

# Digital Accessibility Isn't Optional:

## Practical ADA Compliance for Government Communicators

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# Agenda



What is ADA  
and Why  
Should I Care?



Practical  
Accessibility for  
Government  
Communicators



Discussion and  
Questions



26%

Percentage of American  
adults with a disability



# What is inclusion?







On March 13, 1990, over 1,000 people marched from the White House to the U.S. Capitol to demand that Congress pass the Americans with Disabilities Act (ADA). When they got there, many cast aside their wheelchairs and other mobility aids and crawled up the Capitol steps.

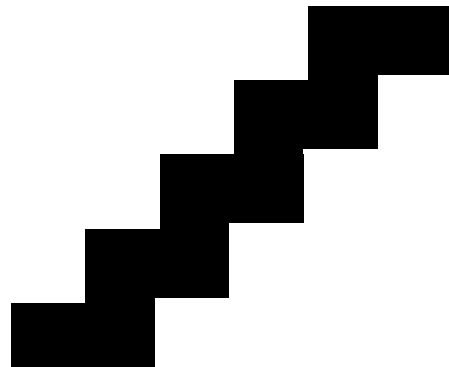
The Capitol Crawl, as it's known, was a physical demonstration of how **inaccessible architecture** impacts people with disabilities. It also highlighted the urgency behind the need to pass the ADA, which was signed into law on July 26, 1990.



# What is the ADA?

The Americans with Disabilities Act (ADA) is the nation's first comprehensive **civil rights** law addressing the needs of people with disabilities, prohibiting discrimination in employment, **public services**, public accommodations and telecommunications.

ADA compliance means removing **barriers** that prevent people from using public services.



*(THAT'S US)*

**ADA Title II Federal Regulation:**  
**State and Local Governments**



... prohibits discrimination on the basis of disability in all services, programs and activities provided to the public by state and local governments ...



## ADA Title III Federal Regulation: Public Accommodations

... prohibits discrimination on the basis of disability in the activities of places of public accommodations ...

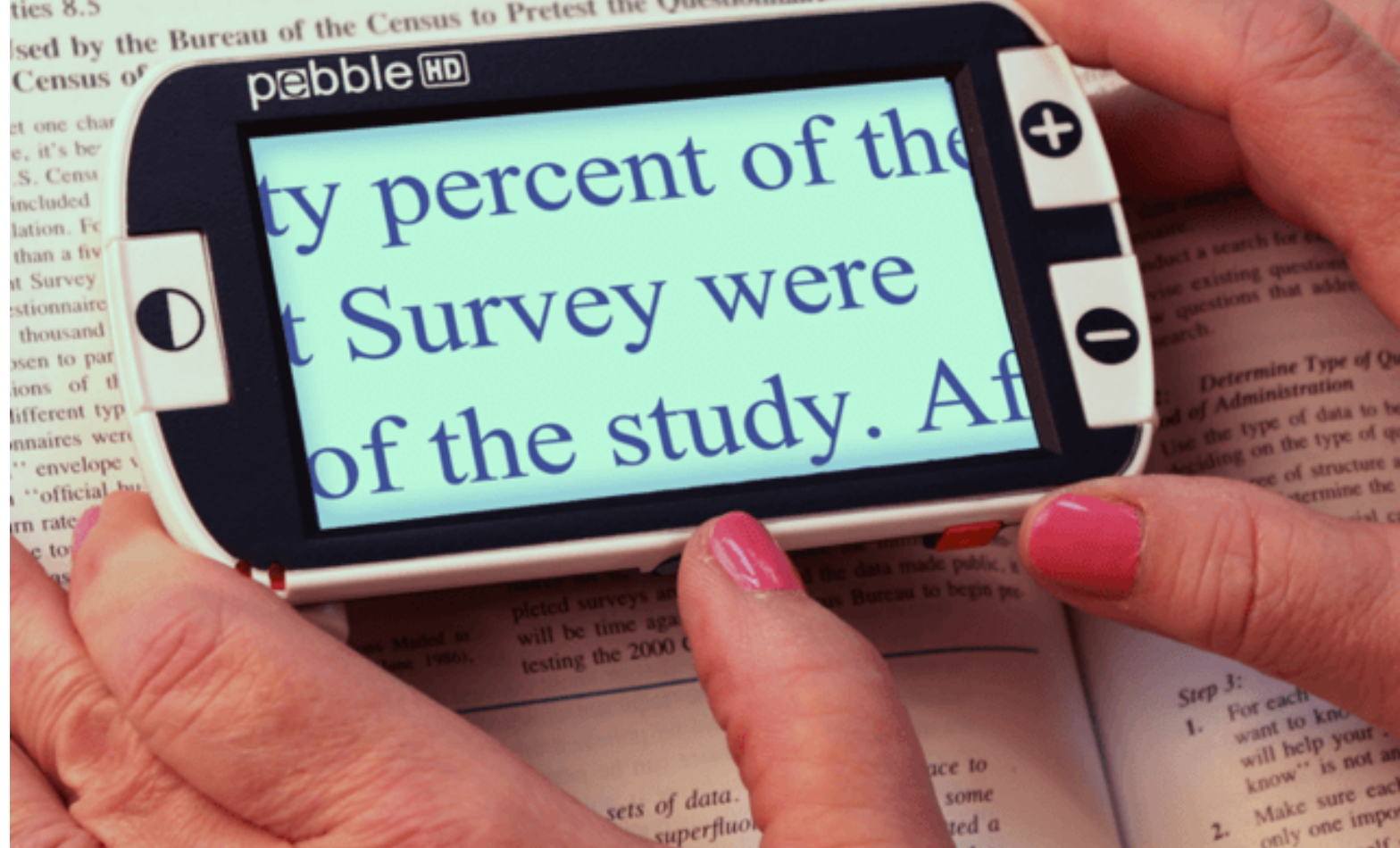
**TODAY, THIS INCLUDES  
THE INTERNET!**



# What is inclusion

ON THE INTERNET?







I can't see  
very well



I am  
blind



I can't hear  
very well

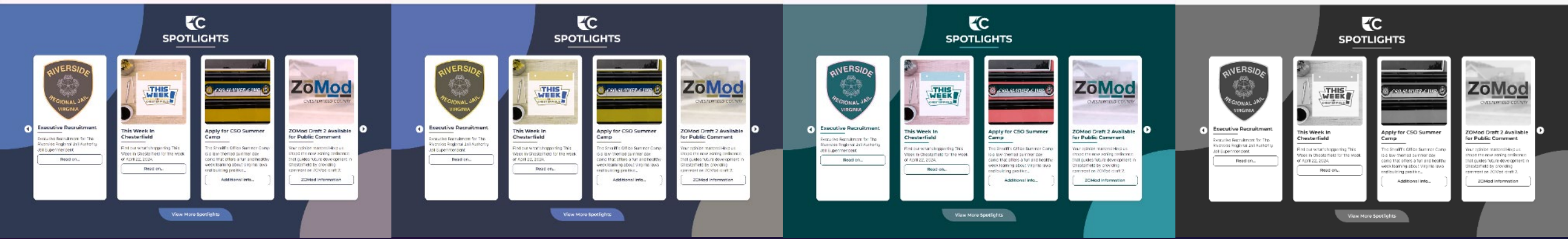


I find words  
difficult



I can't  
*see* well.





