

# Arlington Independent School District

## Corrective Action Plan

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## Introduction

The U.S. Department of Education, Office for Civil Rights (OCR), initiated an investigation into allegations that the Arlington Independent School District (“District”) violated Section 504 of the Rehabilitation Act of 1973 and its implementing regulation at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 and its implementing regulation at 28 C.F.R. Part 35. Specifically, the complainant alleged that the district’s website contained barriers to access for people with disabilities, thereby denying them an equal opportunity to participate in the district’s programs, services, and activities and denying them effective communication necessary for full participation in the district’s programs, services, and activities.

This resolution has been entered into voluntarily and does not constitute an admission that the District violated Section 504 and Title II and their implementing regulations.

## Commitment to Accessibility

The Arlington Independent School District seeks to treat all individuals with dignity and respect and to value people as its first priority. To this end, the District is committed to providing accessible information to all people wherever possible. The District will work to ensure that persons with disabilities have an opportunity equal to that of their non-disabled peers to access and utilize information technologies, and technology-related services, except where doing so would impose an undue burden on the District or require a fundamental alteration.

## Benchmarks for Accessibility

In order to ensure the accessibility of our web pages, the District will comply with a set of nationally-recognized accessible technology standards.



## 1.0- General

### 1.1 - Plan for New Content

A committee, consisting of internal stakeholders and technical staff, was created in October 2016 to draft and approve a Plan for New Content. Their charge was to:

- Establish a consistent web experience across all sites for stakeholders.
- Refresh the design of the current websites.
- Create expectations and standard operating procedures for maintenance of the websites to ensure that content posted is accessible to all stakeholders.
- Develop a training plan and timeline for rolling out the new guidelines and websites.

The Plan for New Content was approved by the committee on January 26, 2017. Once approved by OCR, the District will distribute the Plan for New Content to all appropriate personnel and it will be made available on the District's website.

### 1.2- Accessibility Audit and Corrective Action Plan

The District, in accordance with the OCR Resolution Agreement, completed an Audit of content and functionality on its website, including, but not limited to, the home page, all subordinate pages, and intranet pages and sites, to identify any online content or functionality that is inaccessible to persons with disabilities, including online content and functionality developed by, maintained by, or offered through a third party vendor or an open source.

The District, in accordance with the OCR Resolution Agreement, has also developed a Corrective Action Plan to address all inaccessible content and functionality identified during the Audit. This plan sets forth a detailed schedule for addressing the identified problems, setting up systems of accountability and verification of claims of accessibility by vendors or open sources, and creating a system of testing and accountability to maintain the accessibility of all online content and functionality on an ongoing basis.

### 1.3- Accessibility Training and Resources

Audience	Training	Date of Completion
Department and Campus Communicators	6 hours of accessibility training	Within 18 Months of Approval of Corrective Action Plan

As set forth in the Plan for New Content, no personnel responsible for developing, loading, maintaining, or auditing online content and functionality will gain access to those systems without first completing software and accessibility training as specified by the Web Services Department

The District will create a website about its Digital Accessibility Initiative. This website will serve as a resource to all stakeholders of the district.

#### 1.4 - Accessibility Grievance Procedures

On November 7, 2016, the District established a set of procedures whereby any individual may submit a grievance to the Web Services Department regarding inaccessible content. A formal grievance is filed in accordance with District policies, DGBA, FNG, or GL.



### 3.0- Websites

#### 3.1 - District, Department, and Campus Sites

All required



## 4.0- Documents

### 4.1 - Documents Posted to Arlington Independent School District Websites

All required documents posted on a District website will be WCAG 2.0 Level AA conformant within 18 months after the date of approval of the Corrective Action Plan as determined by our Resolution Agreement. Conformance will be based on Guidance on Applying WCAG 2.0 to Non-Web Information and Communications Technologies (WCAG 2.0) 73C Working Group Note 5 September 2013. The Web Services Department will provide accessible templates

## 5.0- Audio/Video

### 5.1 - Captions and Transcripts for Audio/Video Resources

The Web Services Department will partner with the Communications Department and campuses to ensure that all required audio and video published by the District or its campuses contain captions and/or are accompanied by a written transcript within 18 months after the date of approval of the Corrective Action Plan as determined by our Resolution Agreement. For video, auto captioning will be utilized and reviewed. Contact information will be included in the captions in the case that additional assistance is needed. Links to documents referenced in the video will be included in the captions and video description, as applicable.

## 6.0- Timeline

Initiative	Start Date	Completion Date
Plan for New Content	7/1/16	12/15/18
Audit	1/1/17	1/30/17
Corrective Action Plan	1/1/17	12/15/18
Training Plan	7/1/16	12/15/18
Personnel Funding	7/1/16	Ongoing
CMS Implementation	1/1/17	6/5/17
WCAG 2.0 Level AA Website Conformance	1/1/17	12/15/18
Document Conformance	1/1/17	12/15/18

Captions and Transcripts

## 7.0- Communication of Digital Accessibility Initiative

The District will communicate to the community its commitment to accessibility and any future