



# Key People Cafe - Technology Accessibility

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## Overview

- Background (Federal and State Accessibility Standards)
- What do the bills apply to?
- What standards do districts need to meet? (WCAG and the WWWC)
- What are the Details of WCAG 2.1?
- Proposed OIT Rules
- Common Problems and Solutions in Website Accessibility
- Next Steps

## Background

- Under Colorado Anti-Discrimination Act, it is unlawful to discriminate against an individual with a disability.
- Title II of the Americans with Disabilities Act (federal law) also has required website accessibility for some time.
  - The ADA requires government websites to have accessible features for people with disabilities
  - A government entity with an inaccessible website may also meet legal obligations by providing an alternative accessible way for citizens to use services

## Background

- **HB21-1110** makes it a state civil rights violation for a government entity to exclude people with disabilities from receiving services due to a lack of accessibility.
- All state agencies and local governments must be compliant with state standards (created by OIT) by July 1, 2024.

## Background

- The Office of Information Technology (OIT) is tasked with creating the standards, “using the most recent web accessibility guidelines ... published by the World Wide Web Consortium.”
- OIT is required to provide resources. Links to resources will be provided at the end of the presentation.

## Background

- Consequences of not complying:
  - Individual with disability can bring a civil suit.
  - Remedies: potentially a court order requiring compliance, recovery of damages, or a **“fine of \$3,500, payable to each plaintiff for each violation.”**

## Background

- SB23-244 helps to clear up any ambiguity within HB21-1110 by:
  - Requiring OIT to adopt rules regarding accessibility standards for IT systems.
  - Ensuring there is accessibility for all types of disabilities by allowing reasonable accommodations.
  - Clarifying that a claim brought for a violation of accessibility standards constitutes a single claim for each digital product.

## What do the bills apply to?

- It relates to all technology, software and hardware, that is both public-facing and internal-facing. That is any technology provided by or procured by a government entity that is used by the public or used by a government entity employee.
- This technology includes but is not limited to websites, applications, kiosks, digital signage, documents, video, audio and third-party tools.
- Find more info on OIT's [Accessibility Operations Memorandum](#) (Google Doc)



## What standards do districts need to meet? WCAG & WCCC

- World Wide Web Consortium is the main international standards organization for the internet.
- They publish the Web Content Accessibility Guidelines (WCAG): web accessibility guidelines that strive to promote accessibility - both for people with disabilities and people using all kinds of devices.
- Colorado's standards will be aligned with WCAG.

## What is WCAG and World Wide Web Consortium?

- WCAG includes four principles: perceivable, operable, understandable, and robust
- Includes Success criteria:
  - A (lowest)
  - AA (medium)
  - AAA (highest)
- Updates of WCAG are intermittently published by the WWC.

## What are the Standards? (WCAG 2.1)

- According to current proposed rules, Districts will be required to meet WCAG 2.1 level AA by July 1, 2024
- WCAG 2.1 has a list of criteria and descriptions of what the webpages must provide
  - According to current proposed rules, by October 5, 2025, districts must meet **WCAG 2.2** levels A and AA
- **For now, focus on WCAG 2.1.**

# How to Meet WCAG? (Quick Reference)

## Guideline 1.1 – Text Alternatives

Provide text alternatives for any non-text content so that it can be changed into other forms people need, such as large print, braille, speech, symbols or simpler language.

### 1.1.1 Non-text Content — Level A

All non-text content that is presented to the user has a text alternative that serves the equivalent purpose, except for the situations listed below. [▶ Show full description](#)

 Understanding 1.1.1

[▶ Show techniques and failures for 1.1.1](#)

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## Guideline 1.2 – Time-based Media

Provide alternatives for time-based media.