Deutanopia

Protanopia

Tritanopia

Achromatopsia







I can't see  
very well

# Practical Accessibility

- When creating graphics or images, make sure the colors you are using have high contrast.
- Images should not have text. Text is most readable when it is not embedded in an image.
- Do not underline text for emphasis. To a colorblind person, this could look like a hyperlink.
- Do not use **color** for emphasis.
- Stick with the default font styles and sizes on the web.
- Make all content web content. Avoid PDFs when possible.



I am  
**blind.**





[Chesterfield Behind the Mic Podcast](#)[Chesterfield Kindness](#)[Chesterfield on Point Blog](#)[County Social Media Accounts and Comments Policy](#)[Happening In Chesterfield and County Newsletters](#)[WCCT Chesterfield Community Television](#)

## CHESTERFIELD ON POINT

POSTED ON: JUNE 7, 2024

# CHESTERFIELD OPENS THE DIAMONDS AT IRON BRIDGE, A JEWEL OF A FACILITY FOR RESIDENTS AND VISITORS



# Practical Accessibility



I am  
blind

- No who/what/when/where/why/how information in images
  - **Text in images is no longer text!**
- Always use text alternatives, or alt text, for images
- Don't UPPERCASE text for emphasis
- Correct use headings and subheadings to make a page easily scannable and keyboard navigable



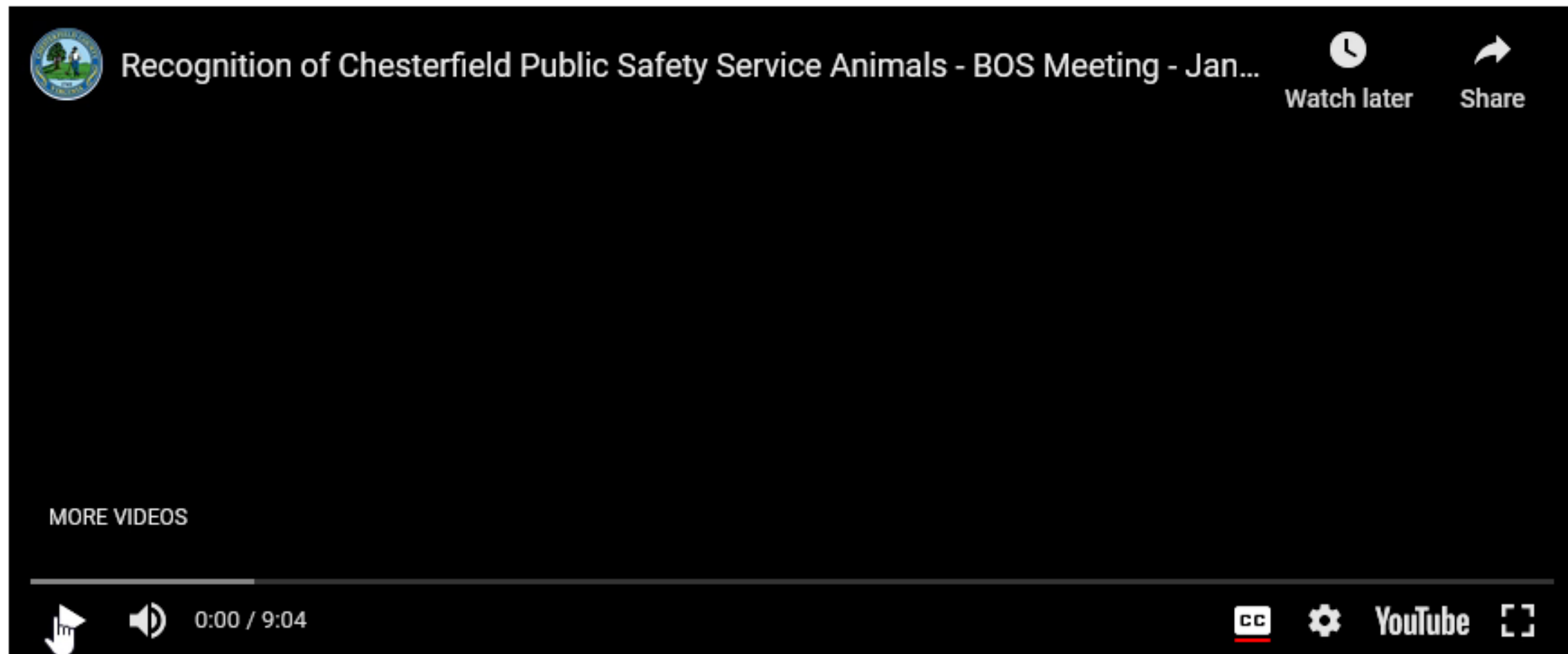
I can't  
hear well.





## RECOGNITION OF PUBLIC SERVICE ANIMALS

During their evening business meeting, the board and County Administrator Dr. Joe Casey held a special recognition for the service dogs and their handlers who are employed by Chesterfield's public safety agencies. Watch the presentation in its entirety below.



The image shows a YouTube video player interface. At the top left is the Chesterfield County logo. The video title is "Recognition of Chesterfield Public Safety Service Animals - BOS Meeting - Jan...". To the right of the title are icons for "Watch later" (a clock) and "Share" (a right-pointing arrow). Below the title area, the text "MORE VIDEOS" is visible. At the bottom of the player, there is a progress bar showing "0:00 / 9:04", a volume icon, a closed captions icon (CC), a settings gear icon, the YouTube logo, and a full-screen icon.





I can't hear  
very well

# Practical Accessibility

- Don't lock content behind audio or video barriers (provide multiple ways for users to consume information)
- All content should have a text alternative
- Turn on live captions or upload a transcript to YouTube



I find **words**  
difficult.





## Headlines

Daily Digest

October 22, 2017 - Report  
Hurricane Maria Communications Status Report for Oct. 22

October 21, 2017 - Report  
Hurricane Maria Communications Status Report for Oct. 21

October 20, 2017 - Report  
Hurricane Maria Communications Status Report for Oct. 20

October 19, 2017 - Report  
Hurricane Maria Communications Status Report for Oct. 19

[More Headlines](#)

Featured

## Hurricane Maria

Notices, Reporting, Tips and Resources



### Access Now

[See More](#)

**47 CFR**  
Rules & Regulations

**ECFS**  
Electronic Comment Filing System

**EDOCS**  
Commission Documents

**ULS**  
Universal Licensing System

**FRN**  
FCC Registration Number

**Auctions**  
Spectrum Auctions

File a **Consumer Complaint** →

File a **Public Comment** →

File a **Public Safety Report** →

## Events

October 23, 2017

OCT | [October 2017 Open](#)

OCT | [Communications](#)



[Active Development and Zoning Cases](#)[Budget and Strategic Planning](#)[Capital Improvement Program](#)[Community and Cultural Events](#) +[Convenience Centers and Recycling](#)[Environmental Stewardship](#)[History](#) +[Home](#) > [Community](#) > Living in Chesterfield

## Living in Chesterfield

### First Choice Community

Chesterfield is a great place to live, work and play. Since our county has so much to offer, we've created this guide to help new and life-long residents alike learn how Chesterfield operates, how to get involved in your government and community and the many resources available to help resident lead fulfilling, informed and healthy lives. Chesterfield's strength is reflected in the insightfulness, generosity and diversity of its community members. Thank you for being a part of the Chesterfield story!

