

Recovery Technology Annual Accessibility Report 2021

This report provides information about the results of the Accessibility Plan and monitoring program and all accessibility barriers identified during 2021. The philosophy of Recovery Technology is that all people should have access to services, programs, and activities in which they have an interest. Consistent with that philosophy, Recovery Technology's Leadership Team and staff adopts an Accessibility Plan annually. This plan is reviewed and modified as appropriate. For the purpose of the accessibility program, a barrier to accessibility can be described as anything that prevents a person with a disability from fully participating in all aspects of society because of their disability, including an architectural, physical/environmental, attitudinal, financial, employment, communication, technology, transportation, and community integration. The goal of the Accessibility Plan is to describe actions that Recovery Technology will take to identify, remove, and prevent barriers to all people (especially those with disabilities) accessing Recovery Technology's facility and services. These actions are taken to benefit staff, clients, families, visitors, and volunteers of the organization.

Architecture/Physical/Environmental Access Barriers:

Recovery Technology is fortunate to be located in a barrier-free building that has easy access for clients, staff, and visitors. There was no architecture, physical or environmental access barriers reported this year.

Progress made in the removal of identified barriers: N/A

Areas for Improvement: None identified

Attitudinal Access Barriers:

Recovery Technology provides Cultural Diversity Training upon hire and annually thereafter and is committed to increasing staff knowledge of other cultures and lifestyles to provide quality services to all groups of people. Recovery Technology provided quality training to all staff throughout this fiscal year. In addition, no recipient rights issues related to attitudinal barriers was identified. No attitudinal barriers were reported this year.

Progress made in the Removal of Identified Barriers: N/A

Areas for Improvement: None identified

Financial Access Barriers:

There continues to be a "gap" with clients who do not have insurance or have limited coverage in Mental Health benefits. Recovery Technology refers to community resources when possible but remains committed to maintaining Interns through area universities. The clients benefit by having their mental health needs met in an affordable way (free of charge), and the interns benefit by obtaining their needed hours, experience, and supervision to complete their education. Recovery Technology tries to take at least 2 graduate students and 2 undergrad students each semester.

Progress made in the removal of identified barriers: Recovery Technology utilized 3 Master’s level interns and 1 bachelor level intern during 2021. The Master Level interns were able to work with 8 clients who did not meet criteria for CMH services or had no insurance and were unable to pay the cash rate. Recovery Technology also had numerous Nurse Practitioner and Physician Assistant interns throughout 2021. Recovery Technology also continues to utilize a “pro-bono” policy in which staff can see a limited number of clients free of charge who meet the same criteria as above.

Areas for Improvement: (1) Take on more interns if possible. (2) Continue to develop relationships with community resources to better assist clients.

Employment Access Barriers:

There continues to be barriers to employment for clients. Recovery Technology addresses employment barriers for clients by utilizing community resources that assist with employment, such as Michigan Rehabilitation Services, Michigan Works, Work Services and the Evidence Based Supported Employment programs. Recovery Technology staff are trained to assist clients independently if they do not qualify for any of these programs.

Recovery Technology addresses employment barriers with staff by remaining committed to a “no lay-off” policy if possible. Recovery Technology also balances this with a “no waiting list” policy. If referrals are coming in at a rate too rapid for existing staff to keep up with, Recovery Technology will make every effort to hire new staff to meet the growing need. Another advantage of working with area universities and taking on interns is that it provides Recovery Technology with a pool of potential employees. Many interns express interest in staying on as employees following their internship. Recovery Technology has obtained many of its staff through the internship program and will continue to participate in this venture.

Progress made in the removal of identified barriers: Recovery Technology did not lay off any staff this year. Recovery Technology’s referrals continued to be at a high level which requires the hiring of additional staff to meet the ongoing need. Recovery Technology had stable staffing levels throughout 2021 but toward the end of the year it was becoming more difficult to find additional staff. See the 2021 Staffing Report for details. Recovery Technology has had a minimal or no wait list this year.

Areas for improvement: Continue to strive for improved employment opportunities for clients and minimize/eliminate layoff of Recovery Technology staff while recruiting and maintaining adequate staffing levels.

Communication Access Barriers:

No barriers reported or identified this year.

Progress made in the removal of identified barriers: N/A

Areas for Improvement: None identified

Technology Access Barriers:

Recovery Technology has identified that technology barriers have become prominent due to changing laws in health care. We recognize that improving technology will improve our ability to remain competitive, provide quality services to our clients, efficiencies with our staff and improve how our organization is run.

Progress made in the removal of identified barriers: Recovery Technology has a full-time IT support person on site. Recovery Technology has made good progress this year in improving technology and using that technology to become more efficient. Staff continue to have the option of seeing clients via Secure Video and other technology or face to face. Recovery Technology also uses technology for staff meetings and training events until it is safe for larger groups to gather again.

Areas for Improvement: Recovery Technology needs to continue to grow and maintain practices in this area. Recovery Technology can further assist clients in adapting to receive services remotely and telehealth services can help with clients who struggle with transportation (see below)

Transportation Access Barriers:

Recovery Technology continues to purchase and provide bus passes and discount fare cards, as well as assisting our clients in utilizing natural supports for transportation needs. Staff also assists when needed to provide transportation to our clients.

Staff use Personal Protective Equipment such as masks and gloves while transporting clients. Recovery Technology also purchased disinfectant spray that could be used in staff vehicles. Recovery Technology continues to use Telehealth as an option for clients in order to reduce the need for transportation. Community services such as case management and Assertive Community Treatment utilize telehealth to help their clients keep other medical appointments as well.

Progress made in the removal of identified barriers: Recovery Technology continues to work toward elimination of barriers in this area. We will continue to expand telehealth services as a solution to transportation.

Areas for Improvement: Technology for clients

Community Integration Barriers:

Barriers exist for different reasons for clients, staff, and other stakeholders from becoming fully integrated into the community. Recovery Technology has taken steps to help staff, clients and stakeholders achieve full integration into the community. Recovery Technology has made several community outreach attempts with partners to help promote integration for our clients in the community. The pandemic continues to make integration difficult, but Recovery Technology staff continue to find ways around the pandemic in order to assist their clients.

Progress made for removal of identified barriers:

-Recovery Technology continues to sponsor a Bipolar/Depression support group which continues to meet remotely.

Areas for improvement: Recovery Technology will continue to work diligently to remove barriers and assist in community integration for our clients, staff, and other stakeholders. As the pandemic situation improves, Recovery Technology will be able to return fully to sponsoring its annual events and assisting in community integration for clients.