POLICY MEMORANDUM

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

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 § 51135, 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
adaacoordinator@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