



Spring 2023 Section 508 Program Maturity Report

Executive Summary

Program Maturity Report Overview



- In 1998, amendments strengthened Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. 794d) requiring that federal agencies ensure equal access to electronic and information technology to employees and members of the public with disabilities
- In 2017, the U.S. Access Board issued the final rule jointly updating requirements for information and communication technology covered by Section 508 of the Rehabilitation Act and Section 255 of the Communication Act
- In 2019, the 21st Century Integrated Digital Experience Act (IDEA) re-emphasized requirements for conformance with Section 508 for new websites and digital services
- In 2021, the Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce required that *“the Federal Government must be a model for diversity, equity, inclusion, and accessibility, where all employees are treated with dignity and respect”*
- In 2021, the Executive Order on Transforming Federal Customer Experience and Service Delivery to Rebuild Trust in Government required that High Impact Service Providers ensure “the accessibility of services for customers with disabilities”

Program Maturity Report Overview (Continued)



- In 2013, the Office of Management and Budget (OMB) Strategic Plan for Improving Management of Section 508 of the Rehabilitation Act required that CFO Act agencies semi-annually assess and report on the maturity of their Section 508 Programs; the report was referred to as the Section 508 Program Maturity Report (PMR)
- In 2022, the Consolidated Appropriations Act (CAA) of 2023, Section 752, requires federal agencies to assess and annually report conformance with Section 508 and other criteria; subsequently referred to as the Government-wide Section 508 Assessment
- As per OMB, the Government-wide Section 508 Assessment and corresponding report to Congress will replace the previously required semi-annual PMR; making this Spring 2023 edition of the PMR *Summary* and *Supplemental* reports the final PMR to be conducted

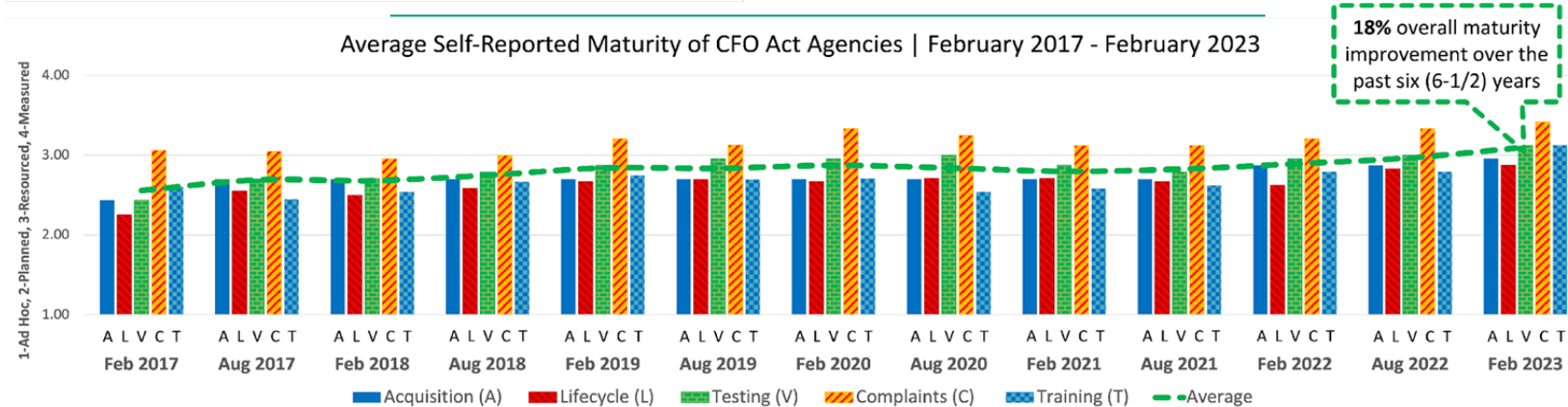
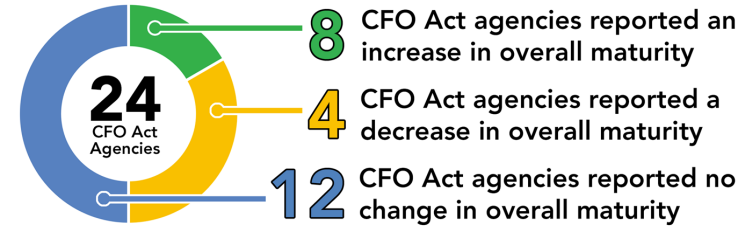
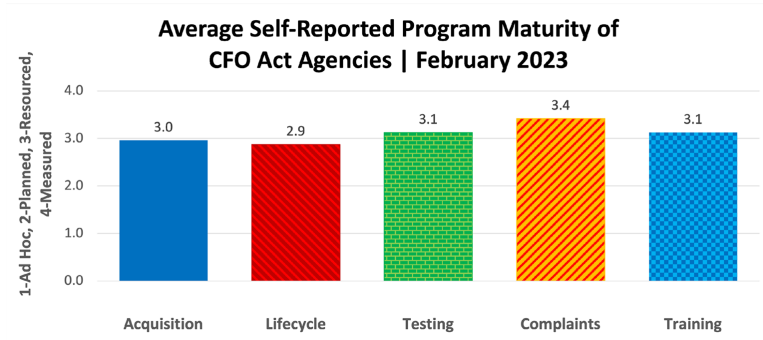


Semi-annually, Executive Branch agencies self-report on:

- the maturity level of their Section 508 Program across five performance metrics
- the number of Internet and Intranet websites that were tested for compliance
- the percentage of those websites tested which were found to be conformant
- the number of federal and contractor staff directly supporting their Section 508 Program

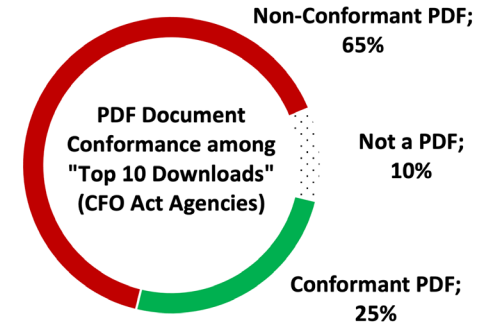
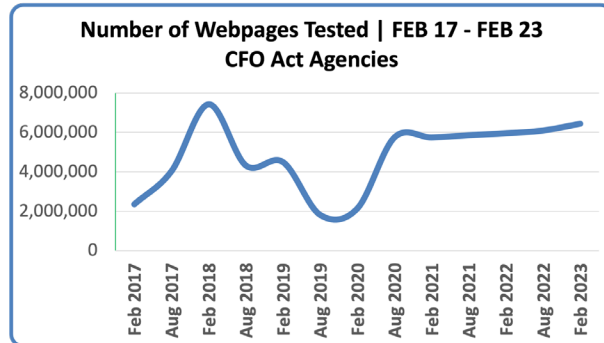
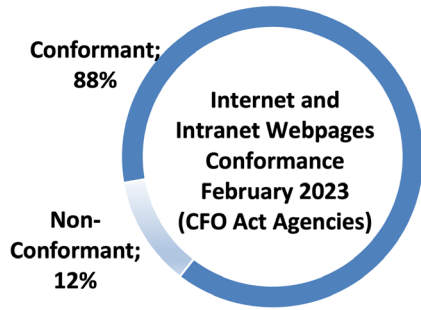
At-a-Glance: Measuring Maturity

