

The Open Sanctuary Project's ADA Accessibility Roadmap

All nonprofits in the United States must comply with the Americans With Disabilities Act to the best of their ability. Some elements of ADA compliance are not optional and may require more immediate changes to your organization. Use this resource to help create developmental strategies to help reach people of all abilities as your sanctuary grows!

For more details about this topic, see [this article](#) at OpenSanctuary.org

REQUIRED

- Comply with Title 1 of the ADA (if your sanctuary has 15 or more employees)
- Create a resident-safe access policy for visitors with service animals

RECOMMENDED

- Build an ADA-compliant restroom for employees and visitors
- Take stock of what accessibility barriers are preventing people of all abilities from attending your sanctuary, tours, and events
- Remove easily moveable physical barriers that impede easy access of tour paths
- Ensure that there are accessible parking spots for guests close to your entrance
- Chart a visitor path that people with limited mobility or wheelchairs can easily access
- Review your sanctuary's website and ensure it can be easily browsed by people who use accessibility devices (more information about website accessibility is available [here](#))
- Create accessible volunteer opportunities
- Provide alternative tour programming to serve populations with disabilities if your tours cannot be regularly made more accessible
- Create written nondiscrimination policies for staff and volunteers
- Ensure your organization codifies the use of appropriate and inclusive language choices

GREAT

- Solicit feedback from visitors of all abilities of how you can improve their experience
- Caption or provide transcripts for any audio or video created by your sanctuary for the public, and create plain-text versions of any resources you publish online
- Create visitor access paths that are paved, asphalted, or which use fine gravel
- Ensure visitor areas are wheelchair-accessible, including correct door widths and ramps
- Create easily readable signage throughout your sanctuary
- Provide employee training for respectfully connecting with people who have disabilities

SUPERB

- Partner with local disability rights organizations to review your sanctuary for accessibility suggestions and create events for the populations which they serve
- Ensure that your tours are regularly accessible to people with disabilities (such as providing a sign language interpreter or auxiliary aids for those who wish to use them)
- Include clearly labeled accessibility information for tours, events, or visiting different parts of your sanctuary