Dean Homicki for Stæbl Academy Reviews: **Ignorance, Obstacles, & Neglect:** Access to the built environment for persons with a disability





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Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability 2022

### Submission Use & Accuracy

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### **About the Stæbl Academy**

### Who is the Stæbl Academy?

Stæbl Academy was founded by Dean Homicki, a industry pioneer of disability and mobility products who introduced the first professional Tactile Ground Surface Indicator (TGSI) systems to the world in 1999. Homicki has built trusted commercial foundations by creating disability educational programmes, business systems, installation, maintenance and product recycling regimes. Homicki has worked on a diverse range of construction projects worldwide, providing consulting and facilitation.

Today Homicki leads a dedicated team of people who care about mobility, access and inclusion in the built environment for all people. Stæbl Academy comprises instructional designers, researchers and facilitators whose purpose is to make the complex and interdependent industry of disability and mobility access more accessible.

Learn more at <u>staebl.academy</u> Learn more about: <u>Dean Homicki</u>



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#### Submission to:

Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability 2022

### Stæbl Academy

# About this Submission and its Format



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Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability 2022

### Purpose & Focus

### The purpose and focus of this submission to the Royal Commission

The testimony submitted to this Royal commission is to draw focus and attention to another form of neglect and unfair treatment towards persons with a disability:

Physical barriers to independently access and orientate too, through and around the built environment.

This neglect is absolute for persons with a permanent, partial or temporary disability.

This submission is based on the technical requirements of accessing the built environment and shines a spotlight on the practical needs of mobility and orientation for a person with a disability.

It is simplified in its approach but not simplistic in its meaning, documentation, or implication for those who have influence over the built environment.

This submission aims to highlight that a person's orientation and mobility must remain at the centre of the built environments' design intent, application and maintenance programmes.

This submission uses documented real-life examples demonstrating that if a person cannot ingress or egress into premises, travel through and around it, or use a piece of infrastructure for the function, it was designed to provide, it is not practically accessible and is a barrier to a person with a disability. It will show the neglect, unfair treatment and barriers to physical inclusion for a person with a disability.

### Content & Format

### The content and format of this submission to the Royal Commission

This submission is a collection of 2-5 minute video documentaries with commentary on real-life situations that demonstrate the problem and solution of some types of neglect towards access in the built environment.

The examples in this submission present various forms of ignorance, obstacles and negligence with a focus on the impacts on the diverse needs of users.

The format of the submission presents everyday problems, challenges, and hurdles that will require effort to reverse a tide of apathy to enable the legislated Acts, Standards and Codes designed to deliver equity, fairness and safety for a person with a disability.

On a practical and physical level, we believe there cannot be consistent utility, equity or inclusion in the

built environment without knowledge, servicing and maintenance of the mobility features and assets, including a broader understanding of user experiences.

This submission provides a street-level account within Victoria, Australia, as of December 2022. Other examples are available to the Royal Commission as necessary or required within its terms of reference.

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#### Submission to:

Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability 2022

### Stæbl Academy

## Our Terms of Reference

Access to the Built Environment encourages the socialisation of persons with a disability. It offers the opportunity for physical inclusion. It provides access to participate in community and activity. It allows for studying, working, and contributing to society independently. It enables the dignity to be mobile, equity in choosing where you may want to go, and confidence to trust in your ability to orientate yourself in the built environment with safety and reliable utility. This submission documents how Ignorance, Obstacles and Neglect create barriers to accessing the Built Environment for a person with a disability in 2022.

Dean Homicki, December 2022



### Who it's For? What it's For? Why it's Needed?

### Terms of Reference — Ignorance

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• **Ignorance** - definition: the state or fact of being ignorant; lack of knowledge, learning, information etc., ( of a person's need or requirements).

There is a considerable gap between what is meant by the term 'accessibility' in the built environment, who it is for, and why it is needed.

People with a duty of care and influence over it are still tackling the legal requirements, commercial responsibility and implied moral obligation as providers to the community, specifically to persons with a disability.

Since 2006 when disability and mobility standards were adopted by the national construction code (NCC) and the federally legislated Access to Premises Standard (2010), much has improved in policy and awareness.

However, the people who construct, install and maintain accessibility assets, including the custodians of the built environment and those who manage premises, facilities or infrastructure, remain unaware of the value and importance of all persons having access to the built environment.

Such ignorance dramatically affects those with impaired mobility and people who require assistance with their orientation, such as persons with low vision.

In this submission, we will present several scenarios where designers, installers and managers lack sufficient knowledge, training and expertise, displaying ignorance in providing and maintaining accessible built environments for persons with disability.

