# EIT Accessibility Implementation Plan



All areas are required to submit a four-year implementation plan according to the University’s [Electronic and Information Technology (EIT) Accessibility Policy](https://www.policy.pitt.edu/sites/default/files/Policies/Community-Standards/Policy_CS26_EIT_0.pdf). These plans allow areas to communicate individual decisions and strategies about how to best meet the requirements of the policy while providing OEDI with a roadmap against which to measure annual progress.

The following implementationplan can include goals that were not completed from the prior *initial* plan for your area, but should delve even deeper, laying out goals for the next few years and moving towards full compliance with the Policy. Furthermore, in accordance with a new federal ruling, the University must be fully compliant with the [WCAG 2.1 Standards](https://www.w3.org/TR/WCAG21/) by April 2027. Plans will be reviewed by OEDI to ensure they are consistent with the EIT Accessibility Policy and the WCAG Standards.

## EIT Accessibility Implementation Priorities

The University is committed to equal access for all members of our community. Below are the priorities of the University. The EIT Accessibility Procedure and Guidelines provide further details regarding how these priorities will be implemented and how adherence to the Policy will be monitored. The [Policy Guidelines](https://www.diversity.pitt.edu/disability-access/digital-accessibility/policy-and-procedure/eit-accessibility-guidelines) provide definitions of New, Fundamental, and Secondary EIT and also describe conditions that may satisfy an exception.

1. **New EIT:** must be in compliance with the applicable standards and guidelines described in the Policy, as of now or satisfy an exception.
2. **Fundamental EIT:** must be in compliance with the applicable standards and guidelines described in the Policy as of now, as it is more than two years after the Policy’s effective date, or satisfy an exception.
   1. Fundamental course content that existed prior to the effective date of the Policy must be in compliance with the applicable standards and guidelines described in this Policy as of now, as it is more than four years after the Policy’s effective date.
3. **Secondary EIT:** must be updated to be in compliance with the applicable standards and guidelines described in the Policy, or the content must otherwise be made available in an equally effective accessible format, and in a timely manner, to any individual requesting access. The unit responsible for its maintenance must make it compliant with the applicable standards or provide an equally effective accommodation.

## General

School, unit, office, department:

Designated point person:

## Implementation Timeline

*Using the University priorities above, your list of EIT from your initial plan, and knowledge of all new EIT acquired, outline your desired outcomes and the strategies to be implemented over the next 4 years to ensure compliance with the EIT Accessibility Policy. If you do not have an initial plan to reference, first list out all of your EIT categorizing it as Fundamental or Secondary. Some areas to consider are* ***websites, courses, and procured systems/software****. Also, remember to keep in mind the goal of compliance with the Federal Rule by April 2027.*

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| **Timeline** | **Desired Outcomes** (reference your specific Fundamental and Secondary EIT) | **Strategies** |
| **Year 1**  **2024-25** |  |  |
| **Year 2**  **2025-26** |  |  |
| **Year 3**  **2026-27** |  |  |
| **Year 4**  **2027-28** |  |  |

## Proposed Support and Structures

*Given the above timeline and identified EIT, what processes, support (ex. training, communication), funding, etc. will your area put into place to ensure desired outcomes are achieved and strategies are implemented?*

*Given the above timeline and identified EIT, who will be responsible in your area for implementing strategies to achieve desired outcomes? (ex. each individual staff/faculty member, an accessibility-specific employee, a leadership group)*

## New EIT

*How will you ensure that new EIT acquired/created during this 4-year period is accessible? (ex. requesting VPAT/ACR from new software providers, a review process to assess accessibility of new documents/content)*

## University Support

*What resources would you like to see put into place at the University level to support your area?*