

Crossing the Barriers

Implementation Plan 2006-2011



**Montana Fish,
Wildlife & Parks**

A Plan to Continue Improving Access to Montana's Outdoor Recreation

June 2006

PREFACE	iii
I. INTRODUCTION	1
II. STATEWIDE PROGRAMS	2
A. Self-evaluation	2
B. Building Accessibility	4
C. Training.....	5
D. Disabled Resource Advisors	7
E. Public Meetings	8
F. Publicizing Accessibility Efforts.....	9
G. Telephone Relay Service and TDD	11
III. DIVISION-WIDE PROGRAMS.....	12
A. Communication and Education (formerly Conservation Education)	12
B. Enforcement Division.....	14
C. Fisheries Division.....	15
D. Parks Division	16
E. Wildlife Division.....	18
F. Information Technology Division.....	20
G. Support Services	21
III. REGIONAL PROGRAMS	27
A. Kalispell-Region 1.....	27
B. Missoula – Region 2	30
C. Bozeman – Region 3	32
D. Great Falls—Region 4	33
E. Billings - Region 5.....	36
F. Glasgow – Region 6	38
G. Miles City – Region 7.....	39
IV. CONCLUSION.....	41
BIBLIOGRAPHY	42
APPENDICES	43
Appendix A-Rehabilitation Act of 1973	44
Appendix B-An Overview of the Americans with Disabilities Act	45
Appendix C-Crossing the Barriers Committee Members 2006	48
Appendix D-Levels of Accessibility	49
Appendix E- Fish, Wildlife & Parks Accessibility by Region.....	51
Appendix F-Suggested Disability Awareness Training Matrix.....	66
Appendix G-Disability Awareness Training Sources.....	69
Appendix H-Montana Independent Living Centers	72
Appendix I-Notice of Non-Discrimination	73
Appendix J-Percent of Montana Population 21 Years and Over with a Disability	75
Appendix K-Number of Montanans 21 years and Over with a Disability	76

PREFACE

Montana's natural resources and scenic beauty provide an array of recreational opportunities for its able-bodied citizens and for visitors from around the world.

For some, however, barriers to accessibility exist. Since 1989, Montana Fish, Wildlife and Parks has worked to remove barriers to create an accessible outdoor experience for all. For people with disabilities, barriers can deprive one the chance to enjoy Montana's great outdoors. Section 504 of the Federal Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act, guarantees Montanans, and visitors, the right to equal access.

FWP's *Crossing the Barriers - 2006* reflects both the progress made and the challenges that remain as the agency continues to work to ensure that FWP sites and programs are available to everyone.

FWP can boast that *Crossing the Barriers* has created accessibility at every FWP regional headquarters, fish hatchery visitor centers, many Fishing Access Sites and State Parks.

Montana's success is a direct result of the dedication of a number of private citizens whose desire and sheer force of will has helped *Crossing the Barriers* to become an important part of FWP's daily operations.

FWP's goal is continual improvement and full access to FWP sites and programs.

FWP welcomes your ideas, support, and volunteer efforts aimed at *Crossing the Barriers* in Montana

M. Jeff Hagener, Director
Montana Fish, Wildlife & Parks

May 23, 2006

I. INTRODUCTION

People with disabilities have a need for recreation just as all citizens do. Their need is frequently greater, due to health issues that prohibit or decrease other life choices and create a greater than normal amount of leisure time. Senior citizens are living longer and have an abundance of leisure time and a desire to recreate, but often have decreased stamina, endurance and agility. Many other people appreciate the convenience provided at accessible sites, including those who are temporarily disabled due to illness or injury, parents with young children, some pregnant women, and people with less obvious disabilities such as back injuries and heart conditions. Some people who are able-bodied also enjoy using more well-developed facilities. This plan also serves people with visual, and hearing impairments, and those with developmental disabilities and learning disabilities.

Montana Fish, Wildlife & Parks has gone to great effort to provide accessibility to as many of its programs and sites as is feasible. Although total accessibility is often impossible to achieve in outdoor settings, it is the Department's intention to make a variety of sites as usable as possible to the greatest number of people, given the limitations of natural and physical features. Much ingenuity and creativity has gone into making sites accessible without over-developing them and thus losing the "wilderness" aspect that all visitors appreciate.

Montana's important tourism industry benefits from the availability of publicized accessible recreational opportunities. Travelers who are disabled are keenly interested in using accessible facilities. These tourists will often plan their travel itineraries around such sites.

The key to achieving improved accessibility is through implementation of goals, policies and actions outlined in this document and identified as priorities within each of the MFWP divisions and regions.

This document summarizes the self-evaluation process completed in 1991 and the update completed in 2000, and lists projects that have been completed since 2001 and proposed actions to be completed by 2011. The Director's Office, Division Administrators, and Regional Supervisors oversee the completion of the Action Plan.

Crossing the Barriers - 2006 is available to the public for comment upon request, as required by ADA; however, its primary use is as a working document to provide guidelines and achieve MFWP internal goals.

II. STATEWIDE PROGRAMS

A. Self-evaluation

1. Background

Self-evaluation of the Department's programs and sites is required by Section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act (ADA). The purpose of the self-evaluations conducted in 1989-90 was to inventory the Department's programs, sites, and facilities to determine existing accessibility to and usability by people with disabilities.

In conducting its self-evaluation, the Department undertook various actions in 1989-90, including these activities: survey of sites, survey of programs, training of personnel, consultation with disabled resource advisors, and development of a computer program for evaluating site surveys.

The Section 504 Accessibility Committee was appointed in 1989. This committee developed the site survey forms and trained Regional Crossing the Barriers Committee members throughout the state to conduct the surveys. These surveys preceded nationally accepted evaluation forms, which have been developed since the passage of the ADA in 1990.

A "Level of Accessibility" concept was used, which defines four levels of difficulty for people with various physical abilities ranking from Levels 1 to 4 as: Accessible, Usable, Difficult, and Not Accessible. Additional rankings A through D were given, indicating the amount of modification necessary to raise the site to a Level 1 rank: A) Modification not necessary B) Can be easily modified, C) Needs extensive modification, and D) Modification not recommended. These rankings were used to help Park and Regional Managers direct and prioritize their accessibility efforts.

In 1994 the Department indexed existing facilities and sites using the following accessibility ranking system. Please see Appendix E for a complete explanation of the differences between these levels.

Easy Accessibility (green): highly developed (urban/rural) recreation settings

Moderate Accessibility (blue): moderately developed (roaded natural) recreation settings

Difficult Accessibility (purple): minimally developed (semi-primitive) recreation settings

Most Difficult Accessibility (red): undeveloped (primitive) recreation setting

The accessibility rankings are not federally mandated, but FWP feels that they do provide potential users and visitors with a general guideline to help them make informed decisions on which sites to visit.

All FWP-managed sites in the state have been given an overall level of accessibility in the *MFWP Site Accessibility Levels Atlas List*, which is provided in Appendix D. The Atlas was compiled by Design and Construction staff (Field Services) with cooperation from field personnel. In addition, specific activities available at each site (such as camping, picnicking, fishing, wildlife viewing, etc. are identified to these accessibility levels with the corresponding color coded universal accessibility symbol on the FWP website.

The 1989 Committee and additional staff also developed and conducted a Programmatic Survey. Programs and Department-wide support activities (such as enforcement, public relations, and personnel policies and practices) were surveyed to determine their usability to people with different types of disabilities.

It is standard practice to consider accessibility within all programs as a method of serving the public. Program compliance is reviewed on an ongoing basis with responsible Department personnel applying Section 504 and ADA requirements to the respective programs.

Ongoing Actions

The Divisions conduct various surveys throughout the year. The Accessibility Coordinators can act as advisors for designing and conducting surveys.

All survey instructions and questions are readable and easily understood. Surveys are available in large print (18 point) upon request. Oral surveys are also available in written form upon request.

Surveyors receive guidance from the Accessibility Coordinator concerning disability issues, dealing with the difficulties the survey might impose, and advising people with disabilities about alternative methods for giving or receiving the information.

Ongoing monitoring and development of FWP policies and procedures for implementing legislative or ARM rule changes affecting Disabled Licensing and the Crossing the Barriers Program.

Crossing the Barriers Plan

The Department is required by state and federal law to comply with accessibility laws, and this plan is one method of ensuring compliance. This *Crossing the Barriers* Transition Plan has been reviewed and updated every 5 years and will continue to be so. The sub-title has been changed from 'Transition Plan' to 'Implementation Plan'.

Proposed New Actions

Update *Crossing the Barriers Implementation Plan* in 2011

Responsibility

The Director and the Accessibility Coordinator will be responsible for maintaining a functioning Accessibility Committee and formally reviewing this plan.

B. Building Accessibility

Background.

The Design & Construction Bureau provides design and engineering support services and coordinates with Regional and Helena staff in achieving accessibility improvements at sites and facilities that meet policies and guidelines outlined in this document. Accessibility considerations are built into standard operating procedures depending on site restrictions.

All Helena and Regional Headquarters buildings are required by Federal law to be accessible. The Helena and Regional Headquarters buildings meet or exceed ADA accessibility standards, and all regional headquarters except Kalispell and Glasgow include electric button door openers.

Parking spaces, which are signed and marked with the international symbol for accessibility, are reserved for people with disabilities and are provided at many sites in accordance with the ADA and in proportions adequate to the other available parking space.

Completed Actions since 2001

Kalispell and Glasgow Headquarters now have button-assisted installed to provide easier access to the lobbies and conference rooms. Also, the Missoula Headquarters has been remodeled to provide a higher level of accessibility.

Ongoing Actions

All Helena and Regional Headquarters buildings currently meet or exceed all ADA accessibility standards.

Proposed New Actions to be implemented by 2011

None

C. Training

Background

An Accessibility Committee was formed in 1989, and Regional Coordinators participated in extensive training, including disability awareness, presentations by several people with different disabilities, disability simulation, instruction on conducting the site surveys and use of the Accessibility Manual. Design and Construction Bureau staff was given information on site accessibility and modification, as well as training in the areas mentioned above.

It is particularly important for field personnel, including seasonal workers and some volunteers (hosts) who contact the public, to be aware of disability and accessibility issues. The purpose of disability training is to better prepare staff for communicating with people with disabilities and to provide them with a quality outdoor recreational experience.

Disability Awareness Training, at a minimum, includes information on the rights and laws regarding equal access by people with disabilities. Ideally, this training includes information specific to the employee's ability to provide better accessibility to site and program users, and to interact comfortably with people with disabilities.

The Accessibility Committee first met in April 1999 and listed four priorities for improving accessibility to MFWP programs, and thus four sub-committees were formed to direct the following activities:

Awareness Sub-Committee

Goal: Continue internal training for awareness and target temporary and seasonal employees.

Licensing/Legislation

Goal: Ongoing monitoring and development of FWP policies and procedures for implementing legislative or ARM rule changes affecting Disabled Licensing and the CTB program.

Transition Plan and Atlas Subcommittee

Goal: Update and revise Transition Plan-Revised every 5 years and name changed to "Implementation Plan"

Goal: Inventory all MFWP sites as development occurs.

Media Efforts

Goal: Update and maintain accessibility level information on the MFWP web site.

Other specific training within the Department is listed below.

- Awareness training of additional Department staff within the Regions occurred in 1994 and 1996.
- The Design and Construction Bureau Chief attended National Park Service Training in San Antonio, Texas, December 1994, which provided instruction regarding universal design for people with disabilities at recreation facilities.
- Office managers and staff received awareness training and suggestions on assisting disabled visitors to FWP offices.
- The Department's Human Resources Bureau distributed "Disability Etiquette: Tips on Interacting with People with Disabilities" by Judy Cohen and the United Spinal Association, to all new permanent employees at New Employee Orientation.
- A disability awareness video ("All Ways Welcome") was presented at the Parks and Fisheries Division meetings in 2000, as well as question and answer sessions led by Shelley Laing from the Kalispell Independent Living Center.

Completed Actions since 2001

- A recommended training guideline for all employees regarding disability awareness has been developed. Please see FWP Disability Training Matrix in Appendix F.
- A tracking system was developed by the Human Resources Bureau to record training of all FWP personnel including disability awareness training to ensure that all FWP employees had received the appropriate disability training.
- Disability awareness training has been formally incorporated into the Department's ADA compliance efforts. Awareness training strategies have been incorporated into meetings when appropriate, such as annual Regional Meetings, Division Meetings, and Parks fee workshops, at least annually.
- The Awareness Training Sub-committee investigates and distributes methods and materials for awareness training such as those listed in Appendix I. These resources are reviewed and distributed to all Regional and Division offices when deemed applicable.
- Disability Awareness Training Modules have been developed by the Awareness Sub-committee. These Training Modules provide employees with information specific to their job duties in addition to the resources listed in Appendix I. The Modules include technical

information, maintenance techniques, skills, interpersonal relations skills, etc., that aid employees in providing services to people with disabilities and duties regarding accessibility and ADA.

- Six employees attended the National Center for Accessibility training in 2002

Ongoing Actions

All employees have received and all new employees do receive some degree of disability awareness training, which includes, at minimum:

- disability awareness
- information on laws and rights
- accommodations that people with disabilities may need, and
- disability simulation, when necessary.

These training sessions are typically provided at Division or Regional Meetings and during the New Employee Orientation Program.

Proposed New Actions to be Implemented by 2011

None

Responsibility

Division Administrators and Regional Supervisors will ensure that all permanent staff and seasonal employees receive disability awareness training.

D. Disabled Resource Advisors

Background

A number of people with disabilities and disability organizations from across Montana were willing to serve in a resource capacity to the Regional Accessibility Coordinators and the Committee to assist them in the 1990 survey process. Their assistance was valuable and very much appreciated.

Ongoing Actions

The Department has an ongoing contract with an accessibility consultant who has expertise in the areas of disability awareness training, barrier removal, disability rights, and recreation.

In addition, Regions should have a list of disabled resource people, as identified in the 1991 Transition Plan, who can act as advisors and consultants on projects and programs, and may be consulted regarding site modifications. All field staff involved in program or facility development or improvements should consult with these advisors early in the development process and again prior to completing a project, to ensure that it will meet the needs of the groups using it.

Interpreters will be provided upon request and when feasible during public meetings or programs, or alternate accommodations will be made.

Responsibility

The Regional Supervisor will ensure that the Resource Advisors list is compiled and updated to maintain input from this constituency.

The Regions are the primary contacts for the disabled resource advisors, because each region has different issues, programs, and recreational opportunities. These advisors may be advisors to other divisions as well.

