

## **FedChoice Digital Communications Accessibility ADA Compliance Policy**

### **Introduction**

This policy defines the basic elements required for the FedChoice Digital Communications Accessibility ADA Compliance Policy. This policy covers electronic system communications with members and is intended to improve accessibility to computing resources and electronic communications including websites, digital communications, and other forms of electronic communications.

**The Americans with Disabilities Act (ADA)** became law in 1990. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public. The purpose of the law is to make sure that people with disabilities have the same rights and opportunities as everyone else. The ADA gives civil rights protections to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications. The ADA is divided into five titles (or sections) that relate to different areas of public life.

**Section 508** FedChoice utilizes Section 508 as the guidelines for improving digital communications accessibility. In 1998 the US Congress amended the Rehabilitation Act to require Federal agencies to make their electronic and information technology accessible to people with disabilities. Section 508 was enacted to eliminate barriers in information technology, to make available new opportunities for people with disabilities, and to encourage development of technologies that will help achieve these goals. Section 508 of the Rehabilitation Act of 1973 (as amended) (29 USC § 794d) requires that electronic and information technology (EIT) be accessible to people with disabilities. EIT includes:

- Software
- Web and mobile sites and applications
- Hardware (computers, networks, printers, etc)

### **Purpose**

The purpose of the Digital Communications Accessibility ADA Compliance Policy is to improve member accessibility of electronic and information technology systems.

### **Audience**

This policy covers all members of FedChoice Federal Credit Union.

## Compliance Evaluation

The following compliance testing tools are utilized to ensure ADA compliance, however, additional tools may be utilized as technologies change. The credit union is focusing efforts on section 508 compliance as it is more restrictive.

- JAWS screen reader
- NVDA
- Color contrast analyzer
- ZoomText
- Dragon Naturally Speaking
- Alternative keyboard devices, etc.
- <https://www.achecker.ca/checker/index.php>
- <https://fae.disability.illinois.edu/anonymous/>
- <https://www.w3.org/WAI/ER/tools/>
- <http://www.508checker.com/>

## Ranking/Evaluating FedChoice Compliance

At the current time there is no specifically identified rating scale. As a result FedChoice is using the following as benchmarks for which to compare results of accessibility.

- ADA.gov
- Section508.gov
- Opm.gov
- Gsa.gov
- Ncu.gov
- IRS.gov

## Policies

Website accessibility and digital communications accessibility shall be evaluated annually or more frequently as necessary to ensure compliance with regulations and guidelines. Issues discovered during testing will be evaluated and analyzed to determine the appropriate fix or actions and these will be applied within a reasonable period of time. For those systems supported by vendors, a list of issues will be provided for the vendor to resolve.

FedChoice may perform routine accessibility testing of 3<sup>rd</sup> party websites that are utilized by members and employees, however, we do not have the ability to make changes on these systems.

Contracts with 3<sup>rd</sup> parties should consider adding language for ADA/508 Compliance, although it is understood that the credit union is not currently subject to section 508 compliance.

The marketing department shall conduct regular reviews of digital communications to improve accessibility.