[▶ Get Involved](#)[▶ How We Operate](#)[▶ Around the Community](#)[▶ Community Partners](#)



# 60%

Of all [Chesterfield.gov](https://chesterfield.gov)  
traffic is from a  
mobile device





I find words  
difficult

# Practical Accessibility

- Write in plain language. Don't use jargon. Content should be understandable to an 8<sup>th</sup> grader.
- It is not necessary to provide Spanish versions of most content on the web. This is not inclusive.
- Links should be descriptive. Try View the Budget instead of Budget: Click Here.
- Key information should be available directly in the text of a webpage (not in an image or PDF). This allows the website to run translation services.



# Let's Talk About PDFs Real Quick

You cannot bypass the ADA by communicating with PDFs.



PDF



# Let's Talk About PDFs Real Quick

**Part of the problem is that PDFs are not really digital:**

- Most of the time, the call to action of a PDF is to print it out
- Most items that are uploaded as PDFs were originally physical printed copies
- PDFs are not dynamic or responsive like HTML webpages
- Some PDFs can take several minutes to download and view
- Search engine indexing is less accurate and reliable in PDFs
- Most PDFs are not ADA compliant and cannot be scanned or searched by text recognition devices



# Let's Talk About PDFs Real Quick

Despite this, PDFs have become the content delivery method of choice for many of government communicators.

Our role is to make efforts to **mitigate and reduce or organizations' dependencies on PDFs** as they have become the latest frontier in inaccessible architecture.



How is the  
ADA **enforced?**



# APRIL 2026

Deadline for State and Local Governments  
to Comply with DOJ Rule





# DOJ Settlement Penalties

- Designation of an ADA Coordinator or Accessibility Officer
- Adoption of a Web Accessibility Policy
- Public Feedback Mechanism and Community Participation
- Accessibility Training for Staff
- Website and Document Remediation
- Third-Party Audits and Monitoring
- Procurement Policies
- Monetary Fines or Damages (ranging from \$10,000-\$250,000+)
- Regular Reporting to the DOJ
- Posting of Notice and Public Commitment



# DOJ Settlement Penalties

- US DOJ v Butler County, MO [ada.gov/butlersa.htm](http://ada.gov/butlersa.htm)
- US DOJ v Cheshire County, NH [ada.gov/cheshire.htm](http://ada.gov/cheshire.htm)
- US DOJ v City of Bend, OR [ada.gov/bendor.htm](http://ada.gov/bendor.htm)
- US DOJ v City of Burton, MI [ada.gov/burtonsa.htm](http://ada.gov/burtonsa.htm)
- US DOJ v City of Coral Gables [ada.gov/CoralGablesSA.htm](http://ada.gov/CoralGablesSA.htm)
- US DOJ v City of Davenport, IA [ada.gov/DavenportSA.htm](http://ada.gov/DavenportSA.htm)
- US DOJ v City of Frederick, MD [ada.gov/fredericksa.htm](http://ada.gov/fredericksa.htm)
- US DOJ v City of Gallup, NM [ada.gov/gallupnm.htm](http://ada.gov/gallupnm.htm)
- US DOJ v City of Green Bay, WI [ada.gov/GreenBaySA.htm](http://ada.gov/GreenBaySA.htm)
- US DOJ v City of San Luis Obispo [ada.gov/sanluis.htm](http://ada.gov/sanluis.htm)
- US DOJ v City of San Rafael, CA [ada.gov/SanRafaelSA.htm](http://ada.gov/SanRafaelSA.htm)
- US DOJ v City of Suffolk, VA [ada.gov/suffolkva.htm](http://ada.gov/suffolkva.htm)
- US DOJ v County of Cape May, NJ [ada.gov/capemaysa.htm](http://ada.gov/capemaysa.htm)
- US DOJ v Deschutes County, OR [ada.gov/deschutessa.htm](http://ada.gov/deschutessa.htm)
- US DOJ v Highland County, OH [ada.gov/highlandsa.htm](http://ada.gov/highlandsa.htm)
- US DOJ v Jeffersonville, IN [ada.gov/jeffersonvillesa.htm](http://ada.gov/jeffersonvillesa.htm)
- US DOJ v Lafayette County, FL [ada.gov/lafayettefl.htm](http://ada.gov/lafayettefl.htm)
- US DOJ v Minnehaha, SD [ada.gov/minnehahasa.htm](http://ada.gov/minnehahasa.htm)
- US DOJ v Missoula County, MT [ada.gov/missoula.htm](http://ada.gov/missoula.htm)
- US DOJ v Taos County, NM [ada.gov/TaosSA.htm](http://ada.gov/TaosSA.htm)
- US DOJ v The City and Borough of Juneau, AK [ada.gov/JuneauSA.htm](http://ada.gov/JuneauSA.htm)
- US DOJ v Town of Brunswick, ME [ada.gov/BrunswickSA.htm](http://ada.gov/BrunswickSA.htm)
- US DOJ v Town of Fountain Hills, AZ [ada.gov/FountainHillsSA.htm](http://ada.gov/FountainHillsSA.htm)
- US DOJ v Town of Vail CO [ada.gov/VailSA.htm](http://ada.gov/VailSA.htm)
- US DOJ v Vail Recreation District [ada.gov/VailRecSA.htm](http://ada.gov/VailRecSA.htm)
- US DOJ v Washington County, UT [ada.gov/washcout.htm](http://ada.gov/washcout.htm)
- US DOJ v Ada County, ID [ada.gov/adaidsa.htm](http://ada.gov/adaidsa.htm)
- US DOJ v Allen County, IN [ada.gov/allensa.htm](http://ada.gov/allensa.htm)
- US DOJ v Amarillo, TX [ada.gov/amarillotxsa.htm](http://ada.gov/amarillotxsa.htm)
- US DOJ v Barnstable County, MA [ada.gov/barnstableMApca.htm](http://ada.gov/barnstableMApca.htm)
- US DOJ v Billings, MT [ada.gov/BillingsMTpca.htm](http://ada.gov/BillingsMTpca.htm)
- US DOJ v Birmingham, AL [ada.gov/birminghamalsa.htm](http://ada.gov/birminghamalsa.htm)
- US DOJ v City of Durham, NC [ada.gov/DurhamNCpca.htm](http://ada.gov/DurhamNCpca.htm)
- US DOJ v City of Fontana, CA [ada.gov/FontanaCApca06.htm](http://ada.gov/FontanaCApca06.htm)
- US DOJ v City of Gary, IN [ada.gov/garysa.htm](http://ada.gov/garysa.htm)
- US DOJ v City of Hutchinson, KS [ada.gov/hutchinsonks.htm](http://ada.gov/hutchinsonks.htm)
- US DOJ v City of Memphis, TN [ada.gov/memphistnsa.htm](http://ada.gov/memphistnsa.htm)
- US DOJ v City of North Las Vegas, NV [ada.gov/northlasvegasNmpca....](http://ada.gov/northlasvegasNmpca....)
- US DOJ v City of Omaha, NE [ada.gov/omahanesa.htm](http://ada.gov/omahanesa.htm)
- US DOJ v City of Providence, RI [ada.gov/providencerisa.htm](http://ada.gov/providencerisa.htm)
- US DOJ v City of Sedona, AZ [ada.gov/sedona.htm](http://ada.gov/sedona.htm)
- US DOJ v City of Tucson, AZ [ada.gov/tucsonazsa.htm](http://ada.gov/tucsonazsa.htm)
- US DOJ v City of Waukegan, IL [ada.gov/waukegasa.htm](http://ada.gov/waukegasa.htm)
- US DOJ v County of Maui, HI [ada.gov/mauisa.htm](http://ada.gov/mauisa.htm)
- US DOJ v Crittenden County, AR [ada.gov/crittendensa.htm](http://ada.gov/crittendensa.htm)
- US DOJ v Florence County, SC [ada.gov/florencesc.htm](http://ada.gov/florencesc.htm)
- US DOJ v Hartford, CT [ada.gov/hartfordctsa.htm](http://ada.gov/hartfordctsa.htm)
- US DOJ v Laurens County, SC [ada.gov/laurensasca.htm](http://ada.gov/laurensasca.htm)



