



Opening Doors

Accessibility of Public Buildings on the Navajo Nation

The Native American Disability Law Center collaborated with the Navajo Nation Advisory Council on Disabilities and community volunteers to assess the accessibility of fifteen public buildings in five major communities across the Navajo Nation. This report summarizes the findings of those surveys.



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October 2011

Background

One of the primary issues facing Navajos with disabilities is difficulty getting into public buildings. People with disabilities report that they cannot get out of their vehicles because of muddy parking lots; they cannot get to a building because of gravel parking lots; or they cannot get in a door because it is too heavy, there is not a ramp, or the door is not wide enough to accommodate a wheelchair. Navajos with disabilities are more likely to miss needed assistance or lack benefits because they literally cannot get in the door of a Navajo office that is responsible for serving them. If they cannot get in the door, then they cannot obtain information, complete necessary applications, or provide required information. Navajos with disabilities have significant trouble obtaining needed services because of the lack of access to the buildings and offices that provide those services.

In order to define the barriers to these buildings and develop recommendations to address these issues, the Native American Disability Law Center (Law Center) collaborated with the Navajo Nation Advisory Council on Disabilities (the Advisory Council) and community volunteers to assess the accessibility of fifteen public buildings in five major communities across the Navajo Nation. This report summarizes the findings of those surveys. The report will be submitted to the Navajo Nation for review. The Law Center hopes that the report motivates the Navajo Nation to implement corrective measures to improve the accessibility for people with disabilities.

The Law Center is a private non-profit organization that advocates for the legal rights of Native Americans with disabilities. Through advocacy and education the Law Center empowers Native people with disabilities to live independent lives in their own

communities. The Law Center serves Native Americans with disabilities across the Four Corners area of New Mexico, Utah, Arizona and Colorado with offices in Farmington and Gallup. The Law Center assists Native Americans with disabilities, who have been discriminated against because of their disability, abused or neglected or wrongly denied services.

The Advisory Council is the official advocacy body for Navajos with disabilities and their families. Title XII, chapter 57, of the Navajo Nation Code grants the Advisory Council the authority to advise the Navajo Nation on policies impacting people with disabilities and ensuring that persons with disabilities have equal access to employment, education, housing, public safety, communication, recreation, medical treatment and social opportunities. Additionally, the Advisory Council promotes awareness of the needs of Navajos with disabilities. To fulfill its responsibilities, the Advisory Council is focused on ensuring that Navajos with disabilities have access to private and public buildings on the Navajo Nation.

Justification and Purpose

Thirty percent of Navajos between the ages of 21 and 54 have a disability.¹ Of Navajos over the age of 64, 70% have a disability.² Significant proportions of the Navajo population have a disability resulting in close to 40,000 enrolled members of the Navajo Nation.³ The Navajo Nation Vocational Rehabilitation Act, passed in 1984, requires that public entities provide reasonable accommodations for individuals with disabilities.⁴

A team of individuals with disabilities and a family member of an individual with a disability conducted accessibility surveys to

¹ *Chapter Images: 2004*, Division of Community Development, The Navajo Nation, April 2004, p. 19.

² *Id.*

³ *Id.*

⁴ 10 N.N.C. §1402.

determine the level of physical access for persons with disabilities at Navajo offices and agencies serving Navajos with disabilities. It is crucial that Navajos with disabilities access buildings in order to access services. Access includes designated parking spaces, level and clear pathways to the entrance of the facility, door entrances with doorways at least 32 inches wide throughout the building, level thresholds throughout the building, accessible rest rooms, door handles that are easy to grasp, open common areas and conference rooms with sufficient space for individuals with mobility impairments, public telephones with volume controls and text capability, and elevators in multi-story buildings. These are basic accessibility requirements and accommodations for Navajo with disabilities that should be provided at all Navajo Nation facilities; especially, those agencies whose purpose is to serve Navajos with disabilities.

