

**Agreement  
Noblesville Schools  
Case Number 05-16-1447**

Noblesville Schools (District) submits the following Agreement to the U.S. Department of Education, Office for Civil Rights ("OCR") in resolution of the allegations contained in OCR complaint #05-16-1447 and to ensure compliance with 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 (ADA), 42 U.S.C. § 12132, and its implementing regulation, at 28 C.F.R. Part 35.

By entering into this Agreement, the District does not admit any violation. Nothing contained in this Agreement shall be considered, construed as or used as an admission of wrongdoing, liability, statutory or regulatory violation, or any other illegal or improper act by the District.

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

Benchmarks for Measuring Accessibility. For the purposes of this Agreement, the accessibility of online content and functionality will be measured according to the World Wide Web Consortium's (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 the District's underlying legal obligations to ensure 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 District programs, services, and activities delivered online, as required by Section 504 and Title II and their implementing regulations; and that they receive effective communication of the District's programs, services, and activities delivered online.

The District voluntarily agrees to take the actions set forth below.

**Remedies and Reporting**

- 1) Policies and/or Procedures Regarding New Online Content and Functionality. By December 16, 2016, the District will submit to OCR for its review and approval proposed policies and/or 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, undue burden, or otherwise exceed the requirements of federal law.

- a) When fundamental alteration or undue burden defenses apply as outlined in Item 2, the Plan for New Content will require the District to provide equally effective alternative access. The Plan for New Content will require the District 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 for full implementation. This provision also applies to the District's 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, the District will officially adopt, and fully implement the amended policies and/or procedures.
  - d) Reporting: Within 45 calendar days of receiving OCR's approval, the District will submit to OCR the approved policies and/or 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 the District asserts an undue burden or fundamental alteration defense, such assertion may only be made by the Superintendent or by an individual designated by the Superintendent, and must be accompanied by a written statement of the reasons for reaching that conclusion, including the cost of meeting the requirement and the available funding and other resources. The Superintendent or his or her designee 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 the District as their nondisabled peers.
- a) Reporting: Within 30 calendar days of making the determination, the District will submit the written statement and appropriate supporting documentation to OCR.
- 3) Review of Existing Content and Functionality. By December 16, 2016, the District will select appropriate District employee(s) and/or a third party consultant with appropriate credentials to consult in a District-led review of all content and functionality on its website,

including, but not limited to, the home page, all subordinate 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 District will submit appropriate information, including the identity and credentials of the employee(s) and/or consultant for OCR's review and approval. The employees and/or consultant 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 Review will use the Benchmarks for Measuring Accessibility set out above, unless the District receives prior permission from OCR to use a different standard as a benchmark. During the Review, the District will also seek input from members of the public with disabilities, including parents, students, employees, and others associated with the District, and other persons knowledgeable about website accessibility, regarding the accessibility of its online content and functionality.

- a) Reporting: By December 22, 2016, the District will submit the credentials of its proposed District employees and/or consultant to OCR for review and approval. OCR will evaluate whether the proposed consultant has the requisite experience and knowledge to carry out an appropriate Review and to develop a Proposed Corrective Action Plan. Within ninety (90) calendar days of receiving OCR's approval of the proposed consultant, the District will submit to OCR documentation of the steps taken by the District and Consultant during the Review, a description of the outreach it undertook and the input it received, and a detailed accounting of the results of the Review.
- 4) Proposed Corrective Action Plan. By March 24, 2017, the District will submit to OCR for its review and approval a proposed Corrective Action Plan to address all inaccessible content and functionality identified during the District's Review. The proposed Corrective Action Plan will set out a detailed schedule for: (1) 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; (2) setting up systems of accountability and verifying claims of accessibility by vendors or open sources; and setting up a system of testing and accountability to maintain the accessibility of all online content and functionality on an ongoing basis.
- 5) Within 30 calendar days of receiving OCR's approval of the proposed Corrective Action Plan, the District will officially adopt and implement the Corrective Action Plan.
  - a) Reporting: Within 45 calendar days of receiving OCR's approval of the proposed Corrective Action Plan, the District 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. Reports will be due every six months thereafter until the Corrective Action Plan has been completed.
- 6) Notice. The District will post, on its District homepage and homepages for each school building, a notice entitled "Accessibility Issues." The "Accessibility Issues" notice will

link to a webpage with information regarding how to request the webmaster or other appropriate person to provide access to (or notify the District regarding) online information or functionality that is currently inaccessible. The proposed linked webpage will also include information or an accessible link to information instructing people how to file formal grievances with the District under Section 504 and Title II and identifying the District's Section 504 and Title II coordinator(s). Within 30 calendar days of the date of this Agreement, the District will submit to OCR for review and approval the "Accessibility Issues" notice and linked webpage. Within 10 calendar days of receiving OCR's approval of the proposed notice and linked webpage, the District will officially adopt and prominently post the approved notice on its District home page and homepages for each school building, and ensure the linked webpage is posted and active.

- a) Reporting. Within 15 calendar days of receiving OCR's approval of the District's proposed notice, the District will provide documentation to OCR regarding the locations and content of its published notice.
- 7) Training. By August 1, 2017, the District will deliver website accessibility training to all appropriate personnel responsible for developing, uploading, maintaining, and auditing web content and functionality on the District's high-traffic webpages. Any newly hired District employees responsible for developing, uploading, maintaining, and auditing web content and functionality on the District's high-traffic webpages will receive training upon their hire. By December 22, 2017, and annually thereafter, the District will deliver website accessibility training to other appropriate personnel responsible for developing, loading, maintaining, or auditing web content and functionality on any of the District's webpages.
- a) Reporting: For each training session required by this Agreement, until such time as OCR closes the monitoring of this Agreement, the District will submit to OCR documentation that it has been delivered, including a list of invitees and attendees, including titles; a description of the delivered training content; and the presenters' credentials for giving such training.

The District understands that OCR will not close the monitoring of this Agreement until OCR determines that the District has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Section 504, at 34 C.F.R. §§ 104.4, and Title II, at 28 C.F.R. §§ 35.130, and 35.160(a), which were at issue in this case.

The District 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, the District understands that during the monitoring of this Agreement, if necessary, OCR may visit the District, interview staff, and request such additional reports or data, including simulated website accounts and passwords, as are necessary for OCR to determine whether the District has fulfilled the terms of this Agreement and is in compliance with the regulations implementing Section 504, at 34 C.F.R. §§ 104.4, and Title II, at 28 C.F.R. §§ 35.130, and 35.160(a), which were at issue in this case.

The District 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 sixty (60) calendar days to cure the alleged breach.

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On Behalf of the District

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Date