### Physical Obstacles Create a Different Kind of Inequity.

### Terms of Reference — Obstacles

 Obstacle - Definition: something that obstructs or hinders progress (a person's orientation and mobility).

Physical obstacles create a different kind of inequity:

Obstacles diminish a person's trust and confidence to independently access their local community when, where and how they choose. This is unfair, and it is discriminatory in law.

When ignorance is present as to why a product or feature is installed, its use and function are absent from any service or maintenance programme. Without knowledge and insight, decisions about access in the built environment can be reactive, even void of care and duty.

An absence of mobility and disability awareness is evident in the behaviour of the built environment's custodians. Consequently, many unknowingly place 'obstacles' in front of their premises, across accessible travel paths of travel or at building entrances, all preventing access.

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These obstructions may include tables and chairs, pot plants and signs, merchandise and displays. Such obstacles seriously impede a person's safe mobility and orientation in the built environment and perpetuate discrimination in a physical context.

This submission will present an array of placed obstacles in various built environments along with barriers to persons with disability related to their orientation and mobility caused by insufficient maintenance, non-conforming installations and design and product performance.

## Fit for Purpose. Safe in its Design. This is a Duty of Care.

### Terms of Reference — Neglect

• **Neglect** - Definition: to pay no attention or too little attention to, to fail to carry out or perform (duties and responsibilities to a person with a disability etc).

Long after infrastructure or premises are built, the need for programmed servicing and maintenance of accessible features and mobility products remains a constant threat to their utility and purpose.

There is a common sense approach to managing these access elements and features that this submission presents as not being so common.

A product remaining 'fit for purpose 'or a feature staying 'functional' and 'safe in its design' are but three elements of a duty of care.

This duty of care requires knowledge, training and action to maintain fair, safe and equitable access for all persons and especially those experiencing disability.

In this submission to the Royal Commission, we will provide 22 video examples of ignorance of the needs of a person with a disability, the danger of placed obstacles and neglect of products and features within built environments.

We will present several situations where a duty of care to persons with disability is seriously absent and unfair and where neglect is ever-present.



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### Examples of Ignorance, Obstacles & Neglect in the built environment affecting a person with disability



## Orientation & Mobility for a person with low vision using a white cane

### Example 1 Length: 1:37 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

#### Video Link:

https://vimeo.com/783542543/271e9e1da5

### **About Example 1**

This is the story of Faye. Faye experiences low vision and sometimes uses a white cane to navigate the built environment in her local area. Faye is a trained user of Tactile Ground Surface Indicators (TGSIs), which supply her with guidance, orientation and mobility.

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This video submission is about how Faye using TGSIs to move from the perimeter of a building, across a busy road to where she continues her journey on the side. This is an example of safe and independent mobility provided through the correct use of mobility products (TGSIs) and their application, allowing for barrier-free access along the path and a direction of travel in a built environment.

Location: Lucas, Ballarat, Victoria

### Pot plants and mobility along a building line

### Example 2 Length: 4:30 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/783249842/f49e2e2910

### **About Example 2**

Obstacles that are voluntarily placed along a building line into an accessible path of travel positioned near entrances to premises or over accessible orientation and mobility aids like Tactile Ground Surface Indicators (TGSIs) are physical barriers to persons with disabilities.

Placed obstacles make it difficult for a person with a disability to know where they are and where they are going and be confident about their orientation. These placed obstacles can create additional stress through the uncertainty of a person's safety along the direction of travel within a public built environment.

Location: Ballarat Central, Victoria

### Overgrown vegetation disabling the utility of TGSIs

### Example 3 Length: 3:28 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/781992470/3e5064370e

### **About Example 3**

Greenery, overgrown shrubs or vegetation protruding into accessible paths of travel create mobility hazards for persons with disability. In particular, plants that have grown over mobility aids for a person with low vision, such as Tactile Ground Surface Indicators (TGSIs), cease to indicate or direct a person as they have become obscured and dangerous. Regular maintenance of green environments that border the perimeters of walkways requires programming to maintain the pathways as fit for purpose.

This video submission details the neglect of green maintenance, creating a barrier for a person with a disability.

Location: West Melbourne, Victoria

### Signage obscuring disabled carpark pole

### Example 4 Length: 2:03 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/782382735/e1e3a75486

### **About Example 4**

Without education on why a person with a disability requires a built environment to be a particular way or how a mobility feature works, accessible design can become inaccessible. Too often, a custodian of the environment may use a mobility feature to help their commercial interest as they're conveniently close to where people may see them, like at an entrance. Without knowing, ignorance prevails, and people with a disability are forgotten or not considered at all.