In June 2007 and again in June 2011, the Law Center conducted comprehensive community needs assessments to determine the major needs and issues of Navajos with disabilities. These needs assessments included distributing surveys and conducting several focus groups across the Navajo Nation. Participants in the surveys and focus groups were persons with disabilities, their family members and service providers. In both assessments, people with disabilities, their family members and service providers identified the lack of access to public building as one of the top five issues facing the Navajo community.

Survey Methodology

The Advisory Council developed the Public Building Accessibility Survey⁵, with input by the Law Center, Office of Special Education and Rehabilitation Services (OSERS) and other disability advocates. Similar surveys used in other areas were reviewed and compiled into the survey form that was felt to reflect the basic accessibility requirements for Navajos with disabilities. The survey form has four major components:

⁵ A copy of the survey is attached as an Appendix to this report.

- A. parking
- B. facilities
- C. restrooms
- D. conference rooms

Each component included several questions to assess compliance with specific elements essential to individuals with disabilities with space for comments. The survey covers the essential components of accessibility with equal consideration given to all of the questions. The survey is based on the United States Department of Justice's Americans with Disabilities Accessibility Guidelines but they were not rigidly applied in every area or in every aspect. Some questions were not applicable, such as when the building did not have elevators since it is a ground level structure or if a building entrance did not require ramps.

The Assessment Team was comprised of a person in a wheelchair that had a van with a wheelchair lift, a person, who is legally blind, a person who provides attendant care for elderly parents and a secretary from the Law Center who assisted in taking notes. The Team jointly conducted the survey in assessing and responding to each survey question. After the survey was completed, they reviewed the recorded responses to ensure agreement of compliance or non-compliance.

Surveys were conducted in the five major Navajo communities of Window Rock, Chinle, Crownpoint, Shiprock and Tuba City. The Team surveyed buildings that contain Navajo Nation offices and entities that provide services to Navajos with disabilities as well as Chapter Houses since they are the polling sites for Navajo Nation elections. At each of the five communities three building surveys were conducted for a total of fifteen surveys in each community. The communities and buildings surveyed were:

- 1) Window Rock, Arizona, the capital of the Navajo Nation Government:
 - a. Dine Education Center
 - b. Veterans' Administration Office
 - c. Division of Social Services, Administration Building #2

- 2) Chinle, Arizona, a major community in the center of the Navajo Nation:
 - a. Office of Special Education and Rehabilitation Services
 - b. Police Department
 - c. Chapter House
- 3) Crownpoint, New Mexico, a major community in the eastern part of the Navajo Nation:
 - a. Office of Special Education and Rehabilitation Services
 - b. Law Enforcement Building, which includes the Police Department, Prosecutor's Office, and the Courts
 - c. Chapter House
- 4) Shiprock, New Mexico, a major community in the northern part of the Navajo Nation:
 - a. Office of Special Education and Rehabilitation Services
 - b. Veterans' Administration Office
 - c. Chapter House
- 5) Tuba City, Arizona, a major community in the western part of the Navajo Nation:
 - a. Office of Special Education and Rehabilitation Services
 - b. Division of Social Services Building
 - c. Chapter House

Summary of Survey Findings

As previously stated, the survey assessed four main categories, parking, facility, restrooms, and conference rooms. While survey results demonstrate that general recommendations can be made, each building had very specific barriers that inhibit Navajos with disabilities from accessing services and fully participating in the Navajo community. Following the summary with these general recommendations, is a detailed analysis of each community with specific recommendations.

Buildings were only considered if the category applied to that site. The Team also only considered public areas that were readily

available, so a building that did not have a public bathroom was not considered for that category.

