



Official Publication and Recordkeeping Note

The official and authoritative version of this policy is the version published on the Clark Atlanta University website. A Word version of this policy is maintained on file for drafting, internal review, approval, and recordkeeping purposes. In the event of any inconsistency, the web-published version controls.

Website Accessibility Policy

Policy Number: 9.1

Policy Owner(s): Office of Counseling and Accessibility Services; Office of Compliance

Responsible Office: Office of Counseling and Accessibility Services; Office of Compliance

Supporting Office(s): Office of Information Technology; Office of Marketing & Communications

Original Issue Date: May 1, 2026

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Effective Date: May 1, 2026

Approved By: University President

Covered Individuals: Faculty, Staff, Students, Applicants, Visitors, Vendors, Third Parties

Approver's Signature (if President):

A handwritten signature in black ink, appearing to be the initials "MZ" or similar, written in a cursive style.

I. POLICY STATEMENT

Clark Atlanta University ("CAU" or "the University") is committed to maintaining an inclusive and accessible environment for all individuals at CAU, particularly for all qualified individuals with disabilities. Ensuring that members of the CAU community, including individuals with disabilities or impairment have equal access to facilities, information, and services associated with administration, education, and other university functions is important for CAU's fulfillment of its mission.

CAU complies with Section 504 of the Rehabilitation Act, the Americans with Disability Act (ADA), the Fair Housing Act (FHA), and Georgia Code 34-6A-4, Prohibited Discriminatory Acts. These Acts prohibit discrimination against qualified individuals with disabilities in employment and education programs.

It is the Policy of CAU to provide an accessible environment to all individuals, including particularly, but not limited to, students, faculty and staff members making use of its website at www.CAU.edu and the websites of its vendors and other associated entities with links on the CAU website. The specific Principles related to this Policy are outlined below in Section 3.

This policy incorporates by reference the Web Content Accessibility Guidelines (WCAG version 2.1, levels A and AA) updated October 3, 2024. To accomplish the goals of this Policy and its related Principles CAU engages in a regular program of testing and updating its website and removing barriers to access to meet its legal obligations and the expectations of this policy regarding website accessibility.

Where barrier removal would impose an undue burden or fundamental alteration under Section 504, the University will provide alternate measures that, at a minimum, afford a person with a disability the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services, programs, and activities as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use.

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Where the University does not have the ability to effectuate immediate, full remediation, particularly of a vendor's or third party's technology, the University will request that the vendor complete its remediation of all barriers as soon as possible, and the University will immediately offer appropriate interim alternate measures until the technology has been verified to be barrier-free including, but not limited to, prominently posting a way for people with disabilities to request access to the same information using an alternative method, as noted in Section 4 of this Policy. If the vendor or third party fails to remediate all barriers timely, the University will exercise all avenues for compliance, including seeking to replace the vendor or moving or duplicating the programs, services, and activities to a digital venue within the University's control. The University will continue to provide interim alternate measures until the barriers have been remediated.

2. SCOPE

This policy applies to all employees, students, faculty, staff, all divisions, departments, visitors, vendors and other units of Clark Atlanta University that make use of its website or provide content for its website at www.CAU.edu.

3. LEGAL AND REGULATORY FRAMEWORK

This policy is guided by, and intended to comply with, applicable federal, state, and local laws and regulations, including but not limited to:

- Americans with Disabilities Act (ADA)
- Section 504 of the Rehabilitation Act of 1973
- Fair Housing Act (FHA)
- Georgia Code § 34-6A-4
- Web Content Accessibility Guidelines (WCAG) Version 2.1, Levels A and AA

4. DEFINITIONS

- **Disability.** As defined by the ADA, a disability is a physical or mental impairment that substantially limits one or more major life activities. A disability also includes having a history or record of such an impairment or being perceived by others as having such an impairment.
- **University Websites.** University websites are the websites and web-based applications on CAU-controlled domains that are used to conduct University business.
- **Web Content Accessibility Guidelines (WCAG).** WCAG are internationally recognized standards developed to make web content more accessible to people with disabilities.

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5. **POLICY REQUIREMENTS**

5.1 **Website Accessibility Principles**

University websites must be accessible to individuals with disabilities in a manner that affords substantially equivalent ease of use, consistent with applicable law. CAU adopts the four foundational accessibility principles identified in WCAG 2.1, often referred to as “POUR” – that is, University websites must be:

- Perceivable
- Operable
- Understandable
- Robust

Detailed descriptions of these principles, along with applicable technical accessibility standards and implementation requirements, are maintained, issued, and updated by the Office of Compliance. These principles and related guidelines are based on WCAG 2.1 Levels A and AA, as amended from time to time, or any successor standard recognized by the U.S. Department of Justice or the U.S. Department of Education. Level AAA standards are not required under this policy.

5.2 **Barriers to Website Accessibility**

- Notice Regarding Barriers to Website Accessibility. The University will post on its website a Notice describing how individuals must inform the Office of Counseling and Accessibility Services (“OCAS”) and the Office of Compliance (“Compliance”) of any technology-based barriers to access they have encountered on the University’s website at www.cau.edu. This Notice will also indicate that they can request alternative information about the University’s programs, services or activities that was not sufficiently accessible on the University’s website or elsewhere at the University.
- Response to Accessibility Reports. Reports of any technology-based barriers to accessing the University’s website must be submitted to OCAS or Compliance, who will acknowledge who will acknowledge the report and contact the department or other office of the University responsible for the website information and jointly evaluate the issue. The department or other University office will contact the reporter within seven (7) business days to explain how the issue/web resource will be corrected, and will provide, or otherwise arrange for, the provision of the requested information. The above offices will review and adopt written procedures and timelines regarding responding to and assisting individuals requesting such alternative information.

6. **ROLES AND RESPONSIBILITIES**



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6.1 Office of Counseling and Accessibility Services

OCAS is responsible for:

- Receiving and coordinating accessibility barrier reports
- Providing guidance on accessibility standards
- Coordinating alternate access arrangements when needed

6.2 Office of Compliance

The Office of Compliance is responsible for:

- Monitoring institutional compliance with accessibility requirements
- Coordinating remediation efforts across departments
- Working with Legal and Information Technology as necessary

6.3 Faculty, Supervisors, and Departments

Departments and University website content owners are responsible for:

- Developing and maintaining accessible web content
- Cooperating in remediation efforts
- Ensuring vendor compliance with accessibility requirements

6.4 Vendors and Third Parties

Vendors providing web-based platforms or content to the University must meet applicable accessibility standards or promptly remediate identified barriers.

7. RELATED RESOURCES

- Office of Counseling and Accessibility Services
- Office of Compliance
- Information Technology Services
- Web Content Accessibility Guidelines (WCAG) Version 2.1, Levels A and AA

8. REVISION HISTORY

Date	Description
May 1, 2026	Original Issue Date
