



**HB21-1110**

**Technology Accessibility Bill**





# HOUSE BILL 21-1110

Is a law that focuses on ensuring that all

Technology

Hardware

Websites

Software

provided or procured by GOAL High School are accessible to individuals with or without disabilities.

This is ALL Public-facing and Internal-facing



# Who does this impact?

All staff who...

- Communicate with students, families, or staff.
- Post information on a district/school website.
- Post information on social media.
- Create and distribute digital information internally and externally.

This applies to all content that is delivered in a digital format: websites, computer/mobile applications, digital documents, email, digital signage, video, and audio.





# WHAT DOES THIS MEAN FOR GOAL HIGH SCHOOL

- **ASSESSING NEEDS**
  - Every department will have to assess all their technologies in use to meet the HB21-1110 requirements now and in the future.
- **ACTION PLAN**
  - Delegation of tasks for each department will ensure the responsible staff are aware of the necessary requirements and the strict deadline.
- **TRAINING**
  - Training will be created for staff to ensure continuity of all technology, hardware, and software to make this a standard moving forward.
- **COMPLIANCE**
  - GOAL High School MUST be in compliance by July 2025.





# WHAT HAPPENS IF GOAL High School DOES NOT COMPLY?

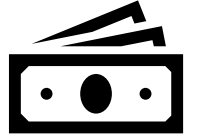
Any **individual with a disability** that is subject to discrimination may bring a **civil action** against the Colorado government entity. Any Colorado government entity that engages in such discrimination could be **subject to the following penalties:**



- **Court Orders:** A court can issue an order requiring the non-compliant entity to take specific actions to achieve compliance.
- **Monetary Damages:** The entity may be required to pay monetary damages to individuals who have been affected by the lack of accessibility.
- **Attorney's Fees:** The entity may also be responsible for covering the attorney's fees of the plaintiff.
- **Statutory Fines:** There is a statutory fine of \$3,500 payable to each plaintiff for each violation.



# A SINGLE WEBSITE VIOLATION



Every individual that reports a violation is entitled to \$3500  
Can be multiple people for one violation and each individual would receive \$3500



# GOAL High Schools Workflow to Comply with Colorado's HB21-1110

## 1. Initial Planning and Assessment (Now)

- **Develop an Accessibility Plan:** Outline how your GOAL will comply with accessibility standards.
- **Conduct Initial Audits:** Assess current digital assets (websites, apps, documents) against WCAG 2.1 AA standards.

## 2. Implementation Phase (Now - June 2025)

- **Prioritize Remediation:** Focus on critical and high-impact areas first.
- **Manual and Automated Testing:** Regularly test digital content using both automated tools and manual audits to identify and fix accessibility issues.

## 3. Training and Documentation (Ongoing)

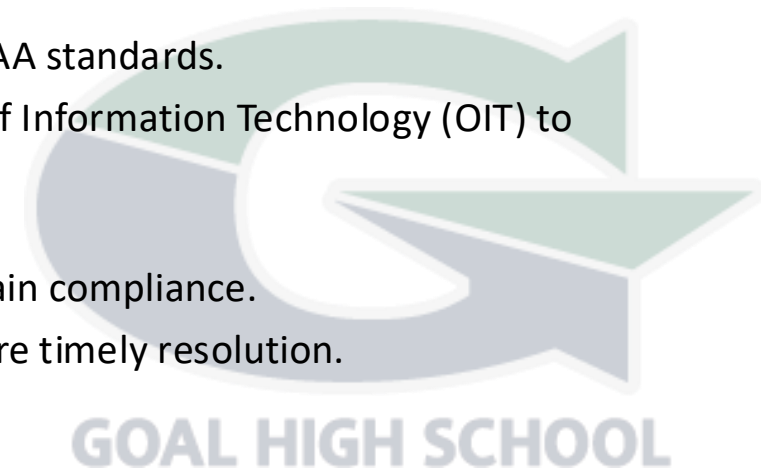
- **Train Staff:** Educate staff on accessibility best practices and how to maintain compliance.
- **Document Processes:** Keep detailed records of compliance efforts, including audits, remediation steps, and training sessions.

## 4. Final Compliance Check (By July 1, 2025)

- **Final Audits:** Conduct comprehensive audits to ensure all digital assets meet WCAG 2.1 AA standards.
- **Submit Compliance Reports:** Provide necessary documentation to the Colorado Office of Information Technology (OIT) to demonstrate compliance.

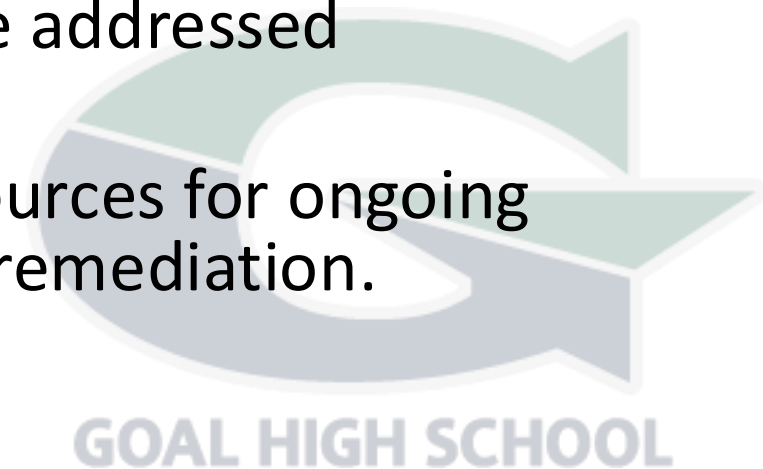
## 5. Ongoing Monitoring and Maintenance (Post-July 2024)

- **Regular Updates and Audits:** Continuously monitor and update digital content to maintain compliance.
- **User Feedback:** Implement mechanisms for users to report accessibility issues and ensure timely resolution.



## Key Considerations

- **Third-Party Tools:** Ensure any third-party tools or integrations are also compliant.
- **Accessibility Consultants:** Work with experts to ensure accurate and effective compliance efforts.
- **User Testing:** Involve users with disabilities in testing to get real-world feedback.
- **Feedback Channels:** Implement ways for users to report accessibility issues.
- **Timely Resolution:** Ensure that reported issues are addressed promptly.
- **Budgeting for Compliance:** Allocate sufficient resources for ongoing compliance efforts, including audits, training, and remediation.



# GOAL Required Resources

1. Personnel

2. Time

3. Budget



# THANK YOU

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Questions, thoughts, or feedback?

Contact:

