



# Better Understanding Website ADA Compliance and the Young & Associates, Inc. Audit

The Department of Justice does not plan to issue specific regulations on website ADA compliance until 2018, but it has hinted that it will use the following guidelines and standards as the basis for developing those regulations:

- Web Content Accessibility Guidelines (WCAG) 2.0: <https://www.w3.org/TR/WCAG20/>
- United States Access Board's Section 508 Standards (Subpart B 1194.22 "Web-based intranet and internet information and applications"): <https://www.access-board.gov/guidelines-and-standards/communications-and-it/about-the-section-508-standards/section-508-standards>

Almost all website developmental and compliance efforts use these to build and assess websites. Young & Associates also uses them as the basis for its audits. Some of the information in the guidelines and standards is technical and valuable to professionals developing websites. Yet, the information is organized and presented for general understanding and use too.

Young & Associates' website audit includes published sites and those in development. It also includes the internal policies, procedures, and practices supporting the site. Even though these do not have a direct bearing on the website's compliance, most legal experts suggest they can help mitigate litigation if it develops. Here is one such citation from the National Law Journal: <http://www.natlawreview.com/article/your-website-ada-compliant>.

The Young & Associates audit has four main "tests." Most website vendors and clients only use software to test a website's compliance. Experience has shown though that relying solely upon software tests often leads to a state of "over compliance." This renders the website unnecessarily difficult to use for individuals with disabilities. In short, many well-intentioned compliance efforts lead to non-compliance.

To prevent that, Young & Associates integrates the software test with three others to come up with the four:

- Software test
- Manual audit of select pages
- Screen reading test by a consultant
- Screen reading test by a sight-impaired user observed by a consultant

Young & Associates also interviews those directly responsible for the oversight and day-to-day function of the website. This helps audit the policies, procedures, and practices in place to support the website. Again, while not specifically in the above guidelines and standards, they can help ward off and defend against litigation.

Young & Associates welcomes supporting you on your website's ADA compliance efforts. For more information, contact Mike Lehr, HR Consultant, at 330.777.0094 or [mlehr@younginc.com](mailto:mlehr@younginc.com).