

Inclusion and Accessibility Plan

Destination Accessible is committed to creating an inclusive and accessible environment that accommodates the needs of individuals with disabilities who access our services.

Policy Development and Implementation

Policy Review

- Regularly review existing policies to ensure they align with accessibility and inclusion standards.
- Develop new policies addressing specific needs of individuals with disabilities.

Learning and Development

- Provide regular training for employees on disability awareness, communication, and assistive technologies.

Implementation of Universal Design

- Integrate universal design principles in all aspects of service delivery to ensure accessibility for everyone.
- The goal of universal design is to maximise usability by individuals with a wide variety of characteristics and abilities. It is designed to maximise access to everyone.

Physical Accessibility

Facility Accessibility Assessment

- Conduct regular accessibility assessments at Destination Accessible to identify and address physical barriers.
- Prioritise improvements based on assessment findings.

Accessible Entrances

- Ensure all Destination Accessible entrances are wheelchair accessible and have appropriate signage.

Restrooms and Facilities

- Make necessary adjustments to Destination Accessible restrooms and facilities to ensure accessibility.

Communication and Information

Accessible Information

- Provide information in alternative formats (braille, large print, electronic formats).

Inclusion and Accessibility Plan

- Ensure website content is accessible and complies with accessibility standards (WCAG).

Communication Assistance

- Provide learning and development opportunities for employees to communicate effectively with individuals who have various communication needs.

Technology Accessibility

Assistive Technology

- Provide and regularly update assistive technologies to accommodate diverse needs.

Accessible Online Platforms

- Ensure that online platforms and digital content are accessible and comply with WCAG standards.

Inclusive Programming

Program Accessibility

- Evaluate and modify Destination Accessible programs to ensure they are accessible to individuals with disabilities.

Inclusive Events

- Plan and host events with accessibility considerations (accessible venues, sign language, interpreters, etc.).

Staff Training and Awareness

Disability Sensitivity Learning and Development

- Provide ongoing learning and development opportunities to employees to enhance their understanding of disability-related issues.

Inclusive Language

- Encourage the use of inclusive and respectful language when interacting with individuals with disabilities.

Feedback Mechanisms

Feedback Process

- Establish a feedback process for service users and other service providers to provide feedback on accessibility and inclusion.

Continuous Improvement

- Use feedback to make continuous improvements to services and facilities.

Collaboration and Partnerships

Community Engagement

- Collaborate with disability advocacy groups and community organisations to gain insights and feedback.

Partnerships for Accessibility

- Establish effective partnerships with organisations that specialise in accessibility solutions.

Monitoring and Reporting

Regular Audits

- Conduct regular audits to monitor the effectiveness of the accessibility plan.

Annual Reports

- Publish annual reports on progress, challenges, and future goals related to accessibility and inclusion.

This Accessibility and Inclusion Plan will be reviewed annually and updated as needed to reflect changes in policies, technologies, and best practices.