


Site management for disabled people

Aim 4: Develop our employees' skills and promote equal opportunity

- > Action 4.6: Introduce a section on employees with disabilities in our HR policy

 **Entity:** Bouygues Bâtiment Île-de-France

 **Operational Unit:** Habitat Social

Presentation of the initiative

- > **Objective:** Manage and protect sites with regard to disabled local inhabitants.

- > **Description:**



Managing the site installations

After the signature of the "businesses and disability (*entreprise-handicap*)" charter by Bouygues Bâtiment Île-de-France and the Housing Ministry in November 2006, Social Housing evaluated and then put forward site management and protection measures, to make them accessible to those with all types of disability (sensory, physical and mental). The principal modifications involve walkways, fencing, vehicle entry/exit points and signage.

Following evaluation, Social Housing decided to implement the following measures on all its transferred sites from November 2008:

Installation of dual-coloured fencing, full-height or half-wire.



Dual colour to make the site identifiable
Careful vertical placement for long-term stability and improved image

Curbs and site surroundings



Redesign of vehicle entry and exit points and site surroundings to create walkways without steep slopes or steps

Appropriate direction and information signage

Large text and pictograms to make information easily accessible



Lowered pedestrian crossings

Adjust road crossings or diversion to existing lowered crossing.

Mirror, STOP sign



Visibility of vehicle exits

These various steps enable the Commercial and Works teams to promote this social and citizen-facing initiative to local communities and site-owners.

Experience has shown that local inhabitants and municipal services are very receptive to the initiative, contributing to a more constructive relationship.

Potential partner(s):

Launch date: November 2008

Cost of the initiative: Not given

Indicators: Not given