

December 11, 2017

Chancellor James B. Milliken
City University of New York
205 East 42nd Street
New York, New York 10017

Re: Case No. 02-17-2197
City University of New York System

Dear Chancellor Milliken:

This letter is to notify you of the determination made by the U.S. Department of Education, Office for Civil Rights (OCR), with respect to the above-referenced complaint filed against the City University of New York (CUNY) System. The complainant alleged that the CUNY System discriminated, on the basis of disability, because the CUNY System's website is not accessible to individuals with disabilities.

OCR is responsible for enforcing Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. § 794 (Section 504), and its implementing regulation at 34 C.F.R. Part 104, which prohibit discrimination on the basis of disability in programs or activities receiving financial assistance from the U.S. Department of Education (the Department). In addition, OCR is responsible for enforcing Title II of the Americans with Disabilities Act of 1990 (the ADA), as amended, 42 U.S.C. § 12131 *et seq.*, and its implementing regulation at 28 C.F.R. Part 35. Under the ADA, OCR has jurisdiction over complaints alleging discrimination on the basis of disability that are filed against certain public entities. The CUNY System is a recipient of financial assistance from the Department, and is a public postsecondary education system. Therefore, OCR has jurisdictional authority to investigate this complaint under both Section 504 and the ADA.

This letter summarizes the applicable legal standards, the information gathered during the investigation, and how the complaint was resolved.

Legal Authority:

Section 504 and the ADA prohibit individuals, on the basis of disability, from being excluded from participation in, being denied the benefits of, or otherwise being subjected to discrimination by recipients of federal financial assistance or by public entities, respectively. 34 C.F.R. § 104.4

and 28 C.F.R. § 35.130. Individuals with disabilities must have equal access to recipients' programs, services, or activities unless doing so would fundamentally alter the nature of the programs, services, or activities, or would impose an undue burden. 28 C.F.R. § 35.164. Both Section 504 and the ADA prohibit affording individuals with disabilities an opportunity to participate in or benefit from aids, benefits, and services that is unequal to the opportunity afforded others. 34 C.F.R. § 104.4(b)(1)(ii); 28 C.F.R. § 35.130(b)(1)(ii). Similarly, individuals with disabilities must be provided with aids, benefits, or services that provide an equal opportunity to achieve the same result or the same level of achievement as others. 34 C.F.R. § 104.4(b)(2); 28 C.F.R. § 35.130(b)(1)(iii). An individual with a disability, or a class of individuals with disabilities, may be provided with a different or separate aid, benefit, or service only if doing so is necessary to ensure that the aid, benefit, or service is as effective as that provided to others. 34 C.F.R. § 104.4(b)(1)(iv); 28 C.F.R. § 35.130(b)(1)(iv). The ADA also requires public entities to take steps to ensure that communications with people with disabilities are as effective as communications with others, subject to the fundamental alteration and undue burden defenses. 28 C.F.R. § 35.160(a)(1). In sum, programs, services, and activities—whether in a “brick and mortar,” on-line, or other “virtual” context—must be operated in ways that comply with Section 504 and the ADA.

Investigation:

OCR examined pages on the CUNY System's website that the complainant identified as examples to determine whether these are accessible to persons with disabilities. These webpages included:

- Homepage (<http://www2.cuny.edu>)
- Financial Aid (<http://www2.cuny.edu/financial-aid/>)
- Federal and State Grants (<http://www2.cuny.edu/financial-aid/federal-and-state-grants/>)
- Federal Grants (<http://www2.cuny.edu/financial-aid/federal-and-state-grants/federal-grants/>)
- Libraries (<http://www2.cuny.edu/libraries/>)
- Colleges and Schools (<http://www2.cuny.edu/about/colleges-schools/>)
- City College of New York (<http://www2.cuny.edu/about/colleges-schools/ccny/>)
- Baruch College (<http://www2.cuny.edu/about/colleges-schools/baruch/>)
- CUNY College of Law (<http://www2.cuny.edu/about/colleges-schools/law/>)
- Bronx Community College (<http://www2.cuny.edu/about/colleges-schools/bcc/>)
- News (<http://www2.cuny.edu/news/>)
- IT Accessibility (<http://www2.cuny.edu/accessibility/>)
- Facebook (https://www.facebook.com/CUNYedu/?ref=page_internal)

