

Section 508 Accommodations

ODNI is committed to providing accessible Information and Communication Technology (ICT) to individuals with disabilities, including members of the public and federal employees, by meeting or exceeding the requirements in Section 508 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794d).

On January 18, 2017, the U.S. Access Board published a final rule updating accessibility requirements for information and communication technology (ICT) covered by Section 508 of the Rehabilitation Act and Section 255 of the Communications Act.

Section 508 requires agencies, during the procurement, development, maintenance, or use of ICT, to ensure that individuals with disabilities have access to and use of ICT information and data comparable to the access and use afforded to individuals without disabilities (i.e., ICT accessibility), unless an undue burden would be imposed on the agency. The Section 508 standards are the technical requirements and criteria that are used to measure conformance with the law and incorporate the W3C Web Content Accessibility Guidelines (WCAG) 2.0.

More information on Section 508 and the technical standards can be found on www.Section508.gov.

If you have feedback, questions, or concerns relating to the accessibility of any content that interferes with your ability to access the information on ODNI's website, please contact ODNI OEEO (ODNI_EEO_Complaints@odni.gov) for assistance.

If you believe that the Information and Communication Technology (ICT) used by the ODNI does not comply with Section 508 of the Rehabilitation Act, please send an email to ODNI OEEO and we will begin the necessary research to ensure that the issue is resolved meeting the spirit and intent of the Act as best we are able. To enable us to respond in a timely manner most helpful to you, please indicate the nature of your accessibility problem, the preferred format in which to receive the material, the web address (URL) of the material with which you are having difficulty, and your contact information.

A Section 508 concern from an ODNI employee or applicant for employment may also constitute a concern under Section 501 of the Rehabilitation Act for disability-based discrimination, such as a failure to provide reasonable accommodation. For the purposes of this procedure, contact with the OEEO, must be made within 45 days of the alleged discriminatory event.

Reasonable Accommodations

The Office of the Director of National Intelligence (ODNI) is an equal opportunity employer and abides by applicable employment laws and regulations. The ODNI is committed to being a model employer of Persons with Disabilities in the federal workplace. The ODNI Reasonable Accommodations Office is devoted to enable applicants and/or employees with known and substantiated disabilities and take necessary steps to ensure equal access and participation in all aspects of employment. Individuals may engage the RA process verbally or in writing, through the Interactive Process. Individuals requesting the accommodation along with the decision makers involved will collaborate, communicate, exchange information, search for solutions and consult resources to provide an accommodation that does not place an undue hardship on the ODNI.

Architectural Barriers Act of 1968

The ODNI is committed to providing accessible facilities to individuals with disabilities, by meeting or exceeding the requirements in the Architectural Barriers Act of 1968 (42 U.S.C. 4151-57). The Architectural Barriers Act (ABA) requires access to facilities that are designed, built, altered or leased with Federal funds. The Access Board is the federal agency responsible for enforcing the ABA. The Access Board's accessibility standards are available on their website at www.access-board.gov/aba. If you believe ODNI facilities do not comply with ABA, please contact ODNI and we will begin the necessary research to ensure that the issue is resolved meeting the spirit and intent of the Act as best we are able.