



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS, REGION XV

1350 EUCLID AVENUE, SUITE 325
CLEVELAND, OH 44115

REGION XV
MICHIGAN
OHIO

February 6, 2018

Mr. Kevin A. Fanning, Esq.
Clark Hill, P.L.C.
151 S Old Woodward, Suite 200
Birmingham, Michigan 48009
VIA E-mail

Re: OCR Docket #15-17-2296

Mr. Fanning;

This letter is to inform you of the disposition of the above-referenced complaint filed against Madonna University (the University) with the U.S. Department of Education (Department), Office for Civil Rights (OCR) on August 8, 2017, alleging discrimination on the basis of disability. Specifically, the complaint alleged that the University's website has substantive accessibility issues. The alleged inaccessible pages include:

1. Homepage- <http://www.madonna.edu>
2. Financial Aid- <http://www.madonna.edu/resources/financial-aid>
3. Admissions- <http://www.madonna.edu/admissions>
4. Graduate School- <http://www.madonna.edu/grad>
5. Online Programs- <http://www.madonna.edu/academics/online-programs>
6. Transfer Students- <http://www.madonna.edu/admissions/transfer>
7. Academics- <http://www.madonna.edu/academics>
8. Library- <http://library.madonna.edu>
9. Counseling & Disability Resource Center-
<https://www.madonna.edu/resources/counseling-and-disability-resources>

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, which prohibit discrimination on the basis of disability by recipients of Federal financial assistance. As a recipient of Federal financial assistance the University 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 issue: whether the University, 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.

Legal Authority:

Section 504 prohibits people, on the basis of disability, from being excluded from participation in, being denied the benefits of, or otherwise being subjected to discrimination by recipients of Federal financial assistance. 34 C.F.R. § 104.4. 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. Section 504 prohibits affording individuals with disabilities an opportunity to participate in or benefit from aids, benefits, and services that are unequal to the opportunity afforded others. 34 C.F.R. § 104.4(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. 34 C.F.R. § 104.4(b)(2). 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. 34 C.F.R. § 104.4(b)(1)(iv). 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.

Investigation To Date:

To date, OCR has investigated this complaint by reviewing information provided by the Complainant and conducting a preliminary assessment of the University's website.

The complaint alleged that the University's website is not in compliance with Section 504 because it is inaccessible to individuals with disabilities. The Complainant used website accessibility evaluation tools (PowerMapper, A-Checker, and Wave) and reported to OCR that the Homepage, Financial Aid, Admissions, Graduate School, Online Programs, Transfer Students, Academics, Library, and Counseling & Disability Resource pages were inaccessible. She then provided OCR with a list of errors copied and pasted from a website accessibility evaluation tool.

OCR conducted a preliminary examination of the University's homepage and found possible compliance concerns as to whether the University's website is accessible to individuals with disabilities. For example, at the time of OCR's review, on the University's homepage OCR noted potential compliance concerns, including contrast errors.

Prior to the completion of OCR's investigation, the University asked to resolve this complaint pursuant to Section 302 of OCR's *Case Processing Manual* (CPM). On January 19, 2018, the University 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 University 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 University'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 University 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 University 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 University 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 University'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.

Please be advised that the University may not harass, coerce, intimidate, or discriminate against any individual because he or she has filed a complaint or participated in the complaint resolution process. If this happens, the harmed individual may file a complaint alleging such treatment.

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 University's first monitoring report by February 18, 2018. For questions about implementation of the Agreement, please contact Ms. Tanya Williams Sample, who will be monitoring the University's implementation, by e-mail at Tanya.Sample@ed.gov or by telephone at (216) 522-4487. For questions about this letter, please contact Brenda Redmond, Supervisory Attorney/Team Leader, at (216) 522-2667.

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Sincerely,

Meena Morey Chandra
Regional Director

Enclosure