



Appendix 1.4

*Accessibility
Program
Costs and
Funding*

Below is a list of sample accessibility program costs that may need an allocated budget, as well as a list of potential sources that could be leveraged to fund your program.

Costs

- Employee salaries (% Full Time Equivalent (FTE) or salary in dollars)
 - Person(s) leading the accessibility program
 - Person(s) to train staff and providers
 - Person(s) to provide accommodations
 - Person(s) to ask patients' disability status and accommodation needs
- Training costs
 - Training materials used during New Employee Orientation
 - Disability training materials for current employees
 - Employee time to complete training
- Building modifications for existing facilities
- Electronic Health Record (EHR) updates or changes
 - Integrating disability status and/or accommodation needs fields in EHR
- Accessibility compliance of websites and printed documents
- Adaptation of patient education materials into accessible formats
- Compensation for disability partners: interns, advisory committee members
- Legal fees
- Adaptive safety equipment
- Program evaluation and quality improvement
- Accommodations*
 - Disability-specific medical equipment
 - Auxiliary aids and services
 - Interpretation supplies or Virtual Remote Interpreting

**See Appendix 0.8 in the General Resources chapter for a comprehensive list of accommodations.*

Funding Sources

- Central health system budget
- Departmental budget (if the accessibility program has its own department)
- Internal health system grants
- External grants, such as federal or foundation grants
- Research grants
- Donations
- Technology companies