



Australian Government
**Australian Building and
Construction Commission**

Australian Building and Construction Commission

Web Accessibility Action Plan

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Introduction

The Action Plan is to meet the requirements of the [Disability Discrimination Act 1992 \(DDA\)](#) and the Australian Government's Web Accessibility National Transition Strategy (NTS). The NTS requires all Government websites to comply with the World Wide Web Consortium's Web Content Accessibility Guidelines, Version 2 (WCAG2) <http://www.w3.org/TR/WCAG/>.

- Level A compliance is required by 31 December 2012
- Level AA compliance is required by December 2014

Background

What is an Action Plan?

The Australian Human Rights Commission describes a Disability Action Plan as “a strategy for changing those departmental practices which may discriminate against people with disabilities. An Action plan will help the agency to identify these practices and will offer a blueprint for change.”

The Action Plan will be effective in ensuring compliance with the DDA if it convinces complainants and ultimately a Hearing Commissioner or the Federal Court that it:

- demonstrates commitment to eliminating discrimination;
- shows clear evidence of effective consultation with stakeholders;
- has priorities which are appropriate and relevant;
- provides continuing consultation, evaluation and review;
- has clear timelines and implementation strategies and;
- is in fact being implemented.

More information on Disability Action Plans is available at:

<http://www.humanrights.gov.au/action-plans-and-action-plan-guides>

Scope

What will be included

This action plan focuses on web accessibility. It deals specifically with accessibility of content in websites and web applications of Australian Building and Construction Commission (ABCC).

Websites

The current websites of ABCC included in this Action Plan are:

- ABCC website (www.abcc.gov.au)
- ABCC Intranet

Goals and Strategies

1. Raising awareness of web accessibility

- 1.1. Staff members with web responsibilities have a basic understanding of the importance of accessibility.
- 1.2. Web accessibility is included in policies and procedures relating to the online environment.
- 1.3. The ABCC Web Publishing Guidelines are consistent with WCAG2 AA.
- 1.4. Accessibility is monitored within the organisation.

2. Fixing accessibility errors in current web content

- 2.1. The external facing internet sites will be audited and amended as required to comply with WCAG2 Level AA guidelines.

3. Building new web sites and web applications

- 3.1. Newly developed web sites and applications will comply with WCAG 2.0 level AA guidelines.
- 3.2. Accessibility requirements are identified early in the design process.
- 3.3. All new web sites/applications are checked for accessibility as part of their development.
- 3.4. Errors found in audits are addressed.
- 3.5. Users of assistive technology are involved in accessibility evaluations for high profile sites and applications.
- 3.6. External developers are able to implement WCAG 2.0 guidelines.

4. Developing content with a Content Management System

- 4.1. Content Management System produces accessible web content.
- 4.2. Templates for web content comply with WCAG 2.0 Level AA guidelines.
- 4.3. Templates for web content are checked for accessibility as part of their development.

5. Maintaining accessibility of web content

- 5.1. Accessibility level of web content is maintained.
- 5.2. Developers and content authors produce accessible web content.

6. Training developers and content authors

- 6.1. All web developers are trained in developing accessible code before given access to ABCC web services.
- 6.2. All content authors are trained in producing accessible content before given access to ABCC web sites.

7. Procuring new products for the online environment

- 7.1. Procurement policies relating to websites or web applications include web accessibility criteria.
- 7.2. Any new Content Management System meets WCAG 2.0 Level AA Guidelines.

8. Managing accessibility of web content in 3rd party products

- 8.1. Web based applications meet minimum Level AA compliance to WCAG 2.0.
- 8.2. Web developers understand how to implement WCAG guidelines for 3rd party/commercial products (e.g. Using SharePoint or Drupal).

9. Publishing documents online

- 9.1. Documents published on an internet site will be provided in multiple formats.
- 9.2. All PDFs are correctly tagged.

10. Publishing audio-visual content online

- 10.1. Audio content is accessible to users with hearing impairments.
- 10.2. Video content is accessible to users with hearing impairments.
- 10.3. Video is accessible to users with visual impairments.
- 10.4. Audio-visual content is accessible to users with other disabilities.
- 10.5. Media player is tested to ensure it is accessible.

11. Addressing accessibility feedback, requests and complaints

- 11.1. All web content can be used by people with disabilities.
- 11.2. Staff with web responsibilities recognise accessibility issues.
- 11.3. Staff act on accessibility related user complaints, requests and questions.
- 11.4. Users can request an accessible format of a PDF (Word, MP3 or Text).
- 11.5. Users know who to contact for an accessibility issue.

12. Promoting the FWBC commitment to online accessibility

- 12.1. The Action Plan will be available on the ABCC website.
- 12.2. The Plan will be available in multiple formats.

13. Monitoring the implementation of the Action Plan

- 13.1. The action plan will be monitored by the agency's IT Director.