E. Public Meetings

Background

Public meetings are held in accessible buildings. All Department personnel who conduct public meetings should know which facilities are accessible and how to present a meeting that is understandable by people with various disabilities. Each region is responsible for reviewing frequently used meeting places to ensure the site is accessible and keeping an up-to-date list of accessible meeting places.

Meeting announcements should be clearly stated in easy-to-understand language, and clear directions to the specific room within the building should be provided through appropriate media means. Meeting room set-up should be accessible, and sound equipment should be used if the room is large. Acoustics and lighting should be checked to provide the best possible conditions for hearing or visually impaired persons. Displays should have large print and be easy to read, and handout materials should be provided in large (18 point) print upon request. When public meetings are recorded, the tapes will be made available when requested.

When an interpreter is requested, one will be provided by the Region. Therefore, Regions should maintain a current list of interpreters. If an interpreter is not available, information regarding the meeting will be provided in an alternate form.

Each Region has the telephone number for a relay system and should make accommodations for its use, when requested.

Ongoing Actions

Announcements of public meetings are posted in the newspaper, as well as in other mediums such as the radio, the department web page or public service announcements.

Guidelines for conducting meetings are distributed to the Regions to aid field staff in hosting an accessible meeting.

Responsibility

Regional Supervisors will ensure that lists of accessible facilities and interpreters are current, and that regional staff knows how to conduct an accessible meeting.

Proposed New Field Actions to be implemented by 2011

None

F. Publicizing Accessibility Efforts

Background

The Communication and Education Division assists other Divisions and Regions in promoting specific sites and programs that provide accessibility, including new parks facilities, new WMA or FAS developments, etc.

The Design and Construction Bureau suggests appropriate signs for park developments and capital improvements.

Regional office staff distributes information to the public when supplying licenses and permits as requested or as need is illustrated. The Department also promotes some accessible sites and programs through newspaper, radio and/or television.

The Department has discontinued distribution of a published list of accessible facilities to those purchasing disabled licenses and permits at the Helena and Regional offices, as that information is now available on the department's web site.

Ongoing Actions

Coordination will continue with state and local Chambers of Commerce and other state, federal and local agencies to publicize information on accessible facilities.

The Department will continue use of the international symbol for accessibility. The department has indexed all sites according to their level of accessibility as outlined by the Outdoor Recreation Access Advisory Committee: Recommendations for Accessibility Guidelines –

Recreational Facilities and Outdoor Developed Areas (ADAAG), and this information is now available on the web. Please see APPENDICES D and E.

Completed Actions since 2001

The Department keeps a current list of the Department's sites and facilities and their accessibility levels. This information is available on the Department's web page and regions can distribute hard copies as necessary.

New Actions proposed for Completion by 2011

The web page is continually updated to provide the most current and accurate information on department sites.

E. Partnerships

Background

The Department partners with community and service organizations, and with state, federal, and local agencies to obtain funding or in-kind contributions to develop accessible sites and programs.

Ongoing Actions

The Department will continue to encourage volunteer efforts for site or program improvements through community and service organizations, sportsman's clubs, etc. Good examples of the many volunteer efforts that will continue are: Hunter Education and Bow-hunter Education programs, and many special events.

The Department will continue to provide site specific information to community and service organizations, and will work with state, federal and local agencies to obtain funding or in-kind contributions to develop accessible sites and programs as they are requested.

Completed Actions since 2001

In cooperation with city & county government R-6 FWP developed a 'Youth Fishing Pond' in Glasgow, MT. Parking, a trail system and a fishing platform were designed and constructed to meet ADA standards.

Divisions may take the lead in coordinating specific statewide efforts that increase accessibility at sites or within programs.

Partnerships with resource advisors were developed in all regions and hopefully they will be used to help avoid conflicts caused by conflicting

agency policies. Because of a lack of interest in Region 7, this was viewed as unnecessary, but was implemented in other regions.

A statewide conference on accessible outdoor recreation was cosponsored with the National Park Service in June of 2004.

Proposed Actions to be Completed by 2011

The Regions should explore the viability of developing and maintaining partnerships with individuals and groups with disabilities.

Responsibility

Division Administrators, the ADA Coordinator and Accessibility Committee

G. Telephone Relay Service and TDD

Background

The Helena Telephone Device for the Deaf (TDD) is installed at the Field Services Office: 406-444-1200. This service is seldom used, but will remain in place. Regional devices, however, are not warranted at this time. The Telephone Relay Service is also available to each of the regions.

Ongoing Actions

Use of the Relay Service is publicized within the agency and listed on the Department Web Site, as a substitute for TDD. The service is monitored by the ADA Coordinator and Regional Supervisors to evaluate its use.

Actions Completed since 2001

A TTY Resource Directory for Montana has been provided to each region, area office and division. Resources and text telephone numbers are available for individuals who are, or organizations that provide services for Montana's Deaf and Hard of Hearing residents.

Proposed New Actions to be Completed by 2011

None

III. DIVISION-WIDE PROGRAMS

FWP has made a strong effort to make its sites and programs accessible to people with disabilities since the development of the Crossing the Barriers Plan in 1991.

A. Communication and Education (formerly Conservation Education)

Background

The Communication and Education Division's Hunter Education Program has provided classes for a limited number of Montana's disabled residents on a case-by-case basis. Hunter Ed and Bow-hunter Ed instructors can accommodate and train students with special needs whenever possible. Parents are required to attend the first class and to register the students, in an attempt to inform instructors of any unapparent disabilities a student may have and how to best accommodate those needs.

The Hunter Education Program cooperates with the Montana School for the Deaf and Blind to provide interpreters when needed in Regions 4 and 5 (Great Falls and Billings). All regions have audio tapes for use by people with visual impairments. Alternative testing methods, such as an interpreter, are used on a case-by-case basis to assist students with disabilities in becoming certified hunters, without lowering the integrity and significance of the test.

The majority of the hunter education classes and programs, as well as other educational programs and public showings of films are held in public buildings (schools, libraries, and fire halls) to ensure easy accessibility.

Extensive efforts have improved the readability of hunting and fishing regulations, and these efforts will continue to improve these complicated documents.

Regulations were made available in alternative formats for one year, including Braille, cassette tape and large print. MFWP has not received requests for these alternate formats. If requests are received from people with disabilities, they will be accommodated in the most efficient and expedient manner as determined by the given circumstances.

Annually, MFWP provides an application and program brochure (*Crossing the Barriers, Hunting and Fishing Opportunities for Persons with All Abilities*) to people who purchased the previous years'

Conservation License for people with a disability. This brochure is updated yearly (or as needed) to reflect the new legislative changes as to the definition of “disabled,” and mailed to 4200 disabled license holders and Independent Living Centers.

Actions completed since 2001

Nearly all FWP’s popular video productions are now closed captioned, including *The Bridge*, *The Full Circle*, *Owning Eden*, *The Parable*, *Landscape*, and *No Need for a Saturday Night*. Also, each news station is supplied with text to be closed-captioned for each *Outdoor Report*.

It was proposed in the 2001 Crossing the Barriers update that Hunter and Bow-hunter Education programs across the state would incorporate diagnostic entrance exams to help identify students with disabilities. However, Division administrators felt this was too invasive and consulted with the U.S. Fish and Wildlife Service on this issue and with their permission discarded that proposal. Com Ed staff already work closely with students with disabilities and their parents and will continue to do so.

Ongoing Actions

“Montana Outdoors” will continue to promote accessibility for people with disabilities through articles on barrier-free sites, facilities, programs, and recreational opportunities. In addition, all issues of *Montana Outdoors* are made available on tape in coordination with the state’s Talking Book Library.

Key articles, regulations, and important public information can be available in large print upon request at the Helena and Regional Headquarters. Other publications will be made available in large print upon request, if feasible.

New and updated brochures include information on accessible sites, programs, and resources, including *Hunting and Fishing Opportunities for Persons with Disabilities*. The TDD assisted number is provided on all new and updated brochures.

Hunter Education and Bow-hunter Education instructors are aware of the need for special accommodations for students with disabilities and work closely with parents on a case-by-case basis to meet these needs.

Accommodations for the visually impaired will continue to be made by the manipulation of displays, text for brochures and regulations, and other public information.

Efforts continue to improve the readability of the hunting and fishing regulations, including providing regulations in 18-point font upon request, and on the web.

Working with the Montana school for the deaf and blind to monitor the use of FW&P articles printed in Braille and to access the needs for additional copies.

Proposed New Actions to be Completed by 2011

As the need for new displays (traveling or regional) arise, Communication and Education staff will work with the Audio/Visual unit to see if audio can be included with displays or work with experts to find the best way to accommodate the visually impaired.

Responsibility

Communication and Education Division Administrator

B. Enforcement Division

Background

Persons with disabilities are entitled to fish and to hunt game birds with only a conservation license if they are residents of Montana not residing in an institution [MCA 87-2-803 (1)].

Montana residents who are certified as disabled by the Department may purchase regular deer and elk licenses at one-half the regular fee. This is also true for the visually impaired, who must also be accompanied by an assisting companion [MCA 87-2-803 (2) and (5b)].

Non-residents or a Montana resident whose mobility is substantially impaired and has a "Permit to Hunt from a Vehicle," may shoot from a vehicle, on the shoulder, berm, or barrow pit right-of-way of some public roadways, and must have a companion to assist them [MCA 87-2-803 (4)].

Continuing Actions

Throughout the year FWP wardens answer questions regarding Disabled Licenses, Permit to Hunt from a Vehicle and Permit to Modify Archery Equipment.

All wardens get the same training as the rest of the personnel at the Regional level at Regional Meetings.

Actions to be Completed by 2011

Enforcement Division will create a packet showing all the rules for the afore-mentioned permits and licenses so wardens can more easily answer the various questions they receive about them. These packets will be handed out at the annual Warden Seminar.

Additional disability training for wardens will be added into the Field Officer Training Program.

C. Fisheries Division

Background

The Department issues a disabled resident conservation license, which allows the holder to fish without also purchasing a fishing license. In the Fisheries Division's statewide Angler Pressure Surveys, seniors, youths, and the disabled are included in the total number of license holders, and randomly selected to complete surveys, but not separated by response. The separation of this group was discontinued several years ago due to the lack of requests for information regarding activities by these specific anglers.

A person who is blind may be issued a lifetime fishing license for a one-time fee of \$10. No wildlife conservation license is required [MCA 87-2-803 (5a)].

Any veteran who is a patient residing at a hospital operated by the Department of Veterans Affairs, and residents of all institutions under the jurisdiction of the Department of Public Health and Human Services may fish without a license. Directors of licensed long-term care facilities and personal care facilities, etc, can apply annually for fishing license exemptions for supervised resident fishing activities (MCA 87-2-802).

At least one site used for fishing, in proximity to all population centers of 10,000 or more, are now accessible to a Level 1 Accessibility (Easy). The Butte area is an exception to this due to a lack of fishing sites in the area.

The Giant Springs and Washoe Park Fish Hatchery facilities are considered Easy accessibility levels (refer to Appendix D for an explanation of the four accessibility levels) and have exhibits for people with visual impairments.

Completed Actions since 2001

Selected sites have been raised to Moderate Accessibility levels (based on local advisory group input and angling/fishing potential), affording a variety of levels and experiences in areas near the major population centers.

The Fishing Access Site brochure has been updated to provide information on which sites have handicapped-accessible piers or platforms.

FWP has helped several communities across Montana to develop community fishing ponds, such as Home Run Pond in Glasgow, Hiermonyous Pond in Hamilton, a pond in Malta and one in Whitehall. A community fishing pond is also being developed in Missoula. In all cases, these ponds are highly accessible both because they are in town and because they were designed with accessibility in mind.

Actions to be Implemented by 2006

Update the Fishing Access Site brochure to include the levels of accessibility corresponding to each site.

Ongoing Actions

Fishing regulations are made available in 18 point print or on audio tape for the visually impaired upon request. As fisheries brochures are written, they will employ easy-to-understand language, and fishing regulations are provided in several different mediums. Slide shows will have printed scripts available upon request.

Current fishing license policies will continue to be reviewed as to how they apply to people with disabilities and recommendations for improvement will be made to the Commission when necessary.

Proposed New Actions to be Implemented by 2011

The division administrator is planning to arrange disability awareness training for seasonal employees such as creel clerks.

D. Parks Division

Background

All recent and new capital improvements at state parks include ADA upgrades. These include accessible comfort stations, vault toilets, parking pads, trails, paved surfaces, etc. There have been numerous state parks capital projects with fully accessible facilities completed since the original *Crossing the Barriers* document was published in 1991, including: Black Sandy, Salmon Lake, Placid Lake, Lake Elmo,

Cooney Reservoir, Bannack, Ulm Pishkin, Giant Springs, Big Arm, Wayfarers, Tongue River, Plenty Coups, Whitefish and Makoshika State Parks. Information on accessibility is included in State Park brochures.

Designated accessible facilities such as restrooms, picnic tables, fishing docks, water fowl hunting blinds, and boat ramps are available on a first-come, first-served basis. Courtesy docks designed for people with disabilities are available at some areas. These may be used by others when people with disabilities are not using the site.

Specific, fully accessible camp sites are signed and kept open until approximately 8pm (this time varies at individual parks) for use by people with disabilities. If the site is not filled by the specified time, the site is made available on a first-come, first-served basis.

Due to the high percentage of parks staff that interact with the public, all staff receive some disability awareness training. Instructors, guides, hosts, seasonal staff, and other key park personnel receive training in disability awareness and program modification for use and access by people with disabilities.

Completed Actions since 2001

- a) After review and prioritizing, select parks will be brought up to specific Levels of Accessibility to provide varying degrees of recreational opportunities throughout the state and within a region.
- b) Capitol Projects:
 - At least one latrine at each designated lake access area at Cooney State Park has been upgraded to accessible.
 - The new amphitheater at Makoshika is accessible.
 - More fully accessible “yurts” have been added at applicable parks.
 - The Frenchtown Pond site renovation included Easy accessible sidewalks, comfort stations, outdoor showers, parking, and beach areas.
 - Accessible restrooms and shower building funded for Hell Creek state park
 - Provided funding for a number of Accessible improvements at state parks (see regional information for additional projects)

Ongoing Actions

- State Parks are made accessible where feasible and when funding is available. Comfort stations are accessible at an easy level. Almost all new and replacement vault toilets are accessible, depending on site conditions and terrain
- Camping fees are discounted 50% for those users who are certified as disabled in accordance with rules adopted by the Department. MCA 23-1-105 (2).

- The Montana State Parks brochure has been produced in conjunction with other divisions, listing accessible programs and facilities and is periodically updated.
- Regulations and other selected printed materials can be available in 18 point print upon request; however, the demand for this has been extremely low.
- Films and public meetings meet accessibility standards and goals listed in other parts of this report.
- Programs, such as the Motorized and Non-Motorized Trails, and Snowmobile programs, meet accessibility standards and policies listed in other parts of this plan, i.e. brochure readability, accessible facilities for meetings, etc.