### 1.2.1 Audio-only and Video-only (Prerecorded) — Level A

For prerecorded audio-only and prerecorded video-only media, the following are true, except when the audio or video is a media alternative for text and is clearly labeled as such: [▶ Show full description](#)

 Understanding 1.2.1

[▶ Show techniques and failures for 1.2.1](#)

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## OIT Proposed Rules

- OIT is working on rules that are binding on government entities.
- OIT Proposed Rules discussed in this presentation are tentative and subject to change.
- Rules are meant to define undue financial and administrative burden means and define a fundamental alteration in the nature of the programs, services or activities being offered.
- Rules can articulate what and how public- and internal-facing websites, applications and document remediation should be prioritized.

## OIT Proposed Rules

- Proposed Rules: 8 CCR 1501-11.
- Important aspects of proposed rules to keep in mind:
  - For future updates to WCAG guidelines, districts must meet new guidelines within 2 years of date of release
  - Districts must develop a technology accessibility transition plan, which includes prioritizing of updates, timelines, policies for testing, and a reporting process. Example.

## OIT Proposed Rules

- Proposed Rules allow public entities to still be in compliance, even if not technically in compliance, if individuals w/ disabilities can still access the same programs or reasonable accommodations are provided.
- Proposed Rules provide that if there isn't compliant technology available, public entity must use technology that best meets the standards and document the non-availability of compliant technology.
- Proposed Rules provide that public entity may not need to comply with certain items if conforming would result in “undue financial, technical, or administrative burden.”
  - Potential examples: Third-party content, pre-existing internal or external electronic documents, archived documents
  - Details of this process are more complicated will be subject to change in the rules

## Common Problems and Solutions in Website Accessibility

- Problem: Image without text equivalents
  - Screen readers and refreshable braille displays only read text
  - Solution: Each image needs a text equivalent



## Common Problems and Solutions in Website Accessibility

- Problem: Documents are not posted in an accessible format
  - PDFs are often posted, but these are not accessible to blind people or visually impaired people
  - Solution: Post documents in a text-based format (in addition, or instead of, PDF)

## Common Problems and Solutions in Website Accessibility

- Problem: Specifying Colors and Font Sizes
  - Webpages often have a variety of color. However, people with low vision often use specific color and font settings that are not typical.
    - Ex: high contrast settings
  - Solution: Websites should be designed so they can be viewed using colors/font sizes user wants

## Common Problems and Solutions in Website Accessibility

- Problem: Videos and Other Multimedia Lack Accessible Features
  - Deaf/Hard of Hearing people can't hear the audio of the videos; and people with vision problems can't see the videos.
  - Solution: Audio descriptions of images (including changes in setting, gestures, etc.) for blind people; and text captions for deaf or hard of hearing people

## Next Steps: major challenges in complying

- **Procuring Appropriate Technology:**
  - Google is not compliant with WCAG
  - Outlook and Microsoft are compliant
- **Finances**
  - Takes money and workforce resources to convert and make revisions
- **Training**
  - Training communications team and schools, re: what needs to be done to make sure pdfs and powerpoints meet requirements
- **What challenges do you expect in your district?**

## Next Steps: What should districts be doing?

- First Priority: develop an Accessibility Plan using OIT's accessibility standards (template)
  - Designate employees to work in accessibility roles
  - Work toward compliance of WCAG 2.1 AA Guidelines in any online content and materials
- Read and review OIT's rules
  - Consider signing up for public comment

## Next Steps: Resources

- [CDE Accessibility Training powerpoint](#)
- [Accessibility planning template](#)
- [State of Colorado Accessibility Guides](#)
- [Accessibility Law for Colorado State and Local Government](#)
- [OIT Accessibility Operations Memorandum](#)
- [HB21-1110 FAQ](#)
- [SB23-244](#) (info on rulemaking)
  - [Rulemaking page](#)
- [Colorado Accessibility Newsletter Sign-Up](#)

## Next Steps: Resources

- [Accessibility Fundamentals Overview \(WWW\)](#)
- [WCAG 2.1](#)
  - [How to Meet WCAG 2.1](#)
  - [Understanding WCAG 2.1](#)
  - [Techniques for WCAG 2.1](#)
  - [The WCAG Documents](#)

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