NFBAR Resolutions 2023

Resolution 2023-1

WHEREAS, Section 508 of the Rehabilitation Act requires that technology developed, procured, maintained, or used by the federal government must be accessible to people with disabilities, including Federal employees and the general public; and

WHEREAS, Section 508 requirements apply to all Federal workplace technology, including time and attendance, issue tracking, training, and all other software, virtual meeting spaces, and other technologies; and

WHEREAS, Section 501 of the Rehabilitation Act prohibits Federal agencies from discriminating against employees and applicants based on disability and requires agencies to comply with diversity and inclusion processes designed to improve the recruitment, hiring, advancement, and retention of Federal employees and applicants with disabilities; and

WHEREAS, many blind Federal employees cannot perform essential functions of their jobs, are prohibited from advancing in their careers, or are not hired because of agencies’ use of inaccessible technology; and

WHEREAS, the National Federation of the Blind has engaged in litigation with the United States Department of Agriculture, Department of Justice, Office of Management and Budget, General Services Administration, and other Federal agencies or offices to remedy Section 508 and 501 violations; and

WHEREAS, Federal agencies continue to use technology that is inaccessible to employees with disabilities regardless of federal law and legal precedence:

Whereas state and local agencies and municipalities receiving federal funds must adhere to federal guidelines in order to receive these funds; and:

 Now, therefore,

BE It RESOLVED by the National Federation of the Blind of Arkansas in Convention assembled this thirty-first day of March, 2023, that this organization demand that the Arkansas Congress pass legislation that establishes guidelines that adhere to Sections 508 and 501 of the Federal Rehabilitation Act; and

BE It FURTHER RESOLVED that this organization urge all State agencies promptly to investigate and resolve Section 508 and 501 violations and revise agency procedures to prohibit the purchase or use of any technologies that do not comply with Section 508 requirements.

Be it further resolved that this organization demand that legislation adhere to title II and title III of the Americans with Disability Act and its requirements.