Program Maturity of CFO Act Agencies

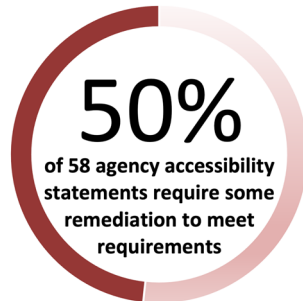


At-a-Glance: Measuring Testing

Web Conformance of CFO Act Agencies



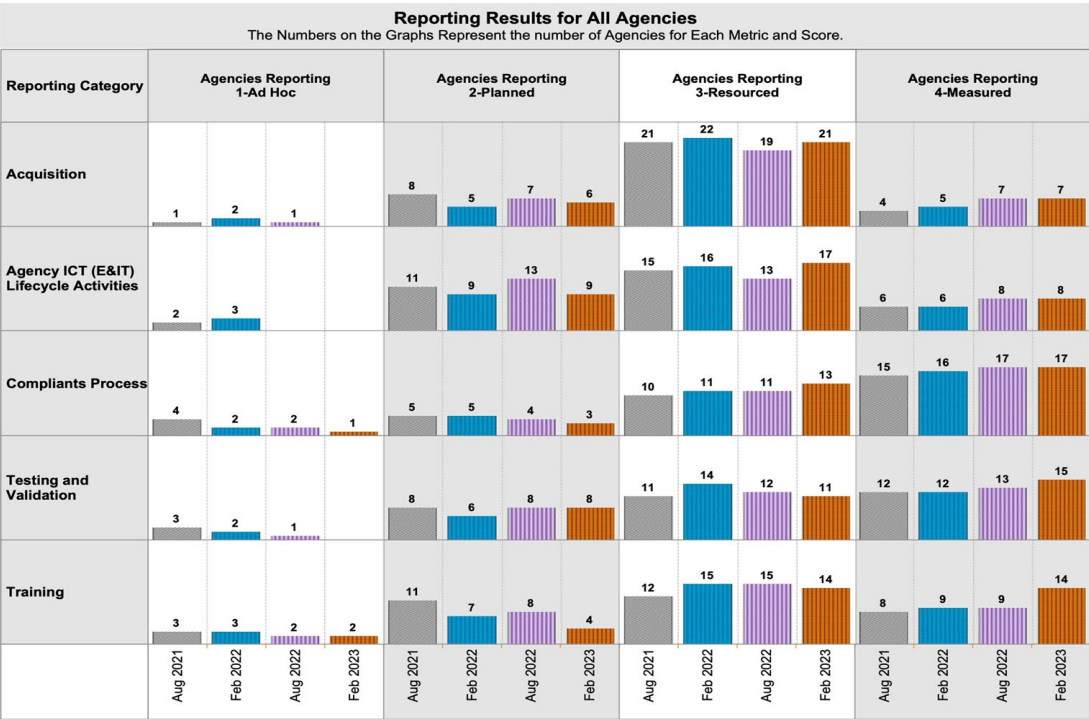
Five (15%) agencies report that they are not testing Intranet (internal) webpages



1/4 of PDFs are Accessible among top 10 downloaded files for CFO Act agencies

Section 508 Program Maturity

Self-Reported Results for CFO Act Agencies



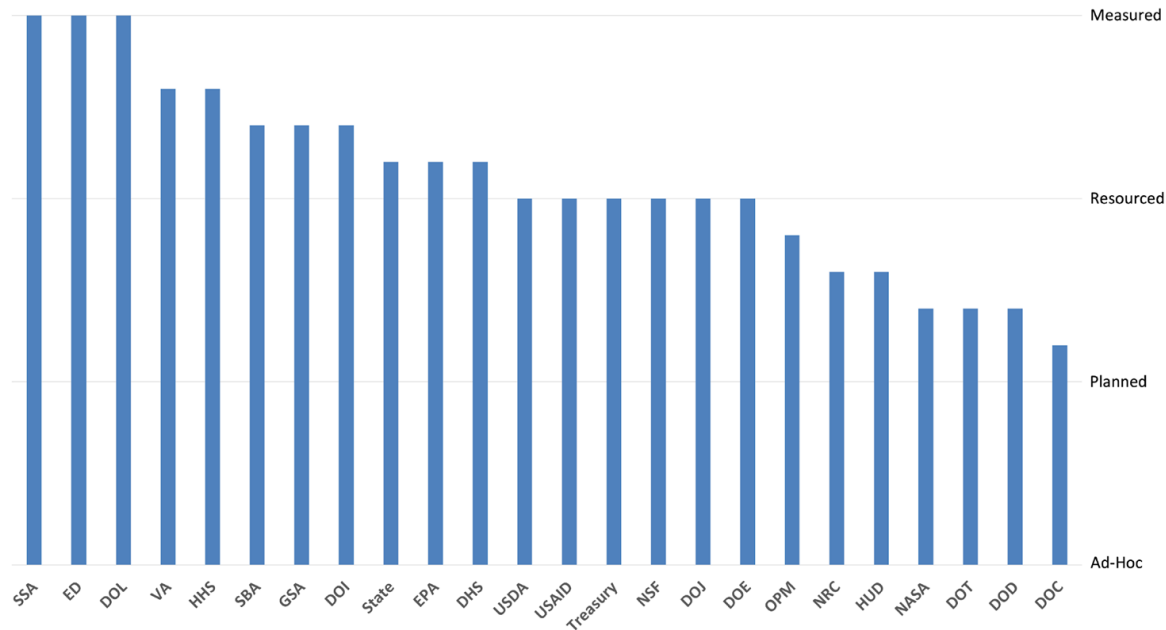
- Only 3 agencies (12%) consider themselves 'Measured' in all five maturity categories
- Only 6 agencies (25%) consider themselves 'Measured' in three or more maturity categories
- Agency maturity remains largely **unchanged** from prior reporting
- **22 years have passed** since the release of the standards and:
 - 12 agencies (50%) report they are not "Resourced" in one or more maturity category
 - 7 agencies (29%) report they are not "Resourced" in two or more maturity categories
 - 1 agency reports they are "Ad Hoc" in one maturity category

(See Appendix B for definition of terms)

Section 508 Program Maturity by Agency

Accessibility Maturity After 22 Years of Enactment

Average Section 508 Program Maturity Across the Five Reporting Categories
CFO Act Agencies | February 2023



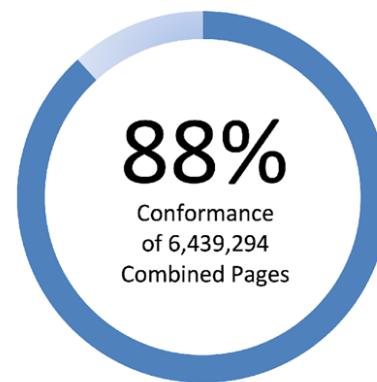
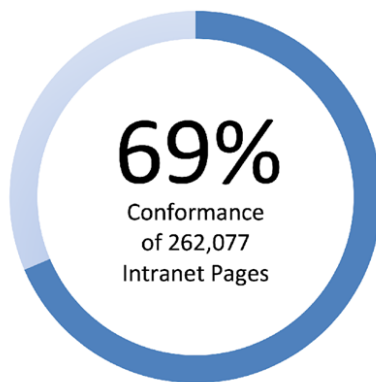
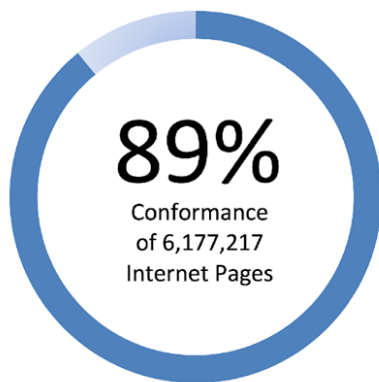
13

of 24 agencies report
a general lack of data
necessary for
decision making

Webpage Conformance: Snapshot

Self-Reported Results for CFO Act Agencies

Conformance of Self-reported Internet and Intranet Webpages Tested
CFO Act Agencies | February 2023



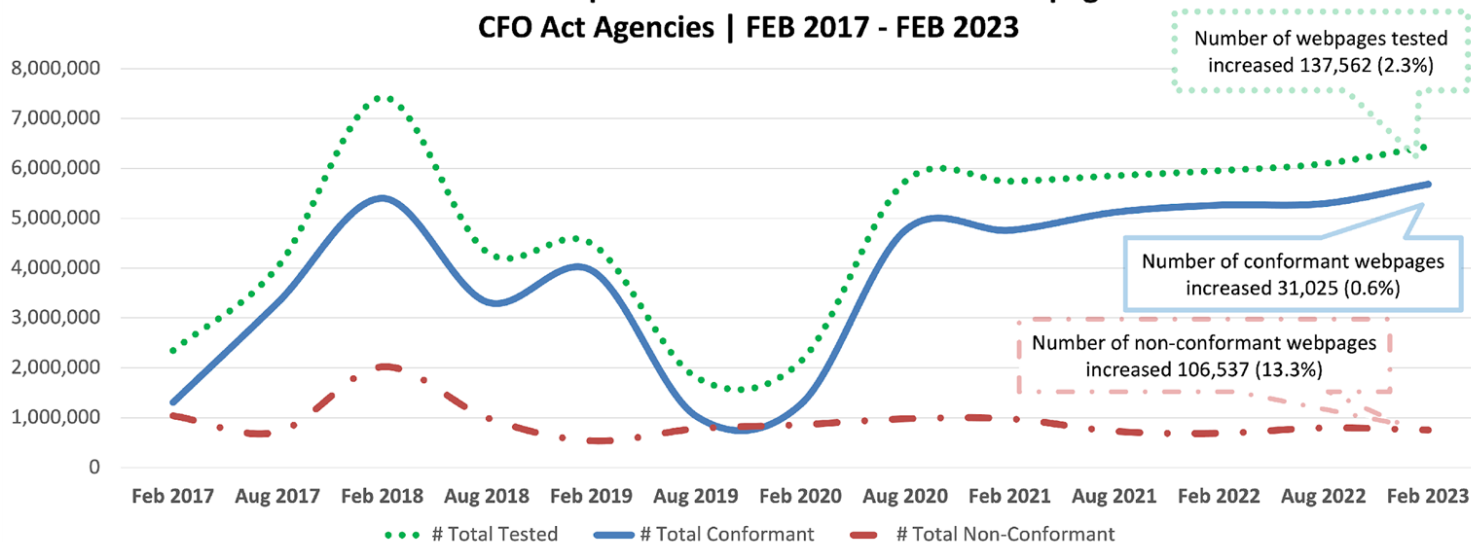
Observations:

- 57% of agency Internet and Intranet (combined) webpages tested was performed by **one agency**
- 88% of combined webpages tested are reported as conformant; but with the removal of this **one agency's** test data (3,683,473 pages), consolidated conformance drops to 76%
- Large-scale automation-only testing fails to fully test webpages for **all standards**
- Intranet webpages are 4% of the total number tested with little impact on combined conformance

Webpage Conformance: Trend Line

CFO Act Agencies

Conformance of Self-reported Internet and Intranet Webpages Tested
CFO Act Agencies | FEB 2017 - FEB 2023

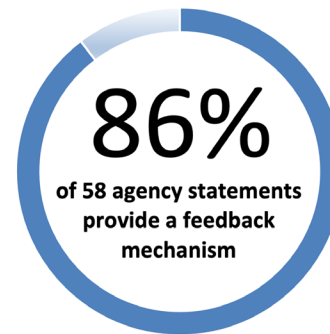
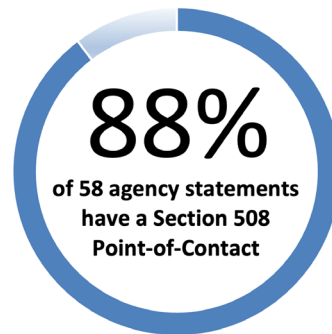
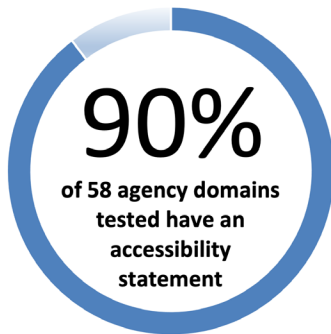


NOTE: Consolidated data in the above trend line suggest that agencies have tested more consistently while maintaining a high level of conformance (over 85%) over the last two years. However, this view of agency performance hides differences in agency testing methodologies, number of pages test, and conformance rates when compared to agency data viewed separately.

Webpage Accessibility Statements

Increase Transparency

- In accordance with OMB's Strategic Plan for Improving Management of Section 508 of the Rehabilitation Act, federal agencies must maintain an accessibility statement on all internet and intranet websites that includes contact information for the agency Section 508 program, date the page was last updated, and a way for visitors to provide feedback
- 58 federal domains were audited for conformance with the requirements
- 28 (48%) of the accessibility statements tested need some remediation to meet all requirements

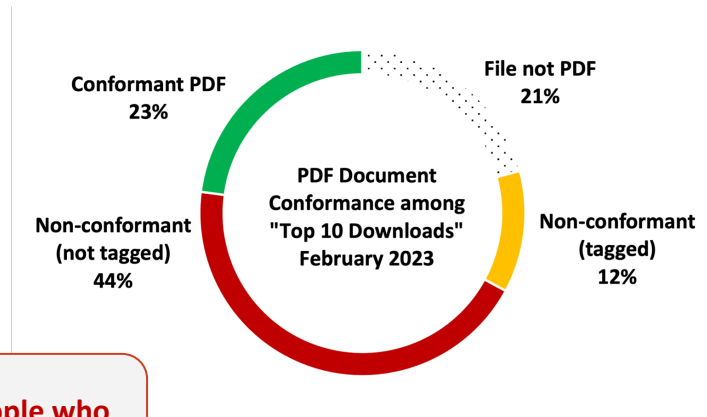


PDF Document Conformance: Snapshot

CFO Act Agencies

Based on [Digital Analytics Program](#) “Top Downloads Yesterday” data, PDF documents among the 10-most downloaded files from each CFO Act agency were tested for conformance with Section 508 Standards.

- Among the “top 10 downloads,” 79% were PDFs
- Among the PDF documents
 - 23% were conformant
 - 56% were non-conformant
- Among the non-conformant PDFs*
 - 79% were found to contain at least one issue
 - 21% of the PDF documents were **untagged**



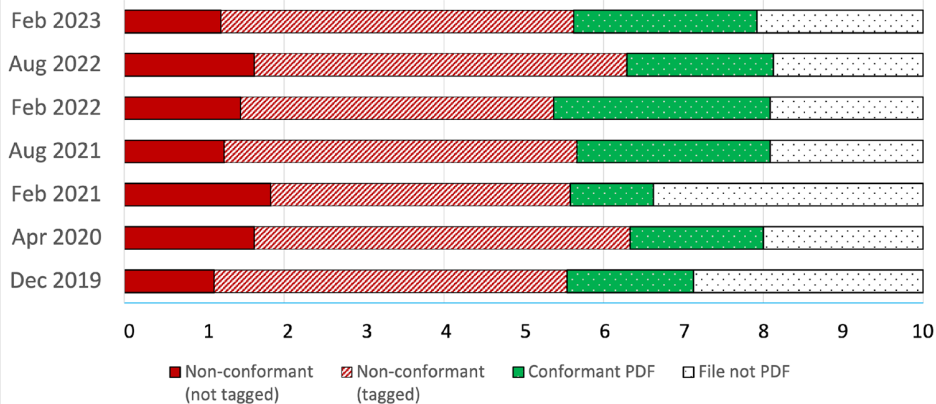
“Untagged” PDF documents appear as blank images for people who rely on screen readers to access the written and visual information

* PDF document testing followed the CIO Council’s Accessible Electronic Document Community of Practice (AED COP) guidance.

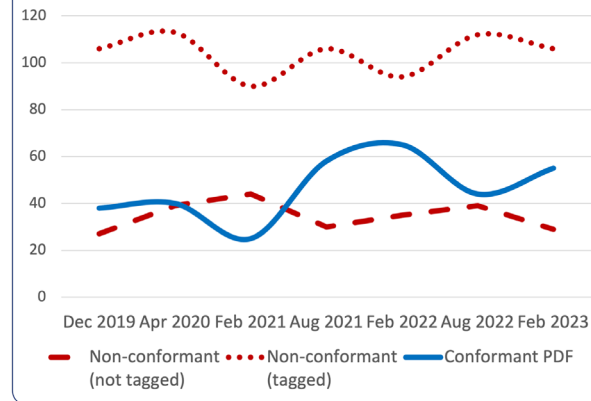
PDF Document Conformance: Trend Line

CFO Act Agencies

PDF Conformance among Top 10 Downloads
CFO Act Agencies | DEC 2019 - FEB 2023



PDF Conformance among Top 10 Downloads
CFO Act Agencies | DEC 2019 - FEB 2023



- 71% of PDF documents downloaded contain one or more accessibility issue requiring remediation
- PDF documents are consistently non-conformant, with a high rates of untagged documents (29%)
 - Untagged documents appear as blank for people who use screen readers and other tools
- Volatility of PDF document conformance over time suggests poor policy and process controls

