



Accessibility in 2025: Understanding Changing Regulations

Welcome to our webinar on 2025 accessibility regulations and site compliance.

Join our experts as we explore digital inclusivity.

About Aspiritech

Aspiritech is a tech services company with a mission of meaningful employment for autistic adults

1 Mission
Everything we do bears in mind our mission of meaningful employment for autistic adults and welcoming differences in all people.

2 Services
Software QA
Data services
AI & LLM building
Web development
Creative Services
Accessibility
& More

3 Neurodiversity Advantage
We believe a diverse and inclusive team is an innovative one. We take pride in delivering meaningful results to all our clients.

As a pioneer in neurodiversity employment, Aspiritech has proven that providing the right environment for neurodivergent individuals creates both social impact and business value for clients across industries.



About RaLytics

As a Service-Disabled Veteran-Owned Small Business (SDVOSB), accessibility isn't just a service – it's our mission rooted in lived experience. We're committed to empowering businesses to grow accessibility into strategic advantage.

Our Approach

We recommend our accessibility maturity assessment that uses a mix of methods to capture the full picture of your gaps. These insights create a comprehensive baseline, allowing us to recommend the right mix of solutions—whether it's targeted trainings from our library, hands-on workshops, relevant templates, office hours, or consulting support. This tailored approach ensures that every step you take is strategic, impactful, and designed to move your organization forward.

Our Training

- Instructor-led, self-paced learning, or blended
- Occurs regularly, yearly, or on-demand
- Ranges from minutes to hours
- Targets specific roles, departments, or the whole company
- Offers hands-on practice
- Uses real-world problems

Meet Our Speakers



Tara May

*CEO of Aspiritech, digital
accessibility advocate*



Jennifer Zhang

*Director of Accessibility and
Innovation, RaLytics*



Casey Parker

*Senior Accessibility Strategist at
Aspiritech, 5+ years experience*

What is Digital Accessibility?

- 1 Inclusive Design
Designing with people with disabilities, and extending the benefits to everyone
- 2 Equal Access
Ensuring all users can perceive, understand, navigate, and interact with digital content
- 3 Ongoing Process
Continuously improving and adapting to new technologies and user needs



Benefits of Accessibility Testing

Know Your Status

Have data to strategically adjust processes to reduce future software issues

Legal Compliance

Meet regulatory requirements

Business Growth

Reach 1 in 6 people with disabilities globally, and 1 in 4 in the US



Business Advantages of Accessibility

Customer Retention

Improve user experience, drive sales, and increase loyalty

Brand Reputation

Demonstrate commitment to inclusivity

SEO Boost

Improve search engine rankings with accessible content

The Importance of Accessibility Regulations



- 1** Legal Risk
Increasing number of accessibility-related lawsuits
- 2** Compliance Standards
WCAG as a benchmark for demonstrating compliance
- 3** Cost Savings
Avoid expensive and time-consuming legal actions

Recent Accessibility Regulation Changes in the US



ADA Expansion

State and local government web and mobile

WCAG 2.1 AA

Specified minimum technical standards

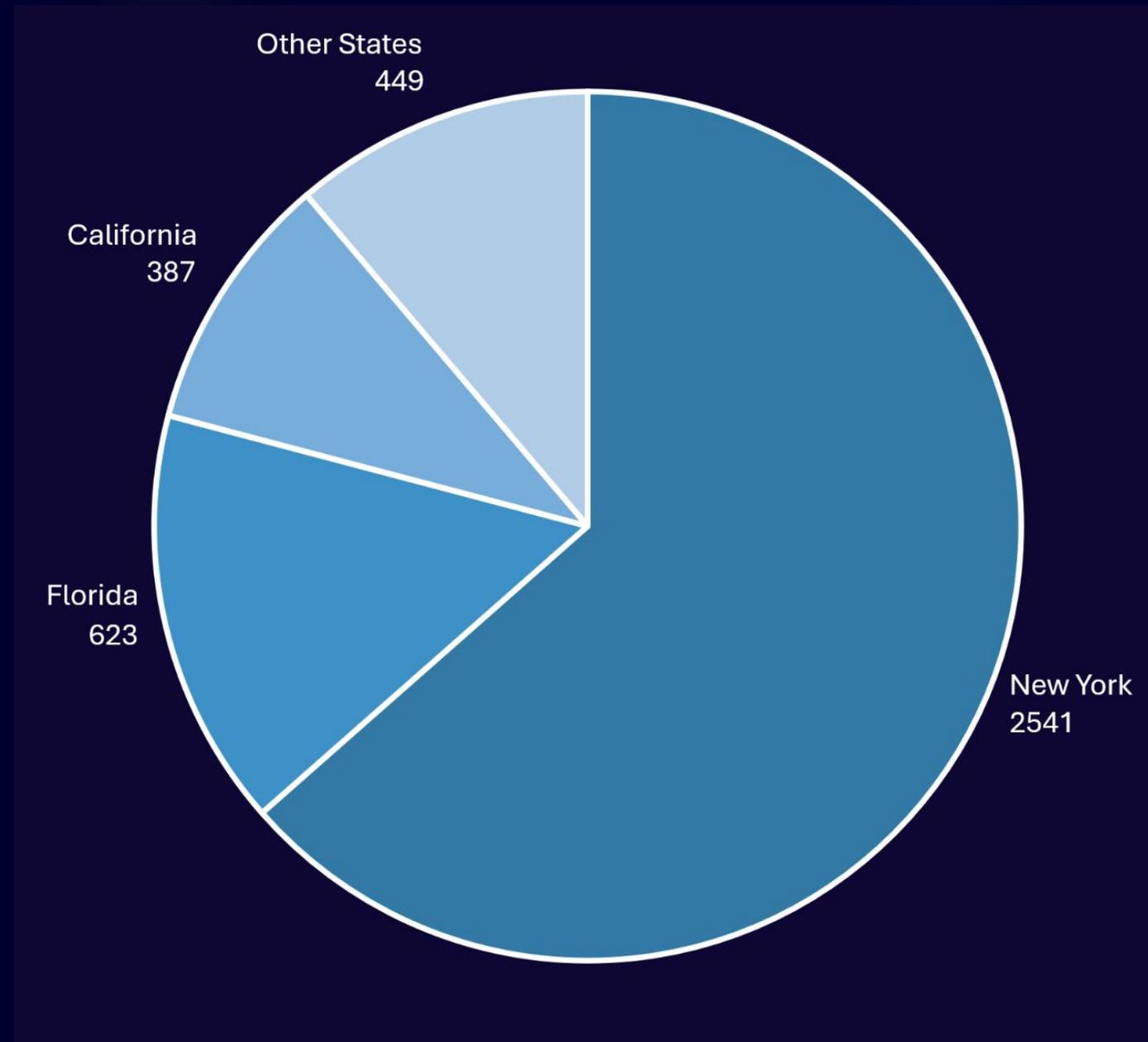
Deadlines for state and local governments

April 24, 2026 for fewer than 50,000

April 26, 2027 for more than 50,000



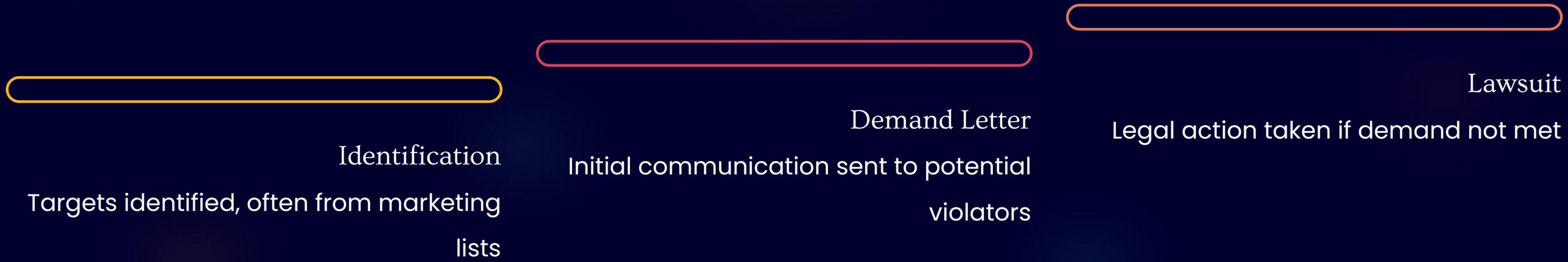
2024 Accessibility Lawsuit Statistics



Over 4,000 website accessibility lawsuits were filed in 2024. 63% originated from New York alone.



Legal Process and Costs



Financial Impact
Settlement range: \$5k - \$20k. Defense fees: \$2k - \$12,500. Hidden costs include time and frustration.

