



# ADA Digital Compliance

What does that mean for Council?





# What's Changing?

- All public-facing content must meet WCAG 2.1 Level AA which applies to:
  - Agenda Packets
  - PDF Attachments
  - Website Content
  - Social Media posts

**Non-Compliant content CANNOT be posted. No compliance = no publication**



# What This Means for Council and where we'll feel it most?

- Materials must be accessible BEFORE submission
- No last-minute uploads without compliance
- Increased prep time for agenda packets
- Agenda Packets (biggest risk)
- Scanned PDFs (major issue)
- Charts, graphics, and images (need alt text)
- Tables and formatting (must be structured properly)
- External documents (contracts, licenses, presentations, etc.)



# Immediate Changes

- Staff will need to be trained
- Templates updated (like this one—thanks, Jackson)
- High Volume + tight turnaround timelines can cause error
- Existing documents may need rework



# Do we have options?

- Undue Burden Ordinance
  - Provides flexibility until July 2026
  - Allows phased implementation
  - Reduces risk of disruption to council operations
- What it doesn't provide:
  - Does not remove the requirement
  - Does not eliminate compliance risk long-term
  - It only buys time, not immunity



# Recommendation

- Adopt Undue Burden Ordinance
  - To begin immediately
  - Start template updates
  - Staff training
  - Process changes
- Goal: full compliance by July without too much disruption.