



CONDUCTING AN ACCESSIBILITY AUDIT



A REPORT FROM THE NEW JERSEY
COALITION AGAINST SEXUAL ASSAULT

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INTRODUCTION



The New Jersey Coalition Against Sexual Assault (NJCASA) is one of the state's leaders in the anti-sexual violence movement, providing capacity-building support to a total of 30 programs, including all 21 county-based rape crisis centers. In 2023, with support from Congressionally directed funding from U.S. Senator Cory Booker's office through the Department of Justice's Office on Violence Against Women, NJCASA launched a comprehensive internal accessibility audit, the findings of which will help streamline and improve equity-building practices in our organization. One key goal of this undertaking is to encourage other programs to do the same by providing guidance and recommendations that may help increase understanding about the purpose of such a project, as well as simplify the process. Below, we have outlined key features of the audit, including data collection and analysis, creation of an accessibility charter, development of the audit template, and other actions and resources that have informed our work thus far.

WHAT IS AN ACCESSIBILITY AUDIT?



According to the Centers for Disease Control and Prevention, more than 17.5% of adults in NJ have a disability. These individuals experience health disparities, have high rates of depression, and are at increased risk for sexual assault. Furthermore, we recognize that those with disabilities are not the only ones who confront these challenges. Many other individuals with historically marginalized and minoritized identities are also at a disadvantage and face obstacles, such as language and transportation barriers, and individuals with multiple marginalized identities are at disproportionate risk. To better serve these communities, NJCASA has launched an internal accessibility audit. An accessibility audit is a detailed report that lists the accessibility issues of an organization and focuses on key areas, such as office spaces, websites, and events. Accessibility audits should include explanations of accessibility issues and propose recommendations on how to address them. The overall goal of such an undertaking is to increase equity among staff, community partners, and all those who engage with an organization's platforms and services. Furthermore, please note that, as a capacity-building organization, conducting an internal audit at the onset of this initiative is intended to serve as a model for allied organizations. Conducting an audit ourselves ensures that NJCASA has the experience of performing such an assessment to inform our provision of technical assistance to partners that undertake such efforts themselves.

RATIONALE

As one of the state's leading experts on sexual violence and the only capacity-building specialist working with all 21 county-based rape crisis centers and a cohort of nine other programs, including a total of eight new culturally specific member programs, NJCASA is deeply committed to serving our diverse communities, including marginalized and minoritized populations that are historically at high risk for sexual assault and typically face greater barriers to accessing care, including but not limited to individuals with disabilities; Black Indigenous People of Color (BIPOC); members of the lesbian, gay, bisexual, transgender, queer, questioning, plus (LGBTQ+) community; those who are Deaf/Hard of Hearing; and individuals with Limited English Proficiency. It is worth noting that NJ is one of the most diverse states in the country, with around 150 languages spoken by its residents, and that this rich diversity further underscores the need for this project.

NJCASA believes that programs and services must be designed to meet the needs of those most likely to be targeted for sexual violence and who often experience the greatest impediments to receiving services. The COVID-19 pandemic only deepened our understanding of how marginalized communities face more obstacles and experience higher rates of illness, poverty, and other negative outcomes. With this awareness comes the responsibility for advancing new models and innovative practices to better serve these populations by providing culturally affirming services and accommodations that include but are not limited to closed captioning, American Sign Language, translation and transcreation services, inclusive design, and assistive technology. Below, you will learn more about the steps of conducting an accessibility audit. We welcome you to consider conducting one at your organization and hope that this report helps in preparing for and streamlining the process.



STEPS FOR CONDUCTING AN ACCESSIBILITY AUDIT



If you are seeking to conduct an accessibility audit at your organization or agency, it is important to follow several basic steps to keep your project on track for success. NJCASA recommends the following:

RESEARCH AND DATA ANALYSIS:

Grounding an accessibility audit in research is crucial to ensure its effectiveness and relevance. Using existing program data and evidence-based information provides a robust foundation for identifying current gaps and areas needing improvement. This approach allows auditors to draw upon proven strategies and reliable metrics, ensuring that the audit is not only comprehensive but also aligned with established standards and individual programmatic needs. By integrating statistical data and researched best practices into the audit, organizations can define clear, measurable objectives and benchmarks. Said data may also be used to analyze who is or is not currently being served and how this compares to community demographic and sexual violence prevalence statistics.

