiencies that affect the convenience of accessibility for visitors with disabilities. At least one of these features or elements are already considered accessible somewhere else in the park or facility. Corrective action here would provide greater convenience for users.
- **Priority 4 – Minor** A minor non-urgent deficiency that would be required to be meet the new construction standards should the element undergo alternation or renovation. In most instances, the element is a duplicate and already provided as accessible in another location within the park or facility; or it is considered an area primarily used by employees.

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### A Note About Categorized Priorities

- Deficiencies are categorized into priorities to give decision-makers a better understanding of the magnitude by which the barrier prohibits a person with a disability from fully experiencing the program or activity.
- Categorized priorities DO NOT dictate the order for corrective actions.
- Discretion of administrators to determine the order by which corrective actions are made  
 ⇨ **ADA TRANSITION PLAN**

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### Homework

- Review proposed ADA Action Plan.
- Explore how the ADA impacts your area of responsibility.
- Discuss the need for modifications to policies, practices, and procedures with your team.

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### Questions

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