The major areas of concern across the region based on the survey findings are:

- 1) Parking lots
 - a. Insufficient space for lowering a Wheelchair ramp;
 - b. Pathways to the entrance of building had obstructions; and
 - c. Curb cuts and cross walks were not visibly marked or painted.
- 2) Entrance doors and doors within the office:
 - a. Door knobs are rounded and difficult to grasp and use to open the door, essentially making it difficult to impossible for an individual to enter the building.
- 3) Public Telephones:
 - a. Available public telephones were not within reach of a person using a wheelchair; and
 - b. Public telephones did not have text capability or volume controls for individuals with hearing impairments.
- 4) Water Fountains
 - a. Too high for individuals using wheelchairs.
- 5) Restrooms
 - a. Sinks, dispensers, disposal units and, mirrors were out of reach or unusable for individuals using wheelchairs.
- 6) Conference\Waiting rooms:
 - a. Waiting rooms did not have enough room for individuals using wheelchairs; and
 - b. Meeting places were inaccessible and unusable by persons with disabilities.
- 7) Ramps and Steps:
 - a. Ramps were too steep;
 - b. Surfaces were made with materials that would be slippery when wet.
- 8) Elevators:

- a. Controls were not within reach of individuals using wheelchairs;
- b. Controls were not marked with Braille for individuals with visual impairments;

RESULTS AND RECOMMENDATIONS FOR SPECIFIC BUILDINGS

1. Window Rock, Arizona

Diné Education Center

Parking Lot

- A. At the time of the survey, the parking lot did not have designated parking spaces for individuals with disabilities; this deficiency may have been corrected.

Recommended Resolution: Paint and provide signage for designated parking spaces.

- B. The parking spaces are approximately 125 feet from the building's entrance.

Recommended Resolution: Reconfigure the parking lot so that designated parking spaces are within 20 to 40 feet and designated spaces are given priority close to the building entrance.

- C. The curb cuts are not visibly marked or painted.

Recommended Resolution: Paint the curb cuts with easily visible paint, such as yellow.

Public Telephones

- A. Telephones have neither text capability nor volume controls as is necessary for individuals with hearing impairments.

Recommended Resolution: Install text enabled telephones with volume controls.

Facilities

- A. Water fountain is not working, unsanitary, and too high for an individual who uses a wheelchair.

Recommended Resolution: The Water Fountain needs to be repaired, cleaned, and, lowered down to 28 inches so that an individual who uses a wheelchair can access it.

- B. Waiting rooms do not have enough room for individuals using wheelchairs, walkers or other mobility devices; as a result, individuals are forced to wait in hallways.

Recommended Resolution: Rearrange office usage and furniture to have specific waiting area with sufficient maneuverability for individuals with disabilities.

- C. Conference rooms are inaccessible because the doors are too heavy and the door knobs are round and difficult to grasp.

Recommended Resolution: Lighter doors and L shaped door lever handles should be installed to make at least designated conference rooms more accessible.

- D. The ramp at the west entrance is too steep and the cement lacks material to provide necessary traction; thereby increasing the chances of becoming slippery during inclement weather.

Recommended Resolution: The ramp should be altered so that it is no more than a standard 1:12 slope and appropriate material should be installed to provide a safe secure surface.

- E. The Elevators do not have Braille markings for the Blind.

Recommended Resolution: Post standard Braille markings for elevators.

Division of Social Services, Administration Building #2

Parking Lot

- A. The parking spaces designated for individuals with disabilities are not properly lined or marked and they do not have proper signage. Without proper markings, another vehicle can park too close to a van with a wheelchair lift, making it difficult to impossible to raise or lower the lift.

Recommend Resolution: Provide proper lines, markings and signage designating parking spaces for individuals with disabilities.

- B. The pathway to the building entrance has a break that is approximately 30 inches wide and represents a significant barrier for individuals with mobility or visual impairments.

Recommended Resolution: Alter the entrance so that it is smooth and unobstructed, such as installing a bridge over the break in the pathway.

Public Telephones

- A. Telephones have do not have text capability as is necessary for individuals with hearing impairments.

Recommended Resolution: Install text enabled telephones.