This alignment assures that the audit process is systematic, objective, and capable of delivering actionable insights for addressing existing barriers. Furthermore, grounding the audit in research enhances its credibility and ensures that recommendations are supported by empirical evidence, which can be crucial for securing stakeholder buy-in and additional funding that may be needed to address findings and achieve implementation of accessibility improvements over time. Thus, research-based grounding will not only strengthen the audit's framework but also enhance its long-term impact and sustainability. Finally, this phase will help define the scope of the audit, such as areas to be assessed (e.g., websites, facilities, documents, events), overarching goals for the project, and staff, consultants, and any other individuals with expertise in accessibility standards and user experience needed to address gaps and needs.

Please note, however, that although research and evidence-based approaches are helpful, we must also remain mindful throughout the process that statistics and data can also be skewed (i.e., marginalized populations are often left out of many studies, and medical studies often slant toward outdated and disproven measurements of wellness and condition and disease occurrence based on race, such as the persistent idea that Black and Latinx individuals have thick skin and high pain tolerance). Furthermore, researchers often do not account for the fact that disparities occur because individuals with historically marginalized and minoritized identities are forced to endure conditions that increase trauma and that they typically have few resources to take care of their health, including their mental health.

Remaining cognizant of these disparities while evaluating existing practices and approaches is essential to assuring that choices made around accommodations are truly in the best interests of those we hope to serve and that they fully meet the needs of individuals disproportionately impacted.

THE AUDIT CHARTER:

An audit charter is a formal statement or document that defines the scope, objectives, and responsibilities of an audit within an organization. It is the foundational framework guiding the audit process, ensuring clarity, accountability, and alignment with organizational goals. In the context of conducting an accessibility audit, the charter can delineate the purpose of this endeavor, affirming that those involved in the process have the necessary access to resources, information, and systems required to conduct a thorough assessment of processes, practices, and materials to be reviewed, such as websites, applications, and facilities. In essence, the charter provides a framework for methodology to be employed during the audit, like the tools and techniques to be used and the parameters of the assessment. This will help set the standards and criteria against which accessibility will be measured, aligning with relevant guidelines and best practices (See Appendix A for sample charter).

THE AUDIT CHECKLIST:

The audit checklist is the map of the accessibility audit and should encompass the multiple areas your organization is seeking to examine and address. The broader the focus of this document, the more comprehensive the audit will be. Taking time to create this document will help ensure that you have identified the full scope of areas you hope to evaluate and improve. For this reason, it is recommended that several individuals work on creating the checklist, both internal and external to the organization. Below are some main areas to include in an organization audit checklist:

1

WEBSITE ACCESSIBILITY:

- Evaluate the website against recognized standards like the Web Content Accessibility Guidelines (WCAG).
- Use automated tools to identify common issues.
- Perform manual testing to assess aspects that automated tools might miss.
- To get direct feedback, conduct user testing with individuals with disabilities and/or with those who experience other barriers (e.g., language access).
- Consider adding Recite Me or another accessibility toolbar that offers a range of on-demand accessibility solutions to help you comply with ADA and WCAG standards while ensuring your website is user friendly for individuals with disabilities, situational challenges, and language needs through customization and translation options.

2 FACILITIES ACCESSIBILITY:

- Inspect physical facilities to ensure compliance with accessibility standards such as the Americans with Disabilities Act (ADA).
- Assess accessibility of entrances, restrooms, signage, and emergency exits.
- Evaluate accommodations for individuals with various disabilities, including mobility, visual, auditory, and cognitive challenges.
- To fully address the needs of diverse staff and guests, think beyond standard ADA compliance. For instance, consider having a quiet room; a combination of both open and closed spaces; gender-neutral facilities; an uncluttered environment; natural light; and other natural elements (e.g., plants, views).

3 DOCUMENT ACCESSIBILITY:

- Review documents (e.g., PDFs, Word documents, etc.) to ensure that they are accessible, such as checking for spacing between letters, words, and paragraphs and maintaining a simple, uncluttered design that is easy for the eye to follow.
- Check for proper use of headings, alt text for images, and other elements that enhance readability for screen readers.
- Ensure that documents are available in multiple formats to accommodate different needs, including documents without any design elements and large-print versions.

4 EVENT ACCESSIBILITY:

- Assess the accessibility of event venues, including transportation options and on-site accommodations, such as accessible parking, gender-inclusive bathrooms, wide doorways, and a place to accommodate service animals.
- Ensure the availability of assistive technologies, such as captioning services, sign language interpreters, and hearing loops.
- Develop event materials and presentations in accessible formats.

