

## ARTREACH ACCESSIBILITY PLAN

ArtReach's mission is to promote creativity and to provide quality visual arts opportunities for people of all ages and abilities. We believe that creative expression is a fundamental need of all people. Accordingly, we are committed to making our classes and activities as accessible as possible for people who may have disabilities or special needs. We understand that this requires ongoing assessment and responsiveness in order to continually adjust and improve in this area.

**ArtReach Anti-Discrimination Policy:** ArtReach is committed to creating a safe space in which all individuals are treated with respect and dignity. Staff, volunteers, and clients have the right to be free from discrimination or harassment based on race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law. ArtReach prohibits any such discrimination or harassment. ArtReach encourages reporting of all perceived incidents of discrimination, harassment or retaliation, regardless of the offender's identity or position. Individuals who believe that they have been the victim of such conduct should discuss their concerns with an ArtReach staff or board member.

### CURRENT ACCESSIBILITY POLICIES & STANDARDS

**Studio:** The ArtReach studio is one level with a slight incline to enter the front door. All class area doors are a minimum of 32 inches wide. The restroom is ADA-compliant.

**Service Animals:** Individuals with disabilities may use service animals and emotional support animals for a variety of reasons. ArtReach welcomes service and support animals that are under the control of the handler, housebroken, and vaccinated in accordance with state and local laws.

**Support Persons:** If a person with a disability is accompanied by a support person, no fee will be charged for the support person.

**Effective Communication:** We will communicate with people in ways that take their preferences and abilities into account. We will ask individuals with disabilities that affect communication what communication method they prefer. We are prepared to provide written instructions for individuals with hearing impairment, and large print materials for individuals with visual impairment.

**Person-Centered Approach:** People with disabilities are, first and foremost, people. They each have their own unique interests, preferences, and personalities. We acknowledge that our clients are our best source for information about their needs. We understand that the words we use are important and will focus on people-first language (i.e. a person with disabilities.) We will listen and, whenever possible, honor any requests to accommodate their needs.

**Confidentiality:** We will not disclose personal information about ArtReach participants to outside individuals or agencies without their consent. This includes, but is not limited to, information about any disabilities disclosed or requests for accommodation.

## ACCESSIBILITY GOALS

Our goals include:

- Purchase adaptive art tools such as egg-handled paint brushes, adaptive scissors, and adjustable tables.
- Whenever possible, plan classes and events with universal design so that all people are able to participate with minimal adaptation.
- Conduct a yearly evaluation of accessibility including a mobility audit.
- Establish a yearly accessibility training for board and staff.
- Install an ADA compliant automatic door opener on the exterior entrance.
- Develop plans for auxiliary aids or services for individuals with hearing impairment.

## FEEDBACK PROCESS

Anyone who wishes to provide feedback on ArtReach's accessibility is encouraged to email us directly at [artreachredwing@gmail.com](mailto:artreachredwing@gmail.com) or to send a letter to us at 436 West 3<sup>rd</sup> Street, Red Wing, MN 55066.

## PERSONS RESPONSIBLE FOR ACCESSIBILITY

Our program director, Anna Ostendorf, is responsible for ensuring the proper implementation of this accessibility plan. All ArtReach volunteers, staff, and board members are responsible for following the information within this plan.

(This plan was approved by the Board of Directors on 7/8/19.)

## ACCESSIBILITY TIPS & REMINDERS

- Be sure to treat all people with the same respect and consideration you have for anyone else.
- Hold conversations at eye contact level. When speaking with someone who uses an assistive device that has them seated (such as a wheelchair) consider sitting.
- Speak directly to the individual and not a support person or interpreter.
- Identify yourself when you approach someone with vision impairment or when approaching someone from behind them.
- Attract hearing impaired individuals' attention before speaking.
- Give precise and descriptive directions or instructions.
- Provide one piece of information at a time.
- To allow people transitioning time, give a warning 5 minutes before switching activities.
- When speaking/presenting, make sure you are in a well-lit area where people can see your face and read your lips if necessary.
- Reduce background noise during instructions/presentations.
- Increase visual contrast whenever possible (i.e. avoid white paper on a white table, or small items on a patterned background.)
- Look for ways to reduce potential manual dexterity challenges such as tippy containers.
- Don't touch assistive devices without permission.
- If you have permission to move a person's mobility assistive device, don't leave them in an awkward, dangerous, or undignified position, such as facing the wall.
- Offer your elbow to guide individuals with vision or mobility impairment if needed. Never try to grab onto someone's assistive device to lead them.
- Don't assume an individual with vision impairment can't see you, as many people who have low vision still have some sight.
- Don't assume that a person with one impairment (such as speech impairment) also has another disability.
- For those with a speech impairment, whenever possible, ask questions that can be answered with "yes" or "no" or through visual cues.
- Be patient and do not finish a person with a speech impairment's sentences.
- Be patient. People with learning, intellectual or developmental disabilities may take a little longer to process information, to understand, and to respond.
- Don't argue or correct unimportant information offered by someone with memory impairment or an intellectual/developmental disability.
- Don't ask someone with a memory impairment if they can remember something – focus on the current moment.
- Don't make assumptions about what a person can do. Assume ability but be prepared to provide accommodations.
- If a person appears to be in crisis, ask them to tell you the best way to help.
- Remember that a service animal is not a pet. Avoid touching or addressing the animal.