

Equal Opportunity

Accessibility of Web Content and Mobile Applications

Commitment to Accessibility

The District is committed to providing accessible web content and mobile applications for students, parents, employees, and members of the community with disabilities in compliance with all applicable laws.

Accessibility Standards

The District complies with Section 504 of the Rehabilitation Act (Section 504) and Title II of the Americans with Disabilities Act (ADA). Missouri law also requires electronic and information technology developed, procured, maintained, or used by local educational agencies to comply with the U.S. Access Board's Section 508 standards, as amended. *See* § 167.225, RSMo.

The District will ensure that web content and mobile applications it provides or makes available, directly or through contractual, licensing, or other arrangements, comply with the Level A and Level AA success criteria and conformance requirements specified in the Web Content Accessibility Guidelines (WCAG) 2.1 by the District's applicable compliance date under 28 C.F.R. § 35.200.

The District will comply with WCAG 2.1 Level A and Level AA no later than April 26, 2028.

These compliance dates do not delay or limit the District's existing obligations under Section 504 or Title II of the ADA to provide equal access, effective communication, and reasonable modifications as required by law.

Fundamental Alteration or Undue Burden

If compliance with the applicable accessibility requirements would result in a fundamental alteration in the nature of a service, program, or activity or impose undue financial and administrative burdens, the District will comply to the extent that compliance does not result in such an alteration or burdens and will take other action necessary to ensure that individuals with disabilities receive the benefits or services provided by the District to the maximum extent possible.

Any determination that compliance would result in a fundamental alteration or undue financial and administrative burdens must be made by the Superintendent or designee after considering all resources available for use in the funding and operation of the service, program, or activity and must be accompanied by a written statement of the reasons for the determination.

Exceptions

The WCAG 2.1 requirements of this Policy do not apply to the following content to the extent provided by 28 C.F.R. § 35.201:

1. **Archived Web Content.** Archived web content, as defined below.
2. **Preexisting Conventional Electronic Documents.** Conventional electronic documents that were available as part of the District's web content or mobile applications before the District's applicable compliance date, unless the documents are currently used to apply for, gain access to, or participate in a District service, program, or activity.
3. **Content Posted by a Third Party.** Content posted by a third party on the District's web content or mobile applications, unless the third party is posting due to contractual, licensing, or other arrangements with the District.
4. **Individualized, Password-Protected or Otherwise Secured Conventional Electronic Documents.** Conventional electronic documents that are password-protected or otherwise secured and are specific to an individual.
5. **Preexisting Social Media Posts.** Social media posts made by the District before the District's applicable compliance date.

The District will assess the applicability of an exception on a case-by-case basis. An exception from the WCAG 2.1 technical standard does not eliminate the District's obligations under Section 504 or Title II of the ADA, including its obligations to provide effective communication, reasonable modifications, and equal access to District services, programs, and activities.

Conforming Alternate Versions

The District may use a conforming alternate version of web content to satisfy the WCAG 2.1 requirements only when it is not possible to make the web content directly accessible because of technical or legal limitations. Any conforming alternate version must satisfy the requirements of 28 C.F.R. § 35.202.

Web Content Review

The District will designate an administrator or qualified third-party vendor to review and evaluate new content published by District staff and uploaded to the District's official website or other web platform, including any mobile application the District may offer. The designated administrator or vendor will review the District's web content and mobile applications for accessibility on a regular basis. Any nonconforming content will be corrected in a timely manner.

Concerns, Complaints, and Grievances Relating to Accessibility

Students, parents, employees, and members of the community who have questions about accessibility or wish to report barriers to accessing the District's web content or mobile applications should contact:

Green City R-1 Schools
660-874-4128 option 1
tbanner@greencity.k12.mo.us

When contacting the District, the reporting party should include the URL of the page or document in question, a description of the accessibility issue, and contact information so the District can respond and, when necessary, provide the content in an accessible format that meets the individual's disability-related needs.

A student, parent, employee, or member of the public may submit a complaint or grievance alleging a violation of Section 504 or Title II of the ADA related to the accessibility of web content or mobile applications provided by, maintained by, or offered through the District or its contractors or vendors. The initial complaint or grievance will follow the procedures set forth in Policy and Regulation 1300 – Prohibition Against Harassment, Discrimination, and Retaliation.

Upon receipt of an accessibility complaint or grievance, the District contact identified above will notify the appropriate Compliance Officer identified in Policy and Regulation 1300 and the District administrator or vendor responsible for correcting nonconforming content.

Regardless of whether a formal complaint or grievance is filed, once the District is notified of inaccessible content, the District will promptly provide effective communication to the reporting party in a format appropriate to the individual's disability-related needs.

The appropriate Compliance Officer will maintain a record of each complaint and grievance made under this Policy at the District's central administrative office. The record will include a copy of the complaint or grievance, the investigation findings, and the disposition of the matter.

Definitions

For purposes of this Policy, the following terms mean:

1. “*Mobile Applications*” means software applications that are downloaded and designed to run on mobile devices, such as smartphones and tablets.
2. “*Web Content*” means the information and sensory experience to be communicated to the user by means of a user agent, including code or markup that defines the content's structure, presentation, and interactions. Examples include text, images, sounds, videos, controls, animations, and conventional electronic documents.
3. “*Web Platforms*” means the District's official website and any mobile application the District offers or maintains directly or through a third-party vendor, contractor, or licensing arrangement.
4. “*Conventional Electronic Documents*” means web content or content in mobile applications in portable document formats (PDF), word processor file formats, presentation file formats, or spreadsheet file formats.
5. “*Archived Web Content*” means web content that (a) was created before the District's applicable compliance date, reproduces paper documents created before that date, or reproduces the contents of other physical media created before that date; (b) is retained exclusively for reference, research, or recordkeeping; (c) is not altered or updated after the date of archiving; and (d) is organized and stored in a dedicated area or areas clearly identified as being archived.

6. “*Third-Party Content*” means content posted by an entity that is not acting due to contractual, licensing, or other arrangements with the District.
7. “*Total Population*” means, for an independent school district, the population estimate for the school district as calculated by the U.S. Census Bureau in the most recent Small Area Income and Poverty Estimates. Total population is not student enrollment.

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