

RESOLUTION AGREEMENT

Uncommon Schools OCR Case Number 02-17-1015

In order to resolve Case No. 02-17-1015, Uncommon Schools assures the U.S. Department of Education, Office for Civil Rights (OCR), that it will take the actions detailed below pursuant to the requirements of Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, 29 U.S.C. § 794, and its implementing regulation at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 (the ADA), 42 U.S.C. § 12132 et seq., and its implementing regulation at 28 C.F.R. Part 35.

Assurances of Nondiscrimination. Uncommon Schools hereby reaffirms its commitment to ensure that people with disabilities have an opportunity equal to that of their nondisabled peers to participate in Uncommon Schools' programs, benefits, and services, including those delivered through electronic and information technology, except where doing so would impose an undue burden or create a fundamental alteration.

Benchmarks for Measuring Accessibility. For the purposes of this Agreement, the accessibility of online content and functionality will be measured according to the W3C's Web Content Accessibility Guidelines (WCAG) 2.0 Level AA and the Web Accessibility Initiative Accessible Rich Internet Applications Suite (WAI-ARIA) 1.0 for web content, which are incorporated by reference.

Adherence to these accessible technology standards is one way to ensure compliance with Uncommon Schools' underlying legal obligations to ensure that people with disabilities are able to acquire the same information, engage in the same interactions, and enjoy the same benefits and services within the same timeframe as their nondisabled peers, with substantially equivalent ease of use; that they are not excluded from participation in, denied the benefits of, or otherwise subjected to discrimination in any of Uncommon Schools' programs, services, and activities delivered online, as required by Section 504 and its implementing regulations; and that they receive effective communication of Uncommon Schools' programs, services, and activities delivered online.

Remedies and Reporting Requirements

- 1) Proposed Policies and Procedures Regarding New Online Content and Functionality. By December 31, 2017, Uncommon Schools fully intends to replace its existing website. By July 14, 2017, Uncommon Schools will submit to OCR for its review and approval proposed policies and procedures ("the Plan for New Content") to ensure that all new, newly-added, or modified online content and functionality will be accessible to people with disabilities as measured by conformance to the Benchmarks for Measuring Accessibility set forth above, except where doing so would impose a fundamental alteration or undue burden.
 - a) When fundamental alteration or undue burden defenses apply, the Plan for New Content will require Uncommon Schools to provide equally effective alternative

access. The Plan for New Content will require Uncommon Schools, in providing equally effective alternate access, to take any actions that do not result in a fundamental alteration or undue financial and administrative burdens, but nevertheless ensure that, to the maximum extent possible, individuals with disabilities receive the same benefits or services as their nondisabled peers. To provide equally effective alternate access, alternates are not required to produce the identical result or level of achievement for persons with and without disabilities, but must afford persons with disabilities equal opportunity to obtain the same result, to gain the same benefit, or to reach the same level of achievement, in the most integrated setting appropriate to the person's needs.

- b) The Plan for New Content must include sufficient quality assurance procedures, backed by adequate personnel and financial resources, for full implementation. This provision also applies to Uncommon Schools' online content and functionality developed by, maintained by, or offered through a third-party vendor or by using open sources.
- c) Within thirty (30) days of receiving OCR's approval of the Plan for New Content, Uncommon Schools will officially adopt the amended policies and procedures.

Reporting Requirement: Within 45 days of receiving OCR's approval, Uncommon Schools will submit to OCR the approved policies and procedures, evidence of their adoption and distribution, and a description of how they are being implemented.

- 2) Undue Burden and Fundamental Alteration. For any technology-related requirement in this Agreement for which Uncommon Schools asserts an undue burden or fundamental alteration defense, such assertion may only be made by a member of Uncommon Schools' Leadership Team, or an individual designated by Uncommon Schools' Chief Executive Officer, who has budgetary authority after considering all resources available for use in the funding and operation of the service, program, or activity, and must be accompanied by a written statement of the reasons for reaching that conclusion, including the estimated cost of meeting the requirement and the available funding and other resources. The written statement will be certified by the certifying individual. If such a determination is made, the certifying individual will describe in the written statement how it will provide equally effective alternate access, *i.e.*, other action that would not result in such an alteration or such burdens but would nevertheless ensure that, to the maximum extent possible, individuals with disabilities receive the same benefits or services provided by Uncommon Schools as their nondisabled peers.
- 3) Audit of Existing Content and Functionality. By October 1, 2017, Uncommon Schools will propose for OCR's review and approval the identity and *bona fides* of an Auditor (corporation or individual) to, within 90 days of replacement of the online content, audit all content and functionality on its website, including, but not limited to, the home page, all subordinate pages, and intranet pages and sites, to identify any online content or functionality that is inaccessible to persons with disabilities, including online content and functionality developed by, maintained by, or offered through a third party vendor or an

open source. The Auditor will have sufficient knowledge and experience in website accessibility for people with disabilities to carry out all related tasks, including developing a Proposed Corrective Action Plan. The Audit will use the Benchmarks for Measuring Accessibility set out above, unless Uncommon Schools receives prior permission from OCR to use a different standard as a benchmark. During the Audit, Uncommon Schools will also seek input from members of the public with disabilities, including parents, students, employees, and others associated with Uncommon Schools, and other persons knowledgeable about website accessibility, regarding the accessibility of its online content and functionality.