Proposed New Capitol Projects to be Completed by 2011

- a. Replacement of the three old latrines in the camp loop at West Shore to new ADA accessible units.
- b. Upgrade of the 1974-vintage Lone Pine State Park Visitor Center building to current ADA standards. This includes entrance areas and restroom facilities.
- c. Installation of new park offices at Hell Creek, Missouri Headwaters, and Pictograph State Parks that will be ADA accessible.
- d. The new improvements at Spring Meadow Lake State Park will be in compliance with current ADA standards, including the group use shelter, latrine, and associated trails and walkways.
- e. The newest of Montana's 50 state parks—Brush Lake State Park—has been designed to be fully ADA accessible concerning grades and pathways, and ADA accessible latrine, and parking stall.

E. Wildlife Division

Background

The Department has a booklet available to the public entitled: "The Outdoors is for Everyone," which is designed to encourage people with disabilities to utilize and enjoy outdoor recreation. The Department also has special hunt permits for elk, deer and antelope available for qualified disabled hunters. A special discounted rate license is also available with the purchase of a disabled resident license. Non-ambulatory hunters are allowed to shoot from a vehicle and/or shoot from the shoulder of the road (MCA 87-2-803 and 61-1-202 road defined). These practices are prohibited for the able-bodied. In cooperation with some Forest Service Districts, people possessing a disabled hunting permit can acquire vehicular access behind designated locked gates for hunting.

Accessible wildlife appreciation areas and interpretive displays were developed for vehicular or non-vehicular travel at Ninepipe Wildlife Management Area (WMA), Freezout WMA, and Canyon Ferry WMA. The Ninepipe WMA improvements included a hard surface interpretive trail, parking pad and accessible vault toilet. Canyon Ferry WMA provides a path with interpretive signs and accessible parking.

The accessible hunting blind and picnic area at Freezout Lake Wildlife Management Area is complete. A vehicular route through the WMA is also open except for during hunting season. This entire area can be utilized by the hearing and seeing impaired.

The *Crossing the Barriers* Legislative/Licensing Subcommittee will review hunting licenses and permits policies on an ongoing basis.

Completed Actions since 2001

Canyon Ferry and Freeze-out WMA's were selected as sites that have been developed to provide wildlife appreciation areas, interpretive displays or trails providing recreation opportunities for people with disabilities.

Ongoing Actions

- Current hunting license and special permit policies continue to be reviewed regarding their application to people with disabilities, and recommendations for improvements are made to the FWP Commission when warranted.
- Hunting regulations and brochures can be made available in 18 point print upon request. Selected brochures can be made available on audio tape upon request.
- The Wildlife Division uses disabled resource advisors to help gain insights to the practical workings of policies and laws enacted to aid people with disabilities, including hunting opportunities. Their recommendations are considered in programmatic and site development plans.
- The Wildlife Division, in cooperation with other divisions, periodically updates a brochure listing accessible facilities and programs.
- Public meetings are announced using several media, including on the FWP website.

Proposed New Actions to be Completed by 2011

No new programs have been initiated.

F. Information Technology Division

Background

The Information Services Division (ISD) was created in late 2005. ISD provides information technology procurement and support services to programs within the agency, develops and maintains software applications, manages and coordinates internal geographic information system (GIS) needs and manages the FWP web-site. Since creation, ISD has especially focused efforts on organizational and team development issues. Two new team members for the Crossing the Barriers committee were selected from this new division. A more comprehensive examination of manners in which the division can support ADA efforts will be undertaken over future years.

Completed Actions

- A specific section of the ADA compliant web-site has focused on Disabled programs, including accessible sites and opportunities. Technical support for posting, revision and maintenance of this function continues on a going forward basis.
- Staff members have been appointed to the committee to provide division representation and help with identifying manners where information services can play an effective role.

Ongoing actions

- All ISD staff will receive awareness training at the first full division staff meeting currently planned for late July 2006, with additional time planned for discussion about IS involvement from a broader perspective across the agency.
- Web-site delivery of disabled programs, opportunities and information will continue to be examined to ensure it is effective and easy to use.

Proposed New Actions to Be Completed by 2011

- FWP Web-staff will continue to ensure ADA compliance of FWP's web-site and perform ongoing reviews for new potential, and overall effectiveness, relative to use by persons with disabilities.
- Software applications developed will consider methods that will allow effective understanding and use by persons with disabilities.
- Technology procurement will ensure that appropriate persons with disabilities have the necessary tools to effectively use computers and off-the-shelf software.

G. Support Services

1. Field Services

Background

The Design and Construction Bureau provides design and engineering support services and coordinates with Regional and Helena staff in achieving accessibility improvements at sites and facilities that meet policies and guidelines outlined in this document. Accessibility considerations are built into standard operating procedures depending on site restrictions, etc.

The Department's disabled accessibility efforts are coordinated by the Field Services Division. The Field Services' Accessibility Coordinator acts as Chair of the Accessibility Committee and is responsible for communicating progress, challenges and perspectives to the committee and to the Management Team throughout the reviewing and implementing processes. Accessibility Coordinator is the liaison with contractors hired to assist in planning efforts, site assessments, and contract administration.

Four sub-committees are in place to evaluate the Department's accessibility efforts, identify additional issues to enhance recreational opportunities for Montana's disabled citizens and visitors, make information available to the public, and recommend actions to the Management Team. Please see Appendices B and C for the complete listing of committees and their members.

The Design and Construction Bureau (D&C) is a part of the Field Services Division and provides expertise and the necessary design and engineering support for facility or site evaluations and improvements. Bureau personnel have attended training courses and have experience in implementing accessibility features.

D&C has researched designs and engineering techniques for accessible latrines, boat ramps, and interactive interpretive devices. This Bureau maintains the Atlas of Accessibility (Appendix E) for all Department sites and facilities.

It is standard for D&C staff to consider a variety of means for displaying new interpretive information, including sign height, Braille, audio and tactile features. The intent is to provide experiences for people with disabilities depending on allowable space, site specifics, and budget.

The Block Management Hunting Access Program, administered by the Field Services Landowner/Sportsman Relations Bureau, provides hunters with opportunities to gain hunting access to enrolled private and isolated public lands. While each Block Management Area (BMA) has rules specific to that BMA, many landowners enrolled in Block Management may provide hunters with special needs opportunities to hunt either on a case-by-case or special request basis. Hunters with special needs are advised to contact regional staff to determine what opportunities may exist locally to meet their needs, either through the Block Management Program, other private landowners not enrolled in the program, or regional public land managers.

Actions completed since 2001

- The Accessibility Coordinator publishes and distributes information internally and externally pertaining to the Department's progress in providing for accessibility;
- Six staff members attended the National Center for Accessibility Training in Gardner (6 people for awareness and 2 people for retrofitting sites for accessibility).
- A prototype sign was developed at Ulm Pishkin State Park that provided trail information on grades and cross slopes for the new trails at the site. This sign type will now be included in the department sign manual.
- Sponsored Jack Andre, Equal Opportunity Specialist from the National Park Service;
- Developed a recommended training matrix for suggested training timelines;
- Human Rights Bureau developed a database for tracking all staff trainings which includes Disability Awareness Training;
- Developed various training modules for training FWP staff in awareness and sensitivity, prepared disability awareness training bins for use in that training; and distributed those training bins to all seven Regions;
- Provided disability awareness training at New Employee Orientation for new FWP employee, purchased disability etiquette booklets for use in that training, and provided Awareness Training at various Regional Meetings;

- Provided training and review for CTB members and completed update of the CTB brochure on hunting and fishing opportunities for people with disabilities;
- Provided Regions/Divisions with:
 - TTY Resource Directory for Montana
 - Employers Guide to Hidden Disabilities
- Worked with Communication Education Division for the updated Crossing the Barriers Brochure describing Disabled Licensing procedures;
- Developed the Application for Lifetime Fishing License for the Blind and Application for Fishing License in Braille;
- Produced 4 Montana Outdoor articles on animals in Braille for the Montana School for the Deaf & Blind;
- Provided funding for 2 fishing platforms in Region 1. One at Nine Pipes Fishing Pond and the other at Shady Lane;
- Developed a Video Library containing Several Videos for Awareness Training available for check-out;
- Provided Regions with Video: *“The Ten Commandments of Communicating with People with Disabilities”* for use in disability training.
- Developed “Accessible Facilities Maintenance Handbook” for Parks Maintenance workers to assure that our facilities are accessible to persons with disabilities;
- Paid for 3 Closed Captioning on 3 Department videos;
- Provided the Design & Construction Bureau, the Park’s Division, CTB Committee members, the State Trail Coordinator/Trails Program Specialist and Regional Park’s Managers with a copy of *“Designing Sidewalks and Trails for Access”* from the U.S. Department of Transportation, Federal Highway Administration;
- Developed the CTB web page on the MFWP web site;
- Developed the Permit to Modify Archery Equipment

- Ensured that a Notice of Non-Discrimination (Appendix H) is included in all department brochures and program announcements and meeting notices:

Ongoing Actions

- The D&C Bureau will maintain the current list of sites and facilities and their corresponding accessibility levels in the MFWP web site.
- Accessibility will continue to be considered when selecting, designing, and funding projects, and implementing programs.
- Capital projects that fit the criteria below will include appropriate accessibility elements and be made accessible where feasible:
 - ✓ High public use areas;
 - ✓ Near populated areas of the state;
 - ✓ Lend themselves to accessibility modification;
 - ✓ Provide for the best possible balance statewide, both geographically and programmatically; and
 - ✓ Funding availability.
- The Division will also continue coordinating the Department's accessibility efforts through the Accessibility Coordinator, who serves as the Chairman of the Accessibility Committee.
- The Accessibility Coordinator will:
 - continue coordinating with the Director's office (Chief of Operations), Division Administrators, Federal Aid Coordinator, and Regions, to meet the accessibility requirements mandated by federal and state law in all Department plans, projects and programs;
 - coordinate with the Director's office, *Crossing the Barriers* Committee, the Regional Coordinators and Supervisors to implement this Accessibility Plan;
 - coordinate special or sub-committees as needed to address specific disability issues;
 - act as a liaison with disability organizations and people with disabilities throughout Montana;
 - develop and maintain a current library of recreational resources, sites, programs, and equipment available for the disabled from MFWP (located at the Field Services Dept., 1400 8th Avenue, Helena.

Proposed New Actions to be Implemented by 2011

- Provide digital levels for measuring slope and grade to all regional CTB members.
- Develop and implement an internship for disabled workers.

Responsibility

Regional Supervisors, Division Administrators, the Accessibility Coordinator, and the Design and Construction Bureau will communicate to ensure that accessibility priorities are met at individual sites, programs, and facilities statewide.

2. Management & Finance

Background

Employment practices in the Department are in compliance with Section 504 regulations and the ADA. Staff coordinates with the Director's office, Design & Construction Bureau, and others in developing funding proposals for the State Legislature for accessibility improvements at Department sites.

The hiring policy has been updated to include language that FWP will provide reasonable accommodations for people with disabilities to effectively participate in the hiring process. The policy also explains the process for applying the preference provided to people with disabilities. The vacancy announcements provide guidance to applicants when requesting an accommodation. Readers/ interpreters are provided on request for applicants needing this accommodation. The Personnel Office reviews vacancy announcements and job profiles to determine whether the job requirements pose unnecessary barriers to people with disabilities.

Recruitment includes all job service offices, the Internet, and colleges/universities, among others, for all permanent positions.

Region/Division support staff receive training on the recruitment and selection process to provide on-site expertise to supervisors regarding employment laws including ADA as it relates to the hiring process. Training is provided to new employees during New Employee Orientation.

The 1997 Legislature removed the term "handicapped" from state law and replaced it with "persons with disabilities." It was replaced in department policies (i.e. Recruitment and Selection

Policy – MFWP, Persons with Disabilities Employment Preference Policy – MOM).

All public meetings are held in accessible locations.

Continued Actions

Vacancy announcements provide guidance to applicants when requesting an accommodation. Readers/interpreters will be provided on request for applicants needing an accommodation. The Human Resource Bureau reviews vacancy announcements and job profiles to determine whether the job requirements pose unnecessary barriers to people with disabilities. The Management and Finance Division is responsible for recruiting and hiring policies regarding ADA compliance within the Department. Supervisors are responsible for fair hiring standards of seasonal/temporary employees within the regions.

Procedures required by employment laws, including the ADA as it relates to the hiring process, will be updated as needed. The ADA complaint process is outlined and posted on agency bulletin boards in headquarters and regions, statewide.

Proposed New Actions to be completed by 2011

None

III. REGIONAL PROGRAMS

A. Kalispell-Region 1.

Background

One of the most valuable assets to the Region 1 disability program is the local “Crossing the Barriers” Committee. The purpose of this organization is to increase opportunities for hunters and anglers with disabilities in Northwest Montana. John Fraley, Regional Information Officer, was instrumental in forming this committee in 1992. In addition to the Region 1 staff, the Committee is composed of representatives from various state, federal and local agencies as well as private citizens and organizations. They meet approximately six times a year and have contributed an enormous amount of time and effort toward making “fun” a little easier for those who are physically impaired.

Funding for the Region 1 Crossing the Barriers is provided by a “raffle” sale every summer with the grand prize being a half-day fishing charter for a party of four on Flathead Lake with all equipment and snacks provided. Also, of tremendous value to this organization, are the many volunteers and commercial interests who donate their time, equipment, supplies and knowledge, and who, by working together, make this program such a great success. Other annual events sponsored by this committee are:

- Fishing Day for Kids (a fishing day only for children)
- Fishing Without Barriers (a day for children, adults and seniors on Flathead Lake)

The Kalispell Crossing the Barriers Committee is responsible for improving many sites (not only those owned by MFWP), including boat ramps at different fishing accesses to make them accessible. These sites include: Woods Bay, Trout Lake, Smith Lake and Bailey Lake. The Committee funds many of these projects with labor provided by members and volunteers, financial and volunteer assistance has also been provided by Flathead Wildlife, Polson Outdoors and Flathead Walleyes Unlimited.

Region 1 holds disability awareness training for both permanent and seasonal employees. This training is included at regional meetings, as well as the seasonal employee workshops. Region 1 staff also provides lists of roads on USFS, Plum Creek Timber, USFWS and DNRC lands with special provisions for people with disabilities.