5 COMMUNICATION AND PARTNER AND CLIENT SERVICE ACCESSIBILITY:

- Evaluate communication methods to ensure that they are accessible, including emails, phone systems, and in-person interactions.
- Train staff on providing accessible services and handling requests for accommodations.

6

POLICY AND PROCEDURE REVIEW:

- Review organizational policies and procedures to promote accessibility and inclusion.
- Ensure there are processes in place for requesting accommodations and addressing accessibility concerns (see Appendix B for sample accessibility checklist).

NEXT STEPS



Conducting the audit is only the first phase of this project, as the goal is to make changes that address the needs identified through the audit process. Once the research is conducted, the project team is identified, and the charter and checklist are finalized, you can begin to go through the checklist to examine each section under consideration. After that, you are ready to move on to the other phases of the project described below:

ANALYZE FINDINGS:

Review and analyze the audit data to identify common issues and patterns, prioritizing issues based on their impact on accessibility and the feasibility of remediation, recognizing mitigating factors, such as cost and staffing limitations, which can impact addressing all findings.

CREATE THE AUDIT REPORT:

Summarize the findings in a clear and organized report. Include individual sections, such as an executive summary, detailed findings, and recommendations for improvement. Provide actionable recommendations for addressing identified issues.

DEVELOP AN ACTION PLAN:

Based on the audit report, create a detailed action plan outlining steps to address accessibility issues. Assign responsibilities and timelines for each action item, recognizing that some findings may require a multistep approach, such as identifying potential funding sources to complete an aspect of the project.

COMMUNICATE FINDINGS AND PLAN:

Share the audit report and action plan with all relevant stakeholders, including staff and external partners. Promote clear communication of the importance of addressing accessibility issues and the benefits of doing so, and confirm a commitment to better meeting the needs of those served by your programs.

IMPLEMENT CHANGES:

Execute the action plan over time, making the necessary changes to improve accessibility as feasible. Monitor progress and adjust the plan as needed, using data, surveys, and other assessment tools to refine the scope of work whenever possible.

FOLLOW-UP AND CONTINUOUS IMPROVEMENT:

Schedule follow-up audits over set periods (e.g., every five years) to assess the effectiveness of implemented changes and identify any emerging issues, and foster a culture of continuous improvement by regularly updating accessibility practices and training staff (see Appendix C for Additional Resources).

By following these steps, organizations can create a comprehensive audit document that guides the accessibility audit process and fosters continuous enhancement of accessibility across all areas. This is done while remaining responsive to changing needs, budgetary constraints, and staffing considerations.



IMPORTANT FRAMING CONSIDERATIONS

While NJCASA's accessibility audit has been informed by a range of resources and best practices, many of which we have shared here in this document under Appendix C, the framework of universal design and the 10 Principles of Disability Justice have particularly guided us. Both are summarized below:

UNIVERSAL DESIGN:

Universal design (UD) is the design and arrangement of an environment so that it can be understood and used to the fullest extent by all people, regardless of their age, gender identity, size, background, ability, and more. The concept is not limited to physical and digital spaces, as it also informs educational approaches and practices designed to meet the needs of diverse learners. The purpose of universal design is not to conform to a special requirement or for the benefit of only a small group. Instead, it is intended to contribute to the experience and well-being of every participant.

Fundamentally, proponents of universal design attest that if an environment, product, or tool is accessible, convenient, and pleasurable to use, every individual benefits from the experience. By considering the broad range of needs and abilities throughout the design and implementation process, universal design establishes digital and built environments, services, systems, and resources that meet people's comprehensive needs, thereby promoting equity and inclusion.

What universal design affords is a premise for conducting an audit that is collective, widely embraced, and encompasses the various aspects of accessibility we are committed to addressing, from physical and digital spaces to educational and learning modalities.