Reporting Requirements:

- a) By October 1, 2017, Uncommon Schools will submit the *bona fides* of its proposed Auditor to OCR for review and approval. OCR will evaluate whether the proposed Auditor has the requisite experience and knowledge to carry out an appropriate Audit and to develop a Proposed Corrective Action Plan.

No later than 90 days after the OCR has approved the proposed Auditor, Uncommon Schools will submit to OCR documentation of the steps taken by the Auditor during the Audit, a description of the outreach it undertook and the input it received, and a detailed accounting of the results of the Audit.

- 4) Proposed Corrective Action Plan. Within 30 days of the submission of the steps taken by the Auditor during the Audit, Uncommon Schools will submit to OCR for its review and approval a Proposed Corrective Action Plan to address all inaccessible content and functionality identified during Uncommon Schools' Audit. The Proposed Corrective Action Plan will set out a detailed schedule for:
 - a) addressing problems, taking into account identified priorities, with all corrective actions to be completed within 18 months of the date OCR approved the Corrective Action Plan;
 - b) setting up systems of accountability and verifying claims of accessibility by vendors or open sources; and
 - c) setting up a system of testing and accountability to maintain the accessibility of all online content and functionality on an ongoing basis.

If the Auditor does not identify any inaccessible content and functionality during Uncommon Schools' Audit, Uncommon Schools will not be obligated to prepare a Corrective Action Plan and will not be obligated to comply with the reporting requirements regarding the Corrective Action Plan set forth in Paragraph 5 below.

- 5) Within 30 days of receiving OCR’s approval of the proposed Corrective Action Plan, Uncommon Schools will officially adopt and implement the Corrective Action Plan.

Reporting Requirements:

- a) Within 45 days of receiving OCR’s approval of the proposed Corrective Action Plan, Uncommon Schools will submit to OCR the approved Corrective Action Plan, and documentation establishing that the approved Corrective Action Plan is being implemented according to the approved schedule.
 - b) Reports will be due every sixth months thereafter until the Corrective Action Plan has been completed.
- 6) Notice. Within 30 days of the date of this Agreement, Uncommon Schools will submit to OCR for review and approval a proposed Notice to persons with disabilities regarding how to request the webmaster or other appropriate person to provide access to (or notify Uncommon Schools regarding) online information or functionality that is currently inaccessible. The proposed notice will also include information or an accessible link to information instructing people how to file formal grievances under Section 504. . Within 10 days of receiving OCR’s approval of the proposed Notice, Uncommon Schools will officially adopt and post the approved Notice on its home page and throughout its website (including all subordinate pages and intranet sites).

Reporting Requirement: Within 30 days of receiving OCR’s approval of Uncommon Schools’ proposed Notice, Uncommon Schools will provide documentation to OCR regarding the locations and content of its published Notice.

- 7) Training. Starting no later than 90 days from the date of this Agreement, and annually thereafter until such time as OCR closes the monitoring of this Agreement, Uncommon Schools will deliver website accessibility training to all appropriate personnel responsible for developing, loading, maintaining, or auditing web content and functionality.

Reporting Requirements:

- a) For each training session required by this Agreement, until such time as OCR closes the monitoring of this Agreement, within 15 days of each such training, Uncommon Schools will submit to OCR written confirmation that it has been delivered.
- b) The documentation will include a list of invitees and attendees, including titles; a description of the delivered training content; and the presenters’ credentials for giving such training.

Uncommon Schools has disputed the complaint underlying this Resolution Agreement, but it has determined that it is in its interest to agree to an amicable resolution by entering into this Resolution Agreement. By agreeing to this Resolution Agreement, neither Uncommon Schools nor any of its officials, officers, employees, agents or representatives admits to any liability or wrongdoing, and nothing herein shall be construed as an admission of liability or wrongdoing. The signing of this Agreement is not intended, and shall not be construed, as any admission that Uncommon Schools violated any federal, state or local law, ordinance, or regulation, violated any of its policies or procedures, or committed any wrongdoing or wrongful act against the complainant or any other person.

Uncommon Schools understands that OCR will not close the monitoring of this Agreement until OCR determines that Uncommon Schools has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Section 504, at 34 C.F.R. §§ 104.4 (a) and (b), and Title II of the ADA, at 28 C.F.R. §§ 35.130 and 35.160, which were at issue in this case. Uncommon Schools also understands that by signing this Agreement, it agrees to provide data and other information in a timely manner in accordance with the reporting requirements of this Agreement. Further, Uncommon Schools understands that during the monitoring of this Agreement, if necessary, OCR may visit Uncommon Schools, interview staff, and request such additional reports or data, including simulated website accounts and passwords,, as are necessary for OCR to determine whether Uncommon Schools has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Section 504, at 34 C.F.R. §§ 104.4 (a) and (b), and Title II of the ADA, at 28 C.F.R. §§ 35.130 and 35.160, which were at issue in this case. Uncommon Schools understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings, including 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, including to enforce this Agreement, OCR shall give Uncommon Schools written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

_____/s/_____
Sara E. Batterton
Senior Advisor
Uncommon Schools

June 30, 2017