Ongoing Actions

Region 1 will continue to incorporate the following programs and training opportunities:

- Provide information for the public through radio, newspapers, television, and various printed materials on regional state parks, fishing access sites and programs that are ADA accessible in Region 1.
- ADA Awareness Training for permanent employees will continue at regional meetings when possible. ADA training for seasonal employees will be held during orientation in May.
- Distribution of materials to seasonal employees to refer to as needed for additional information regarding ADA accessibility.
- Meeting rooms in Region One Headquarters are accessible and meeting announcements indicate this accessibility.
- Continue to sponsor “Fishing without Barriers” which has been a great success.
- Continue to update and provide a list of roads that those who are certified as disabled are permitted to hunt from a vehicle on.
- Work with Snappy Sports Center to provide fishing events for anglers with disabilities such as veteran’s homes, nursing homes, Flathead Industries, Brain Injury groups, etc.

Following is a list of parks and fishing access sites in Region 1 that have ADA accessible facilities.

Parks

- Big Arm--has boat ramp and restroom/shower facilities.
- Finley Point---has paved site, elevated fire grill, and accessible table, and an accessible dock. Most of the park is level and fairly accessible.
- Lake Mary Ronan--has boat ramp, accessible dock, trail system and toilet.
- Logan—Two accessible sites, boat ramp, accessible dock, restroom/showers, and trails.
- Lone Pine – Visitor Center and restroom and trails.
- Wayfarers--has boat ramp, dock, restroom and campsite.
- West Shore—has a dock, restroom, parking and campsite.
- Whitefish—has boat ramp, restroom, shower, and one accessible campsite site.
- Yellow Bay—accessible boat launch restroom and picnic area.

Fishing Access Sites

- Bigfork—has dock, bathroom, and parking
- Flat Iron Ridge--- floating dock, fishing platform and restroom and picnic table.
- Glen Lake—has picnic area and restroom.
- Ninepipe Pond—has nature trail, latrine, parking, and fishing platform.

- Old Steel Bridge—has fishing platform, restroom, and parking.
- Shady Lane Pond—fishing platform and trails to be complete by 2011.
- Smith Lake—has dock, ramp and vault toilet.
- Sophie Lake—has dock and restroom.
- Somers – dock, parking and restroom.
- Sportsman’s Bridge—vault toilet and parking.
- Teakettle – vault toilet, parking, picnic spot and trails.
- Walstad—has restroom, parking, and dock.
- Wood’s Bay—has bathroom and parking.

Actions Completed since 2001

All completed facilities referred to are ADA accessible.

- Logan State Park—two campsites, a boat ramp, restroom/showers and trails have all been completed.
- West Shore State Park—completed a dock, restroom, parking and campsite.
- Whitefish State Park—added a shower.
- Flat Iron Ridge FAS—the proposed floating dock, fishing platform and restroom and picnic table have been completed.
- Ninepipe Pond FAS—a fishing platform was installed due to donations of money, material, and labor.
- Smith Lake FAS—dock was completed.
- Wood’s Bay FAS—bathroom and parking have been completed.

Proposed New Actions to be Completed by 2011

- Big Arm State Park—the proposed campsite has not been completed as the funds were diverted to other sites. The proposal for this project has been resubmitted to the Legislative process.
- Lake Mary Ronan State Park—Budget exceeded funding for pathways and accessible campsite.
- Lone Pine State Park—new building may be built in near future.
- Thompson Falls State Park—Capitol project on hold. Plan is to redesign site along with accessible family fishing pond.
- Echo Lake FAS—Future plan includes accessible boat dock, restroom and parking lot.
- Flat Iron Ridge FAS—Future projects include walkways to connect fishing platform and restroom.
- Shady Lane Pond—Restroom to be completed by summer 2006.

B. Missoula – Region 2

Background

The first disability awareness training session was provided in 1994 at a Regional Meeting. Disability awareness training is now provided to new seasonal employees at a regional level, and new permanent employees generally receive this training through New Employee Orientation in Helena.

Seasonal interpretive programs, bull trout presentations and other educational programs are held at facilities that are accessible. The regional list of accessible meeting facilities is being updated.

All sites have been surveyed for accessibility and some improvements have been made to increase accessibility at select sites. The Region 2 Headquarters was built prior to the ADA, but technically qualifies at an Easy level of accessibility, and has electric button door openers.

Nine of the 63 fishing access sites in Region 2 have been raised to an Easy or Moderate access level. Brochures produced in the Region list accessible fishing access sites and other facilities. Washoe Park Hatchery is accessible.

Six of the ten state parks in the Region are accessible at Easy or Moderate levels, including Beavertail Hill, Lost Creek, Placid and Salmon Lakes. When the Placid and Salmon Lakes facilities were completed, MFWP contacted a number of organizations who serve people with disabilities to let them know about the new facilities. Brochures produced by the Region contain information about accessible facilities.

Interviews are held in accessible locations, usually at the Regional Headquarters.

Ongoing Actions

Seasonal staff is made aware of any new and accessible facilities at annual training sessions. New, accessible facilities are publicized in the newspaper, radio and/or television, such as the new facilities at Placid and Salmon Lake State Parks.

Region 2 has a regional resource advisor list and can contact the University of Montana for additional resources and/or lists as needed.

Written transcripts of MFWP information videos are provided to the local television station. Hunter education classes are accessible.

Public meetings, education/training classes and other public programs are held in accessible buildings. Accessibility is evaluated when considering new public even locations. Meeting place announcements are clearly communicated through appropriate media, and maps to meeting/classroom locations are prepared and distributed as needed. All efforts are made to make displays and handouts easy to read, and information is presented in a variety of formats. When public meetings are recorded, tapes are available to the public upon request.

Accessibility continues to be a consideration when selecting and designing projects and implementing programs.

Actions Completed since 2001

The Region 2 Headquarters in Missoula was remodeled to provide a higher level of accessibility. Specifically, an accessible stall was added to the restroom, and a portion of the front counter was made accessible.

Meetings, films, and other Region 2 FWP programs are now held in accessible facilities. Additionally, Region 2 divisions now provide disability training to seasonal staff as part of the general orientation/training program.

Region 2 has begun to develop a list of advisors and interpreters for the deaf, and is aware that the University of Montana and some of their related databases/lists are additional resources as the need arises.

Announcements for public meetings are consistently distributed to all Region 2 newspapers, television and radio stations, and other information outlets (license providers, chambers of commerce, interest groups, Governor's staff, and Citizen Advisory Council members). Announcements are also posted on the Region 2 page of the FWP web site.

Region 2 works with a variety of community and service organizations and agencies to develop accessible sites and programs. For example, Region 2 continues to work with the Hunter and Bow-hunter Education Programs and their associated volunteer instructors to provide education programs. Classes are provided at accessible locations, and instructors work to accommodate a variety of student learning needs. FWP provides training to the volunteer instructors on methods of effectively communicating information to a variety of audiences and accommodating testing or learning needs of students with disabilities.

The Block Management program addresses accessibility by working with landowners who provide opportunities to disabled hunters and publicizes those opportunities at landowner discretion.

The Region 2 supervisor works with regional resource advisors to avoid potential conflicts caused by discrepancies in agency policies. Additionally, possibilities for new partnerships with groups and organizations are explored as needs for site improvements or public information and education projects arise.

Proposed new Actions

A development project at Frenchtown Pond State Park is being designed with a high priority placed on accessibility.

C. Bozeman – Region 3

Background

In 1991, each fishing access site, state park, and other MFWP-owned property in Region 3 were inspected and survey forms for each parcel were completed as directed by the 1991 Transition Plan.

The Department's ADA consultant visited Missouri Headwaters State Park to inspect and review existing facilities as to their compatibility to ADA standards. The consultant issued a report detailing the deficiencies in ADA compliance at the park. Modifications were made to the restrooms and the pathways have been improved to increase accessibility at the site.

During the past five years Region Three has completed capital enhancement projects, principally within the Parks Division, which incorporated ADA standards. Staff training sessions to familiarize FWP employees to those visible and hidden disabilities they may encounter when working with the public were conducted.

Ongoing Actions

Regional State Parks Division preseason training.

- The regional Crossing the Barriers demonstration kit is now integrated with the annual seasonal employee training

Actions completed since 2001

Regional Headquarters Building

- The customer service counter was modified to accommodate wheelchair users. A section of the counter was cut-away and

lowered to provide a counter top for receiving documents and for writing.

Missouri Headwaters State Park

- New campground ADA compliant vault latrine
- Conversion of the Interpretive Guide to Braille
- Upgrade of picnic tables
- Constructed an accessible walkway and several parking spaces

Bannack State Park

- Provided additional accessible vault toilets

Spring Meadow State Park

- ADA parking spaces
- ADA loading and unloading
- Additional accessible walkways

Lewis and Clark Caverns State Park

- Constructed an accessible group use area

Causeway FAS

- Provided an accessible fishing pier (in conjunction with PPL Montana)

Meadow Lake FAS

- Provided an accessible campsite (in conjunction with PPL Montana)

York Bridge FAS

- New ADA compliant latrine and sidewalks
- New ADA accessible boat dock

To be completed 2011

Provide an accessible group use shelter at Spring Meadow state park

D. Great Falls—Region 4

Background

A great effort has been made in the last five years to increase the accessibility of State Parks in Region 4. The following section outlines all the recently completed projects and also additional projects proposed for the next 5 years.

Giant Springs State Park and Big Casino Reservoir FAS have had accessible fishing stations since 2000, and several fishing access sites include accessible picnic tables, restrooms, and parking. In addition, The Great Falls Headquarters meets the Easy Access standards and includes tactile exhibits, video and audio tapes. Ulm Pishkun State Park also includes this variety of information media and an Easy access visitor center.

Actions Completed since 2001

Ackley Lake State Park

- Installed eight new ADA accessible concrete picnic tables at the camping shelters

Giant Springs State Park

- New ADA accessible information kiosk in core of park.
- ADA accessible walkways from parking lot to core of park.
- ADA accessible parking pad, Ranger Station and safe room for employees.
- Re-painted ADA parking lot and off-loading stripes.
- Procured ADA “transportation” chair (available at Ranger Station)
- ADA accessible picnic table and shelter at Lewis and Clark Overlook
- ADA accessible spur trail (packed gravel) on the Sulphur Springs Trail, and accessible vault toilet and parking pad at the trailhead.
- Paved underpass connecting River’s Edge Trail to Lewis and Clark Interpretive Center.

Sluice Boxes State Park

- ADA accessible vault toilet

Smith River State Park

- ADA accessible vault toilet at Eden Bridge

Tower Rock State Park

- ADA access (packed gravel) to information kiosk and interpretive panels

Ulm Pishkun State Park

- ADA accessible interpretive trail (packed gravel)
- Recorded radio interpretive message for Interstate #15 travelers
- ADA access to (2) new information kiosks
- ADA automatic front door to Visitor Center
- Re-painted ADA parking lot and off-loading stripes

Region 4 FAS Sites

- ADA accessible vault toilets installed at all locations
- New boat docks at Willow Creek Reservoir, Pishkun Reservoir, and Eureka Reservoir FAS sites.

Regional Headquarters and Regional Offices

- ADA accessible automatic doors at the main entrance
- ADA table for accessibility to regulations and applications and to provide workspace to fill in application in front public area.
- A ramp cutout to sidewalk leading from parking area to front door.
- Underpass to FWP and USFS Lewis and Clark Interpretive Center.

Wildlife Management Areas

- Agreements are in place with some Block Management landowners to allow hunts for the disabled.

Proposed Actions to be Completed by 2011

Ackley Lake State Park

- Improve gravel approach to vault toilets
- Power Point Interpretive Program for hearing impaired

Giant Springs State Park

- ADA accessible picnic area
- ADA accessible fishing pond platform
- ADA accessible playground area
- Large print park brochure (for vision impaired)
- ADA accessible information kiosk at Heritage Unit
- ADA accessible picnic table and pad at Black Eagle Island
- Power Point Interpretive Program for hearing impaired.

Sluice Boxes State Park

- Improve gravel approach to vault toilet
- Power Point Interpretive Program for hearing impaired

Smith River State Park

- Improve gravel approach to vault toilet at Camp Baker
- Power Point Interpretive Program for hearing Impaired

Tower Rock State Park

- ADA accessible parking pad and vault toilet
- Power Point Interpretive Program for hearing impaired

Ulm Pishkun State Park

- Audio interpretive tapes and listening station for tribal history and storytelling for the blind

- Large print park brochure for vision impaired
- Power Point Interpretive Program for hearing impaired.

Region 4 FAS Sites

- Improve gravel approaches to vault toilets at several locations

Regional Headquarters and Regional Offices

- Displays that are more ADA friendly
- Improve main public entrance and front counter
- Public restrooms that have ADA fixtures/sinks.

Wildlife Management Units

- Improve and enhance opportunities for disabled hunters to access more block management areas.

E. Billings - Region 5

Background

Many improvements were made to various sites within Region 5 during the late 1990's in an effort to improve accessibility to the disabled.

Development at Lake Elmo State Park in 1995 and 1996 included Easy access parking, comfort stations, sidewalks including to the beach area, picnic shelter, and outdoor shower area.

Cliff Swallow and Captain Clark's FAS platforms are accessible at an Easy level, as is Roger's Fishing Pier at Lake Elmo, which is heavily used.

The Cooney Reservoir State Park brochure was updated and reprinted with accessibility information. This site has one Easy access comfort station and shower.

The museum at Chief Plenty Coups State Park is at an Easy access level, including the visitor center entrance, bathroom, drinking fountain.

Pictograph Cave State Park has an Easy access parking area, latrine and drinking fountain.

Ongoing Actions

- Regional announcements, public notices and meetings are published and clearly state that the facility is accessible or that accommodation can be made if advance notice is provided.

- All new employees receive training at new employee orientation, and additional training is provided to new and existing employees at Regional Meetings.
- Block Management Tabloid indicates Block Management Areas (BMA's) that provide opportunities for disabled hunters. Currently, 30/174 BMA's in R5 provide some level of accommodation for disabled hunters.
- "Crossing the Barriers" Committee has been developed, meets regularly, and provides informal feedback for relevant issues.
- Hunter Ed classes provide accommodations for disabled.
- Recruitment complies with fair hiring standards.

Completed Actions since 2001

Cooney State Park

- Accessible campsites created at Marshall Cove, Fisherman's Point and Red Lodge Arm Campgrounds
- Accessibility enhancements made at Red Lodge Arm boat ramp
- Accessible path created to latrine at Cottonwood Cove Campground
- Additional accessible picnic tables were provided.

Chief Plenty Coups State Park

- Accessible bathrooms provided in visitor center
- Complete interpretive renovation included large print text, wheelchair accessible exhibits and other accessibility improvements
- Trails widened and improved to allow easier walking for disabled.
- Full-size wheelchair purchased to assist disabled visitors
- Disabled visitors have been transported by six-wheeler to Plenty Coups House to make it possible for them to view the displays there.
- Additional accessible picnic tables were provided.

Lake Elmo

- Additional accessible picnic tables were provided.
- An accessible picnic platform, pathway, parking area and table were provided in the day use area.
- The first phase of an accessible playground was constructed.
- Vehicle access to the group use pavilion was improved to allow transportation of disabled visitors to the site if needed.

Pictograph State Park

- Accessible walkways were constructed that access several areas, including the main interpretive plaza.
- Accessible parking and curb modification

- New accessible drinking fountain.

Fishing Access Sites

- Accessible parking and pathway was constructed at the heavily used Big Horn FAS on the Big Horn River.

Region Five Headquarters and Offices

- The front counter has been upgraded and bathroom door handles added to the public restrooms to accommodate the disabled public. Several upgrades were also completed in support staff offices.

Proposed Actions to be Completed by 2011

Cooney State Park

- All latrines will be retro-fitted with fully accessible parking and pathways.

Lake Elmo State Park

- Hard-surface trail

Pictograph State Park and Plenty Coups State Park

- Braille and printed material will be provided at some interpretive exhibits.

Fishing Access Sites

- Additional accessible parking, pathways to latrines and accessible campsites will be provided at certain Fishing Access Sites.

F. Glasgow – Region 6

Background

Region 6 held its first disability awareness training in the spring of 1994. In the following decade many improvements and upgrades have been completed to increase the accessibility of the region's sites and programs to disabled visitors.

Some past projects include an accessible duck hunting blind at Pearce Waterfowl Production Area that was co-sponsored (funding and installation) by FWP and US Fish and Wildlife Service, and developing a hunting area near Fort Peck specifically for people with disabilities.

Ongoing Actions

- A list of accessible buildings within the region is available and used to select locations for all public meetings. In small communities, where accessible facilities may not be available, MFWP offers to

provide alternative methods of receiving information to those with disabilities.

- Two private citizens have been invited to act as resource advisors on future development of FWP public facilities—Glenda Castle of Glasgow, who is blind, and Maurice Lambert of Wolf Point, who is 100% dependent on assisted mobility devices.
- The Region 6 “Crossing the Barriers” Coordinator arranges Regional disability awareness training and attends the State-wide “Crossing the Barriers” Committee meetings.

Completed Actions since 2001

- An accessible trail system and fishing platform was constructed in cooperation with city and county government at a ‘Youth Fishing Pond’ in Glasgow.
- All non-accessible latrines at FAS’s within Region 6 have been replaced with pre-cast concrete ADA-approved vault latrines.
- The newly completed Fort Peck Fish Hatchery provides accessibility to the: parking area, sidewalks, conference room, office and employees living quarters.
- Accessible features at the new Brush Lake State Park include and accessible latrine with concrete parking pad and sidewalk, and additional ADA concrete parking pad and walk to an ADA boat dock.

Proposed Actions to be completed by 2011

- The Region 6 “Crossing the Barriers” Coordinator will provide training to individual employees and programs.
- Region 6 staff will seek out additional accessible buildings throughout the Region to hold public meetings in, especially in small communities.
- Future Region 6 public notices will state the type of accessibility available for public meetings, public programs and FWP facilities.
- When establishing new sites and programs in Region 6, accessibility will be addressed and planned for. The FWP Final (6/28/00) “Crossing the Barriers” Plan, or updated versions, will be utilized as guidance and for determining standards.

G. Miles City – Region 7

Background

Since the first disability awareness training session held for the Region in 1994, many improvements have been made to sites and programs

in Region 7, and the entire staff actively plans for accessibility in all areas.

The Regional Headquarters building has been accessible for many years, including button-assisted doors. In addition, The Makoshika Visitor Center and camp area is accessible, and the fishing platform at Twelve-mile Dam is complete and fish screen interpretation has been added. The newly reconstructed Tongue River State Park is an Easy access site.

The Telephone Relay Service is available in the Region to access the Telephone Device for the Deaf (TDD) in Helena, but there have been no requests for this service to date.

Ongoing Actions

- In addition to the disability awareness training that all new employees receive during New Employee Orientation, many employees receive supplementary training from their supervisors at seasonal training sessions.
- Several Block Management Area landowners provide hunting opportunities for the disabled.
- The Region 7 Office manager ensures that all fair hiring standards are followed for seasonal and temporary hires.
- Region 7 complies with all requirements with regard to public notices and meetings, such as holding public meetings in accessible buildings and publicizing the announcements appropriately.

Actions Completed since 2001

- Announcements of public meetings are now advertised in a variety of media, including the newspaper, radio, internet, or public service announcements.
- The Region has developed a list of disabled resource advisors, but has seen little need for, or interest in, participation from these advisors.
- Built accessible toilet and shower building at Hell Creek State Park
- Constructed an accessible fishing platform at Gartside FAS.

Proposed Actions to be Completed by 2011

A local advisory committee is being explored for both need and public interest in this small community.

IV. CONCLUSION

In the past decade, MFWP has come to a new awareness of the barriers to which people with disabilities face each day. Accessibility is no longer an afterthought but rather something that is planned for during the conception of any new program or developed site.

The provision of facilities at various accessibility levels, and increased acceptance of ADA compliance will help provide all Montanans and visitors an abundance of outdoor recreational opportunities.

This document is intended to keep MFWP on the leading track of providing accessible outdoor recreation, by projecting future potential projects and fulfilling anticipated public needs.

The Accessibility Coordinator, *Crossing the Barriers* Committee, and Regional Coordinator's will guide MFWP in complying with federal and state laws in all Department plans, projects, and programs. The Director's office, Division Administrators and Regional Supervisors will oversee the implementation of the Plan.

BIBLIOGRAPHY

Federal Register, The Americans with Disabilities Act. July, 1990.

Montana Fish, Wildlife & Parks, Crossing the Barriers: Disabled Accessibility Self-Evaluation and Transition Plan for the Department of Fish, Wildlife & Parks. June, 1991.

Montana Fish, Wildlife & Parks, Crossing the Barriers: A Plan to Continue Improving Access to Montana's Outdoor Recreation. June 28, 2000

Rocky Mountain ADA Technical Assistance Center, An Overview of the Americans with Disabilities Act. Colorado Springs, CO.

Section 504 of the Rehabilitation Act of 1973.

U.S. Architectural and Transportation Barriers Compliance Board, Recommendations for Accessibility Guidelines: Recreational Facilities and Outdoor Developed Areas. 1991

APPENDICES

- A. Section 504 of the Rehabilitation Act of 1973
- B. Overview of the Americans with Disabilities Act
- C. Accessibility Committee Members
- D. Levels of Accessibility
- E. MFWP Site Accessibility Levels List by Region
- F. Suggested Disability Awareness Training Matrix
- G. Disability Awareness Training Sources
- H. Montana Independent Living Centers
- I. Notice of Non-Discrimination
- J. Percent of the Population of Montana 21 Years and Over with a Disability.
- K. Number of People 21 Years and Over with a Disability

Appendix A-Rehabilitation Act of 1973

(As amended in 1978)
Title V, Section 504

Nondiscrimination Under Federal Grants and Programs

Section 504. No otherwise qualified handicapped individual in the United States, as defined in section 7 (7), shall, solely by reason of his handicap, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance or under any program or activity conducted by any Executive agency shall promulgate such regulations as may be necessary to carry out the amendments to this section made by the Rehabilitation, Comprehensive Services, and Developmental Disabilities Act of 1978.

Appendix B-An Overview of the Americans with Disabilities Act

(Courtesy of the Rocky Mountain ADA Technical Assistance Center)

Title I -Employment

Title I of the ADA prohibits discrimination in employment against people with disabilities. It requires employers to make reasonable accommodations to the known physical or mental limitations of a qualified applicant or employee, unless such accommodation would impose an undue hardship on the employer. Reasonable accommodations include such actions as making worksites accessible, modifying existing equipment, providing new devices, modifying work schedules, restructuring jobs, and providing readers or interpreters.

Title I also prohibits the use of employment tests and other selection criteria that screen out, or tend to screen out, individuals with disabilities, unless such tests or criteria are shown to be job-related and consistent with business necessity. It also bans the use of pre-employment medical examinations or inquiries to determine if an applicant has a disability. It does, however, permit the use of a medical examination after a job offer has been made if the results are kept confidential; all persons offered employment in the same job category are required to take them; and the results are not used to discriminate.

Employers are permitted, at any time, to inquire about the ability of a job applicant or employee to perform job-related functions. The EEOC is the enforcement agency for Title I.

Title II -State and Local Governments

Title II of the ADA requires that the services and programs of local and State governments, as well as other non-Federal government agencies, shall operate their programs so that when viewed in their entirety are readily accessible to and usable by individuals with disabilities.

Title II entities:

- do not need to remove physical barriers, such as stairs, in all existing buildings, as long as they make their programs accessible to individuals who are unable to use an inaccessible existing facility. must provide appropriate auxiliary aids to ensure that communications with individuals with hearing, vision, or speech impairments are as effective as communications with others, unless an undue burden or fundamental alteration would result. may impose safety requirements that are necessary for the safe operation of a Title II program if they

are based on actual risks and not on mere speculation, stereotypes, or generalizations about individuals with disabilities.

In addition, Title II seeks to ensure that people with disabilities have access to existing public transportation services. All new buses must be accessible. Transit authorities must provide supplementary paratransit services or other special transportation services for individuals with disabilities who cannot use fixed-route bus services, unless this would present an undue burden.

Title III -Public Accommodations

Public accommodations include the broad range of privately-owned entities that affect commerce, including sales, rental, and service establishments; private educational institutions; recreational facilities; and social service centers. In providing goods and services, a public accommodation may not use eligibility requirements that exclude or segregate individuals with disabilities, unless the requirements are "necessary" for the operation of the public accommodation. As an example, restricting people with Down's Syndrome to a certain area of a restaurant would violate Title III. It also requires public accommodations to make reasonable modifications to policies, practices, and procedures, unless those modifications would fundamentally alter the nature of the services provided by the public accommodation.

Title III also requires that public accommodations provide auxiliary aids necessary to enable persons who have visual, hearing, or sensory impairments to participate in the program, but only if their provision will not result in an undue burden on the business. Thus, for example, a restaurant would not be required to provide menus in braille for blind patrons if it requires its wait persons to read the menu. The auxiliary aid requirement is flexible. A public accommodation may choose among various alternatives as long as the result is effective communication.

With respect to existing facilities of public accommodations, physical barriers must be removed when it is "readily achievable" to do so (i.e., when it can be accomplished easily and without much expense). Tax write-offs are available to minimize the costs associated with the removal of barriers in existing buildings or in providing auxiliary aids, including interpreters for the deaf. Modifications that would be readily achievable in most cases include the ramping of a few steps. However, all construction of new building facilities and alterations of existing facilities in public accommodations, as well as in commercial facilities such as office buildings, must comply with the ADA Accessibility Guidelines (ADAAG) so they are accessible to people with disabilities. New privately owned buildings are not required to install elevators if they are less than three stories high or have less than 3,000 square feet per

story, unless the building is a shopping center, mall, or a professional office of a health care provider.

Title III also addresses transportation provided by private entities.

Title IV - Telecommunications

Title IV requires that telephone companies provide telecommunications relay services that allow individuals with hearing impairments to communicate using a TTY or other non-voice device. Relay services may be accessed by dialing 7-1-1.

Title IV also requires that all television public service announcements produced by or funded in whole or in part by the federal government include closed captioning.

Title V - Miscellaneous Provisions

Title V includes information regarding the ADA's relationship with other federal and state laws, including the Rehabilitation Act of 1973, requirements relating to the provision of insurance, construction and design regulations by the U.S. Access Board, prohibition of state immunity, inclusion of Congress as a covered entity under the law, promotion of alternative means of dispute resolution, and establishment of technical assistance resources.

Appendix C



Committee Members 2006

NAME	E-MAIL	PHONE NUMBER	DIVISION/REGION
Sue Tomas	stomas@mt.gov	752-5501	R-1
Mike Hathaway	mhathaway@mt.gov	542-5531	R-2
Reed Simonson	rsimonson@mt.gov	994-3287	R-3
Mathew Marcinek	mmarcinek@mt.gov	454-5858	R-4
Gary Hammond	ghammond@mt.gov	247-2940	R-5
Jenny Pelej	jpelej@mt.gov	247-2940	R-5
Woody Baxter	gwbaxter@mt.gov	228-3707	R-6
Ryan Sokoloski	rsokoloski@mt.gov	377-6256	R-7
Ellen Bryson	ebryson@mt.gov	444-1850	Finance (HR) ADA Coordinator for Human Resources
Joleen Tadej	jtadej@mt.gov	444-5616	Com-Ed
Paul Valle, Co-Chair	pvalle@mt.gov	841-4013	Field Services (D&C)
Shelley Juvan,	sjuvan@mt.gov	444-2602	Field Services - ADA Coordinator, Sites, Programs, Facilities and Staff
Nancy Podolinsky	npodolinsky@mt.gov	444-7319	Fisheries
Debbie McRae	dmcrae@mt.gov	444-3750	Parks
Steve Knapp	sknapp@mt.gov	444-4717	Wildlife
Melanie Coughlin	mcoughlin@mt.gov	444-2062	Information Services
Ron Jendro	rjendro@mt.gov	444-0136	Enforcement
Margaret Brownlee	mbrownlee@mt.gov	495-3244	Finance
Becky Dockter	rdockter@mt.gov	444-4047	Legal
Brandi Fisher	brfisher@mt.gov	444-4594	Legal

Sub-Committees:

Awareness

Shelley Juvan
Debbie McRae
Margaret Brownlee
Melaine Coughlin

Licensing/Legislation

Joleen Tadej
Shelley Juvan
Ron Jendro
Becky Dockter

Transition Plan

Paul Valle
Shelley Juvan

Communication

Melanie Coughlin
Jennie Pelej
Ellen Bryson
Shelley Juvan

Appendix D-Levels of Accessibility

Easy Accessibility (green): highly developed (urban/rural) recreation settings

Highly developed recreation settings are characterized by substantially urbanized and modified natural environments. Although sites may still appear natural, vegetation is often manicured. Sights and sounds of humans on-site are predominant. Large numbers of visitors can be expected, both on-site and in nearby areas. Facilities for highly intensive motor vehicle use, parking, and mass transit are often available.

Recreation sites and opportunities are convenient, and there is a high probability of experiencing affiliation with individuals and groups. Experiencing natural environments, having challenges and risks afforded by the natural environment, and using outdoor skills are relatively unimportant.