# But wait, there's more!

- US DOJ v Loudoun County, VA [ada.gov/loudounvasa.htm](http://ada.gov/loudounvasa.htm)
- US DOJ v Madison County, TN [ada.gov/madisontnsa.htm](http://ada.gov/madisontnsa.htm)
- US DOJ v Miami, FL [ada.gov/miamiflsa.htm](http://ada.gov/miamiflsa.htm)
- US DOJ v Monroe County, NY [ada.gov/monroenysa.htm](http://ada.gov/monroenysa.htm)
- US DOJ v Monroe County, PA [ada.gov/monroecountypa.htm](http://ada.gov/monroecountypa.htm)
- US DOJ v Paterson, NJ [ada.gov/patersonnjsa.htm](http://ada.gov/patersonnjsa.htm)
- US DOJ v Prince Georges County, MD [ada.gov/princegeorgesmdsa.htm](http://ada.gov/princegeorgesmdsa.htm)
- US DOJ v Springhill, LA [ada.gov/SpringhillLApca.htm](http://ada.gov/SpringhillLApca.htm)
- US DOJ v St. Louis County, MN [ada.gov/stlouismnsa.htm](http://ada.gov/stlouismnsa.htm)
- US DOJ v Washington County, ME [ada.gov/washingtonmesa.htm](http://ada.gov/washingtonmesa.htm)
- US DOJ v Webb County, TX [ada.gov/webbtksa.htm](http://ada.gov/webbtksa.htm)
- US DOJ v Will County, IL [ada.gov/willilsa.htm](http://ada.gov/willilsa.htm)
- US DOJ v Arlington County, VA [ada.gov/arlingsa.htm](http://ada.gov/arlingsa.htm)
- US DOJ v Daviess County, KY Public Library District [ada.gov/DaviessCountyLibKYp...](http://ada.gov/DaviessCountyLibKYp...)
- US DOJ v Kanawha County, WV [ada.gov/kanawhawvsa.htm](http://ada.gov/kanawhawvsa.htm)
- US DOJ v Kanawha Parks and Recreation, West Virginia [ada.gov/kanawhawvparkssa.htm](http://ada.gov/kanawhawvparkssa.htm)
- US DOJ v Metro 911 of Kanawha County, WV [ada.gov/kanawhawv911sa.htm](http://ada.gov/kanawhawv911sa.htm)
- US DOJ v Newark, NJ [ada.gov/NewarkNJpca.htm](http://ada.gov/NewarkNJpca.htm)
- US DOJ v Shreveport, LA [ada.gov/shreveportlasa.htm](http://ada.gov/shreveportlasa.htm)
- US DOJ v Pike County Health Dept. [ada.gov/pike\\_co\\_health.htm](http://ada.gov/pike_co_health.htm)
- US DOJ v Pike County Public Library District [ada.gov/pike\\_co\\_library.htm](http://ada.gov/pike_co_library.htm)
- NFB v State of TX [nfb.org/nfb/NewsBot.asp?MOD...](http://nfb.org/nfb/NewsBot.asp?MOD...)
- US DOJ v Gadsden, AL [ada.gov/gadsden\\_pca/gadsden...](http://ada.gov/gadsden_pca/gadsden...)
- US DOJ v Pike County, KY [ada.gov/pike\\_co\\_pca/pike\\_co...](http://ada.gov/pike_co_pca/pike_co...)
- NFB v State of Arkansas [nfb.org/node/1127](http://nfb.org/node/1127)
- US DOJ v Town of Vian, OK [ada.gov/vian/viansa.htm](http://ada.gov/vian/viansa.htm)
- US DOJ v Atlanta, GA [ada.gov/atlanta\\_pca/atlanta...](http://ada.gov/atlanta_pca/atlanta...)
- US DOJ v Chautauqua County, NY [ada.gov/chautauqa/chatuagua...](http://ada.gov/chautauqa/chatuagua...)
- US DOJ v City of Niagra Falls, NY [ada.gov/niagara/niagara\\_sa.htm](http://ada.gov/niagara/niagara_sa.htm)
- US DOJ v City of Poplarville, Mississippi [ada.gov/poplarville\\_pca/pop...](http://ada.gov/poplarville_pca/pop...)
- US DOJ v City of Port St. Lucie, FL [ada.gov/st\\_lucie/st\\_lucie\\_s...](http://ada.gov/st_lucie/st_lucie_s...)
- US DOJ v Fargo, ND [ada.gov/fargo\\_pca/fargo\\_sa.htm](http://ada.gov/fargo_pca/fargo_sa.htm)
- US DOJ v Fayette County, PA [ada.gov/fayette\\_co/fayettes...](http://ada.gov/fayette_co/fayettes...)
- US DOJ v Glynn County, GA [ada.gov/glynn\\_co\\_pca/glynn...](http://ada.gov/glynn_co_pca/glynn...)
- US DOJ v Gregg County, TX [ada.gov/gregg\\_co/gregg\\_co\\_s...](http://ada.gov/gregg_co/gregg_co_s...)
- US DOJ v LaPorte County, IN [ada.gov/laporte\\_pca/laporte...](http://ada.gov/laporte_pca/laporte...)
- NFB v US Department of Education [nfb.org/node/980](http://nfb.org/node/980)
- US DOJ v Village of Midlothian, IL [ada.gov/midlothian/midlothian...](http://ada.gov/midlothian/midlothian...)
- US DOJ v Wilmington, NC [ada.gov/wilmington\\_pca/wilm...](http://ada.gov/wilmington_pca/wilm...)
- US DOJ v City of Muskegon, MI [ada.gov/muskegon\\_pca/muskeg...](http://ada.gov/muskegon_pca/muskeg...)
- US DOJ v City of Newport, RI [ada.gov/newport\\_pca/newport...](http://ada.gov/newport_pca/newport...)
- US DOJ v County of Wilson, NC [ada.gov/wilsonco\\_pca/wilson...](http://ada.gov/wilsonco_pca/wilson...)
- US DOJ v Fort Meyers, FL [ada.gov/ft\\_myers\\_pca/fort\\_m...](http://ada.gov/ft_myers_pca/fort_m...)
- US DOJ v Lancaster County, PA [ada.gov/lancaster\\_pca/lanca...](http://ada.gov/lancaster_pca/lanca...)
- US DOJ v McNeese State University [ada.gov/mcneese.htm](http://ada.gov/mcneese.htm)
- US DOJ v Pearl River County, Mississippi [ada.gov/pearl\\_co\\_pca/pearl\\_...](http://ada.gov/pearl_co_pca/pearl_...)