Today's Environment: The Unknown

Quickly changing regulations can make it hard to understand what's to come. Despite the uncertainty, here's what we know:

- It's the law now
Digital accessibility requirements are legally enforceable and cannot be ignored.
- Working toward compliance is great business practice
Beyond legal requirements, accessibility efforts improve user experience and expand your market reach.
- Accessibility best practices are UX best practices
What works for users with disabilities benefits everyone through clearer navigation and better content structure.
- Progress is the most important
Continuous improvement toward compliance demonstrates good faith and reduces legal risk.

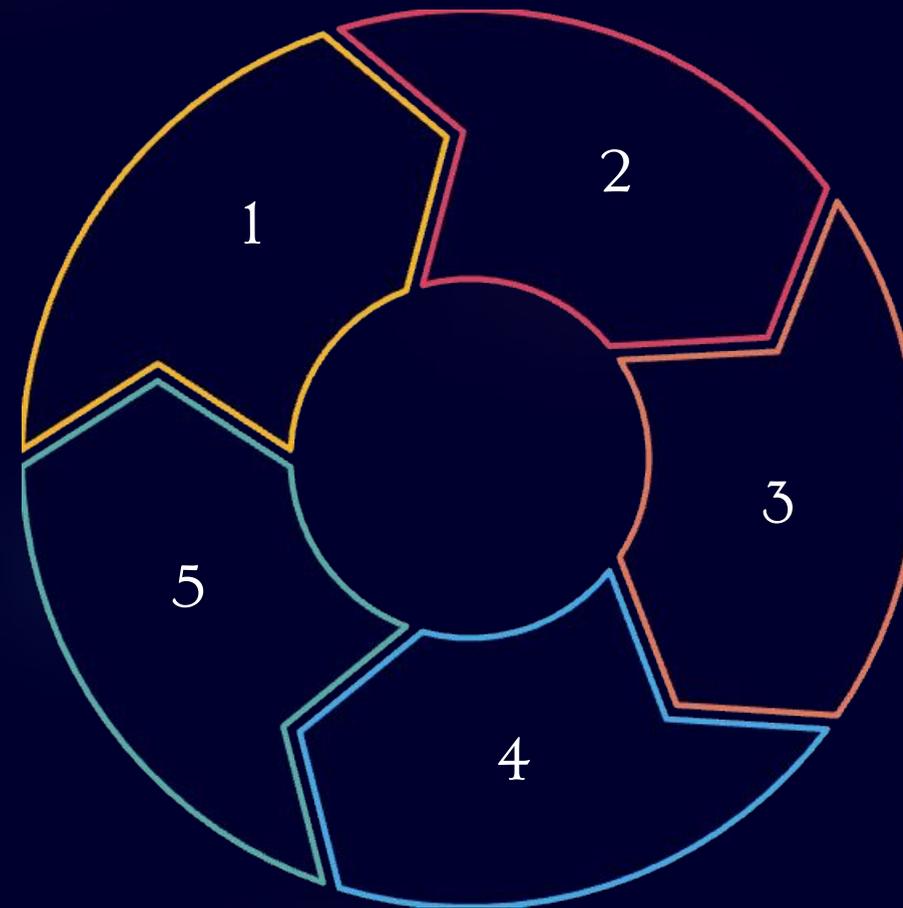
Compliance Timeline

- 
- 1 — April 24, 2026
Public entities with 50,000+ population must comply
 - 2 — April 26, 2027
Public entities with <50,000 population must comply
 - 3 — WCAG 2.1 A and AA
All digital content must meet these guidelines

Steps to Achieve Compliance

Audit
Review current web content
for WCAG compliance

Prioritize
Make accessibility a
long-term priority



Plan

Develop detailed compliance
strategy

Train

Educate staff and vendors on
WCAG guidelines

Test

Conduct manual and
automated accessibility tests

Most Common Accessibility Mistakes

- Low contrast text**
This is one of the most prevalent issues, affecting around 80–85% of websites. Text often lacks sufficient contrast with background colors, making it difficult to read, especially for users with visual impairments.
- Missing alternative text for images**
A significant accessibility barrier preventing screen reader users from understanding image content. Alternative text should concisely describe image purpose and content.
- Missing form input labels**
Nearly 50% of websites have form fields without proper labels, making it challenging for users to understand what information is required.
- Empty links**
About 45% of websites contain links without descriptive text, making their purpose unclear to users, especially those using screen readers.
- Lack of keyboard accessibility**
Many websites fail to ensure all functionality is operable through a keyboard interface, excluding users who cannot use a mouse.

Best Practices for Digital Accessibility

- 1 Integrate Early and Often
Include accessibility in design, development, and testing phases
- 2 User-Centric Approach
Focus on real-user experiences, not just guidelines
- 3 Continuous Improvement
Treat accessibility as an ongoing process
- 4 Expert Testing
Utilize certified testers (e.g., 508 certified by Dept. Homeland Security)

AI and Accessibility: Constant Evolution

Benefits

AI enhances digital accessibility, offering real-time solutions and personalization

Challenges

AI can produce errors and may accelerate lawsuits by flagging issues

Applications

Speech recognition, automated captions, screen readers, and image recognition

European Accessibility Act (EAA) Changes

The European Accessibility Act represents a major shift in EU digital accessibility requirements, establishing unified standards across member states.



The EAA aims to improve the functioning of the internal market for accessible products and services by removing barriers created by divergent legislation.

EAA Scope and Implementation

- 1** Wide Range
Applies to digital products and services, like sites and apps.
- 2** Who it Impacts
Affects EU-based businesses and non-EU providing service to EU.
- 3** Transposition
Member states had until June 2, 2022, to transpose the EAA.
- 4** New Products
New products must comply by June 28, 2025.
- 5** Existing Products
Existing products have until June 28, 2030, to comply.

Key Requirements

Digital Product Accessibility: Computers, smartphones, and e-readers must have accessibility features.

Web & Mobile Accessibility: Sites and apps must follow WCAG guidelines.

Audiovisual Media: TV and streaming must offer captions and audio descriptions.

Banking & Financial Services: ATMs and online platforms must support assistive tech.

Transportation Services: Ticketing and related apps must be user-friendly for all.

Impact on Businesses

- Businesses must evaluate and redesign digital offerings to meet standards.
- Non-compliance leads to fines of €1,000,000 and market removal.
- EAA standardizes rules, simplifying cross-border trade.

