

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](#)

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
	Inactive	No awareness and recognition of need. At this stage organizations are inventorying their technology, have begun to make investments, etc....
X	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 requires significant investment in tools, training, and staffing. Although CMA received approval for the SIPA Accessibility Grant, costs for software licenses, audits, and user testing tools have limited the pace of progress. Maintaining these resources once the grant expires will require additional budget programming.

Last updated: 04/13/2025

- **Administrative Hurdles:** Limited IT staff to support accessibility efforts has posed challenges in balancing operational needs with compliance initiatives. Aligning cross-departmental efforts has required significant coordination and time.
- **Resource Allocation:** Competing priorities have delayed dedicated efforts toward achieving compliance. Identifying and allocating personnel and technological resources has been a challenge.

Progress Since Last Update

- **SIPA Accessibility Grant Received:** CMA has renewed necessary licenses which provided access to resources, services, and software licenses essential for advancing accessibility initiatives.
- **Specialized Accessibility Training:** IT staff now has access to specialized accessibility training, equipping them with the knowledge and skills needed to address compliance challenges effectively.
- **Partnership with Allyant:** CMA has partnered with Allyant and their accessibility experts through the SIPA grant to provide targeted guidance and expertise in achieving compliance.
- **Document Prioritization:** We are in the process of identifying and prioritizing documents that need to be made accessible, ensuring compliance with accessibility standards.
- **Vendor List Creation:** CMA has created a vendor list and has partnered with Allyant to have those vendors vetted to ensure they align with accessibility compliance requirements.
- **Website Compliance:** The new website was launched and required compliance updates have been identified.

Resources That Will Continue to Help Progress

- **Grant Funding or Financial Assistance:** Continued access to state or federal grant funding specifically earmarked for accessibility improvements could continue to accelerate compliance efforts.
- **Specialized Accessibility Training:** Regular access to training programs would equip staff with skills to implement compliance measures effectively.
- **Partnerships with Accessibility Experts:** Continued partnership with external consultants specializing in WCAG compliance could provide targeted guidance, addressing technical challenges efficiently.
- **Enhanced IT Staff Support:** Additional IT staff dedicated to compliance could enable faster implementation and more consistent progress monitoring.

Organizational measures

- **Leveraging Funding Opportunities:** CMA is actively pursuing grants and financial assistance to offset accessibility upgrade costs.
- **Enhancing Technical Capabilities:** CMA is incorporating adaptable platforms that support accessibility and developing a process for vendor accessibility vetting prior to implementation.
- **Building Internal Capacity:** CMA is prioritizing targeted training for staff to ensure expertise and resources align with compliance goals.
- **Strengthening Cross-Departmental Collaboration:** Workshops and regular communication will be planned to integrate accessibility across all stages of digital development.
- **Continuous Improvement and Monitoring:** CMA is committed to ongoing testing, user feedback integration, and iterative refinement of accessibility measures.

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 04/13/2025 is approved by:

Nicole Roberts

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CMA Executive Director