# And more

- US DOJ v Smyth County, VA [ada.gov/smyth\\_pca/smyth\\_sa.htm](http://ada.gov/smyth_pca/smyth_sa.htm)
- US DOJ v St. Clair County, IL [ada.gov/stclare\\_pca/stclare...](http://ada.gov/stclare_pca/stclare...)
- US DOJ v The Unified Government of Wyandotte County and Kansas City, KS [ada.gov/wyandotte\\_pca/wyand...](http://ada.gov/wyandotte_pca/wyand...)
- US DOJ v Town of Pomfret [ada.gov/pomfret\\_PCA/pomfret...](http://ada.gov/pomfret_PCA/pomfret...)
- US DOJ v City of Des Moines, IA and City of Des Moines, IA Public Library [ada.gov/des\\_moines\\_pca/des-...](http://ada.gov/des_moines_pca/des-...)
- US DOJ v City of Independence, KS [ada.gov/independence\\_ks/ind...](http://ada.gov/independence_ks/ind...)
- US DOJ v City of Madison, WI [ada.gov/madison\\_pca/madison...](http://ada.gov/madison_pca/madison...)
- US DOJ v Daviess County, KY [ada.gov/daviess\\_co\\_pca/davi...](http://ada.gov/daviess_co_pca/davi...)
- US DOJ v Fairfax County, VA [ada.gov/fairfax\\_pca/fairfax...](http://ada.gov/fairfax_pca/fairfax...)
- NFB, et al. v Florida State University (FSU) [nfb.org/node/938](http://nfb.org/node/938)
- National Federation of the Blind v Montgomery County, MD [nfb.org/node/996](http://nfb.org/node/996)
- US DOJ v Montgomery County, MD and Maryland National Capital Park and Planning Commission [ada.gov/montgomery\\_co\\_pca/m...](http://ada.gov/montgomery_co_pca/m...)
- NFB v New York University, NYU [nfb.org/NewsBot.asp?MODE=VI...](http://nfb.org/NewsBot.asp?MODE=VI...)
- US DOJ v Norfolk County, MA [ada.gov/norfolk\\_pca/norfolk...](http://ada.gov/norfolk_pca/norfolk...)
- NFB v Northwestern University [nfb.org/NewsBot.asp?MODE=VI...](http://nfb.org/NewsBot.asp?MODE=VI...)
- NFB v Penn State [nfb.org/node/958](http://nfb.org/node/958)
- US DOJ v Town of Swansea, MA [ada.gov/swansea\\_pca/swansea...](http://ada.gov/swansea_pca/swansea...)
- US DOJ v Upshur County, TX [ada.gov/upshur\\_co\\_tx\\_pca/up...](http://ada.gov/upshur_co_tx_pca/up...)
- US DOJ v Van Buren County, AR [ada.gov/van\\_buren\\_pca/van-b...](http://ada.gov/van_buren_pca/van-b...)
- US DOJ v Warrenton, VA [ada.gov/warrenton\\_va\\_pca/wa...](http://ada.gov/warrenton_va_pca/wa...)
- US DOJ v City of Kansas City, MO [ada.gov/Kansas\\_city\\_pca/kan...](http://ada.gov/Kansas_city_pca/kan...)
- US DOJ v City of North Adams, MA [ada.gov/fort-morgan-pca/for...](http://ada.gov/fort-morgan-pca/for...)
- US DOJ v City of Wills Point, TX [ada.gov/wills-point-pca/wil...](http://ada.gov/wills-point-pca/wil...)
- Donna Jodhan v Government of Canada [winnipegfreepress.com/canad...](http://winnipegfreepress.com/canad...)
- US DOJ v Humboldt, KS [ada.gov/humboldt\\_KS\\_pca/hum...](http://ada.gov/humboldt_KS_pca/hum...)
- US DOJ v Providence, RI [ada.gov/providence\\_ri\\_pca/p...](http://ada.gov/providence_ri_pca/p...)
- US DOJ v Randolph County, GA [ada.gov/randolph-co-pca/ran...](http://ada.gov/randolph-co-pca/ran...)
- US DOJ v Schuylkill County, PA [ada.gov/schuylkill-co-pca/s...](http://ada.gov/schuylkill-co-pca/s...)
- US DOJ v City of Fort Morgan, CO [ada.gov/fort-morgan-pca/for...](http://ada.gov/fort-morgan-pca/for...)
- US DOJ v City of West Columbia, SC [ada.gov/west-columbia-](http://ada.gov/west-columbia-...)
- US DOJ v Jacksonville, FL [ada.gov/jacksonville\\_pca/ja...](http://ada.gov/jacksonville_pca/ja...)
- US DOJ v Stewart County, GA [ada.gov/stewart-co-pca/stew...](http://ada.gov/stewart-co-pca/stew...)
- US DOJ v Town of Poestenkill, NY [ada.gov/poestenkill-pca/poe...](http://ada.gov/poestenkill-pca/poe...)
- Jaulus, et al. v University of California, Berkeley [dralegal.org/sites/dralegal...](http://dralegal.org/sites/dralegal...)
- NFB, et al. v US Customs and Border Patrol [news.sys-con.com/node/2595251](http://news.sys-con.com/node/2595251)
- US DOJ v Florida State University (FSU) [justice.gov/opa/pr/justice-...](http://justice.gov/opa/pr/justice-...)
- US DOJ v Orange County Clerk of Courts (Florida) [justice.gov/opa/pr/justice-...](http://justice.gov/opa/pr/justice-...)
- US Dept. Of Education v South Carolina Public Charter School District [www2.ed.gov/documents/press...](http://www2.ed.gov/documents/press...)
- US Dept. Of Education v University of Cincinnati [ed.gov/news/press-releases/...](http://ed.gov/news/press-releases/...)
- US DOJ v University of Colorado Boulder [accessinghigherground.org/w...](http://accessinghigherground.org/w...)
- US Dept. Of Education v University of Montana [nfb.org/national-federation...](http://nfb.org/national-federation...)