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IMPORTANT FRAMING CONSIDERATIONS

THE 10 PRINCIPLES OF DISABILITY JUSTICE:

The 10 Principles of Disability Justice is a framework that was developed by Sins Invalid, a disability justice-based performance project that incubates and celebrates artists with disabilities, focusing on artists of color and LGBTQ+ artists as communities that have been historically marginalized. While universal design has a more pragmatic foundation in basic elements of design and instruction, the 10 Principles of Disability Justice are informed by a social justice ethos that challenges the status quo and promotes an activist framework around accessibility and inclusion, one that enhances accessibility across all domains. The 10 principles* are as follows:

1

INTERSECTIONALITY:

Simply put, this principle says that we are many things, and they all impact us. We are not only disabled, we are also each coming from a specific experience of race, class, sexuality, age, religious background, geographical location, immigration status, and more. Depending on context, we all have areas where we experience privilege, as well as areas of oppression. The term “intersectionality” was first introduced by feminist theorist Kimberlé Crenshaw in 1989 to describe the experiences of Black women, who experience both racism and sexism in specific ways. We gratefully embrace the nuance that this principle brings to our lived experiences, and the ways it shapes the perspectives we offer.

2

LEADERSHIP OF THOSE MOST IMPACTED:

When we talk about ableism, racism, sexism & transmisogyny, colonization, police violence, etc., we are not looking to academics and experts to tell us what’s what — we are lifting up, listening to, reading, following, and highlighting the perspectives of those who are most impacted by the systems we fight against. By centering the leadership of those most impacted, we keep ourselves grounded in real-world problems and find creative strategies for resistance.

3

ANTI-CAPITALIST POLITICS:

Capitalism depends on wealth accumulation for some (the white ruling class), at the expense of others, and encourages competition as a means of survival. The nature of our disabled bodyminds means that we resist conforming to “normative” levels of productivity in a capitalist culture, and our labor is often invisible to a system that defines labor by able-bodied, white supremacist, gender normative standards. Our worth is not dependent on what and how much we can produce.

4

CROSS-MOVEMENT SOLIDARITY:

Disability justice can only grow into its potential as a movement by aligning itself with racial justice, reproductive justice, queer and trans liberation, prison abolition, environmental justice, anti-police terror, Deaf activism, fat liberation, and other movements working for justice and liberation. This means challenging white disability communities around racism and challenging other movements to confront ableism. Through cross-movement solidarity, we create a united front.

5

RECOGNIZING WHOLENESS:

Each person is full of history and life experience. Each person has an internal experience composed of our own thoughts, sensations, emotions, sexual fantasies, perceptions, and quirks. Disabled people are whole people.

6

SUSTAINABILITY:

We learn to pace ourselves, individually and collectively, to be sustained long-term. We value the teachings of our bodies and experiences, and use them as a critical guide and reference point to help us move away from urgency and into a deep, slow, transformative, unstoppable wave of justice and liberation.

7

COMMITMENT TO CROSS-DISABILITY SOLIDARITY:

We value and honor the insights and participation of all of our community members, even and especially those who are most often left out of political conversations. We are building a movement that breaks down isolation between people with physical impairments, people who are sick or chronically ill, psych survivors and people with mental health disabilities, neurodiverse people, people with intellectual or developmental disabilities, Deaf people, Blind people, people with environmental injuries and chemical sensitivities, and all others who experience ableism and isolation that undermines our collective liberation.

8

INTERDEPENDENCE:

Before the massive colonial project of Western European expansion, we understood the nature of interdependence within our communities. We see the liberation of all living systems and the land as integral to the liberation of our own communities, as we all share one planet. We work to meet each other's needs as we build toward liberation, without always reaching for state solutions which inevitably extend state control further into our lives.

9

COLLECTIVE ACCESS:

As Black and brown and queer crips, we bring flexibility and creative nuance to our engagement with each other. We create and explore ways of doing things that go beyond able-bodied and neurotypical norms. Access needs aren't shameful — we all function differently depending on context and environment. Access needs can be articulated and met privately, through a collective, or in community, depending upon an individual's needs, desires, and the capacity of the group. We can share responsibility for our access needs, we can ask that our needs be met without compromising our integrity, we can balance autonomy while being in community, we can be unafraid of our vulnerabilities, knowing our strengths are respected.

10

COLLECTIVE LIBERATION:

We move together as people with mixed abilities, multiracial, multi-gendered, mixed class, across the sexual spectrum, with a vision that leaves no body/mind behind. This is disability justice. We honor the longstanding legacies of resilience and resistance which are the inheritance of all of us whose bodies and minds will not conform. Disability justice is not yet a broad based popular movement. Disability justice is a vision and practice of what is yet-to-be, a map that we create with our ancestors and our great-grandchildren onward, in the width and depth of our multiplicities and histories, a movement towards a world in which every body and mind is known as beautiful.

* Please Note: The 10 Principles of Disability Justice that appear above are shared in the original language drafted by Patty Berne and Sins Invalid (2016).