Facilities

- A. Water Fountains are not working and are too high for access by an individual using a wheelchair.

Recommended Resolution: Repair water fountain and lower it to a 28 inch height so that it can be used by individuals who use wheelchairs.

- B. The restroom stalls are designed for a person in a wheelchair, but, the stall area did not have sufficient space for maneuvering a Wheelchair.

Recommended Resolution: Modify the stalls so that at least one stall has sufficient space for maneuvering.

- C. The restroom sink, mirrors, soap and towel dispensers are too high for people who use wheelchairs to reach and use.

Recommended Resolution: Modify and lower at least one sink, mirror, soap and towel dispenser so that they can be accessed by individuals with disabilities.

- D. The restroom area has limited space for maneuvering or turning around a wheelchair.

Recommended Resolution: Modify the restroom so that there is sufficient space for maneuvering.

- E. Waiting rooms do not have enough room for individuals using wheelchairs, walkers or other mobility devices.

Recommended Resolution: Determine how furniture and space can be reconfigured so that more space is available.

- F. Conference Rooms are not accessible for individuals with disabilities because of limited space and doors with round door knobs that are difficult to grasp.

Recommended Resolution: Determine how more space can be created in Conference Rooms and install L shaped lever door handles.

- G. The stairway railing at the front entrance was partially attached.

Recommended Resolution: Securely attach the railing.

- H. Elevator has worn and indecipherable Braille markings, which makes the existing markings inaccessible for individuals with visual impairments.

Recommended Resolution: Replace Braille markings.

Veterans Administration Building

Parking Lot

- A. The parking spaces designated for individuals with disabilities are not properly lined or marked and they do not have proper signage. Without proper markings, another vehicle can park too close to a van with a wheelchair lift, making it difficult to impossible to raise or lower the lift.

Recommend Resolution: Provide proper lines, markings and signage designating parking spaces for individuals with disabilities.

- B. The parking lot is not paved; the gravel and large rocks make it difficult for people with mobility impairments. There are no sidewalks or access to the entrance. The ramp is uneven and unsafe.

Recommended Resolution: Pave the parking lot; create sidewalks and a safe, smooth entry and ramp with a 1:12 slope.

Facilities

- A. The interior doors are 24.5 inches wide rather than the recommended 32 inch width, which makes it difficult to impossible for some individuals with disabilities to access the interior offices.

Recommended Resolution: Modify interior doors to a 32 inch width.

- B. The doors have round knobs and are difficult to grasp.

Recommended Resolution: Install L shaped lever door handles on the front door and interior doors.

- C. Restrooms are inaccessible; neither the room nor the stalls provide sufficient space for maneuverability for individuals with mobility impairments and soap and towel dispenses are out of reach for individuals who use wheelchairs.

Recommended Resolution: Modify the restrooms and at least one stall to provide sufficient space for maneuverability and lower the soap and towel dispensers.

- D. Conference rooms are not accessible for individuals with disabilities because of limited space and doors with round door knobs that are difficult to grasp.

Recommended Resolution: Determine how more space can be created in Conference Rooms and install L shaped lever door handles.

- E. The ramp at the building entrance is constructed of ply wood and covered with roofing paper and the railing is dilapidated wood and insecure, which is unsafe and may be slippery during inclement weather.

Recommended Resolution: The ramp and railings need to be replaced with appropriate materials, with a 1:12 slope, and secure railings at 32 inches in height.

2. Chinle, Arizona

Office of Special Education and Rehabilitation Services\Division of Social Services Building

Parking Lot

- A. The parking lot has no designated parking spaces or posted signs that could result in another vehicle parking next to a van with wheelchair lift, making it very difficult or impossible to lower such a lift.

Recommended Resolution: Provide proper lines, markings and signage designating parking spaces for individuals with disabilities.

Facilities

- A. The building entrance has a one to two foot drop off the side of the walkway without protective railings.