Construction materials used in these settings reflect an urbanized character. Trails and roads are typically paved with either asphalt, concrete, or similar hardened surface.

Moderate Accessibility (blue): moderately developed (roaded natural) recreation settings

Moderately developed recreation settings are characterized by natural appearing environments with moderate evidence of human activity. Interaction between users will be low to moderate. Resource modification and utilization practices are evident, but harmonious with the natural environment. Conventional motor vehicle use is accommodated.

There is an approximately equal probability of experiencing affiliations with other user groups and experiencing isolation from the sights and sounds of humans. Opportunities for a high degree of interaction with the environment are common. The challenge risk opportunities associated with more primitive types of recreation are not very important. Practice and testing of outdoor skills may be important.

Construction materials are more rustic: trails and roads may be paved, but are more likely to be constructed of natural appearing surfaces such as compacted crushed gravel.

Difficult Accessibility (purple): minimally developed (semi-primitive) recreation settings

These settings are characterized by a predominantly natural appearing environment of moderate to large size. Interaction between visitors is low, but there is often evidence of others. The sites are managed in such a way that minimum on-site controls and restrictions may be present, but are subtle. Motor vehicle use may be prohibited at some sites.

The recreation experience associated with these settings, which includes a moderately high probability of isolation from the sights and sounds of humans, provides opportunities for independence, closeness with nature, tranquility, and self-reliance. Knowledge and application of outdoor skills is very important since recreation opportunities often present a moderately high degree of challenge and risk.

Constructed features in these settings are limited, and modification to the natural landscape is minimal and unobtrusive. Construction materials used reflect the importance of maintaining the predominantly natural appearing character of the setting. Road and trail surfacing, if provided, is typically natural, such as native soil. The use of foreign or imported material such as crushed rock is rare.

Most Difficult Accessibility (red): undeveloped (primitive) recreation setting

These settings are typically characterized by pristine and rugged, unmodified environments of fairly large size. Interaction between users is very low, and evidence of others is minimal. The area is managed to be essentially free from development and evidence of human-induced restrictions and controls.

There is an extremely high probability of experiencing isolation from the sights and sounds of humans in these settings. Opportunities abound for independence, closeness to nature, tranquility, and self-reliance. Knowledge and application of outdoor skills is imperative. Recreation opportunities often present high degrees of challenge and risk.

Modifications to the natural environment are primarily made for resource protection; roads are generally not provided. The surface of trails is natural and may present many rocks, downed logs, and other naturally occurring obstacles. The guidelines presented in the report "Recommendations for Accessibility Guidelines: Recreational Facilities and Outdoor Developed Areas" are generally not applicable to these undeveloped settings.

Appendix E- Fish, Wildlife & Parks Accessibility by Region

Regions: [1](#), [2](#), [3](#), [4](#), [5](#), [6](#), [7](#)

SITE	<u>TYPE</u>	<u>ACCESSIBILITY</u>	REGION
REGION 1			
Big Arm	SP	1	1
Bigfork	FAS	1	1
Finley Point	SP	1	1
Flathead Lake/West Shore	SP	1	1
Flatiron Ridge	FAS	1	1
Kalispell Reg. Headquarters	ADM	1	1
Lake Mary Ronan	SP	1	1
Logan	SP	1	1
Lone Pine	SP	1	1
Ninepipe	WMA	1	1
Old Steel Bridge-East Side	FAS	1	1
Smith Lake	FAS	1	1
Somers	FAS	1	1
Teakettle	FAS	1	1
Walstad	FAS	1	1
Wayfarers	SP	1	1
Whitefish Lake	SP	1	1
Woods Bay	FAS	1	1
Flathead Lake Salmon Hatchery	HTC	2	1
Flathead Lake/Yellow Bay	SP	2	1
Horseshoe Lake/Ferndale	FAS	2	1
Jocko River Trout Hatchery	HTC	2	1
Libby Field Station	ADMF	2	1
Little Bitterroot Lake Park	AFLP	2	1
Blanchard Lake	FAS	3	1
Ducharme	FAS	3	1
Elmo	FAS	3	1
Glen Lake	FAS	3	1
Horseshoe Lake	WHPA	3	1
Kokanee Bend	FAS	3	1
Kootenai/Woods Ranch	WMA	3	1
Les Mason Park	AFLP	3	1
Lone Lake	HTC	3	1
Noxon Rapids	AFLF	3	1
Old Steel Bridge-West Side	FAS	3	1
Pablo	WMA	3	1

Pressentine	FAS	3	1
Sekokini Springs	AFLF	3	1
Sophie Lake	FAS	3	1
Sportsmans Bridge	FAS	3	1
Swan River	FAS	3	1
Thompson Falls	SP	3	1
Ashley Creek	FAS	4	1
Beaver Lake	FAS	4	1
Big Spruce	WHPA	4	1
Bootjack Lake	FAS	4	1
Buffalo Head Park	WHPA	4	1
Dancing Prairie Conservation Easement	WHPA	4	1
Flathead Lake (Island)	WHPA	4	1
Flathead Lake/Wild Horse Island	SP	4	1
Flathead River	WHPA	4	1
Foys Lake	SP?	4	1
Frank Lake	FAS	4	1
Kootenai Falls	AFLF	4	1
Kootenai/Falls	WMA	4	1
Kootenai/West	WMA	4	1
Kuhns	FGRN	4	1
Loon Lake/Eureka	FAS	4	1
Loon Lake/Ferndale	FAS	4	1
Lower Stillwater Lake	WHPA	4	1
Marl Lake	FAS	4	1
McKay Landing	FAS	4	1
Moran Lake	FAS	4	1
Mount Silcox	WMA	4	1
Ray Kuhns	WMA	4	1
Roundhorn	WMA	4	1
Roundhorn Conservation Easement	WMA	4	1
Savage Lake	FAS	4	1
Skyles Lake	FAS	4	1
Swan Lake	WHPA	4	1
Tetrault Lake	FAS	4	1
Thompson Chain of Lakes Sites	FAS	4	1
Whitefish River	FAS	4	1
Wild Drake Island	WHPA	4	1

REGION 2

Beavertail Pond	FAS	1	2
Frenchtown Pond	SP	1	2

[To Top](#)

Harpers Lake	FAS	1	2
Missoula Regional Headquarters	ADM	1	2
Placid Lake	SP	1	2
Salmon Lake	SP	1	2
Washoe Park Trout Hatchery	HTC	1	2
Woodside Bridge	FAS	1	2
Beavertail Hill	SP	2	2
Bell Crossing	FAS	2	2
Chief Looking Glass	FAS	2	2
Council Grove	SP	2	2
Fort Owen	SP	2	2
Hannon Memorial	FAS	2	2
Lost Creek	SP	2	2
Painted Rocks	SP	2	2
Russell Gates Memorial	FAS	2	2
Schwartz Creek	FAS	2	2
Whittecar Rifle Range	AFLP	2	2
Big Eddy	FAS	3	2
Big Pine	FAS	3	2
Browns Lake	FAS	3	2
Cedar Meadow	FAS	3	2
Clearwater Crossing	FAS	3	2
Corrick's Riverbend	FAS	3	2
Cyr Bridge	FAS	3	2
Deep Creek	FAS	3	2
Deep Creek Rifle Range	FAS/AFLP	3	2
Drummond	FAS	3	2
Dry Creek	FAS	3	2
Erskine	FAS	3	2
Florence Bridge	FAS	3	2
Forest Grove	FAS	3	2
Forks	FAS	3	2
Harry Morgan	FAS	3	2
Johnsrud Park	FAS	3	2
Kelly Island	FAS	3	2
Kleinschmidt Lake	WHPA	3	2
Lincoln Canyon	FAS	3	2
Marco Flats	FAS	3	2
Milltown Dam	FAS	3	2
Monture Creek	FAS	3	2
Natural Pier	FAS	3	2
Ninemile Prairie	FAS	3	2

Petty Creek	FAS	3	2
Poker Joe	FAS	3	2
Quartz	FAS	3	2
River Junction	FAS	3	2
Roundup	FAS	3	2
Sha-Ron	FAS	3	2
St. John's	FAS	3	2
St. Regis	FAS	3	2
Tamarack Creek	FAS	3	2
Tarkio	FAS	3	2
Tarkio East	FAS	3	2
Threemile	WMA	3	2
Tucker Crossing	FAS	3	2
Tucker Crossing (West)	FAS	3	2
Turah	FAS	3	2
Upsata Lake	FAS	3	2
Wally Crawford	FAS	3	2
Warm Springs	WMA	3	2
Welcome Creek	FAS	3	2
Anaconda Smoke Stack	SP	4	2
Aunt Molly	FAS/WMA	4	2
Bass Creek	FAS	4	2
Bearmouth	FAS	4	2
Belmont Creek	FAS	4	2
Bitterroot River Parcel 4A-6	FAS	4	2
Bitterroot River Parcel 4A-7	FAS	4	2
Bitterroot River Parcel 5	FAS	4	2
Blackfoot Corridor	FAS	4	2
Blackfoot-Clearwater	WMA	4	2
Bolin Ranches Conservation Easement	WMA	4	2
Calf Creek	WMA	4	2
Daigles Eddy	FAS	4	2
Demmons	FAS	4	2
Elliot & McKinstry Conservation Easement	FAS	4	2
Garrity Mountain	WMA	4	2
Gillies Bridge	FAS	4	2
Gillies Ranch Conservation Easement	WMA	4	2
Granite	SP	4	2
K. Ross Toole	FAS	4	2
Kohrs Bend	FAS	4	2
Lost Creek	WMA	4	2
Mount Jumbo	WMA	4	2

Murnik-Stasny Conservation Easement	FAS	4	2
Nevada Lake	WMA	4	2
Red Rocks	FAS	4	2
Sheep Flats	FAS	4	2
Sunset Hill	FAS	4	2
Thibodeau	FAS	4	2
Tucker Crossing	FAS	4	2
Whitaker Bridge	FAS	4	2

REGION 3

[To Top](#)

Bannack	SP	1	3
Black Sandy	SP	1	3
Bozeman Reg. Hdqtrs. (New)	ADM	1	3
Butte Area Office	ADM	1	3
Causeway	FAS	1	3
Clark's Lookout	SP	1	3
Dailey Lake	FAS	1	3
Design and Construction Office	ADM	1	3
Eight Mile Ford	FAS	1	3
Helena Area Resource Office	ADM	1	3
Helena Headquarters	ADM	1	3
Helena Warehouse	ADM	1	3
Lewis and Clark Caverns	SP	1	3
Missouri Headwaters	SP	1	3
Spring Meadow Lake	SP	1	3
York Bridge	FAS	1	3
York's Islands	FAS	1	3
Black's Ford	FAS	2	3
Bozeman Pond	FAS	2	3
Browne's Bridge	FAS	2	3
Canyon Ferry	WMA	2	3
Carter's Bridge	FAS	2	3
East Gallatin	AFLP	2	3
Gallatin Checking Station	ADM	2	3
Harrison Lake	FAS	2	3
Loch Leven	FAS	2	3
Lyons Bridge	FAS	2	3
Mayor's Landing	FAS	2	3
Meadow Lake	FAS	2	3
Three Forks Ponds	FAS	2	3
Varney Bridge	FAS	2	3
Axtell Bridge	FAS	3	3

Burnt Tree Hole	FAS	3	3
Cameron Bridge	FAS	3	3
Cardwell Bridge	FAS	3	3
Chicory	FAS	3	3
Cobblestone	FAS	3	3
Corwin Springs	FAS	3	3
Dewey	FAS	3	3
Dillon Offices	ADMF/ADMW	3	3
Drouillard	FAS	3	3
Elk Park Snowmobile Parking	AFLP	3	3
Elkhorn	SP	3	3
Emigrant	FAS	3	3
Ennis	FAS	3	3
Fairweather	FAS	3	3
Fishtrap Creek	FAS	3	3
Four Corners	FAS	3	3
Gallatin Forks	FAS	3	3
Glen	FAS	3	3
Gravelly-Blacktail	WMA	3	3
Grey Owl	FAS	3	3
Grey Cliff	FAS	3	3
Helena Valley Reservoir	FAS	3	3
Henneberry	FAS	3	3
High Road	FAS	3	3
Highway 89 Bridge	FAS	3	3
Kalsta Bridge	FAS	3	3
Kountz Bridge	FAS	3	3
Lake Helena	WMA	3	3
Limespur	FAS	3	3
Madison Buffalo Jump	SP	3	3
Madison-Bear Creek	WMA	3	3
Madison-Wall Creek	WMA	3	3
Maier Conservation Easement	WMA	3	3
Maidenrock	FAS	3	3
Mallard's Rest	FAS	3	3
Mayflower Bridge	FAS	3	3
McAtee Bridge	FAS	3	3
Milwaukee	FAS	3	3
Mt. Haggin	WMA	3	3
Notch Bottom	FAS	3	3
Paradise	FAS	3	3
Parker Homestead	SP	3	3

Parrot Castle	FAS	3	3
Pennington Bridge	FAS	3	3
Pine Creek	FAS	3	3
Poindexter Slough	FAS	3	3
Point of Rocks	FAS	3	3
Powerhouse	FAS	3	3
Queen of the Waters	FAS	3	3
Raynolds Pass	FAS	3	3
Red Rock Lake	AFLW	3	3
Robb-Ledford	WMA	3	3
Salmon Fly	FAS	3	3
Sappington Bridge	FAS	3	3
Shed's Bridge	FAS	3	3
Sheep Mountain	FAS	3	3
Silver Star	FAS	3	3
Slip & Slide	FAS	3	3
Sourdough Creek Conservation Easement	FGRN	3	3
Sportsmans Park	FAS	3	3
Springdale Bridge	FAS	3	3
Toston	FAS	3	3
Valley Garden	FAS	3	3
Williams' Bridge	FAS	3	3
Alder Bridge	FAS	4	3
Bear Creek Angus Conservation Easement	WMA	4	3
Beaverhead Rock	SP	4	3
Blackbird	FAS	4	3
Bridger Mountain	WHPA	4	3
Browne's Lake	FAS	4	3
Canyon Creek	WMA	4	3
Cherry River	FAS	4	3
Corrals	FAS	4	3
Coy Brown Bridge	FAS	4	3
Dome Mountain	WMA	4	3
Dome Mountain Conservation Easement	WMA	4	3
Emigrant West	FAS	4	3
Erwin Bridge	FAS	4	3
Fleecer Mountain	WMA	4	3
Fred & Lynn Hirschy Conservation Easement	WMA	4	3
Free River	FAS	4	3
Gallatin	WMA	4	3
Greenwood Bottoms	FAS	4	3
Hahn Conservation Easement	WMA	4	3

