## North Dakota's Vision

North Dakota's vision for digital accessibility is to build accessible, usable digital services from the start, support staff with the tools and training they need, and continually improve how we serve all North Dakotans.

## The 2024 DOJ Rule

Digital accessibility ensures that everyone can use the State of North Dakota's websites, documents and online services. The 2024 U.S. Department of Justice Digital Accessibility Rule gives state agencies a clear, standard of what accessible digital content looks like and how to work toward it.

The 2024 DOJ Rule requires state agencies to ensure that all public-facing digital content is accessible to people with disabilities, as required under Title II of the Americans with Disabilities Act (ADA). To meet this requirement, digital content and systems must follow Web Content Accessibility Guidelines (WCAG) 2.1 AA which is the national standard for digital accessibility.

WCAG provides practical guidelines to help ensure digital content can be seen, understood and used by everyone, regardless of ability. In simple terms, this means content must be usable by people who rely on assistive tools such as screen readers, keyboard navigation, captions or other accessibility features.

Accessibility is a shared responsibility and anyone who creates, updates, or posts digital content plays a role. This work does not require perfection. What matters is steady, intentional progress. Small improvements made consistently can have a real impact on how people access state services. Accessibility is not just a requirement - it's an opportunity to better serve North Dakotans.

## What Needs to Be Accessible

All **new** and **currently used** digital content the public can access

Websites

Web and mobile applications

PDFs

Word processor documents (MS Word)

Presentation files (PowerPoint)

Spreadsheets (Excel)

Forms

Notices

Videos

Audio (podcasts)

Images

Charts & graphs

Social media posts

Third-party technology

# Our Road to Accessibility

North Dakota agencies have a large number of systems, websites and digital documents.

Achieving full accessibility across all digital content by April 24, 2026 will be challenging, but by taking a cooperative, proactive approach, agencies can make meaningful progress that removes barriers and improves access to state services.

By focusing on the content people use most, building accessibility into new work, and steadily improving over time, agencies can make real progress before the deadline with continued strengthening of accessibility afterward.

## Documentation

Demonstrating good-faith effort is an important part of compliance. Simple records should be kept showing:

- What digital content and systems have been reviewed
- What accessibility issues are known
- What has been fixed
- What is planned next

# What Does Your Agency Need to Do?

- **Inventory content**
  List all public-facing digital content.

- **Flag exceptions and content no longer needed**
  Identify content covered by DOJ rule exceptions.
  If removing content, consider records retention schedules.

- **Prioritize usage**
  Focus first on current content and content the public uses most.

- **Check vendors**
  Confirm WCAG 2.1 AA compliance and document remediation plans.

- **Fix web content**
  Remediate high-traffic pages first.

- **Fix documents & media**
  Address frequently used PDFs, forms, videos, and audio.

- **Prepare for the future**
  Ensure all new content (including social media) that is posted after April 24, 2026 is accessible and meets WCAG 2.1 AA guidelines.

# Find Training, Info & Updates

- North Dakota Digital Accessibility Hub (ndit.nd.gov/support/digital-accessibility-hub)
- Team ND Connect Accessibility Training