

CREATING INCLUSIVE WORKSITES, BUSINESSES & ORGANIZATIONS



WHAT CAN YOU DO TO ENSURE INCLUSIVITY?

With nearly one in four Iowa adults having some sort of a disability, it is important that businesses and worksites ensure that they are doing everything they can to provide equitable access to their facilities, products, and services. Interested organizations and businesses can get started by completing the Community Health Inclusion Index (CHII) Organizational Assessment and then completing a CHII On-Site Assessment. Both of these tools will not only help you identify what you are doing well, but they will also identify barriers that may make access difficult for people with disabilities. Then by addressing and removing those barriers you will ensure equitable access for all individuals you serve. Page two provides common policy, system, and environmental (PSE) changes that can be implemented with some being low-cost, simple solutions.

This tip sheet is one of a series of six that has been created to help local public health agencies and community coalitions remove barriers that prevent people with disabilities from achieving the same health and wellness opportunities as people without disabilities.

RESOURCES

[Inclusive Worksite Wellness Guide](#)

[Opening Doors for Everyone](#)

[ADA Standards for Communication Elements and Features](#)



Companion Seating Area

WHAT PSE CHANGES CAN IMPROVE INCLUSIVITY?

POLICY & SYSTEM LEVEL CHANGES

- Signage should be 14 point font, high contrast text, and include an image. Should also have large print and electronic options available.
- Create an inclusive wellness policy.
- Include language for accommodation requests on website and in appointment scheduling system.

ENVIRONMENTAL CHANGES

- Provide accessible parking and a crosswalk close to building entrance.
- Waiting areas should include companion seating.
- Provide a service counter that is lower than 34" high.
- Offer a wheelchair accessible scale, a lower exam table, and have a transfer board available.
- Ensure a minimum of 36" wide of clear floor space in waiting areas, meeting rooms, and breakrooms.
- Adjust all interior doors to have less than 5 pounds of force to open.
- Door handles should be operable with a closed fist.



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