

Workplace Accessibility Grant



WORKPLACE ACCESSIBILITY GRANT COVERED SERVICES

The Workplace Accessibility Grant program provides direct supports to small business employers in British Columbia by providing direct financial assistance towards creating an inclusive work environment for persons with a disability(ies).

The type of barrier addressed, and covered projects are:

Barrier: Environment

- Accessible Collateral Shelving
- Accessible Shelving
- Adjust Wall Lighting Fixtures
- Automatic Doors
- Doorway Widening
- Hallway Widening
- Height Appropriate Dining Table
- Improve Lighting
- Lifts
- Office Design Consultant
- Ramps
- Signage Moved to Visible Height
- Toilet
- Accessible Sales Counter/Checkout
- Adjust Drinking Fountain
- Adjustable Conference Tables
- Disabled Parking Space
- Ergonomic Chairs
- Handrails
- Height Appropriate Service Counters
- Lamps
- Move Existing Structures
- Other Door Modifications
- Replace/Remove Carpeting
- Standing Desk
- Toilet Grab Bars

*Services may be updated during the life of the grant. Individuals will be notified if a grant was originally denied due to non-coverage and the product/service are added at a later date.

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Barrier: Attitudes

- Disability Consultant
- Respectful Workplace Training
- Developing Mentorship Programs Within Companies for Clients with Disabilities
- Customized Capacity-building Workshops for Inclusive Hiring (for Supervisors; Managers; Hiring Decision-makers)
- Staff Accessibility Training
- Training to Prepare for a New Hire
- ASL Training for Staff to Understand Basic Signs and Fingerspelling

Barrier: Information and Communication

- Alternate Forms of Communication
- ASL Interpretation
- Braille Signage
- Closed Captioning
- Large Print
- Picture Boards
- Picture Checklists
- Tactile Maps
- Visual Evacuation Signage
- Wayfinding Signage
- Website Compliance
- Management Training: Accessible Communication

Barrier: Practices and Policies

- Careers Page Accessibility Reviews and Recommendations
- EAP Benefits

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- Behaviour-based Interview Question Reviews (recommendations and rewrites to straight-forward questions for interviewing applicants who are neurodiverse, including people with cognitive disabilities and people with high anxiety)
- Creating Progressive Career Development Plans for People with Disabilities Within the Workplace
- Employee Training to Recognize Early Signs of Mental Illness
- Employer Coaching Modifying to Work from Home
- Guide and Connect Employees to Housing, Wellness, Food,
- Individual Recruitment and Retention Coaching for HR Teams, Supervisors, Managers and Hiring Decision Makers
- Job Descriptions for Plain Language and Reasonable Requirements Reviews
- Mental Health Supports
- Office Policy Consultant
- Outreach to Achieve Holistic Support for Better Long-term Employment Success
- Recruitment Support for 1st Hire of an Employee with a Disability
- Remote Equipment for Work from Home, i.e., laptops
- Remote Job Coaching

Barrier: Technologies

- Color-Coded Keyboards
- Computer Screen Magnifier
- Ergonomic Keyboards
- TDD/TDY
- Voice Synthesizer
- Voice Recognition Software

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- Enlarged Keyboards
- Headsets
- Mobile Applications
- Visual Assistive Software
- Screen Reader
- Customized PPE for Different Disabilities (i.e., Wavefront's Clear Masks)

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