This video submission details an example of advertising signage placed over and around the yellow bollard at an accessible car park, making the bollard visually challenging to locate and signal 'do-not-park-here'.

Location: Horsham, Victoria

## Luminance contrast between steps and edging

Example 5 Length: 3:48 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

#### Video Link:

https://vimeo.com/783110285/ab4d6c640c

### **About Example 5**

Many disability and mobility aids are installed at the end of a commercial project. This is a time in the construction process that is commonly plagued with cost overruns and time constraints, so compromise or ignorance can prevail.

This video submission details stair nosing with the same light contrast as the step. An application of stair nosing that makes the edge of the step indistinguishable from that of the trafficable surface is an obstacle to a person's mobility and safety. The edge is obscured and undetectable. A person with low vision may be unable to use this stair as its design is confusing and hazardous.

Location: Hiedleberg, Victoria

### Wheelchair ramp with insufficient handrails

### Example 6 Length: 3:09 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/783122387/7db844e232

### **About Example 6**

A person with a physical disability resulting from a stroke may only lose mobility to one side of their body. This may make it difficult to access a building with a stairway or a ramp. Australian Standards technical requirements resolve this obstacle by requiring continuous handrails on both sides of the stairway or ramp to provide staebl support and guidance.

This video submission details an experience where handrails are installed on just one side of the accessible building entrance ramp. This design decision only allows a person to ingress or egress in one direction, but not both, depending on their disability.

Location: Horsham, Victoria

### Access ramp with TGSIs too close to the hazard

### Example 7 Length: 3:23 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/784063832/c0a78602af

### **About Example 7**

Sometimes a mobility feature in the built environment can look accessible and appear to provide access for a person with a disability. The technical details of Standards as to where and when to apply such specific requirements demand training and expertise. These need to be conveyed by the designer of an accessible building feature and combine the skills of the practitioner who will do the work.

This video submission details an experience where a tradesperson's competent skills meet the failure of instruction (or design) of where and how to install Tactile Ground Surface Indicators (TGSIs) at the top and bottom of an accessible entrance ramp into a health facility.

Location: Ballarat Central, Victoria

### New accessibility makes existing access a hazard

### Example 8 Length: 3:25 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/783823799/4ee8fbaa79

### **About Example 8**

When new accessible features in a built environment are added or intersect with existing ones, a clash between a person's mobility and orientation can occur. Planners, designers and engineers need to consider these physical transitions to provide and promote consistent accessibility for persons with a disability.

This video submission details an example of where a new wide accessible path of travel intersects with an older, existing, narrow one. The transition between the two areas, while smooth and gentle, could create new hurdles for the orientation and mobility of a person with a disability.

Location: Preston, Victoria

## TGSIs used as a doormat at a building entrance

### Example 9 Length: 2:11 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/783832018/c86813ccaf

### **About Example 9**

Mobility aids like Tactile Ground Surface Indicators (TGSIs) are designed to give orientation and direction to a person with low vision. These TGSI products can have additional benefits to their function, such as slip resistance. A problem can occur for persons with vision impairment when TGSIs are used differently than intended. TGSIs applied to a situation in the built environment where they provide no orientation or direction can create a new obstacle, confusion and disorientation, and be devoid of all meaning and purpose through this ignorance.

This video submission details such an application of TGSIs.

Location: Ballarat Central, Victoria

## A ramp, a bollard, and an unsafe circulation space

### Example 10 Length: 4:47 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/783819958/514b649a07

### **About Example 10**

A single design decision can impact a premise's accessibility when technical considerations for a person with a disability are essential. Suppose a ramp or stairway into a building has a circulation space (landing or approach) that protrudes into a path of travel. In that case, the handrails may be too short, the TGSIs may be insufficiently applied, or security bollards positioned without ample warning for a person with a disability.

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This video submission details a design of an entrance ramp, a bollard and an application of TGSIs. The new government facility has created unnecessary obstacles and hinders the accessibility of a person with a disability.

Location: Ballarat Central, Victoria

## Changing luminance contrast in the wet & dry

### Example 11 Length: 2:41 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/781065124/1b7ff04454

### **About Example 11**

19 persons out of 20 defined as blind or vision impaired have some residual sight. This kind of disability is one of experiencing low vision. Mobility aids like Tactile Ground Surface Indicators (TGSIs) are designed to give orientation and direction to persons with low vision who rely on a luminance contrast between the TGSI truncated domes and bars to the adjacent surrounding surface.

