

Mount Sinai Hospital
ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES
Work Plan September 2006 to September 2007

Category of Barrier	Identified Barrier	Means to prevent/remove barrier	Indicator of success
Physical	Wheel Trans pick up at 60 Murray St. not designated	Investigate getting 60 Murray St. designated as Wheel Trans drop-off and pick-up site. Develop action plan to achieve this	Action plan with met timelines.
Informational/Communication	<p>“Do you have Special Needs “ brochure not available in languages other than English</p> <p>MSH Internet and Intranet not fully accessible to assistive devices (e.g. screen readers for the visually impaired)</p>	<p>Translate brochure into 5 languages</p> <p>Ongoing conversion of current sites to Content Management System (Plone) which is W3C and Section 508 certified.</p>	<p>Brochure is translated into top 5 languages.</p> <p>Completion and go-live of CMS for Intranet and Internet. Currently live with Phase 1 of Intranet conversion. By September, 2007, intranet will be complete.</p>
Attitudinal	Lack of knowledge and understanding of the experience of patients with disabilities	Education and planning at committee	Committee makes recommendations to improve experience of patients with disabilities
Technological	Assistive devices for the hearing impaired	Complete policy (which is currently in draft) and receive AODA approval. Provide assistive devices and ensure mechanisms are in place to access	Staff on units and in ambulatory clinics are aware of the resources available and access them when needed

		when in the hospital.	
Policies and Practices	<p>Recruitment processes do not facilitate hiring people with disabilities</p> <p>Low representation of people with disabilities in the workplace</p>	<p>Equal Opportunity hiring policy</p> <p>Workforce Census</p>	<p>Completion of policy</p> <p>Review of best practice related to workforce census.</p> <p>Recommendations from the hospital related to this</p> <p>Focus groups with staff on the issue</p>