Hell's Canyon	FAS	4	3
High Bridge	FAS	4	3
Indian Road	SP	4	3
Jack Hirschy Livestock, Inc. Conservation Easement	WMA	4	3
Keogh Conservation Easement	WMA	4	3
Kirk Wildlife Refuge	FAS	4	3
Mill Creek Conservation Easement	FGRN	4	3
O'Connell Lyons Creek Conservation Easement	WMA	4	3
Ruby Dam	FAS	4	3
Ruby Island	FAS	4	3
Sieben Lyons Creek Conservation Easement	WMA	4	3
Sieben Rattlesnake Creek Conservation Easement	WMA	4	3
Silver Gate	WHPA	4	3
Silver Springs Bridge	FAS	4	3
Storey Ranch Conservation Easement	WMA	4	3
Storey-Madison Ranch Conservation Easement	WMA	4	3
Vigilante	FAS	4	3
WH Ranch Conservation Easement	WMA	4	3
Grady Ranches Conservation Easement	WMA	4	3

REGION 4

[To Top](#)

Big Casino Creek Reservoir	FAS	1	4
Bynum Reservoir	FAS	1	4
Craig	FAS	1	4
Freezout Lake	WMA	1	4
Giant Springs Trout Hatchery	HTC	1	4
Giant Springs/Rainbow Overlook	SP	1	4
Great Falls Regional Headquarters	ADM	1	4
Loma Bridge	FAS	1	4
Ulm Pishkun	SP	1	4
Ackley Lake	SP	2	4
Augusta Checking Station	ADMW	2	4
Big Springs Trout Hatchery	HTC	2	4
Brewery Flats	FAS	2	4
Dunes	FAS	2	4
Eden Bridge	FAS	2	4
Eureka Reservoir	FAS	2	4
Martinsdale Reservoir	FAS	2	4
Nilan Reservoir	FAS	2	4
Pishkun Reservoir	FAS	2	4

Prewett Creek	FAS	2	4
Stickney Creek	FAS	2	4
Ulm Bridge	FAS	2	4
Wolf Creek Bridge	FAS	2	4
Arod Lake	FAS	3	4
Bean Lake	FAS	3	4
Beartooth	WMA	3	4
Black Butte Boat Camp	BC	3	4
Brewery Flats North	FAS	3	4
Camp Baker	FAS	3	4
Carroll Trail	FAS	3	4
Carter Ferry	FAS	3	4
Choteau Offices	ADM	3	4
Conrad Office	ADM	3	4
Dearborn	FAS	3	4
Durand Reservoir	FAS	3	4
Fitzpatrick Lake	FAS	3	4
Fort Shaw	FAS	3	4
Givens Gulch Boat Camp	BC	3	4
Hardy Bridge	FAS	3	4
Hruska	FAS	3	4
Judith River	WMA	3	4
Kramlick Conservation Easement	FAS	3	4
Lichen Cliff	FAS	3	4
Lower Carter Pond	FAS	3	4
Lower Spring Creek	BC	3	4
Mid-Canon	FAS	3	4
Missouri Rec Rd/Devils Kitchen	FAS	3	4
Missouri Rec Rd/Pullout-1	FAS	3	4
Missouri Rec Rd/Pullout-10	FAS	3	4
Missouri Rec Rd/Pullout-11	FAS	3	4
Missouri Rec Rd/Pullout-12	FAS	3	4
Missouri Rec Rd/Pullout-13	FAS	3	4
Missouri Rec Rd/Pullout-14	FAS	3	4
Missouri Rec Rd/Pullout-2	FAS	3	4
Missouri Rec Rd/Pullout-3	FAS	3	4
Missouri Rec Rd/Pullout-4	FAS	3	4
Missouri Rec Rd/Pullout-5	FAS	3	4
Missouri Rec Rd/Pullout-6	FAS	3	4
Missouri Rec Rd/Pullout-7	FAS	3	4
Missouri Rec Rd/Pullout-8	FAS	3	4
Missouri Rec Rd/Pullout-9	FAS	3	4

Missouri Rec Rd/South Entrance	FAS	3	4
Missouri Rec Rd/Unnamed	FAS	3	4
Mountain Palace	FAS	3	4
Pelican Point	FAS	3	4
Pishkun Reservoir	AFLW	3	4
Prickly Pear	FAS	3	4
Sluice Boxes	SP	3	4
Smith River	FAS/WMA	3	4
Smith River	WMA	3	4
Spite Hill	FAS	3	4
Sun River	WMA	3	4
Sun River	ADM	3	4
Table Rock	FAS	3	4
Tower Rock	SP	3	4
Upper Carter Pond	FAS	3	4
Willow Creek Reservoir	AFLW	3	4
Willow Creek Reservoir	FAS	3	4
Bay Ranch Conservation Easement	WMA	4	4
Big Bend	FAS	4	4
Blackleaf	WMA	4	4
Citadel Rock	SP	4	4
Crows Foot	BC	4	4
Deep Creek Bend	BC	4	4
Eagle Island	FAS	4	4
Ear Mountain	WMA	4	4
Edwards Conservation Easement	WMA	4	4
Fraunhofer	BC	4	4
Harris Land & Cattle Co. Conservation Easement	WMA	4	4
In-Lieu Boat Camp	BC	4	4
Lower Smith River	FAS	4	4
Meadow Bend	BC	4	4
Medicine River	FAS	4	4
Parker Flat Boat Camp	BC	4	4
Rattlesnake Bend Boat Camp	BC	4	4
Ridgetop Boat Camp	BC	4	4
Robertson Homestead	BC	4	4
Sheep Creek Butte	BC	4	4
Smith River	SP	4	4
Snowbush	BC	4	4
Spring Creek Boat Camp	BC	4	4
Staigmiller Boat Camp	BC	4	4
Syringa	BC	4	4

Trout Creek Boat Camp	BC	4	4
Truly Take-Out	FAS	4	4
White Bear	FAS	4	4

REGION 5

[To Top](#)

Billings Reg. Hdqtrs. (New)	ADM	1	5
Bluewater Fish Hatchery	FAS	1	5
Captain Clark	FAS	1	5
Chief Plenty Coups	SP	1	5
Cliff Swallow	FAS	1	5
Cooney Reservoir	SP	1	5
Greycliff Prairie Dog Town	SP	1	5
Lake Elmo	SP	1	5
Pictograph Cave	SP	1	5
Arapooish	FAS	2	5
Bighorn	FAS	2	5
Broadview Pond	FAS	2	5
Buffalo Jump	FAS	2	5
East Bridge	FAS	2	5
Gritty Stone	FAS	2	5
Lake Josephine	AFLP	2	5
Manuel Lisa	FAS	2	5
Natural Bridge	SP	2	5
Yellowstone River Trout Hatchery	HTC	2	5
Beaver Lodge	FAS	3	5
Big Rock	FAS	3	5
Boulder Forks	FAS	3	5
Bratten	FAS	3	5
Buffalo Mirage	FAS	3	5
Castle Rock	FAS	3	5
Deadman's Basin	FAS	3	5
Fireman's Point	FAS	3	5
General Custer	FAS	3	5
Grant Marsh	FAS/WMA	3	5
Grey Bear	FAS	3	5
Haymaker	WMA	3	5
Homestead Isle	FAS	3	5
Horsethief Station	FAS	3	5
Indian Fort	FAS	3	5
Itch-Kep-Pe	FAS	3	5
Laurel Pond	AFLF	3	5
Mallard's Landing	FAS	3	5

Moraine	FAS	3	5
Otter Creek	FAS	3	5
Pelican	FAS	3	5
Pompey's Pillar	FGRN	3	5
Riverside Park Boat Ramp	AFLF	3	5
Rosebud Isle	FAS	3	5
Selkirk	FAS	3	5
Silver Run	WMA	3	5
South Hills	FAS	3	5
Swinging Bridge	FAS	3	5
Two Leggins	FAS	3	5
Voyagers Rest	FAS	3	5
Water Birch	FAS	3	5
White Bird	FAS	3	5
Absaroka	FAS	4	5
Big Lake	WMA	4	5
Bridger Bend	FAS	4	5
Bull Springs	FAS	4	5
Maud Island	FGRN	4	5

REGION 6

[To Top](#)

Bearpaw Lake	FAS	1	6
Centennial Acre II - Ag.	SP	1	6
Fort Peck Hatchery	HTC	1	6
Glasgow Regional Headquarters	ADM	1	6
Culbertson Bridge	FAS	2	6
Fort Peck Dredge Cuts	FAS	2	6
Fort Peck Office	ADMF	2	6
Fresno Tailwater	FAS	2	6
Havre Area Office	ADM	2	6
Lewis and Clark	FAS	2	6
Bjornberg Bridge	FAS	3	6
Cole Ponds	FAS	3	6
Duck Creek Bridge	FAS	3	6
Faber Reservoir	FAS	3	6
Fox Lake	WMA	3	6
Fresno Reservoir	WMA	3	6
Glasgow Base Pond	FAS	3	6
Kuester Reservoir	FAS	3	6
Milk River - Sleeping Buffalo	WMA	3	6
Rock Creek	FAS	3	6
Rookery	WMA	3	6

South Ranch Conservation Easement	WMA	3	6
Tampico Ranch Conservation Easement	WMA	3	6
Tule Lake	WMA	3	6
Vandalia	WMA	3	6
Whitetail Reservoir	FAS	3	6
Bowdoin	WMA	4	6
Hilyard Gamebird Habitat	WHPA	4	6
Hinsdale	WMA	4	6
Milk River - Dodson Creek	WMA	4	6
Milk River - Dodson Dam Unit	WMA	4	6
Milk River - Dodson S. Canal	WMA	4	6

REGION 7

	To Top		
Gartside Reservoir	FAS	1	7
Makoshika	SP	1	7
Miles City Fish Hatchery	HTC	1	7
Miles City Reg. Hdqtrs. (New)	ADM	1	7
Twelve Mile Dam	FAS	1	7
Hollecker Pond	FAS	2	7
Miles City Reg. Headquarters	ADM	2	7
Roche Jaune	FAS	2	7
Tongue River Reservoir	SP	2	7
Bonfield	FAS	3	7
Broadus Bridge	FAS	3	7
Diamond Willow	FAS	3	7
Fallon Bridge	FAS	3	7
Far West	FAS	3	7
Hell Creek	SP	2	7
Intake Dam	FAS	3	7
Isaac Homestead	WMA	3	7
Johnson Reservoir	FAS	3	7
Kinsey Bridge	FAS	3	7
Little Powder River	FAS	3	7
Medicine Rocks	SP	3	7
Myers Bridge	FAS	3	7
Pirogue Island	SP	3	7
Powder River Depot	FAS	3	7
Rosebud Battlefield	SP	3	7
Rosebud East	FAS	3	7
Rosebud West	FAS	3	7
Sanders	WMA	3	7
Seven Sisters FAS & WMA	FAS/WMA	3	7

Sidney Bridge	FAS	3	7
South Sandstone	FAS	3	7
Three Mile	WMA	3	7
Amelia Island	FAS	4	7
Badlands	WMA	4	7
Brewer Conservation Easement	WMA	4	7
Buxbaum Conservation Easement	WMA	4	7
Elk Island FAS & WMA	FAS/WMA	4	7
F Island	WHPA	4	7
Fort Keogh Islands	WHPA	4	7
Hirsch Ranch Conservation Easement	WMA	4	7
Howard Valley	WMA	4	7
Moon Creek	FAS	4	7
War Dance Island	WMA	4	7

Definitions

Site Types

ADM = Regional Headquarters & Field Offices
 ADME = Enforcement Field Offices
 ADMF = Fisheries Field Office
 ADMW = Wildlife Field Office
 AFLF = Affiliated Lands/Fisheries
 AFLP = Affiliated Lands/Parks
 AFLW = Affiliated Lands/Wildlife
 BC = Boat Camp
 FAS = Fishing Access Site
 FGRN = Fisheries Greenway
 FT = Fish Trap
 HTC = Hatchery
 WHPA = Wildlife Habitat Protection Area
 WMA = Wildlife Management Area

Accessibility Levels

Level 1 - Easy Accessibility
 HIGHLY DEVELOPED (URBAN/RURAL)
 RECREATION SETTINGS (green):
 Construction materials used in these settings reflect an urbanized character. Trails and roads are typically paved, either asphalt, concrete, or similar hardened surface. Facilities for highly intensive motor vehicle use, parking, and mass transit are often available.

Level 2 - Moderate Accessibility
 MODERATELY DEVELOPED (ROADED NATURAL) RECREATION SETTINGS (blue):
 Construction materials are more rustic: trails and roads may be paved, but are more likely constructed of natural-appearing surfaces such as compacted crushed gravel. Conventional motor vehicle use is accommodated.

Level 3 - Difficult Accessibility
 MINIMALLY DEVELOPED (SEMI-PRIMITIVE) RECREATION SETTINGS (purple):
 Constructed features in these settings are limited, and modification to the natural landscape are minimal and unobtrusive. Construction materials used reflect the importance of maintaining the predominantly natural appearing

character of the setting. Road and trail surfacing, if provided, is typically natural, i.e. native soil; use of foreign or imported material such as crushed rock is rare. Motor vehicle use may be prohibited at some sites.

Level 4 - Most Difficult Accessibility
UNDEVELOPED (PRIMITIVE) RECREATION
SETTINGS (red):

Modifications to the natural environment are primarily made for resource protection; roads are generally not provided. The surface of trails is natural and may present many rocks, downed logs, and other naturally occurring obstacles. The guidelines presented in the report "Recommendations for Accessibility Guidelines: Recreational Facilities and outdoor Developed Areas" are generally not applicable to these undeveloped settings.

