

Resolution Agreement
New Horizons Charter Academy
OCR Case No. 09-15-1321

In order to resolve the issues raised under Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990 in the above-referenced complaint filed with the Office for Civil Rights (OCR), and without admitting any unlawful or wrongful acts or other liability or conceding any violation of Federal law with respect to the issues raised in the complaint, the New Horizons Charter Academy (Academy) agrees to implement this agreement.

1. To ensure that individuals with vision impairments are able to navigate and utilize the Academy's website, the Academy will implement the following standards for website accessibility, per the *Web Content Accessibility Guidelines (WCAG) 2.0*:¹
 - a. All documents (including pdf documents) will be posted in a text-based format that is compatible with assistive technology, such as screenreaders and Braille displays.
 - b. For every image posted, including photographs and charts, the Academy will add a text equivalent to the image that describes the basic content of the image.
2. By **September 1, 2015**, the Academy will provide to OCR written confirmation that it has completed the actions described above in paragraph 1, sections a-b. The written confirmation will include a listing of the documents and images on the Academy's website that were altered in order to make them accessible to individuals with vision impairments.
3. OCR will review the Academy's written confirmation and review the Academy's website to ensure that the actions have been successfully completed. If, in OCR's opinion, the Academy's website has not been successfully updated according to 1.a-b, OCR will notify the Academy and the Academy will correct the issue consistent with OCR's review no later than 15 days from OCR's notification. Upon successful completion of the changes by the Academy, OCR will provide a letter confirming that the Academy has implemented this agreement.
4. This Agreement shall not be construed to limit the Academy's duty to ensure that its website is accessible to individuals with disabilities pursuant to Section 504 and Title II.
5. The Academy understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the Academy understands that during the monitoring of this Agreement, OCR may visit the Academy, interview staff and students and request such additional reports or data as are necessary for OCR to determine whether the Academy has fulfilled the terms of this Agreement and is in compliance with Section 504 of

¹ The Web Content Accessibility Guidelines 2.0 are available at <http://www.w3.org/TR/2008/REC-WCAG20-20081211/>

the Rehabilitation Act of 1973 and its implementing regulations at 34 C.F.R. part 104, and Title II of the Americans with Disabilities Act and its implementing regulations at 28 C.F.R. part 35, which were at issue in this case.

6. The Academy understands that OCR will not close the monitoring of this Agreement until OCR determines that the Academy has fulfilled the terms of this Agreement and is in compliance with Section 504 of the Rehabilitation Act of 1973 and its implementing regulations at 34 C.F.R. part 104, and Title II of the Americans with Disabilities Act and its implementing regulations at 28 C.F.R. part 35.
7. The Academy understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of this Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10), or judicial proceedings to enforce this Agreement, OCR shall give the District written notice of the alleged breach and a minimum of sixty (60) calendar days to cure the alleged breach.

_____/s/_____ Richard Thomas Executive Director New Horizons Charter Academy	_____ 06/19/2015 Date
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