

ADA Title II Digital Accessibility Fact Sheet

Germanna Community College

What Is ADA Title II?

The Americans with Disabilities Act (ADA) Title II ensures that state and local government services including public colleges like Germanna Community College are accessible to people with disabilities.

In April 2024, ADA Title II was updated to include web and digital accessibility standards. These updates require colleges to ensure that digital content can be accessed by individuals using assistive technology such as screen readers, captions, keyboard navigation, and other accessibility tools.

Public colleges have until April 24, 2026 to comply with the new rule.

What Does This Mean for Germanna?

Germanna Community College has established an **internal compliance target of March 1, 2026**, ahead of the federal deadline, to ensure sufficient time for review, remediation, and support across all areas of the college.

This includes:

- Websites and web pages
- Online forms and applications
- PDFs, Word documents, and PowerPoint presentations
- Learning management system (LMS) content
- Videos and audio files
- Online training materials
- Third-party tools and platforms used for instruction or services

Germanna will follow WCAG 2.1 Level AA, which is the international standard for digital accessibility. It outlines practical requirements to ensure websites, documents, and digital content are usable by people with disabilities. Level AA is the accessibility standard required in higher education and focuses on features such as captions, keyboard access, sufficient color contrast, and clear structure for assistive technologies.

Everyone Has a Role in Accessibility

Staff

- All digital content created or maintained for Germanna business must be accessible by the **March 1, 2026 internal date**.
- Departments may choose to centralize accessibility work or share responsibility—check with your supervisor or department liaisons.
- Staff involved in purchasing or procuring digital tools (software, platforms, websites, training materials) must ensure accessibility is addressed during procurement.
- Accessibility support, guidance, and training will be provided by the ISS and Marketing staff as part of weekly Office hours and one on one meetings. Weekly Office Hours are on your outlook calendar.

Faculty and Instructors

- All course materials must meet **WCAG 2.1 Level AA** standards by the **March 1, 2026 internal date**.
- This includes:
 - Lecture slides
 - PDFs and readings
 - Videos (must have accurate captions or transcripts)
 - Third-party content linked or embedded in courses
- Even if you do not own the content, it must still be accessible if it is used in your course.
- Archived courses from previous semesters may be exempt, unless they are reused once reused, content must be made accessible.

Students

- Students are responsible for accessibility only when creating content for Germanna business, such as:
 - Student employment roles
 - Work-study positions
 - College sponsored clubs or organizations
- Personal coursework or personal social media content does not need to be accessible.
- Example:
 - If you manage social media for a Germanna department, posts must be accessible (captions, alt text, etc.).
 - **You are not required to retroactively fix old content.**

Exceptions to ADA Title II

Exceptions are rare and require formal approval at the department, dean, or vice president level. When an exception is granted, Germanna is still responsible for providing equal access whenever possible, such as offering an accessible alternative or accommodation.

Possible Exceptions Include:

Archived Web Content

Content does *not* need to meet accessibility standards only if all are true:

- Created before the compliance deadline
- Kept only for reference, research, or record-keeping
- Stored in a clearly labeled archive
- Not modified since being archived

Older Digital Documents

- Created before the compliance date
- Not currently used to provide services or access to programs
- If the document is required for participation, the exception does not apply

Third-Party Content

- Content posted independently by a third party may be exempt
- **Not exempt** if Germanna uses it to deliver services, instruction, or programs

Password-Protected Personal Documents

Documents do not need to meet WCAG standards if:

- They are PDFs, Word files, spreadsheets, or presentations
- They relate to a specific person, property, or account
- They are password-protected or secured

Common Questions

What does the ADA Title II update cover?

Websites, mobile apps, and digital content provided by public colleges must be accessible to individuals with disabilities.

What accessibility standard does Germanna use?

Germanna follows WCAG 2.1 Level AA, which exceeds federal minimum requirements.

Who must comply?

All Germanna departments, employees, instructors, and students creating digital content for college business.

What is the compliance deadline?

March 1, 2026 internal deadline

Compliance Support at Germanna

Germanna is working with ISS, Marketing and System Office staff to:

- Provide training and workshops
- Offer tools and templates
- Support departments with document remediation
- Assist with vendor accessibility review
- Guide departments through a flexible, scalable compliance plan

The goal is to make accessibility and access a part of what we do.

Conforming Alternate Versions

If content cannot be made accessible due to technical or legal limitations:

- A conforming alternate version must be provided
- This is a temporary solution
- Approval is required from your department, dean, or vice president

Why This Matters

Digital accessibility ensures that all students, employees, and community members can fully participate in Germanna's programs and services. It supports inclusion, equity, and legal compliance and reflects Germanna's commitment to student success.

Need Help or Have Questions?

Please contact the **Office of Accessibility Resources (OAR)** for guidance, training, or support related to ADA Title II and digital accessibility.

Link to more information:

- [Germanna Digital Accessibility webpage](#)
- [ADA Facts webpage](#)