



## **ADA Overview**

The U.S. Department of Justice published a final rule under Title II of the Americans with Disabilities Act (ADA), which mandates that state and local government entities ensure their web and mobile content is accessible to constituents with disabilities. The compliance deadline for this rule is April 24, 2026.

To prepare for compliance, Commission staff have begun incorporating accessibility best practices into all publicly available digital content, including:

- Ensuring accessible color contrast and avoiding color alone to convey information
- Adding alternative text to images and visual objects
- Structuring tables with headers and logical navigation for screen readers
- Establishing a logical reading order throughout documents
- Using clear headings and descriptive link text for improved navigation

This applies to documents created in Microsoft Word, Excel, PowerPoint, and PDF formats, as well as other formats posted to the Commission's website.

These changes are critical to meeting the ADA's goals of equal access and will ensure our content is accessible to all members of the public, including individuals with disabilities by the 2026 deadline.