



UNM Staff Council 2021 Resolution # 1

Name: Electronic Information Accessibility

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Adopted by Staff Council on: February 16, 2021

1. Whereas, The Americans with Disabilities Act (ADA) is a comprehensive federal civil rights law prohibiting discrimination on the basis of disability, and Titles II and III of the ADA prohibit discriminatory lack of access for individuals with disabilities to goods and services of public services and public accommodations, respectively (Bureau of Internet Accessibility (BoIA));
2. Whereas, Title II extends a prohibition on discrimination to the activities of state and local governments regardless of whether such entities receive federal financial assistance (28 CFR; 35.102-35.104);
3. Whereas, The Department of Justice (DOJ), the agency charged with implementing the provisions of Titles II and III has stated in lawsuits and structured settlements that “no individual shall be discriminated against on the basis of disabilities in the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of any place of public accommodation” (Justice (DOJ), 2017);
4. Whereas, The Web Accessibility Initiative (WAI) of the Worldwide Web Consortium (W3C) has created recognized international guidelines for website accessibility. These guidelines, which are set out in the Web Content Accessibility Guidelines (WCAG), detail how to make websites accessible to all individuals with disabilities. The DOJ uses WCAG 2.0 Level AA as the accepted standards by which to judge a website’s accessibility (Caldwell, Cooper, Loretta Guarino, & Vanderheiden, 2008);
5. Whereas, The University of New Mexico (UNM) is a public institution that receives federal financial assistance and is bound by the ADA Title II and III requirements (28 CFR; 35.102-35.104);
6. Whereas, Now, more than ever, staff rely on electronic distribution of information to fulfill their duties and receive crucial information regarding University operations;
7. Whereas, UNM has a diverse body including those with visual impairments who may rely on technology such as screen readers to translate electronic information;
8. Whereas, UNM has a diverse body including those with fine motor disabilities who may experience difficulty with technology requiring clicking and scrolling; and
9. Whereas, UNM logos in digital format for formal University communications are widely used and rarely have alternative text (text placed within the HTML code that describes the function and appearance of an image or object if said object fails to load or cannot be seen, which can be read aloud by screen reader applications);
10. Resolved, That the UNM Staff Council requests that the Administration provide adequate support to such entities as University Communications and Marketing (UCAM) to ensure the University’s web presence follow the principles of Web Content Accessibility Guidance (WCAG);

11. Resolved, That the Staff Council further requests UNM create a policy that all websites developed within the unm.edu domain meet at least WCAG 2.1 Level AA criteria;
12. Resolved, That the Staff Council recommends UNM fund enterprise-level tools that colleges and departments can use to provide ADA-compliant media and web content;
13. Resolved, That the Staff Council requests that the university provide accessible training materials for staff with disabilities as [defined by The UNM Office of Equal Opportunity](#) (UNM Office of Equal Opportunity);
14. Resolved, That the Staff Council requests that UCAM provide standardized language and instruction for adding alt text to all UNM and UNM department logos; and
15. Resolved, That the Staff Council requests that the Administration provide centralized access to information and training materials to help staff create content that is accessible.

Copies of this Resolution shall be sent to the UNM Board of Regents; UNM President Dr. Garnett Stokes; Senior VP for Finance and Administration Teresa Costantinidis; VP for Human Resources Dorothy Anderson; Interim EVP for Health Sciences Dr. Michael Richards; Provost and EVP for Academic Affairs Dr. James Holloway; OEO Director/ADA Coordinator Dr. Francie Cordova; ARC Interim Director Amanda Butrum; Chief Marketing and Communications Officer Cinnamon Blair; Chief Information Officer Duane Arruti, University Policy Officer, Sidney Mason-Coon.

References

- Bureau of Internet Accessibility (BoIA). "ADA Title II & Title III Requirements for Websites." 5 December 2016. *Bureau of Internet Accessibility*. <<https://www.boia.org/blog/ada-title-ii-title-iii-requirements-for-websites>>.
- Caldwell, Ben, et al. "Web Content Accessibility Guidelines (WCAG) 2.0." 2008. *W3C*. <<https://www.w3.org/TR/WCAG20/>>.
- Department of Justice (DOJ). "Office of Information and Regulatory Affairs." 2017. *Office of Management and Budget*. <Nondiscrimination on the Basis of Disability; Accessibility of Web Information and Services of Public Accommodations>.
- The Americans with Disabilities Act. "Covering Public Accommodations and Commercial Facilities: ADA Title III Technical Assistance Manual." 1 February 2021. *28 CFR 36.102-36.104*. <<https://www.ada.gov/taman3.html>>.
- . "Title II Technical Assistance Manual: Covering State and Local Government Programs and Services." 1 February 2021. *28 CFR; 35.102-35.104*. <<https://www.ada.gov/taman2.html>>.
- UNM Office of Equal Opportunity. *What is the ADA?* 9 February 2021. <<https://oeo.unm.edu/ada/index.html>>.