# ...and more!



- US Dept. Of Education v University of Cincinnati [ed.gov/news/press-releases/...](https://www.ed.gov/news/press-releases/)
- US DOJ v University of Colorado Boulder [accessinghigherground.org/w...](https://www.accessinghigherground.org/w...)
- US Dept. Of Education v University of Montana [nfb.org/national-federation...](https://www.nfb.org/national-federation...)
- National Federation of the Blind v US Department of Education [nfb.org/national-federation...](https://www.nfb.org/national-federation...)
- NFB v US Department of Education [nfb.org/national-federation...](https://www.nfb.org/national-federation...)
- US Dept. Of Education v Youngstown State University [ed.gov/news/press-releases/...](https://www.ed.gov/news/press-releases/)
- NFB, et al. v Atlantic Cape Community College [nfb.org/national-federation...](https://www.nfb.org/national-federation...)
- US DOJ v Champaign County, IL [ada.gov/champaign\\_pca/champ...](https://www.ada.gov/champaign_pca/champ...)
- US DOJ v Chaves County, New Mexico [ada.gov/chaves\\_county\\_pca/c...](https://www.ada.gov/chaves_county_pca/c...)
- US DOJ v City of Cedar Rapids, IA [ada.gov/cedar\\_rapids\\_pca/ce...](https://www.ada.gov/cedar_rapids_pca/ce...)
- US DOJ v City of Dekalb Illinois [ada.gov/dekalb\\_il\\_sa.html](https://www.ada.gov/dekalb_il_sa.html)
- US DOJ v City of Fallon, NV [ada.gov/fallon\\_nv\\_sa.html](https://www.ada.gov/fallon_nv_sa.html)
- US DOJ v City of Galveston, TX [ada.gov/galveston\\_tx\\_pca/ga...](https://www.ada.gov/galveston_tx_pca/ga...)
- US DOJ v City of Parowan, UT [ada.gov/parowan\\_sa.html](https://www.ada.gov/parowan_sa.html)
- US DOJ v City of Ruidoso, NM [ada.gov/ruidoso\\_sa.html](https://www.ada.gov/ruidoso_sa.html)
- US DOJ v City of the Isle of Palms, SC [ada.gov/isle\\_palms\\_sa.html](https://www.ada.gov/isle_palms_sa.html)
- US DOJ v City of Vero Beach, FL [ada.gov/vero\\_beach\\_sa.htm](https://www.ada.gov/vero_beach_sa.htm)
- Ohio Secretary Of State v Disability Rights Ohio [dispatch.com/content/storie...](https://www.dispatch.com/content/storie...)
- US Dept. Of Education v Higley Unified School District [www2.ed.gov/about/offices/l...](https://www2.ed.gov/about/offices/l...)
- US DOJ v Lumpkin County, GA [ada.gov/lumpkin\\_co\\_pca/lump...](https://www.ada.gov/lumpkin_co_pca/lump...)
- US DOJ v Madison County, NY [ada.gov/madison\\_co\\_ny\\_pca/m...](https://www.ada.gov/madison_co_ny_pca/m...)
- US DOJ v McClennan County, TX [ada.gov/mclennan\\_pca/mclenn...](https://www.ada.gov/mclennan_pca/mclenn...)
- US DOJ v Merced County, CA [ada.gov/merced\\_co/merced\\_sa...](https://www.ada.gov/merced_co/merced_sa...)
- Aleeha Dudley v Miami University [justice.gov/opa/pr/justice-...](https://www.justice.gov/opa/pr/justice-...)
- US DOJ v National Museum of Crime and Punishment [ada.gov/crime\\_punishment\\_mu...](https://www.ada.gov/crime_punishment_mu...)
- US DOJ v Nueces County, TX [justice.gov/opa/pr/justice-...](https://www.justice.gov/opa/pr/justice-...)
- US DOJ v Pennington County, SD [ada.gov/pennington\\_co/penni...](https://www.ada.gov/pennington_co/penni...)
- US DOJ v Robeson County, NC [ada.gov/robeson\\_co\\_pca/robe...](https://www.ada.gov/robeson_co_pca/robe...)
- US DOJ v San Juan County, New Mexico [ada.gov/san\\_juan\\_co\\_pca/san...](https://www.ada.gov/san_juan_co_pca/san...)
- US DOJ v The cities of DeKalb, Illinois; Vero Beach, Florida; Fallon, Nevada; and Isle of Palms, South Carolina [justice.gov/opa/pr/justice-...](https://www.justice.gov/opa/pr/justice-...)
- US Dept. Of Education v University of Phoenix [www2.ed.gov/about/offices/l...](https://www2.ed.gov/about/offices/l...)
- US DOJ v Yakima County, WA [ada.gov/yakima\\_co\\_pca/yakim...](https://www.ada.gov/yakima_co_pca/yakim...)










What should we  
be doing about  
**accessibility?**













 Check Accessibility  
 Language






-  Check Accessibility
-  Alt Text
-  Navigation Pane
-  Focus
-  Options: Accessibility

 Check Accessibility  
 Translate

-  Check Accessibility
-  Alt Text
-  Format as Table
-  Unmerge Cells
-  Options: Accessibility
-  Accessibility Help

	A
1	External Traffic
2	Language
3	20220101-20221231
4	
5	Links to data:
6	Dataset1
7	Dataset2
8	
9	
10	
11	
12	
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14	
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16	
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19	

 Check Accessibility  
 Language

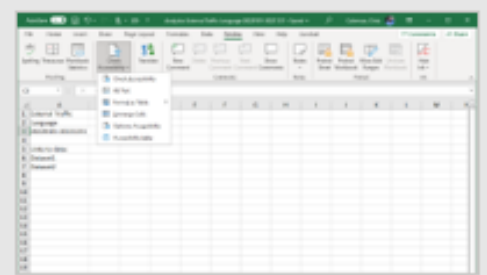
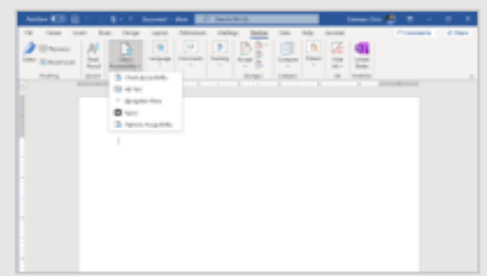
-  Check Accessibility
-  Alt Text
-  Reading Order Pane
-  Options: Accessibility
-  Accessibility Help

66

67

68

69



What are Chesterfield.gov users looking for?



Accessibility is Great! - Message (HTML)

File Message Insert Draw Options Format Text **Review** Help Acrobat Tell me

abc Spelling and Grammar Editor Thesaurus Word Count Read Aloud **Check Accessibility** Language

Send From ColemanChris@ches To Henry, Lauren Cc Bcc Subject Accessibility is Great!

**Check Accessibility**  
Keep it inclusive.  
Let us make sure that your file follows accessibility best practices. We'll help you fix issues quickly with easy-to-follow directions or recommendations.  
[Tell me more](#)

Hello Lauren,

Just wanted to let you know that **ACCESSIBILITY IS AWESOME!**



**Accessibility**

Inspection Results

**Errors**

- > **Missing alternative text (1)**

**Warnings**

- > **Hard-to-read text contrast (1)**

**Additional Information**

**Why Fix?**  
Text becomes difficult to read when its color is too similar to the color behind it. Increasing contrast makes text easier to read, especially when viewing documents in bright light.

**Steps To Fix:**  
Increase contrast by changing the color of the font (Home tab) or by changing the highlight color (Home tab).





Tweet



US Department of the Interior  
@Interior



Interior is committed to ensuring that everyone, no matter their background or zip code, can enjoy the benefits of the outdoors. Through the "America the Beautiful" initiative, we are working to create more outdoor spaces across the country.

Learn more: [doi.gov/increasing-acc...](https://doi.gov/increasing-acc...)



4:38 PM · 2/22/23 · 15.4K Views

147 Likes 21 Retweets 2 Quotes

Tweet your reply



Tweet



US Department of the Interior  
@Interior



Interior is committed to ensuring that everyone, no matter their background or zip code, can enjoy the benefits of the outdoors. Through the "America the Beautiful" initiative, we are working to create more outdoor spaces across the country.

Learn more: [doi.gov/increasing-acc...](https://doi.gov/increasing-acc...)




### Image description


Recreationists in blue and red boats paddle down a river and look out onto a mountain range. A waterfall can be seen on their left and tall green trees sit along the riverbank.

Dismiss

← Tweet


 Everyone ▾

Find everything you need on [Chesterfield.gov](https://www.chesterfield.gov)!