Recommended Resolution: Install a protective railing to ensure that individuals with mobility or visual impairments do not fall off the sidewalk.

- B. The entrance door is heavy and the door knobs are rounded, which make them difficult to grasp.

Recommended Resolution: Install a lighter weight door and L shaped lever door handles.

- C. The waiting area does not have sufficient space for individuals with mobility impairments or service animals.

Recommended Resolution: Determine how furniture and space can be reconfigured so that more space is available.

Police Department Building

Parking Lot

- A. Parking lot is unpaved gravel and sand without designated parking spaces that are wide enough to allow using a wheelchair lift or other assistive devices.

Recommended Resolution: Pave the parking lot and paint designated parking spaces that provide sufficient space.

- B. The building entrance and approach is gravel and sandy which creates an uneven and unsafe path for individuals with mobility or visual impairments.

Recommended Resolution: Pave a smooth and safe entryway and approach.

Public Telephones

- A. Telephones are too high and have neither text capability nor volume controls as is necessary for individuals with hearing impairments.

Recommended Resolution: Install text enabled telephones with volume controls and lower them to a 48 inch height.

Facilities

- A. The main entrance door swings outward causing a barrier for individuals with mobility impairments.

Recommended Resolution: Install a door that swings inward.

- B. The waiting area does not have sufficient space for individuals with mobility impairments or service animals.

Recommended Resolution: Determine how furniture and space can be reconfigured so that more space is available.

Note: The public is not allowed past the reception area, therefore, interior doors, restrooms, and conference rooms were not surveyed.

Chinle Chapter House

Parking Lot

- A. Parking lot is unpaved gravel and sand without designated parking spaces that are wide enough to allow using a wheelchair lift or other assistive devices.

Recommended Resolution: Pave the parking lot and paint designated parking spaces that provide sufficient space.

Facilities

- A. The building's primary entrance is too narrow.

Recommended Resolution: Install a door that is 32 inches wide and alter the entry way to a comparable width.

- B. The entrance door is too heavy and has a round knob that is difficult to grasp, which present significant barriers for individuals with disabilities.

Recommended Resolution: Install a lighter front door with a L shaped lever door handle.

3. Crownpoint, New Mexico

Crownpoint Chapter House

Parking Lot

- A. Parking lot is unpaved gravel and sand without designated parking spaces that are wide enough to allow using a wheelchair lift or other assistive devices.

Recommended Resolution: Pave the parking lot and paint designated parking spaces that provide sufficient space.

Public Telephones

- A. Telephones are too high and have neither text capability nor volume controls as is necessary for individuals with hearing impairments.

Recommended Resolution: Install text enabled telephones with volume controls and lower them to a 48 inch height.

Facilities

- A. The entrance door is too heavy and has a round knob that is difficult to grasp, which present significant barriers for individuals with disabilities.

Recommended Resolution: Install a lighter front door with an L shaped lever door handle.

- B. Water fountain is too high for use by individuals who use wheelchairs.

Recommended Resolution: Lower the water fountain to a height of 28 inches.

- C. Restrooms are inaccessible; the stalls provide insufficient space for maneuverability for individuals with mobility impairments and soap and towel dispenses are out of reach for individuals who use wheelchairs.

Recommended Resolution: Modify the restrooms so that at least one stall has sufficient space for maneuverability and lower the soap and towel dispensers.

Office of Special Education and Rehabilitation Services *Facilities*

- A. The main entrance door swings outward causing a barrier for individuals with mobility impairments.

Recommended Resolution: Install a door that swings inward.

- B. There are two water fountains, but one is 34 inches high and the other is 42 inches high, making them both out of reach of individuals using wheelchairs.

Recommended Resolution: Lower one of the water fountains so that it is no more than 28 inches high.

- C. Restrooms are inaccessible; the door handle is difficult to grasp and use to open the door; the toilet tissue dispenser is 32 inches from the toilet, which is out of reach for individuals with mobility impairments; and the sink and soap and towel dispensers are out of reach for individuals who use wheelchairs.

