



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

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ATLANTA, GA 30303-8927

REGION IV
ALABAMA
FLORIDA
GEORGIA
TENNESSEE

September 27, 2023

By email only to: gearlloden@nixaschools.net

Dr. Gearl Loden
Superintendent
Nixa Public School District
301 South Main Street
Nixa, MO 65714

Re: OCR Docket No. 07-23-1473
Nixa Public School District, Missouri

Dear Superintendent Loden:

This letter is to advise you of the resolution of the investigation that the U.S. Department of Education (Department), Office for Civil Rights (OCR) initiated in the Nixa Public School District (District). OCR investigated whether the District's online programs, services, and activities exclude qualified persons with disabilities from participation in, deny them the benefits of, or otherwise subject them to discrimination under any program or activity, in violation of Section 504 of the Rehabilitation Act of 1973 and its implementing regulation at 34 C.F.R. § 104.4 and Title II of the Americans with Disabilities Act of 1990 and its implementing regulation at 28 C.F.R. Part 35. In addition, OCR investigated whether the District fails to take appropriate steps to ensure that communications with applicants, participants, members of the public, and companions with disabilities are as effective as its communication with others, in violation of 28 C.F.R. § 35.160(a).

OCR enforces Section 504 of the Rehabilitation Act of 1973 (Section 504) and its implementing regulation at 34 C.F.R. Part 104, which prohibit discrimination on the basis of disability in any program or activity receiving Federal financial assistance from the Department. OCR also enforces Title II of the Americans with Disabilities Act of 1990 (Title II) and its implementing regulation at 28 C.F.R. Part 35, which prohibit discrimination against qualified individuals with disabilities by public entities, including public education systems and institutions, regardless of whether they receive Federal financial assistance from the Department.

OCR conducted an assessment of the District's online programs, services, and activities using rigorous manual testing methods and, while most pages contained no barriers to access for people with disabilities, OCR noted some concerns:

- [District Homepage](https://www.nixapublicschools.net) (<https://www.nixapublicschools.net>): Individuals who use computer keyboards for navigation due to a disability do not have direct keyboard access to the chat bot modal until the end of the tab order; this presents an additional barrier for individuals with vision disabilities who magnify the screen because the modal gets larger as one zooms in and consequently blocks content on the page.

The Department of Education's mission is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access.

- [Century Elementary School](https://www.nixapublicschools.net/century) (https://www.nixapublicschools.net/century): Individuals who are blind or have low vision and use assistive technology cannot access the important information on this page in the “Welcome Back!” flyer image because it is an image of text without sufficient and meaningful alternative presentation of the information.
- [Student / Parent Handbook page](https://www.nixapublicschools.net/Page/2261) (https://www.nixapublicschools.net/Page/2261): Individuals who are blind or have low vision and use assistive technology cannot access the information within the High School Handbook PDF, because the document lacks sufficient structure to communicate some content effectively.
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On September 26, 2023, the District signed the enclosed resolution agreement (Agreement) to voluntarily resolve the investigation pursuant to Section 302 of OCR’s *Case Processing Manual*. OCR will monitor the implementation of the Agreement.

This concludes OCR’s investigation. This letter should not be interpreted to address the District’s compliance with any other regulatory provision or to address any issues other than those addressed in this letter. This letter sets forth OCR’s determination in an individual OCR matter. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as such. OCR’s formal policy statements are approved by a duly authorized OCR official and made available to the public. An individual may have the right to file a private suit in federal court whether or not OCR finds a violation.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. If OCR receives such a request, we will seek to protect personally identifiable information that could reasonably be expected to constitute an unwarranted invasion of personal privacy if released, to the extent provided by law.

If you have any questions, please contact me at 202-987-1868 or Miyong.Loughlin@ed.gov.

Sincerely,

/s/

Miyong Loughlin
Attorney

Enclosure

Courtesy copy by email only to:

Elizabeth Samples
Attorney for the District
Elizabeth.Samples@huschblackwell.com