OCR evaluated the above-listed pages and determined that: (1) keyboard controls were not visibly apparent for some content, which meant that content was not available to those who have low vision, and those with disabilities affecting fine motor control; (2) important images and links were missing meaningful text descriptions that describe the images and links to blind and low-vision users who use special software; (3) there was insufficient color contrast that made it difficult or impossible for viewers with visual disabilities, such as low vision, to see the text; (4) some forms had multiple labels, which made the forms unclear or redundant for blind and low-

vision users who use screen reading software; and (4) the webpages lacked “Skip Navigation” capability, which can make navigation of the website cumbersome for individuals with visual disabilities who rely on screen readers and/or individuals with physical disabilities who require use of a keyboard rather than a mouse. Many of these barriers deny persons with disabilities access to programs, services, and activities offered on the website and impede the CUNY System’s communications with persons with disabilities.

Before OCR conducted further investigation of the CUNY System’s website, the CUNY System expressed an interest in voluntarily resolving this case. In light of the CUNY System’s willingness to address its website comprehensively without further investigation, OCR determined that entering into a voluntary resolution agreement was appropriate.

Resolution Agreement:

The CUNY System signed a resolution agreement (Agreement) on December 5, 2017. When fully implemented, the Agreement will address the issues noted above, as well as resolve issues of accessibility pertaining to the rest of the CUNY System’s website. The CUNY System committed to take actions including:

- selecting an auditor who has the requisite knowledge and experience to identify barriers to access on the CUNY System’s website and conducting a thorough audit of existing online content and functionality;
- making all new website content and functionality accessible to people with disabilities;
- developing a corrective action plan to prioritize the removal of online barriers over an 24-month period;
- posting a notice to persons with disabilities about how to request access to online information or functionality that is currently inaccessible; and
- providing website accessibility training to all appropriate personnel.

OCR will monitor the CUNY System’s implementation of the Agreement. When OCR concludes that the CUNY System has fully and effectively implemented the terms and obligations of the Agreement and is in compliance with the statutes and regulations at issue in the case, OCR will terminate its monitoring and close the case. If the CUNY System fails to implement the Agreement, OCR may initiate administrative or judicial proceedings to enforce specific terms and obligations of the Agreement. Before initiating administrative (34 CFR §§ 100.9, 100.10) or judicial proceedings to enforce the Agreement, OCR will give the CUNY System written notice of the alleged breach and sixty (60) calendar days to cure the breach.

This letter should not be interpreted to address the CUNY System’s compliance with any other regulatory provision or to address any issues other than those addressed in this letter. This letter sets forth OCR’s determination in an individual OCR case. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as such. OCR’s formal policy statements are approved by a duly authorized OCR official and made available to the public. The complainant may have the right to file a private suit in federal court whether or not OCR finds a violation.

Please be advised that the CUNY System may not harass, coerce, intimidate, or discriminate against any individual because he or she has filed a complaint or participated in the complaint resolution process. If this happens, the individual may file a complaint alleging such treatment.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. In the event that OCR receives such a request, it will seek to protect, to the extent provided by law, personally identifiable information that, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

If you have any questions, please contact Aditi Shah, Compliance Team Attorney, at (646) 428-3897 or aditi.shah@ed.gov; or Amy Randhawa, Compliance Team Attorney, at (646) 428-3781 or sandeep.randhawa@ed.gov.

Sincerely,

/s/

Timothy C. J. Blanchard

Encl.

cc: XXXXXXXXXXX XXXXXXXX, Esq.