Recommended Resolution: Install a L shaped lever door handle; move the toilet tissue dispenser so that it is within reach; and lower the sink and soap and towel dispensers.

Law Enforcement Building (includes Police Department and Prosecutor's Office)

Parking Lot

- A. The parking spaces designated for individuals with disabilities are not properly lined or marked and they do not have proper signage. Without proper markings, another vehicle can park too close to a van with a wheelchair lift, making it difficult to impossible to raise or lower the lift.

Recommend Resolution: Provide proper lines, markings and signage designating parking spaces for individuals with disabilities.

- B. The pathway to the building entrance is rough, uneven and narrow.

Recommended Resolution: Pave the pathway accessing the building so that it is smooth and at least four feet wide.

Public Telephone

- A. Telephones are too high and have neither text capability nor volume controls as is necessary for individuals with hearing impairments.

Recommended Resolution: Install text-enabled telephones with volume controls and lower them to a 48 inch height.

Facilities

- A. The entrance door is too heavy and has a round knob that is difficult to grasp, which makes it difficult for some individuals with disabilities to open the door.

Recommended Resolution: Install a lighter weight door with an L shaped lever door handle.

- B. There is a significant gap between the entrance and the inside floor, making it difficult for individuals with mobility and visual impairments to enter the building.

Recommended Resolution: Repair the gap so that the entry has a level and smooth surface.

- C. Restrooms are inaccessible; neither the room nor the stalls provide sufficient space for maneuverability for individuals with mobility impairments; there was a trashcan further obstructing access to the restroom; and the sink and soap and towel dispenses are out of reach for individuals who use wheelchairs.

Recommended Resolution: Modify the restrooms and at least one stall to provide sufficient space for maneuverability; take steps to ensure that readily movable obstructions are removed; and lower the soap and towel dispensers.

- D. The waiting area does not have sufficient space for individuals with mobility impairments or service animals.

Recommended Resolution: Reconfigure the furniture and area so that more space is available.

4. Shiprock, New Mexico

Shiprock Chapter House

Parking Lot

- A. Parking lot is uneven unpaved gravel without designated parking spaces that are wide enough to allow using a wheelchair lift or other assistive devices.

Recommended Resolution: Pave the parking lot and paint and install signs designating parking spaces that provide sufficient space.

Facilities

- A. The building's entryway is rocky, sandy and uneven with a narrow sidewalk running across the front of the building.

Recommended Resolution: Pave a smooth level surface with a sidewalk that is at least four feet wide.

- B. The entrance door is too heavy and has a round knob that is difficult to grasp, which present significant barriers for individuals with disabilities.

Recommended Resolution: Install a lighter front door with a L shaped lever door handle.

- C. The interior door handles are rounded and difficult to grasp.

Recommended Resolution: Replace interior door knobs with L shaped lever handles.

- D. Restrooms are inaccessible; the door is less than 32 inches wide; neither the room nor the stalls provide sufficient space for maneuverability for individuals with mobility impairments; and the sink and soap and towel dispenses are out of reach for individuals who use wheelchairs.

Recommended Resolution: Install a door that is 32 inches wide; modify the restroom and at least one stall to provide sufficient space for maneuverability; and lower the soap and towel dispensers.

Office of Special Education and Rehabilitation Services *Public Telephone*

- A. The telephone is too high and the numbers are too small and difficult to see.

Recommended Resolution: Lower the telephone so that it is no higher than 48 inches and replace the touch pad so that the numbers are more easily seen and have Braille markings.

Facilities

- A. The main entrance door swings outward causing a barrier for individuals with mobility impairments.

Recommended Resolution: Install a door that swings inward.

- B. The interior door handles, including the restroom door handle, are rounded and difficult to grasp.

Recommended Resolution: Replace interior door knobs with L shaped lever handles.

