Accessibility Compliance Progress-to-Date

Introduction: Compliance with HB24-1454

A government entity that is not able to meet the steps to comply with the OIT rules by July 1, 2024 may instead pursue compliance with the requirements of HB24-1454 through July 1, 2025. On July 1, 2025 all government entities must comply with the OIT rules.

A government entity may be immune from liability through July 1, 2025 for failure to comply with the OIT rules if they meet the following three criteria:

- Make good faith efforts toward resolution of a complaint of noncompliance;
- Create a clear, easy-to-find process that is prominently displayed on all front-facing web pages for requesting redress for inaccessible digital products, including contact options that are not dependent on web access; and
- **Create and post on front-facing web pages a progress-to-date report that is updated quarterly and demonstrates concrete and specific efforts toward compliance with the OIT rules.**

Accessibility standards applied

The Governor's Office of Information Technology (OIT) has developed accessibility technical standards with the intent of providing enterprise standard configurations for technologies which provide service to those with disabilities, in accordance with the technical standards provided by:

- World Wide Web Consortium (W3C) [Web Content Accessibility Guidelines (WCAG) 2.1](#) Level AA or higher
- [Section 508 of the U.S. Rehabilitation Act of 1973 Chapters 3,4,6](#)
- and following [C.R.S. 24-85-101 to 24-85-104, ARTICLE 85](#)

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Your efforts

Colorado Military Academy is committed to providing equitable access to all Coloradans. Our ongoing accessibility effort works towards the day when all Agency services, programs, and activities are accessible, providing equal access to information and services to all Coloradans.

To that end, Colorado Military Academy has a plan to prioritize, evaluate, remediate and continuously improve every digital touchpoint within our services, programs, and activities. Below, you'll find just some of the measures that Colorado Military Academy is undertaking.

Accessibility Maturity

Colorado Military Academy is at the following accessibility maturity level for 2024.

Check One	Stage	Criteria
X	Inactive	No awareness and recognition of need. At this stage organizations are inventorying their technology, have begun to make investments, etc….
	Launch	Recognized need organization-wide. Planning initiated, but activities not well organized.
	Integrate	Roadmap including timeline is in place, overall organizational approach defined and well organized.
	Optimize	Incorporated into the whole organization, consistently evaluated, and actions taken on assessment outcomes.

Why we are at this stage

- **Financial Constraints:** Achieving digital accessibility compliance often requires a significant investment in new tools, training programs, and potential hiring of additional staff. The costs associated with software licenses, audits, and user testing tools have posed financial challenges, limiting the speed of our progress.

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- **Technical Difficulties:** The complexity of existing legacy systems has made it difficult to adapt them to meet WCAG standards without substantial re-engineering. Additionally, implementing assistive technologies and remediation measures on older platforms has proven to be time-consuming and technically challenging.
- **Administrative Hurdles:** With limited IT staff to support accessibility efforts, balancing day-to-day operational needs with compliance initiatives has been challenging. Moreover, coordinating cross-departmental efforts has required significant time and effort, given the need to align different stakeholders with accessibility goals.
- **Resource Allocation:** Given the scope of the compliance mandate, identifying and allocating dedicated resources—both personnel and technological—has been difficult. Competing priorities within the organization have delayed focused efforts toward achieving compliance.

Resources That May Have Helped Progress

- **Grant Funding or Financial Assistance:** Access to state or federal grant funding specifically earmarked for accessibility improvements could have accelerated compliance efforts, easing financial barriers.
- **Specialized Accessibility Training:** Having regular access to specialized training programs for staff across departments could have equipped the team with the skills needed to effectively implement compliance measures from the start.
- **Partnerships with Accessibility Experts:** Working with external accessibility consultants or partnering with organizations that specialize in WCAG compliance could have provided targeted guidance and support, helping to navigate technical challenges more efficiently.
- **Enhanced IT Staff Support:** Additional IT staff dedicated to compliance initiatives could have allowed for a faster, more focused implementation, as well as more consistent progress monitoring and remediation efforts.

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Organizational measures

- **Leveraging Funding Opportunities:** We are actively exploring grant opportunities and financial assistance programs to help offset the costs of accessibility upgrades. This will enable us to invest in the necessary tools and training to accelerate our compliance efforts.

- **Enhancing Technical Capabilities:** We are working to modernize our legacy systems, gradually transitioning to more adaptable platforms that support accessibility. As we progress, we'll incorporate new technologies and automation tools to make the process more efficient.

- **Building Internal Capacity:** To address the staffing challenge, we are prioritizing targeted training programs for current staff while also seeking to expand our IT team. This approach will ensure we have both the expertise and resources needed to maintain compliance and keep pace with evolving standards.

- **Strengthening Cross-Departmental Collaboration:** We're fostering a collaborative approach across departments to integrate accessibility into all stages of digital development. Regular communication and workshops are planned to ensure that everyone is aligned and actively engaged in making accessibility a core part of our operations.

- **Continuous Improvement and Monitoring:** We are committed to regular testing, user feedback integration, and ongoing refinement of our accessibility measures. This iterative process will ensure sustained compliance with HB21-1110 and help us adapt to any updates in WCAG guidelines.

By focusing on these proactive strategies, we are building a strong foundation for lasting compliance and improved user experiences.

Formal approval

This Accessibility Progress-to-Date Report Update dated 10/30/2024 is approved by:

Last updated: 10/30/2024

Nicole Roberts

CMA Executive Director

(signature)

Signer ID: ZAIDUXNV12...

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