

# WCI ACCESSIBILITY PLAN

WCI is committed to inclusion in all programs and facilities. The organization promotes diversity and embraces individual differences as an opportunity to strengthen the company. We will work to promote free access and promotion for individuals irrespective of the existence of disability or cultural diversity or any other category of protected class.

WCI will advocate in the community for access and inclusion. In its publications and in its communications it will encourage the community to embrace the same diversity and accessibility of service that the organization models in its day-to-day work.

WCI will provide reasonable and necessary accommodation and support services to allow total integration. We will use assistive technology and education of staff, persons served, and community members to assist in that accommodation.

We will partner with others, including state agencies, residential providers, school systems, and other government units in promoting the integration of persons with disabilities in our community. We will ask our staff to be individual advocates and to work to eliminate barriers that may preclude any person that we serve from fully accessing employment opportunities and other services in their community.

The organization pledges to develop and maintain a plan to further this policy. Relevant information gathered through various formal and informal channels will be used in the preparation and periodic updating of the plan. The plan will be adopted by our Board of Directors and reviewed annually.