

CALIFORNIA STATE PERSONNEL BOARD

Date of Issue: December 2, 1988

MEMO TO: ALL STATE AGENCIES AND EMPLOYEE ORGANIZATIONS

SUBJECT: State Personnel Board Policy on Accessibility for
Disabled Persons at Social Functions.

The holiday season is here again and we would like to remind you that as events are planned and scheduled, we should all give consideration to accessibility for the disabled.

It is the policy of the State of California that all social and recreational activities conducted on or off State time be carried on at an accessible place that is free from architectural and communication barriers, and in such a manner that disabled workers may participate to the fullest extent possible.

In evaluating such facilities/restaurants for architectural barriers, staff should consider the accessibility of the entire building. Examples of typical architectural barriers are on the reverse side of this reminder.

If you need additional information or assistance concerning this memorandum, call the Affirmative Action for the Disabled Unit at (916) 322-9122 or TTY (916) 323-0499.

/s/
GLORIA HARMON
Executive Officer

Memo re: SPB Policy on Accessibility Disabled Persons at Social Functions. Page 2

Examples of typical architectural barriers that exist in most buildings:

Parking spaces that are improperly located or have inadequate dimensions that hinder the approach to the facilities.

Doors that are less than 32 inches wide are difficult or impossible for many people who use wheelchairs or other mobility aids.

Routes and spaces that are too narrow may prevent passage of people who use wheelchairs or other mobility aids. Turns or other maneuvers may be impossible to execute in wheelchairs unless allowance is made for the specific turning requirements.

Steep ramps may cause persons who are in wheelchairs or who use walking aids to lose their balance or necessitate frequent stops.

Uneven surface textures and changes in surface levels may cause persons to lose their balance. Uneven surfaces may jar the controls of motorized wheelchairs out of position.

Objects that protrude into a passageway higher than 27 inches above the ground prevent detection by visually-impaired persons using canes and are also inaccessible to people in wheelchairs, e.g., drinking fountains, public telephones, lavatories, shelves and food service equipment.

Hardware on doors or control devices may prove inaccessible to people with upper limb impairments if tight grasping, pinching, or twisting of the wrist is involved in the operation. Excessive pressure to activate such devices on doors also affects the balance and independent access by people using wheelchairs and walking aids.

Stair risers that are too high on surfaces that are slippery can create hazardous access for people who are visually impaired as well as to people who use mobility aids.

Toilet rooms that lack adequate clear floor space or appropriately placed fixtures prevent accessibility for people in wheelchairs.

Safety or warning devices which use sound rather than both sound and pulsating light provide inadequate hazard warnings for hearing impaired and deaf people.