

POLICY MEMORANDUM

Branch	Administrative Services	Number	14-097
Division	Equal Employment Office	Effective Date	<u>6/15/15</u>

Title Accessibility Policy

Policy It is the policy of the California State Teachers' Retirement System (CalSTRS) to provide access to all of its programs, services, facilities, material, activities, and information technology environment for persons with a disability; in accordance with [Title II of the Americans with Disabilities Act \(ADA\)](#).

Requirements CalSTRS Information Technology Environment

The CalSTRS.com website has been developed in compliance with California Government Code [§11135](#), which requires that all electronic and information technology (IT) developed or purchased by the State of California is accessible to people with disabilities. There are various types of physical disabilities that impact user interaction on the web. Vision loss, hearing loss, limited manual dexterity, and cognitive disabilities are examples, with each having different means by which to access electronic information effectively. Our goal is to provide a good web experience for all visitors.

CalSTRS will maintain a standards and guidelines document, detailing technical specifications and best practices, to ensure that CalSTRS Intranet and public-facing websites, and other internally developed web products, are in compliance with state and federal accessibility rules. CalSTRS accepts no responsibility for the content or accessibility of the external websites or external documents linked on the CalSTRS.com website.

Reasonable efforts shall be made to accommodate users of technology with enabling software, assistive devices or other means. CalSTRS will develop non-functional requirements related to accessibility during the analysis phase of all IT projects/efforts.

CalSTRS Campuses

CalSTRS adheres to state and federal directives that require all facilities owned, leased, rented, occupied or used by State governmental entities be accessible to persons with disabilities.

CalSTRS is committed to identify alternative methods, if physical barriers cannot be altered to accommodate an individual's accessibility requirements. Furthermore, CalSTRS will ensure ADA accessibility requirements are adhered to when new facilities are acquired and current facilities undergo structural changes.

Accessibility Issues

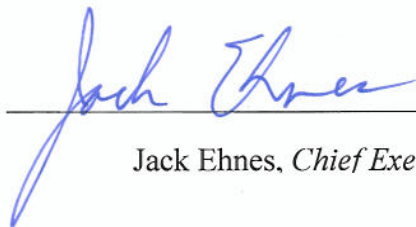
If you have difficulty accessing any of our programs, services, facilities, material, activities or information technology environment due to a disability, please contact our ADA Coordinator at:

CalSTRS ADA Coordinator
Equal Employment Office
P.O. Box 15275, MS 31
Sacramento, CA 95851-0275
916-414-4933
adacoordinator@calstrs.com

CalSTRS [Grievance Procedure](#) and [Grievance Form](#) can be found on CalSTRS.com under Accessibility.

References [CalSTRS Grievance Procedure and Form](#)
[California Government Code §11135](#)
[Title II of the Americans with Disabilities Act \(ADA\)](#)
[Federal Rehabilitation Act of 1973 Section 508](#)
[Public Notice](#)

Approved



Jack Ehnes, *Chief Executive Officer*