

## DOJ List of Readily Achievable Barrier Removal

Upon receipt of the accessibility survey, the property owner will be made aware of features that are barriers for people who have disabilities. Readily achievable barrier removal is the phrase for removing or correcting those impediments.

### **ALL BARRIERS LISTED ON THIS PAGE ARE CONSIDERED READILY ACHIEVABLE TO REMEDIATE BY DEPARTMENT OF JUSTICE.**

1. Obvious features that are barriers may be:
  - Curbs
  - Steps
  - Narrow doors
  - Narrow aisles
  - Narrow check-out lanes
  - Rearrange tables, chairs, vending machines, display racks, furniture
  
2. Less obvious barriers may be:
  - Door knobs instead of lever handles
  - Loose gravel on exterior walkways
  - Drinking fountains mounted too high
  - Audible only alarm systems (deaf need visual alarm)
  - Display racks hindering ability to move around
  - Raised marking on elevator controls
  - Eliminate turnstiles or provide alternate accessible route
  - Remove high pile, low density carpet
  
3. There may be cost-free fixes to some barriers, such as repositioning shelves or rearranging tables and chairs. Other barriers may come with a cost. Here are a few ways the Department of Justice promotes improving accessibility:
  - Installing ramps
  - Making curb cuts at sidewalks and entrances
  - Repositioning telephones
  - Adding raised letter and braille signage on elevator control buttons
  - Installing flashing alarm lights
  - Widening doors – can be done by installing offset hinges
  - Installing accessible door hardware
  - Installing grab bars in toilet stalls
  - Insulating lavatory pipes under sinks to prevent burns
  - Installing raised toilet seat
  - Rearrange paper towel dispenser
  - Rearrange toilet partitions to increase maneuvering space
  - Restriping a parking lot to create accessible parking spaces and access aisles

The ADA Standards for Accessible Design (ADAAG) is a guide that can aid in removing barriers. Businesses are not expected to compromise legitimate safety requirements when determining how to remove or correct a particular barrier. Removing barriers is an ongoing obligation that is not tied to renovations, capital improvements, or alterations. From the ADA's perspective, if a business has physical barriers that it can easily remove or correct, steps should be taken to go ahead and remove them. It is important to note that in removing barriers, the business owner is not required to do more than is listed under the standards for alterations.

The determination of what is readily achievable is relative to a business' resources and the extent of the existing barriers. This gets tricky here as there is no cost limit or time frame established. The exact wording is "readily achievable" and is defined as "easily accomplished and able to be carried out without much difficulty or expense." This does not lend itself to becoming a line item in a budget. In a nebulous way the ADA is trying to do acknowledge the variety in the size, type, and overall finances of individual public accommodations. There are upturns and down cycles for every business. The nature and cost of access improvements now may be difficult, but may be readily achievable in the future as finances change. This is why the owner of a public accommodation must look at barrier removal as an ongoing obligation.