

Synagogue Life: Attitudes, Practices and Policies

A culture of inclusion for individuals with disabilities and their families is created, allowing them to fully participate in all aspects of synagogue life

Communication/Publicity	Formal Education	Resources	Awareness/Training
<p><u>No Expense</u></p> <p><input type="checkbox"/> *Synagogue’s mission statement includes a statement about inclusion of individuals with special needs</p> <p><input type="checkbox"/> *Membership packet, distributed to all prospective members, includes the synagogue’s special needs policies</p> <p><input type="checkbox"/> *Membership application requests information regarding special needs and necessary accommodations</p> <p><input type="checkbox"/> Early Childhood, Religious School, Youth Group, and Adult Education applications publicity state that all learners are welcome</p> <p><input type="checkbox"/> *Publicity (bulletin, e-blasts, website) includes a statement regarding inclusiveness and available accommodations</p> <p><input type="checkbox"/> *Synagogue announcements/website include information about community programs for individuals with special needs</p> <p><input type="checkbox"/> *Language used in sermons, signage and communication includes information about the inclusion of individuals with special needs</p> <p><input type="checkbox"/> *Individual is designated to be the contact person regarding special needs accommodations</p>	<p><u>No Expense</u></p> <p><input type="checkbox"/> *Early Childhood, Religious School, Youth Group and Adult Education programs have a clear plan to accommodate individuals with special needs, either in house, or by referral</p> <p><input type="checkbox"/> *Information about resources available to individuals with special needs is distributed to <u>all</u> families</p> <p><input type="checkbox"/> *Early Childhood, Religious School, Youth Group and Adult Education curriculums include teaching tolerance and acceptance of differences</p> <p><u>Low – Moderate Expense</u></p> <p><input type="checkbox"/> IEP’s are developed and/or monitored for children who need accommodations in the classroom</p> <p><input type="checkbox"/> Participation by educators in Moreh Institute – “A Special Look at Special Needs” workshop series, sponsored by The Partnership for Jewish Learning and Life</p> <p><input type="checkbox"/> *Synagogue provides accommodations to students with special needs for Shabbat, B’nai Mitzvot or holiday services</p> <p><input type="checkbox"/> *Early Childhood, Religious school, Youth Group and Adult Education programs offer inclusive programs for individuals with special needs or make referrals to an appropriate program</p>	<p><u>No Expense</u></p> <p><input type="checkbox"/> *The MetroWest ABLE list of available community resources for congregants and community members with special needs is readily available</p> <p><input type="checkbox"/> *There is an Inclusion Committee that serves as a resource and/or liaison to families and professionals regarding synagogue practices and policies for those with special needs</p> <p><input type="checkbox"/> Transportation to services and/or programs is provided to people in need of a ride</p> <p><u>Low – Moderate Expense</u></p> <p><input type="checkbox"/> Support group(s) are provided for the congregation based on needs</p>	<p><u>No Expense</u></p> <p><input type="checkbox"/> *System is in place to ensure that staff and key lay leadership are made aware of congregants with special needs</p> <p><input type="checkbox"/> *Ushers and/or designated individuals are prepared regarding appropriate ways to greet and meet the needs of individuals with special needs</p> <p><input type="checkbox"/> *Participation in the annual Shabbat Shalem weekend (Jewish Disability Awareness Month celebration), sponsored by MetroWest ABLE</p> <p><input type="checkbox"/> Participation in MetroWest Madrichim, shadow training program sponsored by MetroWest ABLE</p> <p><input type="checkbox"/> *Staff and lay leadership annually review and update special needs policies</p> <p><u>Low – Moderate Expense</u></p> <p><input type="checkbox"/> A disability awareness program or awareness training is offered to congregation, religious school, youth groups, professional and/or lay leadership</p>
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Architectural Accessibility

Efforts are made to make all physical areas of the synagogue, all programs and worship materials accessible to individuals with disabilities and their families

Parking Area/Entrance	Non-Worship Areas	Worship Area
<p><u>No Expense</u></p> <p><input type="checkbox"/> *Assistance is provided for all events when the door does not open easily</p> <p><input type="checkbox"/> Drop off parking area to allow for those in need, including senior adults, to be escorted into the building before parking the vehicle</p> <p><u>Low – Moderate Expense</u></p> <p><input type="checkbox"/> All signage is clear for those with and without visual challenges</p> <p><input type="checkbox"/> Walkways to and from parking area are clearly marked, well lit, and free from obstructions</p> <p><input type="checkbox"/> *Parking lot maintains appropriately spaced reserved spots clearly marked with the Handicap Access symbol close to accessible entrances</p> <p><input type="checkbox"/> Accessible entrance to building is clearly marked from the outside for those with mobility challenges</p> <p><input type="checkbox"/> Mezuzot (or a second mezuzah) are placed low so they are accessible by someone using a wheelchair</p> <p><u>Moderate - High Expense</u></p> <p><input type="checkbox"/> *Main entrance, or clearly marked side entrance, to building accommodates a wheelchair</p>	<p><u>No Expense</u></p> <p><input type="checkbox"/> *Doorways and halls are free from obstructions and swing open without impediment for those with mobility challenges</p> <p><input type="checkbox"/> Use of non-fragranced soaps in rest room areas</p> <p><u>Low – Moderate Expense</u></p> <p><input type="checkbox"/> All signage is clear for those with and without visual challenges</p> <p><input type="checkbox"/> At least one water fountain on each floor is accessible from a wheelchair OR</p> <p><input type="checkbox"/> A supply of paper cups mounted at an appropriate height next to sink/water fountain to allow for an accessible alternative</p> <p><input type="checkbox"/> *Classroom and public meeting areas provide seating that is designed so all individuals can have access to a desk or table when necessary</p> <p><u>Moderate – High Expense</u></p> <p><input type="checkbox"/> *Restrooms (at least 1 per floor) are complete with accessible toilets, sinks, mirrors, towel dispensers and doorways</p> <p><input type="checkbox"/> Elevators, lifts or ramps provide accessibility to entire facility</p> <p><input type="checkbox"/> Doorways swing open automatically without impediment for those with mobility challenges</p>	<p><u>No Expense</u></p> <p><input type="checkbox"/> *Seating is <u>reserved</u> for individuals with physical challenges and seating is arranged to allow extra space for individuals using wheelchairs</p> <p><input type="checkbox"/> Individuals who are hard of hearing are welcomed and encouraged to sit up front</p> <p><input type="checkbox"/> Tallitot and kippot are easily accessible to people with physical challenges</p> <p><input type="checkbox"/> *Accommodations are made to move the podium and microphone to floor level to be accessible for someone with physical challenges, when bimah is not accessible</p> <p><u>Low – Moderate Expense</u></p> <p><input type="checkbox"/> Large print prayer books are <u>readily available</u> to those who need them</p> <p><input type="checkbox"/> Assistive listening devices are <u>readily available</u> to those who need them</p> <p><input type="checkbox"/> Sign language interpreter is provided when needed</p> <p><input type="checkbox"/> Adequate reading light/visibility on the speaker's face to facilitate speech/lip reading or sign language</p> <p><input type="checkbox"/> All signage is clear for those with and without visual challenges</p> <p><u>Moderate - High Expense</u></p> <p><input type="checkbox"/> Torah Ark is accessible or made accessible to someone with physical challenges</p> <p><input type="checkbox"/> The bimah, including the podium and microphone, is accessible to someone with physical challenges</p>
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