

Accessibility Compliance Progress-to-Date

Introduction: Compliance with HB24-1454

In May 2025, the Colorado Governor's Office of Information Technology (OIT) updated and clarified the Rules Establishing Technology Accessibility Standards to provide additional guidance and flexibility regarding implementation of House Bill 21-1110 and Senate Bill 23-244. These updated rules were intended to help public entities establish reasonable paths toward accessibility compliance while continuing to provide equitable access to services and information.

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

Last updated: 10.15.2025

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

Check One	Stage	Criteria
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	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 continues to require significant investment in tools, training, staffing, and remediation services. Limited funding availability has restricted the ability to contract additional remediation support or vendor assessment services.
- **Administrative Hurdles:** Limited IT staffing continues to impact the pace of accessibility remediation efforts while balancing operational and compliance responsibilities.
- **Resource Allocation:** The volume of historical digital content requiring review and remediation remains substantial, requiring prioritization of high-impact materials.

Progress Since Last Update

- CMA has continued remediation and replacement efforts for legacy PDF documents on publicly accessible platforms.
- Additional internal review processes have been implemented to encourage accessibility consideration prior to publication of new digital content.
- Several software platforms and digital tools continue to be evaluated for accessibility compatibility and long-term compliance viability.
- Departments continue reducing creation of inaccessible document formats where accessible alternatives are available.
- Website content review and remediation efforts remain ongoing.

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 continues pursuing grant and funding opportunities to support accessibility remediation initiatives.
- Enhancing Technical Capabilities: Accessibility considerations remain part of software procurement and vendor evaluation discussions.
- Building Internal Capacity: Staff continue utilizing available accessibility training resources and guidance materials.
- Strengthening Cross-Departmental Collaboration: Departments continue coordinating accessibility-related remediation efforts where feasible.
- Continuous Improvement and Monitoring: CMA remains committed to ongoing review and remediation of public-facing digital content and continuous improvement efforts.

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 10.15.2025 is approved by:



Nicole Roberts (May 13, 2026 12:13:41 MDT)

Nicole Roberts
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