CONCLUSION



Conducting an accessibility audit is a critical step for organizations committed to providing equitable services. For survivors of sexual violence, barriers are most often encountered by individuals who are also typically at high risk for assault. Thus, prioritizing accessibility is not just an ethical obligation but a fundamental need within our sector.

Before the COVID-19 pandemic, almost all sexual violence services in NJ were delivered in person. However, the shift toward virtual and hybrid programs, such as online counseling, has opened up new avenues for accessibility. These advancements represent significant strides in our mission to support survivors by offering more flexible and inclusive options to better meet their needs. Despite these positive changes, however, we recognize that much more needs to be done.

An accessibility audit can identify and address remaining gaps, ensuring that our services are fully inclusive. By systematically evaluating our programs, facilities, and digital platforms, we can uncover and mitigate barriers that prevent survivors from accessing the help they need. Incorporating the findings from an accessibility audit will enhance the quality and reach of our services to better support those who face the greatest challenges.

As NJCASA completes the first year of our accessibility audit, we are pleased to share the materials we have gathered and generated throughout this project.* Additionally, we look forward to keeping our members, community partners, and other stakeholders apprised of our ongoing progress. Within the next year, we hope to issue our final report detailing priority areas to address. In the meantime, we encourage anyone seeking to undertake a similar project to reach out to us so that we can learn from each other and support this important work!

* See Appendix D for sample accessibility documents created by NJCASA's accessibility specialist. We encourage you to learn from these resources and adapt them as you see fit to meet the diverse needs of your programs and the communities you serve.



APPENDIX A

SAMPLE ACCESSIBILITY CHARTER

INTRODUCTION

Internal auditing is an independent and objective assurance guided by a philosophy of adding value to improve the operations of [ORGANIZATION NAME] as they pertain to inclusivity and equity among its staff and the program membership it supports with measurable and consistent practices and procedures that are updated regularly. In accomplishing this, [ORGANIZATION NAME] will contribute to a culture of anti-oppressive, culturally sensitive, systematic, and disciplined approaches to evaluate and improve the effectiveness of the organization's governance as well as its employees' and membership staff's satisfaction and sense of safety.

INFORMATION ACCESS

The internal audit committee is a collaborative effort established by [ORGANIZATION NAME] staff. The internal audit activity will adhere to [ORGANIZATION NAME]'s relevant policies and procedures, the standard operating procedures manual, and the employee handbook. Simultaneously, the audit committee will offer ideas regarding practices and procedures to be updated in policies, procedures, and the employee handbook. The audit committee is authorized full, free, and unrestricted access to [ORGANIZATION NAME]'s records, physical properties, and personnel pertinent to carrying out any engagement (except for records deemed confidential and protected by law). The audit committee will maintain strict accountability for confidentiality and safeguarding records and information that is obtained. Staff are requested to assist the internal audit activity in fulfilling its roles and responsibilities.

INDEPENDENCE AND OBJECTIVITY

The internal audit committee and executive leadership will not implement internal controls, develop procedures, install systems, prepare records, or engage in any other activity that may impair fellow auditors' judgment. The audit committee and executive leadership will aim to make a balanced assessment of all the relevant circumstances and endeavor to not be unduly influenced by their own biases and interests or by others in forming judgments.

The accessibility audit will be revisited at least once annually and will follow changes in the needs of its staff and membership staff.

ROLES

The audit committee will:

- Review policies and procedures with the assistance of HR and executive leadership/board.
- Offer insight and suggestions to improve [ORGANIZATION NAME]'s practices that align with its core values of anti-oppression, disability justice, restorative justice, transformational justice, intersectionality, inclusion, and cultural sensitivity and humility.

The accessibility audit lead will:

- Report to the audit committee and administratively to the [ORGANIZATION NAME]'s directors and board regarding updates.
- Make appropriate inquiries of management to determine whether there are resource and scope limitations.
- Communicate and interact directly with the audit committee and executive leadership (i.e., directors and board members), participating in meetings as appropriate.

The directors and the board will:

- Approve the internal audit charter.
- Provide feedback on and approve the internal audit plan.
- Provide feedback on and approve the internal audit budget and resource plan.
- Receive communications from [ORGANIZATION NAME]'s directors on the internal audit activity's performance relative to its plans.
- Communicate the impact of resource limitations and significant interim changes to the audit committee [ORGANIZATION NAME] staff.

