

Accessibility

University Policy 1015

1 **Section 1. Purpose**

2 Metro State University is committed to ensuring all students, employees, and visitors
3 can work and learn in environments that are accessible and which ensure their full
4 participation. Equity and inclusion are core institutional values at Metro State University.
5 Our community honors diverse perspectives and experiences. All individuals affiliated
6 with Metro State have a shared responsibility to ensure an accessible environment
7 using a universal design framework. It is the purpose of this policy to outline
8 the university's accessibility standards and expectations.

9 **Section 2. Definitions**

- 10 • Access and/or accessibility: Referring to the quality of being reached, entered,
11 obtained, used or easily understood in the same or equivalent degree as for
12 others.
- 13 • Disability: A physical or mental impairment that substantially limits one or more
14 major life activities.
- 15 • Learning Environment: Refers to all physical, digital/online locations, contexts,
16 and cultures in which students learn.
- 17 • Universal Design (UD): Also known as "inclusive design" and "design for all," this
18 is an approach to the design of products, places, policies, and services that can
19 meet the needs of as many people as possible throughout their lifetime,
20 regardless of age, ability, or situation.
- 21 • Web Content Accessibility Guidelines (WCAG): Web Content Accessibility
22 Guidelines (WCAG) is developed through the W3C process in cooperation with
23 individuals and organizations around the world, with a goal of providing a single
24 shared standard for web content accessibility that meets the needs of individuals,
25 organizations, and governments internationally. The WCAG documents explain
26 how to make web content more accessible to people with disabilities. Web
27 "content" generally refers to the information in a web page or web application,
28 including: (a) natural information such as text, images, and sounds, and (b) code
29 or markup that defines structure, presentation, etc.

30 **Section 3. Policy**

- 31 A. Metro State University commits to create equitable and inclusive learning and
32 working environments that utilize principles of Universal Design ensuring that we
33 meet (at a minimum) and exceed, in all cases possible, the standards set forth in
34 applicable state and federal laws, regulations, and guidelines. The university

35 shall continue to monitor best practices in ensuring access to learning and
36 working environments.

37 B. The Vice President of Equity and Inclusion is responsible for the oversight and
38 administration of this policy including associated audits, training, moderation of
39 processes, and collaboration with appropriate departments for the development
40 of resources.

41 **Section 4. Authority**

42 This policy is issued pursuant to the authority granted the [Americans with Disability Act](#)
43 [of 1990 \(ADA\)](#); [Sections 504 and 508 of the Rehabilitation Act](#); [WCAG 2.0 Level](#)
44 [AA](#); [MN Statutes 16E.03](#); [MN Statutes 363A.42](#); [MN Statutes 363A.43](#); [State of](#)
45 [Minnesota Accessibility Standard](#); [Minnesota Human Rights Act MN Statute 363A](#);
46 the [21st Century Communications and Accessibility Act \(CVAA\) Pub. L. 111-260](#);
47 and [Minnesota State Policy 1B.4 Access and Accommodation for Individuals with](#)
48 [Disabilities](#); [The Architectural Barriers Act of 1968](#). Other authority may also apply.

49 **Section 5. Effective Date**

50 This University policy shall become effective upon signature by the President and shall
51 remain in effect until modified or expressly revoked.

52 **Section 6. Responsibility**

53 The President or designee is responsible for implementation of this policy, but delegates
54 to the Vice President of Equity and Inclusion the administration of this policy including
55 associated audits, training, moderation of processes, and collaboration with appropriate
56 departments for the development of resources.

57 **Section 7. Review**

58 This policy shall be reviewed every five years, or as needed.

59 **Section 8. Signature**

Issued on this date: August 31, 2023

Virginia "Ginny" Arthur, JD

President

Date of Implementation: 09/06/23