

## Accessibility Myths vs. Facts

### Myth

### Fact

Accessibility for web, electronic documents, software, telecommunications, etc. is optional.

1

Accessibility is required. Minnesota has accessibility standards, effective September 1, 2010.

Hiring people with disabilities places costly and inconvenient burdens on employers.

2

Most workers with disabilities don't need accommodations. When they do, a simple, low-cost solution usually brings a business within Americans with Disabilities Act (ADA) compliance.

Only those with disabilities benefit from accessible information.

3

Accessible information is easier for all to use and find in a web search. It also improves the user's experience, shows our customers we care, and enhances our good reputation.

I can't use color or graphics for accessibility. Accessible websites and documents look boring and ugly.

4

Please use color if it makes your information more appealing; however, color cannot be the *only* way you are conveying information, and color contrast standards must be met between the background and foreground. Graphics and images need alt tags added. Content and design are both important.

Accessible websites and documents benefit only a small percentage of people.

5

In 2013, there were 612,204 Minnesotans living with a disability. Today, 1 in 4 of 20-year-olds will become disabled before they retire.

Accessibility is an "add-on" that comes after the website or document is finished, and is usually handled by web developers.

6

Accessibility should not be a separate consideration. If you structure your document using headings and styles, the end result will be accessible, without additional work. All staff are responsible for ensuring accessibility.

For more assistance, click to <https://mn.gov/mnit/programs/accessibility/electronic-documents.jsp> or email the MDE Quality Team (#MDE\_ZXQuality Team).

Reference: <https://www.nomensa.com/blog/2012/7-web-accessibility-myths-2>