Tag people **Add description**

Everyone can reply




+

← Edit image descripti... Save

 ALT 

×




### Add descriptions

You can add a description, sometimes called alt-text, to your photos so they're accessible to even more people, including people who are blind or have low vision. Good descriptions are concise, but present what's in your photos accurately enough to understand their context.

Sure

No, thanks

← Edit image descripti... Save

 ALT 



Description 89 / 1,000

Chesterfield.gov website displaying on desktop computer, tablet, mobile phone and laptop.

[What is alt text?](#)

## Create Post



Chris Coleman

Friends

Find everything you need on Chesterfield.gov!



Edit



Add Photos/Videos



Add photos and videos from your mobile device.

Add

Add to your post



Post



Crop



Rotate



Tag photo



Text Tool



Alternative text

Use generated alt text for this photo or add custom alt text:

No photo description available.



Custom alt text

Chesterfield.gov website displaying on desktop computer, tablet, mobile phone and laptop.



Save

Cancel




Instagram

- Home
- Search
- Explore
- Reels
- Messaging
- Notifications
- Create
- Profile

### Create new post

Share



Find everything you need on Chesterfield.gov!

45/2,200

Add location

**Accessibility**

Alt text describes your photos for people with visual impairments. Alt text will be automatically created for your photos or you can choose to write your own.

for, tablet, mobile phone and laptop.

Advanced settings




More

Adobe Express Schedule

### New post

Select Channels 0 channels selected

Media



View Add alt text Add Delete

Publish date

You can remove the Publish date to create an unscheduled post.

Time 10:33 AM

Draft post

Schedule

Caption

Vote early starting today! 🗳️


Preview

Adobe Express Schedule

### New post

Select Channels 0 channels selected

Add alt text for this image



Alt text

Vote Early Day is October 22 in Virginia

380

Cancel Save



Robin Roberts Promotions LLC



GET READY TO:

- Eat some great seafood
- Tap your toes to live music
- Stroll through more than 50 arts and crafts exhibitors
- Visit the Makers Village to see a blacksmith, glass blowing, leather making, wood carving, boot making and chain saw art

These are just a few of the highlights of the North Georgia Highlands Seafood Festival. Presented by Robin Roberts Promotions and the City of Young Harris, this festival features tons of delicious food, outstanding music and affordable homegrown arts & crafts. Families will enjoy the playground at the park.

ENJOY, FIRST HAND, THE MOST ENCHANTED VALLEY IN NORTH GEORGIA ... YOUNG HARRIS. In the northeast corner of Georgia, approximately two hours north of Atlanta, where summers are cool and winters are severely beautiful, is a land as rich in natural beauty as when the Cherokees named the land. Visitors can enjoy authentic mountain music, arts and crafts, fine lodging, dining, and resort facilities, all designed to make a visit to Towns County a memorable one. Located along the Southern Highlands Trail, the city of Young Harris is one of the most beautiful sites in the state. As you drive over the hill from Hiwassee and see the valley below, you will be captivated with its grandeur and grace.



Great Variety of Seafood Vendors from the North Georgia Mountains to Savannah!  
Live Music • Arts & Crafts  
Makers Village



Beer & Wine Gardens!

June 2-4, 2017

Mayors Park • Hwy 76 • Young Harris, Ga.

Friday 3pm-9pm • Saturday 10am-9pm • Sunday 10am-5pm

Free Parking • Admission \$5 • Children Under 12 Free

Presented By

Robin Roberts Promotions, LLC

AND

City of Young Harris

SPONSORS



Bring a chair or blanket to sit back and enjoy the music!

Musical Guests Include:  
Goat Fingers • County River Band  
Baking Bites • Breaking Point • Duck & Toad • "The Star Band" • Coastline  
Gold Standard Band  
NO COOLERS PLEASE

Visit [www.northgeorgiahighlandsseafoodfestival.com](http://www.northgeorgiahighlandsseafoodfestival.com) for a schedule of Music, Artists, Craft Demonstrations and Food Menus, Tickets & More! 706-897-6179



FREE EVENT

FAMILY FUN DAY!



WYNNUM SEAFOOD FESTIVAL



- FRESH SEAFOOD AND GOURMET FOOD • LOCAL WINES AND CRAFT BEERS
- MUD CRAB RACES • PRAWN PEELING COMPETITION • MARKET STALLS
- CHAMPAGNE AND OYSTER BAR • COOKING DEMONSTRATIONS
- LIVE MUSIC AND ENTERTAINMENT • FOOD TRUCKS
- CHILDREN'S RIDES AND ACTIVITIES • RAFFLES AND PRIZES TO BE WON!

[www.wynnumseafoodfestival.com.au](http://www.wynnumseafoodfestival.com.au) | @wynnumseafoodfestival

22h · 🌐

Heads up - reminder texts!


# NOTICE: REMINDER TEXTS

THE HAMPTON & PENINSULA HEALTH DISTRICTS WILL BE SENDING OUT A REMINDER TEXT OR ROBO CALL TO THOSE IN OUR 6 LOCALITIES STATING THEIR ELIGIBILITY FOR COVID-19 BOOSTER SHOTS. THIS REMINDER IS NOT PHISHING OR A SCAM. THE TEXTS ARE EXPECTED TO BEGIN THE WEEK OF JANUARY 24, 2022.

THIS INFORMATION WILL BE OBTAINED FROM VIIS (THE VIRGINIA IMMUNIZATION INFORMATION SYSTEM).

NOT EVERYONE WILL BE CONTACTED AT FIRST AND YOU DO NOT NEED TO WAIT FOR THIS NOTIFICATION TO GET YOUR VACCINE BOOSTER.

TO FIND A VACCINE OR AN APPOINTMENT AT A CVC OR ANOTHER LOCATION NEAR YOU, VISIT [VACCINATE.VIRGINIA.GOV](http://VACCINATE.VIRGINIA.GOV) OR CALL 877-VAX-IN-VA (877-829-4682. TTY USERS CALL 7-1-1).


 **Hampton and Peninsula**  
HEALTH DISTRICTS

JANUARY 25, 2022





5d · 🌐

Due to inclement weather, county offices, the Recreation Center, all County parks, the Transfer Station and Convenience Centers will open at 10 a.m. Friday, Jan. 21. The Community Center will open at 4 p.m. Visit [www.ourcountyva.gov](http://www.ourcountyva.gov) to sign up for the latest updates and alerts.



