

Happendance Inc

Accessibility Plan 2020-2021

Executive Summary

The Americans with Disabilities Act of 1990 mandates, among other things, accessibility to services, goods, facilities, privileges, advantages, and accommodations for individuals with disabilities in the United States. It is the intention of Happendance Inc. to comply with the Americans with Disabilities Act in the provision of an accessible facility and safe environment for clients, staff and the community.

This is Happendance's annual accessibility plan. The plan describes measures that Happendance has taken to date and the measures that the organization will take during the upcoming year (2017-2018) to identify remove and prevents barriers for people with disabilities.

1. Aim

This plan describes the measures that Happendance Inc. has taken in the past and measures that will be taken this year (2017-2018) to identify, remove and prevent barriers for people with disabilities who work in, use Happendance facilities or attend Happendance events.

2. Objectives

This Plan

- A) Describes initiatives that will remove and prevent barriers for people with disabilities.
- B) Describes the process by which Happendance Inc. will identify, remove and prevent barriers for people with disabilities.
- C) Describes the measures Happendance Inc. will take in the coming year (2017-2018) to identify, remove and prevent barriers for people with disabilities.
- D) Describes how Happendance Inc. will make this accessibility plan available to the public.

3. Definitions

Barrier - anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability. Types of barriers can include: physical, architectural, informational, attitudinal or technological obstacles. A barriers can also be a policy or practice or a method of communication.

Disability

- a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness – includes diabetes, mellitus, epilepsy, brain injury, amputation, lack of physical coordination, blindness or visual impairment, deafness or hearing impairment, muteness or speech impairment.
- b) Mental impairment or development disability
- c) Learning disability or a dysfunction in one or more process involved in understanding or using

- symbols of spoken language
- d) Mental disorder
 - e) Injury or disability for which benefits were received under the Workplace Safety and Insurance Act
 - f) The assessment of the disability of any person served or employee will be assessed and evaluated through applications for employment and development of Psychosocial Assessment. As the need arises for reasonable accommodations, this will be immediately addressed by the Executive Team.

A disability may be a temporary or permanent infirmity.

The identification, removal and prevention of barriers for people with disabilities will impact all locations and programs of Happendance Inc.

4. **Commitment to Accessibility Planning**

Happendance Inc. is committed to:

- A) Establishing an Accessibility Planning Work Group through the Board of Directors
- B) Consulting with people with disabilities and/or consumers in the development and review of its annual accessibility plan
- C) Ensuring that policies and procedures are consistent with the principles of accessibility
- D) Improving access to facilities, policies, programs, practices and services for consumers, parents/guardians and other members of the community

The Accessibility Planning Work Group will prepare the annual accessibility plans that will enable Happendance Inc. to meet these commitments.

5. **Description of Happendance Inc.**

In June of 1976 a group of local dancers and musicians first came together on the banks of the Red Cedar River to collaborate in a creative venture. Under the direction of Diane Newman and Karen Sprecher, they presented a free concert at the heart of the MSU campus, for all who might happen to pass by – thus the name “Happendance.” From these modest beginnings, Happendance programming has grown to serve over 13,000 people per year through its six programs: Happendance Velocity, professional dance company; Happendance Education Exchange k-12 public schools programming; DANCE Lansing; Happendance School, Okemos; Happendance Exchange Lansing Happendance Impulse student company.

Our Mission:

To stimulate support for the art of dance through performances and educational programs. To broaden the accessibility of dance to a diverse community and promote dance for lifelong physical and social, emotional wellness.

Happendance Inc. will address the need of purchasing a telecommunication device for the deaf and will also secure a source for interpreter services.

Timeline: On-going. We are in the process of establishing a relationship with a service to provide interpreter services. An additional goal is to ensure that individuals served are able to understand information presented to them - this will continually be assessed.

E) Transportation

Happendance Inc. will ensure that those individuals who may be unable to participate in services and programs will receive home and community based transportation services.

Timeline: On-going.

F) Service Components

Happendance Inc. will continue development of a web site that communicates services that are accessible to the public to include event information, contact information and program components.

Timeline: On-going

G) Financial

Happendance Inc. will maintain monitoring of the financial growth of the organization and procedures will be put in place to ensure the all legal compliance issues are addressed.

1. A Certified Public Accountant will be retained to manage financial accounting.

Timeline: Completed. A CPA completes quarterly and yearly financial accounting for Happendance Inc.

8. Communication of the Plan

Happendance's accessibility plan will be available upon request. The accessibility plan is also available on the Happendance website.

The Accessibility Work Group will investigate various accessible formats and alternative communication strategies that will be used to distribute future accessibility plan.

9. Responsibility of the Accessibility Work Group:

- A) Review Collected Data
- B) Formulate recommendation on which barriers to address in the following year, including:
 - identifying the resources necessary for removal or prevention of the barrier
 - identifying who is responsible for removal or prevention of the barrier
 - determining the timeline for removal or prevention of the barrier
- C) Develop performance evaluation criteria
- D) Establish a review and monitoring process
- E) Prepare the annual accessibility plan for approval by the Board