

ACCESSIBILITY PLAN

Executive Summary

HISTORY OF SCHREIBER PEDIATRIC REHAB CENTER

On February 28, 1936, the Lancaster County Society for Crippled Children was formed to provide rehabilitation for area children with special needs. Edna F. Schreiber served as the Society's first executive director, a position she held until she retired in 1967. The Society opened its doors in a carriage house in downtown Lancaster. During the organization's first year, 390 orthopedic clients were examined and treated.

During the early years, the organization focused on providing rehabilitation primarily to children, especially when the polio epidemic reached Lancaster County. As these patients became adults, it became apparent that the Society should expand its program to include all ages. The Society amended its charter to serve both children and adults and became affiliated with the Pennsylvania Society for Crippled Children, a statewide parent organization of the National Easter Seal Society, in 1949.

As the agency staff and client base expanded, improved facilities were needed. The Society moved to new quarters at 630 Janet Avenue in 1960 to provide orthopedic, neurological, dental, camping, swimming, and adaptive exercise programs, as well as an amputee clinic. The agency continued expanding its scope of rehabilitative services with an emphasis on physical, occupational and speech therapy, and opened a developmental preschool program in the early 1970's.

The organization relocated to its current location at 625 Community Way in 1981, and began to focus its efforts on specialized pediatric therapy services and preschool programs for infants, children, and adolescents with disabilities and developmental delays.

In October 1994, the organization disaffiliated from the Pennsylvania and National Easter Seal Societies in an effort to maintain local autonomy over its programs and resources, ensuring that children with disabilities in Lancaster County would receive the highest quality rehabilitative services. At that time the agency was re-named for Edna F. Schreiber, a nurse who later became a physical therapist, an advocate for people challenged by disabilities, an individual who dedicated her life's work to helping those with special needs lead a more independent life.

Today, Schreiber Pediatric Rehab Center is an independent not-for-profit organization that provides medical rehabilitation, individualized physical, occupational, and speech-language therapies, an inclusional preschool, social services, and a wide range of recreational programs to assist with social skills and

physical development. Our goal-oriented approach maximizes each child's ability to function as independently as possible within the community.

This accessibility plan will outline the methodology by which we have identified barriers within our facility, our plans for removal of such barriers, our ongoing commitment to accessibility planning, and how we will communicate this plan to the stakeholders of the organization.

Schreiber Pediatric Rehab is committed to providing a barrier-free environment for persons with disabilities together with their families.

Patients, families, volunteers, guest, staff and the community are all important to us; therefore, Schreiber is committed to identify barriers that would hinder accessing the organization as well as its services.

1. Purpose

To provide a barrier free environment for the children that are served their families, our volunteers, staff, and visitors of Schreiber Pediatric Rehab Center.

2. Objectives

This Accessibility Plan addresses the following:

- a) Identifies the membership of the individuals responsible for accessibility planning.
- b) Describes the process and methodology by which Schreiber Pediatric Rehab Center will continue to identify, remove, and prevent barriers.
- c) Describes the barriers that have been successfully removed in the past year.
- d) Describes the barriers that are to be removed in the upcoming year.
- e) Describes how Schreiber Pediatric Rehab Center will communicate this accessibility plan to the public.

3. Description of Schreiber Pediatric Rehab Center

Schreiber Pediatric Rehab Center is a non-for-profit 501 3(c) organization that is committed to improving lives of the children and families that we serve.

4. The Accessibility Working Group

The Professional Advisory Committee will comprise the accessibility work group that will consist of board members, clinicians and department managers and volunteers that would be authorized to pursue the stated objectives of accessibility planning.

Membership:

The members of the Professional Advisory Committee are composed of the Committee Chair, Director of Therapy Services, Education Services, the head of Social Work, board members and community volunteers.

5. Schreiber Pediatric Rehab Center’s Commitment to Accessibility Planning

Schreiber Pediatric Rehab Center provides programs and services that support children with disabilities. We focus on the strengths of individuals and their families at home, school, and communities. We pursue education and advocacy, and participate in a local and regional system of services. Schreiber Pediatric Rehab Center is committed to providing a barrier-free environment for persons served, their families, our volunteers, staff, and guests; to broadening the scope of accessibility planning; and to continue working with our community partners to achieve a barrier-free community.

6. Barrier-Identification Methodologies

The Professional Advisory Committee will use the following methods to identify, remove, and prevent barriers:

Method	Description
Identified Barriers	Review and incorporate into the plan any barriers as identified by persons served, their families, volunteers, staff, and guests.
Conduct surveys	Survey persons served and their families, volunteers, and staff to identify barriers and present suggestions for resolutions.
Conduct focus groups	Hold focus group sessions with staff and volunteers, with persons served and client’s families, and with various clinical program areas based on their area of expertise.
Consult community groups and organizations	Consult community organizations to educate the committee and staff.
Conduct accessibility audit	Perform a review and audit utilizing available audit tools. (ADA Checklist for Existing Facilities version 2.1)
Consult professional services	Enlist consultative professional services where appropriate, in matters of, computers and business equipment, sensitivity training, facilities management, and expert consultation in the treatment of persons with disabilities.

7. Barriers Identified

As a result of initial fact gathering, six barriers that would impede service delivery were identified by Schreiber Pediatric Rehab Center and were as follows:

- Attitudinal
- Physical and Architectural

- Policy, Practice and Procedures
- Communications (Information & Technology)
- Financial
- Transportation

8. Barriers to be Addressed

The removal of identified barriers will be prioritized annually and presented at the Professional Advisory Committee meetings. The priority for removing barriers are determined on the basis of the organizations ability to reasonably make accommodations to meet the physical needs of our clients and the community, ensuring health and safety, and promoting barrier-free access to information. The Professional Advisory Committee will continue collecting information and will be conducting accessibility audits to assist in the discoveries of barriers every year.

9. Policy, Practice and Procedures

Improvements to our policies and practices are continuously being revised to reflect specific changes pertaining to specific populations served such as those with disabilities. Our commitment to improving lives for a healthy community focuses on the abilities of individuals, recognizes the role and support of the family, and promotes individualized choices by persons served and their families.

10. Review and Monitoring Process

The Professional Advisory Committee will incorporate into their meetings accessibility planning on an ongoing basis that will consist of the following:

- continue to identify barriers
- determine appropriate measures to ensure that removal of identified barriers has been achieved
- ensure that all polices, practices, and services continue to prevent barriers
- promote education and awareness

11. Communication of the Plan

The plan will be available in multiple formats upon request. Availability of this plan will be publicized to all persons served, volunteers, and staff via posted notices and on the Schreiber website.

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