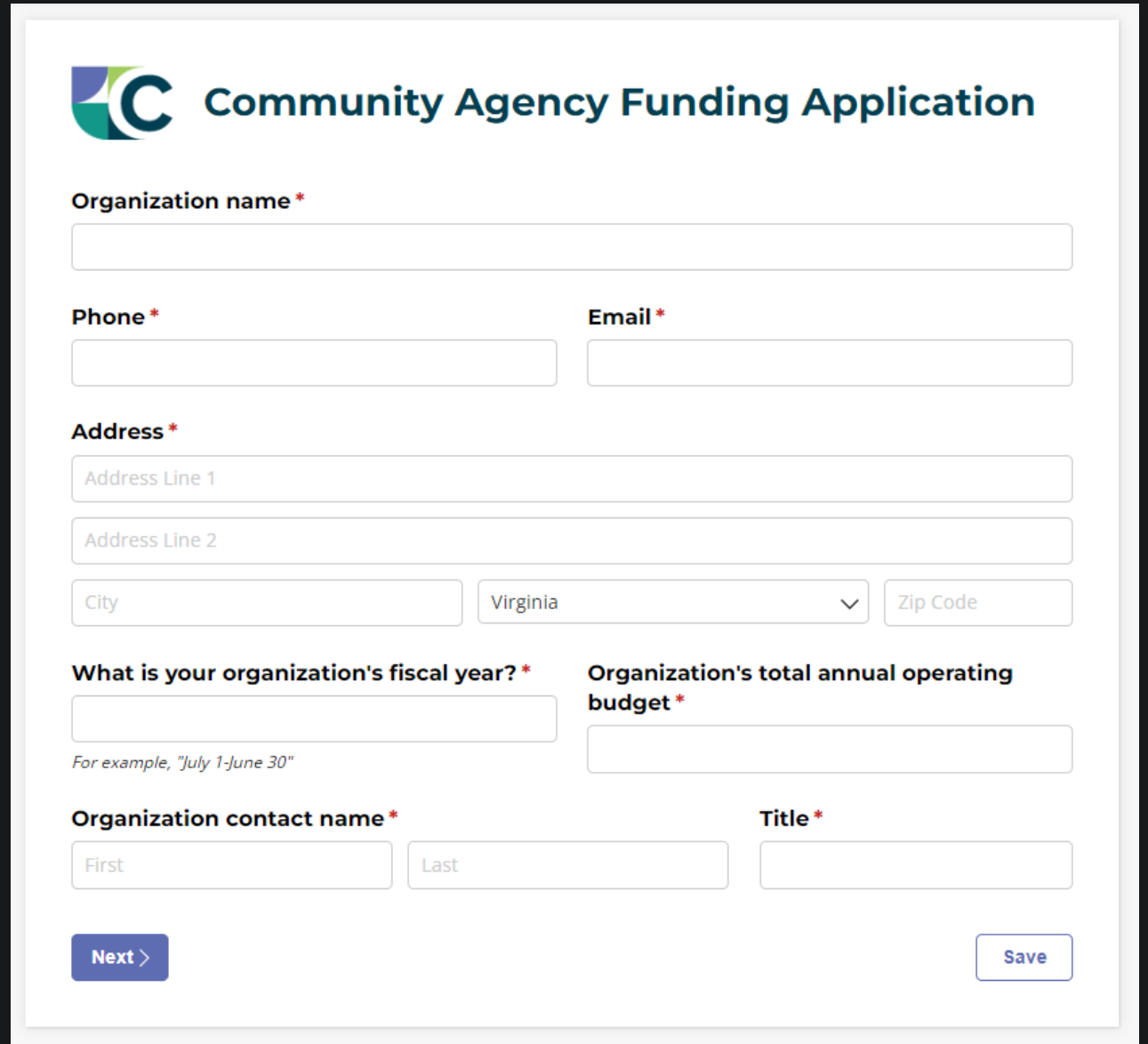
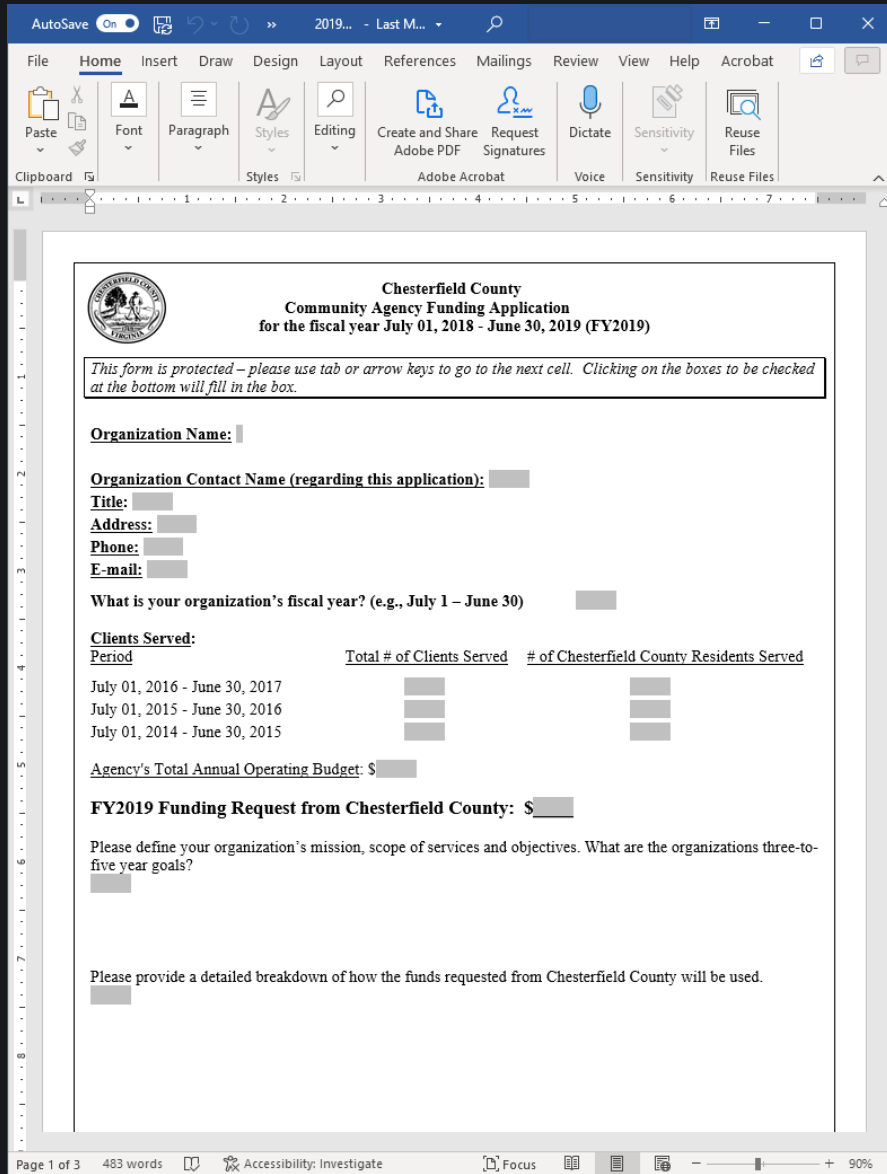
# CLOSURES & CANCELLATIONS

[countyva.gov](http://countyva.gov) |  @ |  / | [/county](https://www.instagram.com/countyva)

👍 5

1 Share







# Practical Accessibility Recap

## Text and Links

- No underlines – underlines are just for links
- Links should be descriptive – no “click here”
- No UPPERCASE for emphasis
- No **color** for emphasis
- Make all content text content– PDFs and images do not count
- Write in plain language – no jargon, aim for 8th grade reading level
- Choose one language, so that translation tools can identify and translate text

## Images

- No who/what/when/where/why/how
- Always provide alt text

## Videos/Audio

- Always provided closed captioning and transcripts – transcripts need to include any who/what/when/where/why/how information included in video visuals

## Tables/Charts/Infographics

- Simple tables, charts and infographics can be built as mobile-friendly web content – do not place screenshot versions on website

## Page/Document Design

- Correct use of subheadings for hierarchy – H1, H2, H3, Paragraph, etc.
- Color contrast – text, graphics, etc.

# Discussion and Questions