This video submission details a stairway design with the application of TGSIs. The new government facility has TGSIs that provide orientation in wet weather but not in the dry. These TGSI products only work some of the time.

Location: Ballarat Central, Victoria

### Insufficient amount of Directional TGSIs

### Example 12 Length: 2:56 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/783146082/253058de6d

### **About Example 12**

Directional Tactile Ground Surface Indicators (TGSIs) provide a direction of travel for a person with low vision where no natural orientation cue exists; kerbs, walls, gutters etc. For Directional TGSIs to be locatable, they must be installed across the full width across a path of travel for a minimum depth of 600 millimetres. When Directional TGSI are required to indicate a direction of travel, they must be installed for the entire length of that travel to a minimum depth of 300 millimetres.

This video submission details a new pathway design where the application of Directional TGSIs is neither detectable nor provides sufficent direction for a person with a disability.

Location: Ballarat Central, Victoria

## Upgraded bus stop makes TGSIs confusing

### Example 13 Length: 4:43 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/783156194/f47bb5771a

### **About Example 13**

When a new design upgrade is implemented, any residual use or built features that encompass accessibility for a person with a disability must be removed if it is no longer required.

This video submission details a new bus stop structure where the TGSIs assist with the guidance of a person with low vision to the information sign on the waiting platform, except for the fact that they have been relocated. As we will see, this may be okay if your direction of travel comes from the approach where the correct TGSIs are located. And it will be unfortunate if the redundant TGSIs installation is unknowingly selected.

Location: Caulfield, Victoria

### Product performance of TGSIs in hot weather

### Example 14 Length: 3:42 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/784888734/78d064b913

### **About Example 14**

Knowledge and expertise in the application and installation of mobility aids are essential so as not to create any new hazards, obstacles or barriers. In the self-regulated industry of Disability Access, there is an absence of trained professionals, recognised learning and certified education pathways open to tradespersons. There is no legal or regulated training requirement for an installer of mobility aids, such as Tactile Ground Surface Indicators (TGSIs), so there is a fair amount of 'hit-or-miss' products, applications and installations.

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This video submission details a lack of product knowledge and installation expertise, resulting in a tripping hazard with TGSIs. The TGSIs are also not level nor safely trafficable underfoot.

Location: Preston, Victoria

## If TGSIs are removed, they must be replaced

### Example 15 Length: 4:15 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/782158507/1453879d78

### **About Example 15**

Civic spaces and pedestrian walkways sometimes must be removed for subsurface maintenance of utilities like water, power, and gas. Most 'works' contracts will state that any removal of walkways must be 'made good' after the underground works have been completed. But what about mobility aids and accessible features installed there before the subsurface work was undertaken?

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This video submission details a replaced asphalt pedestrian walkway where the original Stainless Steel Directional TGSI were once installed. A person with a disability who used to access these TGSIs can no longer do so. Their mobility and orientation needs have been neglected.

Location: Ballarat Central, Victoria

## Gaps between TGSIs and their impact on mobility

### Example 16 Length: 2:08 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/781986248/3f920a36e2

### **About Example 16**

Gaps more expansive than 10 millimetres between the ends of Directional Tactile Ground Surface Indicators (TGSIs) are not acceptable as specified in the Australian Standard. Gaps are allowed to accommodate drainage; however, voids, holes or, expansion joints greater than the prescribed amount can create other obstacles and hazards, such as dips, gaps, and loss of direction for a person with a disability such as low vision.

This video submission demonstrates that a person's mobility and orientation should not be neglected because of drains, grates or changes to a walkway's grade. All surface inconsistencies along a direction of travel must be minimised, removed or avoid altogether.

Location: Ballarat Central, Victoria

## TGSI tripping hazard at a railway track crossing

### Example 17 Length: 3:14 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

#### Video Link:

https://vimeo.com/783115380/853ec833b6

### **About Example 17**

How long should a mobility and orientation feature in the built environment remain fit for purpose? How can a product or feature's performance be determined when it depends on the application environment and its frequency of use? All materials degrade and lose functional integrity over time, but what is acceptable and who's checking?

This video submission details the performance of an Integrated Warning Tactile Ground Surface Indicator (TGSI) pad installed at a railway track crossing. It has long been unsafe and a tripping hazard. Is the material used in making the TGSI unit unfit for the intended application?

