



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

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October 10, 2017

Dr. Laurynn Evans
Superintendent
North Kitsap School District No. 400
18360 NE Caldart Avenue
Poulsbo, Washington 98370

Re: North Kitsap School District No. 400
OCR Reference No. 10171176

Dear Superintendent Evans:

This letter is to inform you of the disposition of the above-referenced complaint filed against the North Kitsap School District (District) with the U.S. Department of Education (Department), Office for Civil Rights (OCR), on March 6, 2017, alleging discrimination on the basis of disability. Specifically, the complaint alleged that certain of the District's web pages are not accessible to students and adults with disabilities, including vision and physical impairments. These include, but are not limited to:

1. Homepage at <http://www.nkschools.org>;
2. Facebook at <https://www.facebook.com/nksd400>;
3. Our District at http://www.nkschools.org/our_district;
4. Schools at http://www.nkschools.org/our_district/schools;
5. Food and Nutrition Services at http://www.nkschools.org/departments/food__nutrition_service;
6. Autism Lending Library at http://www.nkschools.org/departments/special_education/autism_lending_library;¹

¹ The web page as written is a broken link. The correct web page is http://www.nkschools.org/departments/special_education_department/autism_lending_library.

7. Early Childhood Education Programs at http://www.nkschools.org/departments/special_education/early_childhood_education_programs;²
8. Child Find Screening at http://www.nkschools.org/departments/special_education/early_childhood_education_programs/child_find___english_;³ and
9. For Community at http://www.nkschools.org/for_community.

OCR is responsible for enforcing Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, and its implementing regulation at 34 C.F.R. Part 104 (Section 504), which prohibit discrimination on the basis of disability by recipients of federal financial assistance. OCR is also responsible for enforcing Title II of the Americans with Disabilities Act of 1990, 42 U.S.C. § 12131 *et seq.*, and its implementing regulation at 28 C.F.R. Part 35 (Title II), which prohibit discrimination on the basis of disability by public entities. As a recipient of federal financial assistance and as a public entity, the District is subject to these laws. Accordingly, OCR had jurisdiction to investigate this complaint.

Based on the complaint allegations, OCR opened an investigation of the following issues:

- whether the District, on the basis of disability, excluded qualified persons with disabilities from participation in, denied them the benefits of, or otherwise subjected them to discrimination in its programs and activities based on disability, in violation of the regulation implementing Section 504 at 34 C.F.R. § 104.4 and the regulation implementing Title II at 28 C.F.R. § 35.130; and
- whether the District failed to take appropriate steps to ensure that communications with applicants, participants, members of the public, and companions with disabilities are as effective as communications with others, in violation of 28 C.F.R. § 35.160(a).

Legal Authority

Section 504 and Title II prohibit people on the basis of disability from being excluded from participation in, being denied the benefits of, or otherwise being subjected to discrimination

² The web page as written is a broken link. The correct web page is http://www.nkschools.org/departments/special_education_department/early_childhood_education_programs.

³ The web page as written is a broken link. The correct web page is http://www.nkschools.org/departments/special_education_department/early_childhood_education_programs/child_find___english_.

by recipients of federal financial assistance or by public entities. See 34 C.F.R. § 104.4 and 28 C.F.R. § 35.130. People with disabilities must have equal access to recipients' programs, services, or activities unless doing so would fundamentally alter the nature of the programs, services, or activities, or would impose an undue burden. See 28 C.F.R. § 35.164. Both Section 504 and Title II prohibit affording individuals with disabilities an opportunity to participate in or benefit from aids, benefits, and services that is unequal to the opportunity afforded others. See 34 C.F.R. § 104.4(b)(1)(ii); 28 C.F.R. § 35.130(b)(1)(ii). Similarly, individuals with disabilities must be provided with aids, benefits, or services that provide an equal opportunity to achieve the same result or the same level of achievement as others. See 34 C.F.R. § 104.4(b)(2); 28 C.F.R. § 35.130(b)(1)(iii). An individual with a disability, or a class of individuals with disabilities, may be provided with a different or separate aid, benefit, or service only if doing so is necessary to ensure that the aid, benefit, or service is as effective as that provided to others. See 34 C.F.R. § 104.4(b)(1)(iv); 28 C.F.R. § 35.130(b)(1)(iv). Title II also requires public entities to take steps to ensure that communications with people with disabilities are as effective as communications with others, subject to the fundamental alteration and undue burden defenses. See 28 C.F.R. § 35.160(a)(1). In sum, programs, services, and activities—whether in a “brick and mortar,” on-line, or other “virtual” context—must be operated in ways that comply with Section 504 and Title II.

Investigation to Date

To date, OCR has investigated this complaint by reviewing information provided by the Complainant and conducting a preliminary assessment of the accessibility of several web pages on the District's website.

The complaint alleged that the District's website is not in compliance with Section 504 and Title II because it is inaccessible to individuals with vision disabilities, print disabilities, and physical impairments. The Complainant used website accessibility checkers and reported to OCR that the District's website home page, Facebook page, Our District page, schools page, food and nutrition services page, autism lending library page, early childhood education programs page, child find screening page, and community page have accessibility issues for individuals with disabilities. The Complainant then provided OCR with a list of errors copied and pasted from the website accessibility checkers that were used.

OCR conducted a preliminary examination of the web pages identified by the Complainant and found possible compliance concerns as to whether the District's online programs, services, and activities were accessible to individuals with disabilities. For example, on the District's home page, the nondiscrimination statement had insufficient color contrast for individuals with low vision. On the Facebook page, video control buttons were not accessible to keyboard-only users and certain videos did not have any description of content for individuals who are blind. On the Food and Nutrition Services pages, the Letter to

Household, English and Spanish versions, and the Free Reduced Meal Application, English and Spanish versions, were not accessible to keyboard-only users.

Prior to the completion of OCR's investigation, the District asked to resolve this complaint pursuant to Section 302 of OCR's *Case Processing Manual* (CPM). On October 3, 2017, the District submitted the enclosed signed resolution agreement (the Agreement) to OCR. When fully implemented, the Agreement will resolve the allegations in the complaint.

In light of the commitments the District has made in the Agreement, OCR finds that the complaint is resolved, and OCR is closing its investigation as of the date of this letter. OCR will monitor the District's implementation of the Agreement to ensure that the commitments made are implemented timely and effectively. OCR may request additional information as necessary to determine whether the District has fulfilled the terms of the Agreement and is in compliance with Section 504 and Title II with regard to the issues raised.

If the District fails to implement the Agreement, OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of the Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10), or judicial proceedings to enforce the Agreement, OCR shall give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

This concludes OCR's investigation of the complaint and 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 case. 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.

The Complainant may 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 letter and related correspondence and records upon request. In the event that OCR receives such a request, it will seek to protect, to the extent provided by law, personally identifiable information, which, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

OCR looks forward to receiving the District's first monitoring report by October 31, 2017. For questions about implementation of the Agreement, please contact Jennifer Kuenzli, equal opportunity specialist, who will be monitoring the District's implementation of the

Page 5 - OCR Reference No. 10171176

Agreement, by telephone at (206) 607-1675 or by e-mail at jennifer.kuenzli@ed.gov.
For questions about this letter, please contact me by telephone at (206) 607-1612 or by
e-mail at paul.goodwin@ed.gov.

Sincerely,

/ s /

Paul Goodwin
Supervisory Attorney

Enclosure: Resolution Agreement

cc: Honorable Chris Reykdal, Superintendent of Public Instruction
XXXXXXXX, District Attorney, Porter Foster Rorick