- C. The waiting area does not have sufficient space for individuals with mobility impairments or service animals.

Recommended Resolution: Reconfigure the furniture and area so that more space is available.

Veterans Administration Office

Parking Lot

- A. The designated parking spaces are faded and difficult to see.

Recommended Resolution: Re-paint the designated parking spaces.

- B. The entry pathway to the building is too narrow for individuals with mobility impairments or who need assistance.

Recommended Resolution: Widen the entry pathway so that it is at least four feet wide.

Facilities

- A. Water fountain is too high for use by individuals who use wheelchairs.

Recommended Resolution: Lower the water fountain to a height of 28 inches.

- B. Restrooms are inaccessible; the designated stall does not provide sufficient space for maneuverability for individuals with mobility impairments; and the sink and soap and towel dispensers are out of reach for individuals who use wheelchairs.
Recommended Resolution: Modify the restrooms and at least one stall to provide sufficient space for maneuverability; and lower the soap and towel dispensers.
- C. Conference rooms are not accessible for individuals with disabilities because of limited space and doors with round door knobs that are difficult to grasp.
Recommended Resolution: Determine how more space can be created in conference rooms and install L shaped lever door handles.

5. Tuba City, Arizona

Tuba City Chapter House

Parking Lot

- A. Parking lot is uneven unpaved gravel and sandy without designated parking spaces that are wide enough to allow using a wheelchair lift or other assistive devices.
Recommended Resolution: Pave the parking lot and paint and install signs designating parking spaces that provide sufficient space.
- B. The pathway to the building entrance is uneven gravel and dirt.
Recommended Resolution: Pave the pathway accessing the building so that it is smooth and at least four feet wide.

Facilities

- A. The entrance door is too heavy and has a round knob that is too high and difficult to grasp, which present significant barriers for individuals with disabilities.
Recommended Resolution: Install a lighter front door with a lower L shaped lever door handle.

- B. Restrooms are inaccessible; the designated stall does not have hand rails or grab bars.

Recommended Resolution: Modify the restroom to improve accessibility and install appropriate hand rails or grab bars.

Division of Social Services Building

Parking Lot

- A. The parking lot does not have spaces designated for individuals with disabilities with proper markings and signs. Without designated parking spaces, individuals with disabilities have difficulty finding appropriate parking and preserving space that prevents another vehicle from parking too close to a van with a wheelchair lift, making it difficult to impossible to raise or lower the lift.

Recommend Resolution: Provide appropriate designated parking spaces for individuals with disabilities with proper lines, markings and signage.

- C. The pathway to the building entrance is gravel and dirt making it rough, uneven and narrow.

Recommended Resolution: Pave the pathway accessing the building so that it is smooth and at least four feet wide.

Facilities

- A. The main entrance door is too heavy, has a round shaped handle that is difficult to grasp, and swings outward causing barriers for individuals with mobility impairments.

Recommended Resolution: Install a lighter door with an L shaped lever handle that swings inward.

- B. Restrooms are inaccessible; the designated stall does not have a toilet that is designed for use by an individual who uses a wheelchair.

Recommended Resolution: Install an appropriate toilet.

- C. Conference rooms are not accessible for individuals with disabilities because of limited space, which is also being used for

office storage, and doors with round door knobs that are difficult to grasp.

Recommended Resolution: Remove office supplies currently stored in the conference room and determine how more space can be created in conference rooms; install L shaped lever door handles.

Office of Special Education and Rehabilitation Services

Parking Lot

- A. Parking spaces lack appropriate signage designating them as reserved for individuals with disabilities.

Recommended Resolution: Post signs specifically designating parking spaces for individuals with disabilities.

Facilities

- B. The main entrance door swings outward causing a barrier for individuals with mobility impairments.

Recommended Resolution: Install a door that swings inward.

- C. Conference rooms are not accessible for individuals with disabilities because of limited space.

Recommended Resolution: Reconfigure furniture and space so that there is more room for maneuverability.

