



# Creating an Inclusive Learning Environment

## eLearning Accessibility Planning

**An inclusive learning environment anticipates that no two disabilities are alike and proactively grounds itself in the fundamentals of universal access.**

**Organizations across the country are seeing increasing employee expectations around accessibility that go beyond the removal of physical barriers to ensure that all employees have full access to the same rights and privileges, including training and development. As online training programs grow and understanding of employee needs increases, organizations need to provide both training content and tools for employees with varying needs.**

Employees participating in online, hybrid, and blended training and development programs require more than technology-enabled courses – they anticipate and expect a holistic learning experience that is focused on their success. Despite the advances in technology which improve accessibility, most online training programs still present barriers to employees who have visual, auditory, cognitive, and/or physical disabilities that prevent them from fully engaging in the learning materials.

To help organizations meet these increased expectations, Blackboard has developed specialized consulting services to assist companies in understanding limitations in coursework and across the learning and development experience that affect employees with disabilities. These services are designed to assist all staff responsible for developing, maintaining, or auditing online content and functionality, including trainers, content developers, program managers, webmasters, IT staff, and others.

### **eLearning Accessibility Plan**

This solution results in a comprehensive eLearning accessibility plan to provide a barrier-free eLearning experience for individuals with disabilities. The plan includes:

- Goals
- Strategies
- Performance Metrics

The solution provides a set of recommendations designed to remove barriers uncovered through a discovery and review of eLearning-related employee functions. These recommendations and the overall plan can then serve as the basis for revised policies, processes, and procedures to be implemented by the organization.

The plan will not address physical accessibility barriers at the organization's office(s) nor are the recommendations a substitute for legal counsel.

## **eLearning Accessibility Course Audit**

The course audit is designed around a rubric and checklist based on WCAG 2.0 AA standards.

This solution results in a comprehensive accessibility audit of eLearning courses identifying areas that prevent a barrier-free learning environment for individuals with disabilities. The plan includes:

- An individualized course accessibility gap report providing the identified gaps as well as areas of strengths along with recommended remediation approaches.
- An institutional report identifying overall areas of strengths and possible areas of focus during instructor and instructional designer development.

The solution provides the results of a comprehensive accessibility audit to the organization's eLearning courses by applying a rubric and checklist based on WCAG 2.0 AA standards. This audit examines documents, images, multimedia and pedagogical approaches for accessibility barriers to learners with varying abilities.

These services will not address physical accessibility barriers at the organization's office(s) nor are the recommendations a substitute for legal counsel.

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