Section 1. Purpose

Metro State University is committed to ensuring all students, employees, and visitors can work and learn in environments that are accessible and which ensure their full participation. Equity and inclusion are core institutional values at Metro State University. Our community honors diverse perspectives and experiences. All individuals affiliated with Metro State have a shared responsibility to ensure an accessible environment using a universal design framework. It is the purpose of this policy to outline the university’s accessibility standards and expectations.

Section 2. Definitions

- Access and/or accessibility: Referring to the quality of being reached, entered, obtained, used or easily understood in the same or equivalent degree as for others.
- Disability: A physical or mental impairment that substantially limits one or more major life activities.
- Learning Environment: Refers to all physical, digital/online locations, contexts, and cultures in which students learn.
- Universal Design (UD): Also known as "inclusive design" and "design for all," this is an approach to the design of products, places, policies, and services that can meet the needs of as many people as possible throughout their lifetime, regardless of age, ability, or situation.
- Web Content Accessibility Guidelines (WCAG): Web Content Accessibility Guidelines (WCAG) is developed through the W3C process in cooperation with individuals and organizations around the world, with a goal of providing a single shared standard for web content accessibility that meets the needs of individuals, organizations, and governments internationally. The WCAG documents explain how to make web content more accessible to people with disabilities. Web “content” generally refers to the information in a web page or web application, including: (a) natural information such as text, images, and sounds, and (b) code or markup that defines structure, presentation, etc.

Section 3. Policy

A. Metro State University commits to create equitable and inclusive learning and working environments that utilize principles of Universal Design ensuring that we meet (at a minimum) and exceed, in all cases possible, the standards set forth in applicable state and federal laws, regulations, and guidelines. The university
shall continue to monitor best practices in ensuring access to learning and working environments.

B. The Vice President of Equity and Inclusion is responsible for the oversight and administration of this policy including associated audits, training, moderation of processes, and collaboration with appropriate departments for the development of resources.

Section 4. Authority

This policy is issued pursuant to the authority granted the Americans with Disability Act of 1990 (ADA); Sections 504 and 508 of the Rehabilitation Act; WCAG 2.0 Level AA; MN Statutes 16E.03; MN Statutes 363A.42; MN Statutes 363A.43; State of Minnesota Accessibility Standard; Minnesota Human Rights Act MN Statute 363A; the 21st Century Communications and Accessibility Act (CVAA) Pub. L. 111-260; and Minnesota State Policy 1B.4 Access and Accommodation for Individuals with Disabilities; The Architectural Barriers Act of 1968. Other authority may also apply.

Section 5. Effective Date

This University policy shall become effective upon signature by the President and shall remain in effect until modified or expressly revoked.

Section 6. Responsibility

The President or designee is responsible for implementation of this policy, but delegates to the Vice President of Equity and Inclusion the administration of this policy including associated audits, training, moderation of processes, and collaboration with appropriate departments for the development of resources.

Section 7. Review

This policy shall be reviewed every five years, or as needed.

Section 8. Signature

Issued on this date: August 31, 2023

Virginia "Ginny" Arthur
President

Date of Implementation: 09/06/23