

Accessibility Ad Hoc Report

Defining Accessibility Needs

Many members of Nar-Anon have additional accessibility needs. This committee believes it is Nar-Anon's responsibility to provide accessibility to all members so everyone can fully participate. Additionally, most countries, including the USA, have laws that mandate accommodation measures.

The specific needs identified by this committee are:

1. Sight - In some cases, it is difficult or impossible to read CAL. Audio access to CAL and our websites can provide accommodation for vision impairments.
2. Hearing - In some cases, it is difficult or impossible to follow along during a meeting. Audio amplification, closed captioning, and sign language are possible accommodations.
3. Mobility - For some, mobility issues impact access to websites. An accommodation for those members is to include accessibility enhancements on websites. For some, mobility issues impact their access to physical meeting locations. Accommodation for physical access is the responsibility of the local group and the location. However, the World Service Office will endeavor to provide assistance.
4. Language - The most common language issue is the need for translation BOTH in literature and at recovery and service meetings and events. Comprehension can be a subtle issue when CAL is written with challenging words and phrases.
5. Cognitive - Dyslexia is a wide spread cognitive concern. Websites and printed material can make accommodation by using fonts that minimize dyslexic misinterpretation.

List of actions that could start immediately – Achievable under the current responsibility and authority of an appropriate World Service committee, WSO, or the BOT. We can show a good faith effort by beginning these suggestions and demonstrating consistent progress.

1. BOT to assign a disability contact with responsible and authority to address in a timely manner the reasonable accommodations.
2. Format all Service and Outreach literature in a view ONLY format readable by TTS in addition to the PDF and paper versions now available.
3. Write a Service pamphlet on these five additional needs: Sight, Hearing, Mobility, Language, and Cognitive.

4. Ensure all CAL Recovery Literature, including pamphlets, is packaged in a locked digital format usable by Kindle/Amazon, Apple/iBooks or the like, including international availability, in addition to the paper version.
5. Communicate with the fellowship through the Serenity Connection or Website about accessibility accommodations requests.

Additional Ideas

1. Explore options to package our literature in bundles to sell electronically in addition to the paper version. Single pamphlets cannot be sold for 0.45 USD on Kindle or the like. Electronic literature must be priced at a minimum of 3.99 USD per sale.

Additional Actions

1. Form a new World Service Accessibility Committee with delegated authority and responsibility as appropriate.

Food For Thought - Information to consider when making decisions

1. NFGH, Inc. is legally required to assist anyone with additional needs
2. Access to printed CAL is limited due to the cost of postal fees, timeliness of delivery, issues with international customs, and unreliable delivery. This highlights the worldwide financial and time advantages in selling electronic and audio editions of CAL to members.
3. The 2010 WSC approved Motion 19: "To make the SESH book, blue book and other Nar-Anon literature available in audio editions for sale..." This motion has not been implemented.

Progress not perfection. NFGH, Inc. may not be able to provide all accommodations immediately. However, if an individual member approaches the NFGH, Inc with a requested accommodation, we must have a process in place to meet the individual's needs in a timely manner. (Reference item one under additional actions above.) Too much delay in meeting accommodations requests exposes NFGH, Inc. to legal liability. Having an expedited process in place protects the fellowship and the members needing accommodation. Until such process is in place, the WSO could be the designated contact for member requests.