SCOPE OF WORK

The scope of internal accessibility auditing may encompass, but is not limited to, the examination and evaluation of the adequacy and effectiveness of the organization's governance, risk management, and internal processes in terms of the quality of performance in carrying out assigned responsibilities to achieve the organization's stated objectives and values. This includes:

- Evaluating risk exposure relating to the achievement of the organization's strategic objectives.
- Evaluating the reliability and integrity of information and the means used to identify, measure, classify, and report such information.
- Evaluating the systems established to ensure compliance with those policies, plans, procedures, laws, and regulations that could have a significant impact on the organization.

- Evaluating the effectiveness and efficiency with which resources are employed.
- Evaluating operations or programs to gauge whether results are consistent with established objectives and goals and whether the operations or programs are being carried out as planned.
- Monitoring and evaluating governance processes.
- Obtaining consulting and advisory services related to gaps in [ORGANIZATION NAME]'s services as appropriate for its staff and membership programs.
- Reporting periodically on the internal audit activity's purpose, authority, responsibility, and performance relative to its plan.
- Identifying and reporting significant risk exposures and other issues, including discriminatory practices and behavior, fraud risks, governance issues, and other matters needed or requested.
- Submission of an internal audit plan for review and approval. The internal audit plan will consist of a budget and resource requirements for the next fiscal and calendar years.

EVALUATION AND REPORTING

The internal audit plan will be developed based on priority (i.e., what survivors, staff, and stakeholders need at a baseline, such as onboarding, access to training and resource materials, and membership communications) and will be reviewed and adjusted as necessary, in response to changes in the organization's business, risks, operations, programs, systems, and controls. Any significant deviation from the approved internal audit plan will be communicated to all involved in this process.

A written report will be prepared and issued by the accessibility specialist and in collaboration with other designees following the conclusion of each internal audit engagement and will be distributed as appropriate. Internal audit results will be communicated to [ORGANIZATION NAME] staff, membership, and other allied organizations and professionals.

The internal audit report may include management's response and corrective action taken or to be taken regarding the specific findings and recommendations. Management's response, whether included within the original audit report or provided thereafter (i.e., within 30, 60, 90, or more days), should include a timetable for the anticipated completion of action to be taken and an explanation for any corrective action that will not be implemented.

APPENDIX B

SAMPLE ACCESSIBILITY CHECKLIST

VIEW SAMPLE ACCESSIBILITY CHECKLIST [HERE](#).



APPENDIX C

ADDITIONAL RESOURCES



1. [Accessibility and Disability Resources by the U.S. Department of Health and Human Services](#)
2. [Accessible eLearning Design by eLearning Industry](#)
3. [Activating Change](#)
4. [Autistic Self Advocacy Network](#)
5. [Checklist for Website Accessibility by Bureau of Internet Accessibility](#)
6. [Disability Justice by the Disability and Philanthropy Forum](#)
7. [Disability Justice - a working draft by Patty Berne](#)
8. [Disability Visibility Project](#)
9. [Guidance and Resource Materials by the Americans with Disabilities Act](#)
10. [National Council on Disabilities](#)
11. [Deaf Advocacy Project- New Jersey Coalition to End Domestic Violence](#)
12. [Partnering to Promote Safety, Access, and Inclusion for Every Survivor: Resource Hub](#)
13. [Programs and Services of the New Jersey Division of Disability Services](#)
14. [Resources and Publications by the New Jersey Division of Disability Services](#)
15. [Responding to Domestic Violence: Tools for Serving Survivors with Disabilities by Futures Without Violence](#)
16. [Supporting Survivors with Disabilities: An Accessibility Guide by Vera Institute of Justice](#)
17. [The 10 Principles of Disability Justice by Sins Invalid](#)
18. [The A11Y Project: Accessibility Checklist](#)
19. [The ADA National Network](#)
20. [Universal Design for Learning Guidelines by CAST](#)
21. [Victim-Centered Approaches by the National Sexual Violence Resource Center](#)
22. [Web Accessibility Initiative by the World Wide Web Consortium](#)
23. [WebAIM](#)

APPENDIX D

SAMPLE ACCESSIBILITY DOCUMENTS

1. [Accessibility & Language Rights](#)
2. [Accessibility 101](#)
3. [Accessible Events & Meetings Guide](#)
4. [Designing Inclusive Presentations](#)
5. [Self-care Toolkit](#)
6. [Web Content Accessibility Guidelines](#)