Conclusion

This report confirms that while some of the Navajo Nation facilities that serve individuals with disabilities are somewhat accessible for individuals with disabilities, none of these offices are fully accessible. This report provides a framework for discussing an action plan to address the identified non-compliance issues and to expand this review to other Navajo Nation facilities that provide services to Navajos with disabilities. This will require the creation of short and long term objectives to ensure that Navajos with disabilities are afforded their legal and human rights to access disability services so that they can “achieve their mental and physical potential to the fullest extent of their

capabilities” as required by the Navajo Nation Vocational and Rehabilitation Act.

Appendix

Public Building Accessibility Survey

YES	NO	PARKING
		1. Are parking spaces wide enough to allow lowering wheel chair from vehicle? COMMENTS:
		2. Are the spaces near the building entrance? (Travel distance should not exceed 20 feet) COMMENTS:
		3. Are the parking space easily accessible to the front entrance by level or impaired path at the least four feet wide and free of obstructions? COMMENTS:
		4. Is the surface of the parking lot area smooth (but not slippery) and hard (not sand, gravel, etc...)? COMMENTS:
		5. Is there sufficient number of parking spaces for those with a disability based on the size of parking lot? COMMENTS:

		6. Are walks leading to the facility level? COMMENTS:
		7. Are there curb-cuts at crosswalks and are they visibly marked or painted? COMMENTS:
		8. Is at least one primary entrance usable to individuals who use wheelchairs? COMMENTS:
YES	NO	FACILITY
		1. Do all doorways have a clear opening of least 32 inches wide? COMMENTS:
		2. If there are public telephones, are they conveniently located at 48 inches or less from the floor? COMMENTS:
		3. Are text telephones (TT's) available? COMMENTS:

		4. Are water fountains available and have a clearance of 28 inches? COMMENTS:
		5. If there are public telephones available, do they have volume control devices? COMMENTS:
		6. Is the door handle easy to grasp and easy to open? COMMENTS:
		7. Are inclines or abrupt changes in level avoided at thresholds? COMMENTS:
YES	NO	RESTROOMS
		1. Do all restroom doors have a clear opening of at least 32 inches? COMMENTS:
		2. Is the restroom floor the same level as the floor outside of the restroom? COMMENTS:

		3. Is there at least one restroom stall usable by a person who uses a wheelchair? COMMENTS:
		4. Are sinks, mirrors, dispensers and disposal units within reach and usable by a person in a wheelchair? COMMENTS:
		5. Are there handrails/grab bar provided in restroom stall areas? COMMENTS:
		6. Is there sufficient turning space and maneuvering in the restroom for a wheelchair? COMMENTS:
YES	NO	CONFERENCE/WAITING ROOM
		1. Are any of the waiting rooms designed especially for persons who use wheelchairs? COMMENTS:
		2. Is the meeting place accessible and usable by persons with disabilities? COMMENTS:

		<p>3. Will a person who uses a wheelchair be able to exit and return to the conference with minimum effort?</p> <p>COMMENTS:</p>
		<p>4. Are all common areas accessible to all people with disabilities?</p> <p>COMMENTS:</p>
		<p>5. Are ramp surface smooth and hard?</p> <p>COMMENTS:</p>
		<p>6. Is the ramp surfaces non-slip in inclement weather?</p> <p>COMMENTS:</p>
		<p>7. Are ramps provided where there are steps?</p> <p>COMMENTS:</p>
		<p>8. Do stairs have handrails at least 32 inches above step levels?</p> <p>COMMENTS:</p>
		<p>9. Do steps have risers 7 inches or less?</p> <p>COMMENTS:</p>

		10. Are elevator control low enough (48inches) to be reached from wheelchair? COMMENTS:
		11. Are there elevator marking Braille for the blind? COMMENTS:
		12. Does the elevator interior provide a turning area 51 inches for the wheelchairs? COMMENTS: