

CVL Collections Accessibility

Reasonable Accommodations

Amy Hitchner, Colorado State Library
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Recap of the Accessibility Webinar from July 23, 2024

- Presented by Babi Hammond from the Colorado State Library
- Intro to the Law: Colorado Law for Persons with Disabilities, HB21-1110
- Requirements for compliance (The Rules)
- Tools for checking for compliant web design
- Basic accessibility design elements
 - Babi has been addressing these elements on Omeka sites for over a year
- Developing an Accessibility Statement
 - A generic [CVL Collections Accessibility Statement](#) is already on the footer of each site
 - **Your organization should create and link its own Accessibility Statement so users know where to go for assistance**
 - Example: [Alamosa Public Library Accessibility Statement](#)

Housekeeping

- This is not legal advice!
- These rules apply to Colorado “public entities” (i.e. state and local governments)
- Colorado State Library is the platform provider
- Site Owners (that’s you!) are also responsible for working towards accessibility compliance
- The scope of today’s webinar is Omeka sites

Colorado Law for Persons with Disabilities (HB21-1110) ensures that people with disabilities enjoy the same access as everyone else to participate in state and local government services, activities, and employment opportunities.

The Rules

- [Rules Establishing Technology Accessibility Standards 8 CCR 1501-11](#)
- [Plain Language Guide to the State Technology Accessibility Rules](#)

“reasonable accommodations or modifications are an important component of compliance”

Fully compliant means meeting these standards

- [W3C WCAG 2.1](#) conformance levels A and AA
 - “W3C” = World Wide Web Consortium
 - “WCAG” = Web Content Accessibility Guidelines
 - [Accessibility Quick Tip: WCAG 2.1 in a Nutshell](#)
- Hardware as specified by [US Section 508 of the Rehabilitation Act of 1973](#)
[Chapter 4: Hardware](#) (U.S. Access Board)

What if your technologies aren't fully compliant?

Scenarios

1. There is a small variance from WCAG that does not impact ease of use
 - a. No action may be required
2. You are moving towards compliance but not there yet
 - a. Address within your Accessibility Plan
3. The technology that best meets your business needs is not fully accessible
 - a. Document the accommodations or modifications you will provide in an [Equally Effective Alternate Access Plan \(EEAAP\)](#)
 - b. Alternatively, create a Conforming Alternate Version (not recommended)
4. Making a technology fully accessible would constitute an undue burden, fundamental alteration, or pose a direct threat
 - a. [Document your exemption \(section 11.10\)](#) and create an [Equally Effective Alternate Access Plan \(EEAAP\)](#)

Reasonable Accommodations or Modifications

Equal Access

If someone with a disability can't access or doesn't have equal access to your entity's program, service, or activity through the entity's technology because of their disability, then you need to make **reasonable accommodations or modifications** to provide access and avoid discrimination.

Except when doing so would result in:

- a fundamental alteration in the nature of a service, program, or activity;
- an undue financial, technical, or administrative burden; or
- a direct threat to the health or safety of others

Access to Support or Accommodations

Your public entity needs to post a **prominent notice** describing the methods to request reasonable accommodations or modifications for the information and communications technology (ICT).

Conforming Alternate Versions

Your public entity shouldn't provide services or benefits to individuals with disabilities through programs that are separate or different, unless the separate programs are necessary to ensure that services are equally effective.

Example: a website that provides identical information to a geographic information system in a non-graphical format.

In general, OIT discourages conforming alternate versions.

Cost of Accommodations

Your public entity can't require a person with a disability to pay to cover the cost of accommodations like providing auxiliary aids or barrier removal that are needed to provide that person with equitable access.

Examples of auxiliary aids and services

- Qualified interpreters
- Note takers
- Screen readers
- Computer Aided Real-Time Transcription (CART) services
- Video interpreting services
- Assistive listening headsets
- Television captioning and decoders
- Telecommunications devices for deaf persons (TDDs)
- Videotext displays
- Readers
- Taped texts
- Audio recordings
- Written materials in Braille, large print, or electronic formats

What should you look for in your Omeka site?

- Items, files, metadata, and collections are **generally fine as-is**
- Evaluate the accessibility of other content, such as **plugins, exhibits, simple pages, and anything interactive**
- Demo: Examples from live sites
- *Can you think of other examples?*

Choose a path

- *Is it something you can fix, alter, replace, or remove to achieve compliance?* Develop a plan with a timeline for addressing it and add the plan to your Accessibility Statement.
- *Is the feature necessary but not able to be made fully compliant?* Create an [Equally Effective Alternate Access Plan \(EEAAP\)](#) for how you will provide reasonable accommodations or modifications. **Post a statement** near the inaccessible content about how to contact your organization to access those accommodations.
- *Would providing reasonable accommodations constitute an undue burden, fundamental alteration, or pose a direct threat?* [Document your exemption \(section 11.10\)](#) and create an [Equally Effective Alternate Access Plan \(EEAAP\)](#).

Equally Effective Alternate Access Plan (EEAAP)

Specifies the **internal facing** process, roles, and responsibilities for providing an accommodation

Ensures that a **structured plan** is in place when a person with a disability needs to access the product, service, or information

- [How To: Equally Effective Alternate Access Plan \(EEAAP\)](#)
- [EEAAP template](#)
- [Accessibility Quick Tip: Creating an Equally Effective Alternative Access Plan for Your Resources and Your Community](#)

Resources

Accessibility Webinar from 7/23/24

- [Webinar recording](#) (video) and [Slide deck](#) (pdf)

Law and Rules

- [Accessibility Law for Colorado State and Local Government](#)
- [Plain Language Guide to the State Technology Accessibility Rules](#)

OIT Documentation

- [How To: Document Undue Burden, Fundamental Alteration or Direct Threat](#)
- [Fundamental alteration, undue burden, or direct threat template](#)
- [How To: Equally Effective Alternate Access Plan \(EEAAP\)](#)
- [EEAAP template](#)

Colorado Virtual Library

- [Accessibility Quick Tips](#) (WCAG 2.1 in a nutshell, Creating an EEAAP, Undue Burden, etc.)

Questions?