Appendix F-Suggested Disability Awareness Training Matrix



SUGGESTED DISABILITY AWARENESS TRAINING MATRIX

JOB POSITION	SUGGESTED TRAINING SOURCES (see references listed below)	HOW OFTEN (Each training source will be used within the following time)
New Employees	1, 2, 7	New Employee Orientation
Helena : Division Administrators, Program Managers, Bureau Chief; Section Supervisors	1, 2, 3, 4, 7	5 years
Admin. & Finance Staff:	1, 2, 7	5 years
Region: Regional Supervisors, Warden Captains; Wildlife Managers; Fisheries Mangers	1, 2, 3, 4, 7	5 years
Managers/Fish Hatchery	1, 2, 3, 4, 7	5 years
Biologists	1, 2, 3, 4, 7	5 years
Communication & Education	1, 2, 4, 5, 7	3 years
Division Secretaries/Office	1, 2, 3, 4, 5, 7	3 years

Managers & Staff		
Seasonals: Fisheries, Wildlife and Block Management Techs	1, 2, 7	when hired, then every 2 yrs if returning
Parks Managers & Specialists	1, 2, 3, 4, 7	3 years
Seasonals: Parks Maintenance	1, 6, 7	when hired, then every 2 yrs if returning
Seasonals: Parks Fee Hosts, Fee Compliance Officers, etc	1, 2, 5, 7	Annually
All Field Enforcement Staff	1, 2, 5, 7	3 years
Conservation Specialists	1, 2, 3, 5, 7	3 years
Design & Construction Field Staff	1, 2, 3, 7, 8,	3 years
Regional Disability Coordinators	All	when assigned into position, then updated annually
Maintenance Supervisors	1, 2, 6, 7, 8	3 years

SUGGESTED SOURCES OF TRAINING

1. Video: A variety of videos are available regarding the laws/rights of those with disabilities, interacting with people with disabilities, and awareness training.
2. Booklet: "Disability Etiquette-Tips on Interacting with people with Disabilities" by Judy Cohen and the United Spinal Association; 800-444-0120 or www.unitedspinal.org
3. Pamphlet: *The Americans with Disabilities Act – Your Responsibilities as an Employer*. Explains the part of the ADA that prohibits job discrimination.

4. Pamphlet: "A Guide to Planning Accessible Meetings" by June Isaacson Kailes and Darrel Junes (Houston, ILRU, 1993).....
5. Presentation: By a disability specialist regarding personal interactions with people with disabilities.
6. Maintenance Pamphlet: Accessible Facilities Maintenance Handbook "a technical briefing about maintaining common park facilities (vault latrines, comfort stations, picnic shelters, pathways, etc.) up to there expected accessibility levels.
7. Simulation of various disabilities.
8. Technical Training regarding design and engineering of public facilities (ADAAG references):
 - training provided by D&C staff to maintenance supervisors and staff.
 - training (and site tours?) provided to D&C staff by outside sources.

Appendix G-Disability Awareness Training Sources

Awareness Sub-committee Chair: Shelley Juvan

Note: this is only a partial list of available sources. New methods and materials are continually being reviewed. Please check with your local Awareness Committee member or the Sub-committee Chair for the most recent resources.

(Resource materials are available by contacting Shelley Juvan at 444-2602).

VIDEO RESOURCES

1. Video: "All Ways Welcome"; light, humorous coaching for interactions with people with disabilities. Length: 18 minutes.
2. Video: "Access for Everyone"; overview of ADA and do's and don'ts for interacting with people with disabilities. U.S. Fish & Wildlife Service
LENGTH: 36:08
3. Video: "The Ten Commandments of Communicating with People with Disabilities". Offers excellent advice on how to effectively interact with persons with disabilities. Uses humorous vignettes to deliver its disability awareness message. (Training Guide accompanies this video). Available in all regions. Length: 26 minutes.
4. Video: "The Ramp of Hope" A social statement against stereotypical discrimination of people with disabilities. Short and fast video makes a great opener to start disability awareness training. Length: 5 minutes plus, the "Louder than Words" Commercial (:60)
5. Video: "Same Walk, Different Streets..." Actress Geri Jewell achieved international celebrity when she became the first performer with a disability to win a regular role on a television series "The Facts of Life". She challenged viewers by defying and dispelling myths about disability. Length: 30 minutes.
6. Video: "Enable – People with Disabilities and Computers." Life is a juggling act. We are constantly juggling the activities of work, home and family to keep the rhythm of our lives in harmony. But what happens when you have a disability? Do you just let the pins drop, or do you pick them up and juggle a different way? Join the Flying Karamazov Brothers as they introduce you to people using the personal computer to allow them to get back into the rhythm of life. Length: 45 minutes.

7. Video: “A Video Guide to (Dis) Ability Awareness.” An excellent orientation to the human side of the Americans with Disabilities Act. Video is divided into separate segments. Length: 25 minutes.
8. Video: “Now Serving Every Customer.” Providing quality customer service is a common goal of today’s competitive business and human service organizations. Management needs to be certain that their staff is informed on how to provide first-rate service to customers with disabilities. This program offers thought-provoking ideas from a variety of business settings for your staff to consider when providing services to people with disabilities. (Training/Participant Guide accompanies this video – Length: 25 minutes).
9. Video: “Breaking the Attitude Barrier – Learning to Value People with Disabilities.” This important awareness-raising program examines society’s myths about people with disabilities, and enables all employees to understand and successfully interact with this valuable segment of society. Length: 33:23 minutes.
10. Video: “Disability Etiquette.” This video demonstrates a variety of scenarios showing employees interacting with persons with disabilities in an amusement park setting. (Training Guide accompanies this video – Length: 11:20 minutes).
11. Video: “The American’s with Disabilities Act: An Overview.” Length: 7:36.
12. Video: “The Americans with Disabilities Act: The Spirit of the Law.” Length: 8:56
13. Video: “Challenges to Opportunities: Accessibility for all.”
14. Video: “Americans with Disabilities Act: Accessibilities Guidelines.”
15. CD – “Disability Awareness Training” Program focuses on disability awareness. Lessons cover Vision, Hearing, Mobility and Speech impairments.

HARD COPY RESOURCES

1. “Disability Etiquette- Tips on Interacting with people with Disabilities”; (All new permanent employees receive this booklet at New Employee Orientation). Summary of tips for interactions with people with a disability

and ADA. Judy Cohen and the United Spinal Association.
www.unitedspinal.org.

2. *"The Montana Telecommunications Access Program TTY and Resource Directory"* Available in all Regions/Divisions. Updated periodically.
3. *"Teaching Shooting Sports to Persons with Disabilities."* Provides suggestions on how to structure a class that can be helpful to students, and ways to use a person's abilities to overcome any disabilities they may have. Manual also will inform instructors of terminology and techniques that may be new to them. This means taking a close look at shooting sports programs and, case-by-case, building a system that integrates, rather than segregates.
4. *"The Americans with Disabilities Act – Your Responsibilities as an Employer."* The Americans with Disabilities Act of 1990 (ADA) makes it unlawful to discriminate in employment against a qualified individual with a disability. This booklet explains the part of the ADA that prohibits job discrimination.
5. *"Accommodating All Guests:"* by John P.S., Salmen, AIA. A publication of the American Hotel & Motel Association, 1201 New York Ave, NW, Washington DC 20005.
6. *"Accessible Facilities Handbook: Maintaining Accessible Fish, Wildlife & Parks Sites."* FWP is committed to making our facilities accessible for people with disabilities. This handbook outlines what it takes to maintain sites at an optimal level of accessibility.
7. *"ADA Quiz Book"* A collection of puzzles, questions and scenarios about the Americans with Disabilities Act (ADA), disability etiquette, and electronic and information technology. A fun, informative introduction to the law.
8. *"Employers Guide to Hidden Disabilities"* It is more important than ever for managers to be knowledgeable about all types of disabilities and their responsibilities under the law.

TRAINING AID MATERIALS

Disability Awareness Training Bins: Presentation and/or simulation of various disabilities: Presented at various regional/division meetings by a disability specialist or regional/divisional Crossing the Barriers Committee member regarding personal interactions with people with disabilities. CONTACT: Field Services Division or a member of the Crossing the Barriers Program Awareness Sub-Committee.

Appendix H-Montana Independent Living Centers

Billings:

Living Independently for Today and Tomorrow (LIFTT)
914 Wyoming
Billings MT 59101
(406) 259-5181
(406) 259-5259 (Fax)
1-800-669-6319 (V, TTY)

Great Falls:

North Central Independent Living Services (NCILS)
1120 25TH Ave NE
Black Eagle MT 59414
(406) 452-9834
(406) 453-3940 (Fax)
1-800-823-6245 (V, TTY)

Helena:

Montana Independent Living Project MILP
1820 11th Ave
Helena MT 59601
(406) 442-5755
(406) 442-1612 (Fax)
1-800-735-6457 (V, TTY)

Missoula:

Summit Independent Living Center
1900 Brooks, Ste 120
Missoula MT 59801
(406-728-1630
(406-728-1632 (Fax)
1-800-398-9002 (V, TTY)

Appendix I-Notice of Non-Discrimination

The Americans with Disabilities Act of 1990 (ADA) requires state agencies to continuously let people know that they do not discriminate against people with disabilities in their programs, services, and activities and that they will provide equal communication services and devices upon request. One of the most popular options for providing that information is to put a statement on all publications, including requests for proposals, contracts, brochures, and reports.

Members of the public are becoming increasingly aware of the notices, so it is important not to overlook the ADA statement on your printed documents. Agencies should plan for the inclusion of the notice before it is printed. The Publications and Graphics Bureau does not edit printing projects for content, including the statements for ADA. Therefore, agencies need to plan in advance to include the ADA statement and avoid the last minute adjustments for the inclusion of the statement.

The length and type of notice will vary depending on the information your agency wishes to convey. Some *sample notices* follow:

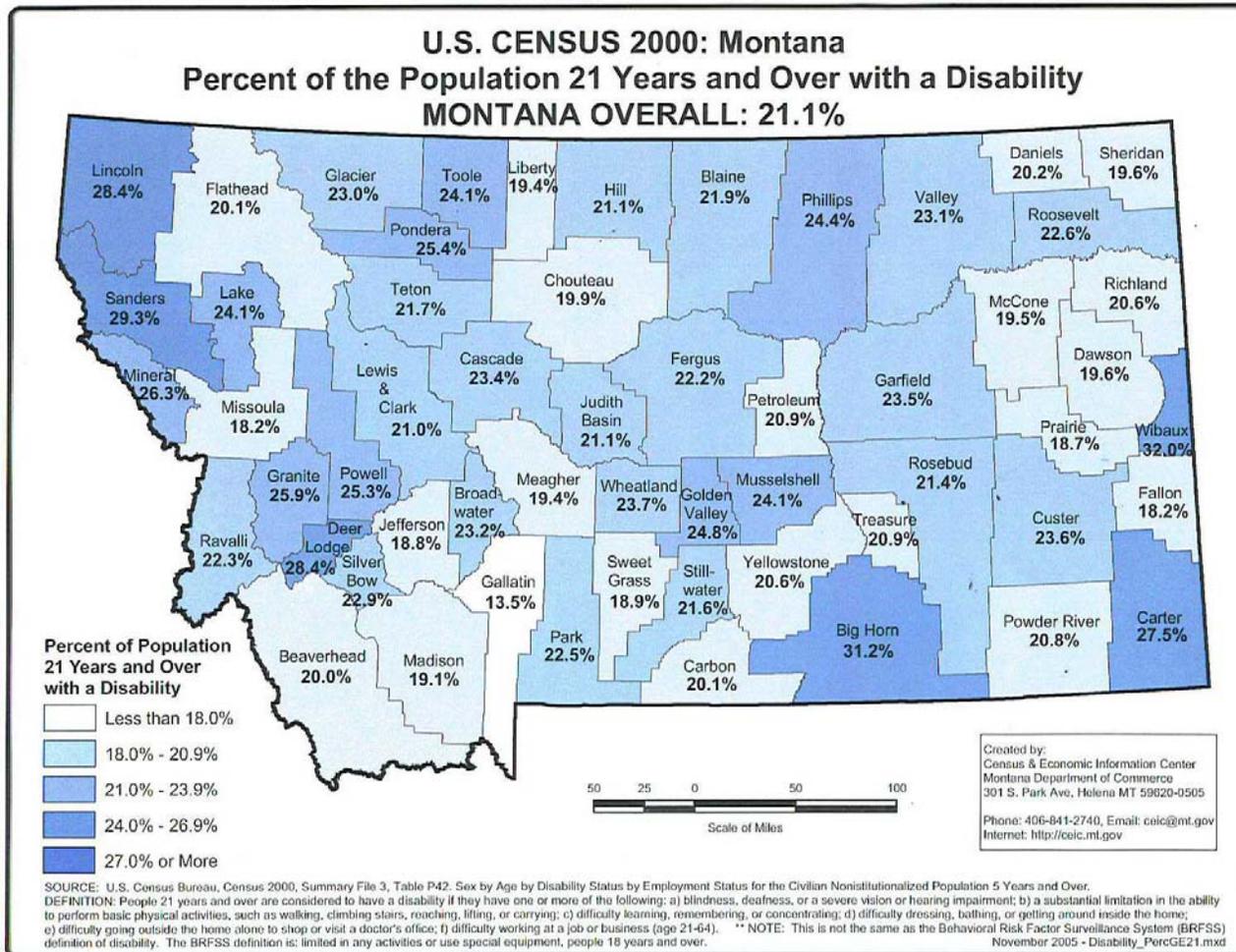
- ❖ Montana Fish, Wildlife and Parks does not discriminate on the basis of disability in admission to, access to, or operations of its programs, services, or activities. Individuals who need aids or services for effective communication or other disability-related accommodations in the programs and services offered are invited to make their needs and preferences known to (name) at (phone number or address). Please provide as much advance notification as possible for requests.
- ❖ If you need this document in an alternative format such as large print, Braille, audiotape, or computer diskette, or you need any other disability-related accommodation, please contact (name) at (telephone no). or (TTY or Relay Services number, 711).
- ❖ If you need to request an accommodation to attend this (event) or to receive this information in an alternate accessible format, please contact (name) at (phone number or address) by (date).
- ❖ Montana Fish, Wildlife and Parks does not discriminate on the basis of disability in its hiring or employment practices. Questions, concerns, complaints, or requests for additional information may be forwarded to (Agency's ADA Compliance Coordinator).
- ❖ The State of Montana makes reasonable accommodations for any

known disability that may interfere with a person's ability to participate in state government. Persons needing an accommodation must notify (who) no later than (date) to allow adequate time to make needed arrangements. You can call (telephone no.) or write (address) to make your request known.

- ❖ The State of Montana attempts to provide reasonable accommodations for any known disability that may interfere with a person from participating in any service, program, or activity of state government.
- ❖ The Department of (agency's name) makes every effort to ensure that our meetings are held at facilities that are fully accessible to persons with mobility disabilities. If you plan to attend our program and will need other special facilities or accommodations relating to a disability, please contact (name), at (telephone number) by (date).
- ❖ (Agency) will make reasonable accommodations for persons with disabilities who wish to participate in this public meeting. If you request an accommodation, contact (who) by not later than (date), to advise us of the nature of the accommodation that you need. Please contact the (Agency), Attn: Name;, Address; telephone no.; TDD no.; FAX no.
- ❖ Alternative accessible formats of this document will be provided upon request. For further information call (telephone no.) or (TDD no.).

For information on providing alternate accessible formats, contact your agency's ADA Compliance Coordinator.

Appendix J-Percent of Montana Population 21 Years and Over with a Disability



Appendix K-Number of Montanans 21 years and Over with a Disability

