

# JAN

Job Accommodation Network

Practical Solutions • Workplace Success

## Accommodation and Compliance Series

# Accommodation and Compliance Series: Digital/Web Accessibility

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## JAN'S Accommodation and Compliance Series

### Introduction

Below are tools and resources to help make your website (including online applications) and other digital content accessible.

#### Accessibility Standards

- [Web Content Accessibility Guidelines \(WCAG\)](#)
- [Section508.gov](#)

#### Tools and References

- [WebAIM's WCAG 2 Checklist](#)
- [508 Standards Applicability Checklist](#)
- [The Partnership on Employment & Accessible Technology \(PEAT\) Resources](#)
  - [Digital Accessibility](#)
  - [TechCheck](#)
  - [Web Accessibility](#)
- [Website Accessibility Vendors](#)
- [DOJ Guidance on Web Accessibility and the ADA](#)

## Situations and Solutions:

The following situations and solutions are real-life examples of accommodations that were made by JAN customers. Because accommodations are made on a case-by-case basis, these examples may not be effective for every workplace but give you an idea about the types of accommodations that are possible.

**An individual who was using a screen reader due to vision limitations contacted a local non-profit to inform the organization that many of the graphics on its website don't have descriptions.**

Once the organization learned of its oversight, staffers began to implement text-only alternatives (ALT-tags) for all of the images on its website.

**A large fuel company recently updated its applicant tracking system.**

The company used JAN's SNAP tool to evaluate the system's accessibility. The first change the company made was to display its equal employment opportunity (EEO) policy statement where users can easily see it. The company also made sure all of the job descriptions, which are PDFs, were redone to be accessible.

**The Safety Department of a college wanted to post several videos on how to shelter-in-place.**

The Americans with Disabilities Act Coordinator reminded the department that the videos had to be accessible. The Department sent the videos out to a contractor to have them retrofitted with audio and open captions.

**After running an accessibility check using an online tool, a real estate company realized that its website relied too heavily on colors.**

The Director of Web Content used a color simulator to see what the website looks like with different colors. The company decided to modify its foreground and background color combinations to make them more accessible for individuals with color vision deficiency.

**A hospital was getting ready to implement a new online meal tracking system.**

After testing the system with several employees, they stated that the page designs changed a lot and this is confusing. To correct this, the designers decided to use one template for the system. The users felt this increased their speed when entering and tracking data.

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