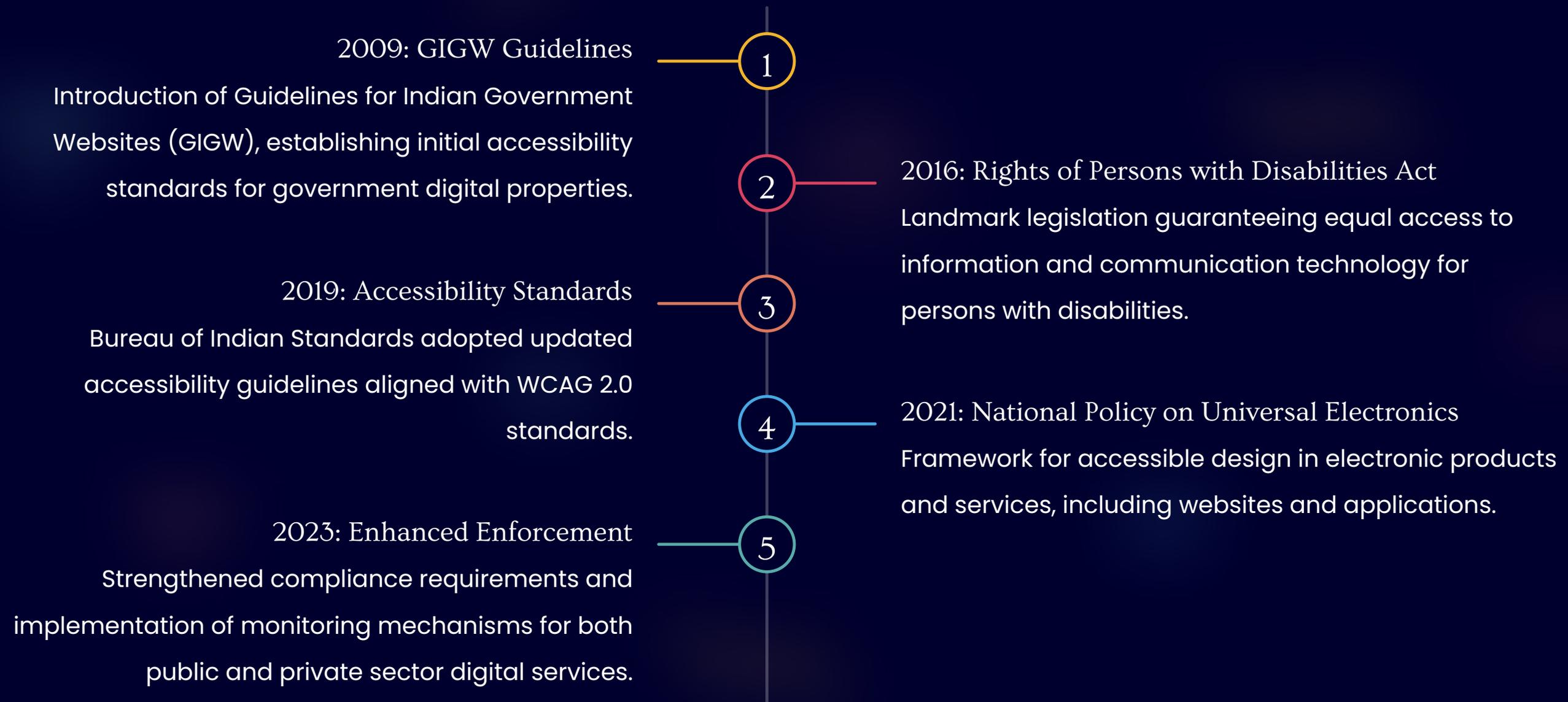


Differences from Previous Legislation

- 1** **Private Sector**
EAA extends to the private sector. Prior laws focused on public sector.
- 2** **Broad Range**
It covers ATMs, ticketing machines, and kiosks. This is in addition to apps and websites.
- 3** **Inclusive**
The EU aims for an inclusive digital environment. They want equal access for all people.

India's Digital Accessibility Regulation Timeline

India has been progressively strengthening its digital accessibility regulations over the past few years, with significant developments occurring recently.



Recent Regulatory Changes

2022: Digital India Act Draft

The Digital India Act draft included expanded provisions for digital accessibility requirements across public and private sector platforms.

1

2025: New Department Initiative

January: The Department of Empowerment of Persons with Disabilities will implement new comprehensive guidelines for digital inclusion across all sectors.

3

2024: Supreme Court Order

November 8: The Supreme Court of India ordered the Union government to establish mandatory accessibility standards for persons with disabilities within three months.

2

Current Enforcement

- The Indian government is now taking strict action against non-compliant websites and apps.
- Businesses face legal penalties and fines for failing to meet accessibility standards.
- Only six establishments have successfully submitted their accessibility audit reports as of February 2024.
- The CCPD has warned of higher penalties for establishments that fail the compliance review after February 28, 2025.

These regulatory changes demonstrate India's commitment to digital inclusion, though challenges in implementation and awareness remain. The focus is now on effective enforcement.

How We Can Help

How Aspiritech Can Help

- Comprehensive digital accessibility audits
- Identification of critical accessibility gaps
- WCAG compliance evaluation
- Detailed reporting on accessibility barriers
- Prioritized remediation recommendations

How RaLytics Can Help

- Accessibility maturity assessments
- Strategic step-by-step accessibility improvement plans
- Integration of accessibility practices into software development lifecycle workflows
- Tailored training plans

The Intersection of Accessibility & Neurodiversity

Beyond compliance, accessibility is about creating digital experiences that work for everyone—including neurodivergent individuals.

Both our companies have a **strong commitment** to neurodiversity.

Aspiritech leads the way by employing autistic professionals as software and accessibility testers.

RaLytics has conducted research on the intersection of accessibility and neurodiversity. Together, we've seen firsthand how accessible digital spaces can empower neurodivergent users and improve usability for all.

Neurodiversity and Accessibility

Neurodivergent individuals can face unique barriers in digital spaces

- Challenges with working memory, organization, time management, and prioritization can make completing tasks online difficult
- Complex navigation, inconsistent layouts, and overwhelming interfaces can be frustrating or even impossible to use

Accessibility best practices also support neurodivergent users

- Clear structure and predictable layouts reduce cognitive load
- Flexible interaction methods support different ways of processing information
- Reduced distractions and customizable experiences help maintain focus and engagement

Thank You for Joining Us!

Recording Available

Access the webinar recording for future reference

Further Questions?

Don't hesitate to reach out to our team

Stay Connected

Join us for future webinars on digital accessibility