Location: Ballarat North, Victoria

### Non-conforming multi-coloured TGSIs

### Example 18 Length: 4:42 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/783801357/ebe0c80caf

### **About Example 18**

Consistency in the design, application and use of mobility aids such as Tactile Ground Surface Indicators (TGSIs) is vital for a person with a disability who experiences low vision to be confident and trusting of the orientation they are designed to provide. Consistent luminance contrast and slip resistance across their entire installed surface, even and level without lows or highs and void lifting or sunken edges, these performance criteria play a critical role in providing barrier access to a built environment.

This video submission details the absence of who TGSIs are designed for and the safe mobility and orientation they are required to provide.

Location: Rowville, Victoria

## Stair trim product design unfit for purpose

### Example 19 Length: 3:42 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/783804912/9709e39e2b

### **About Example 19**

Mobility aids designed to visually delineate the edge of hazard, a product such as stair nosing, are required to be safe in their design. This requirement includes the material, the manufacturing method and the specified installation technique necessary for a mobility aid like this to decrease the probability of harm or injury to a person with a disability.

This video submission details a stair nosing product that has had a low performance in an external wet and dry environment, potentially causing a new obstacle for a person with a disability. Neglect and a proactive duty of care are absent in as much that a relatively new product has not been fixed or replaced or a warranty claimed.

Location: Ballarat Central, Victoria

### Pedestrian maze track crossing

### Example 20 Length: 5:22 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/782344874/c053b89f4c

### **About Example 20**

A pedestrian maze at a railway track crossing is a simple and effective safety design. It forces a person to look both ways at the oncoming railway track to check for oncoming trains. A person with a disability is provided with mobility such aids as Tactile Ground Surface Indicators (TGSIs), luminance contrast and various other visual signs and devices.

This video submission details a pedestrian maze at a railway track crossing that is neglected, unfit for purpose and dangerous to a person with a disability. The original work was insufficient with best practices to Australian Standards and is absent of inspection and programmed maintenance.

Location: Soldiers Hill, Ballarat, Victoria

### Temporary products for temporary accessibility

### Example 21 Length: 3:53 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/784888849/a60b77280a

### **About Example 21**

A greater awareness of mobility and access in and around the built environment is evident in commercial and government building projects. But, many of the temporary access features during construction lack the understanding and practical requirement of why mobility and orientation provisions are made. By the time the site manager becomes the custodian of this duty of care, all purpose is forgotten.

This video submission details a project where barrier-free access was provided for a person with a disability. However, over six months, it has degraded, disassembled and no longer provides access. The result is a patchwork of TGSI products and signs confusing a person with a disability.

Location: Preston, Victoria

## The danger of TGSIs if Standards are ignored

### Example 22 Length: 3:56 mins



**Instructions:** Click on the image to begin viewing the video presentation. Closed Captions are provided [CC].

### Video Link:

https://vimeo.com/783107239/cc91513439

### **About Example 22**

What happens when professionals become ignorant of Standards and fail to use jurisdictional guidelines that provide accessibility, orientation and mobility instruction? The design and implementation become inconsistent, confusing and, at worst, dangerous to a person with a disability.

This video submission details a recent infrastructure project where access for persons with a disability has improved for some but not others. It suggests that people with power and influence over this built environment are negligent in their design, implementation and review of a significant infrastructure project in a regional city in Australia.

Location: Ballarat Central, Victoria

## You can learn about the solutions to these examples of Ignorance, Obstacles and Neglect in the built environment at Stæbl Academy

### Stæbl Academy

### Learning & information access

Stæbl Academy has multiple methods to inform, enable, and nurture your organisation through bespoke delivery systems that interface with the Mobility Access Library. These learning experiences may include:

- Mobile & Desktop Learning
  - Stæbl Academy App 🗓 🖵 🗈 😩 🎧 🗐
- Workshops
  - In-house and interactive 😂 🔘 💂 🖽
- Webinars
  - Virtual Classrooms [] 🖵 🔼 229 🔘 🞧
- Blended Experience
- Bespoke Learning [] 🖵 🖪 🕏 😂 🔘 🞧 🛍 🔘

### **Mobility Access Library**

Quickly check, look up or review your learning using the Mobility Access Library. This app will answer your mobility questions in minutes on a desktop or any mobile device connected to the internet.

### **Assist Helpdesk & Consultancy**

If you get stuck or require guidance on what to do, Stæbl Academy provides real-time assistance to solve your mobility design problem. The service provides telephone assistance for:

- Product Selection, Compliance and Conformance support.
- Product placement, luminance and slip resistance assistance.
- Australian Standards and National Construction guidance.
- Design recommendations and advice.
- User Experience and mobility assistance.

#### Contact

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### Stæbl Academy

### Learn mobility access compliance in minutes™ Learn how