Webpage Conformance: Summary

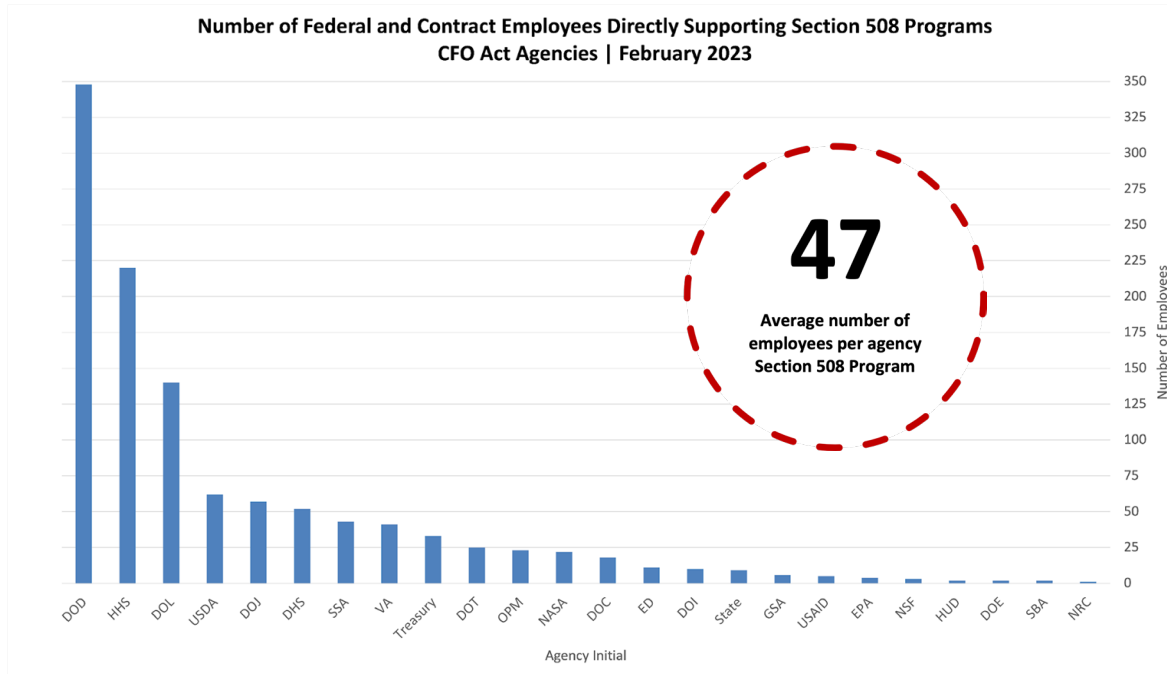
CFO Act Agencies

- Combined, agencies tested 345,221 (5%) more Internet and Intranet pages since Aug 2022
- Combined, agencies tested 508,477 (9%) more Internet webpages since Aug 2022
- Combined, agencies tested 163,256 (38%) fewer Intranet webpages since Aug 2022
- Government-wide web conformance data, when consolidated, **hides the real challenge** facing the federal government and its goal to be a “**model** for diversity, equity, inclusion and **accessibility**”*
- Agency-specific web page testing data reveals **inconsistent** testing methods, sampling approach, change management and publishing procedures, and poor quality controls. Examples include:
 - 57% of all agency Internet and Intranet webpages tested was performed by **one agency**
 - 33% of agencies tested 50,000 or more Internet webpages during the reporting period (6-mo)
 - 20% of agencies tested 100 or fewer Internet webpages during the reporting period (6-mo)
 - Internet webpages are tested at significantly higher rates than Intranet webpages;
 - Internet pages are 96% of the total number of webpages tested at 89% conformance
 - Intranet pages are 4% of the total number of webpages tested at 69% conformance
 - 3 of 24 (12.5%) CFO Act agencies report **not testing** any of their Intranet pages

* Executive Order (14035) on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce

Program Support Staff: Snapshot

CFO Act Agencies



41 New Program Managers

21 PMs departed since March 1, 2022
3.6-year average tenure of active PMs
1.8-year median tenure of active PMs



35 Program Manager Vacancies

1 Department-wide vacancy 3+ years
16 Agency vacancies > 1 year

Program Support Staff: Summary

CFO Act Agencies

- Section 508 Program staffing levels may not be commensurate with agency size, mission and scope of accessibility-related work as illustrated by the variation in agency staff sizes, where a single CFO Act agency reports 348 federal and contractors FTEs and one agency reports 1 FTE, for a median of 20 combined FTE
- Based on the self-reported metrics, CFO Act agency Section 508 Programs continue to experience **disparity** and **volatility** in staffing - impacting the ability to operate an **effective program**
 - **7 agencies** report a decrease in program staff; **9** an increase; **8** unchanged since Aug 2022
 - **1 agency** reported an increase of combined program staff by 101 (41%) FTE since Aug 2022
 - **3 agencies** report having no (0) contractor staff; **1** reported 135; for a median of **7 FTE**
- Section 508 Program Manager designation data from 162 active respondents indicates:
 - 39% have a grade-level equivalent of between GS-11 and GS-13 (53% as GS-14, GS-15)
 - 25% have **additional duties** assigned, committing an average of about **1 day per week** towards **agency-wide** Section 508 Program activities
 - 39% are organizationally positioned outside of the Office of the Chief Information Officer

Standout Agencies from our Spring Cycle

CFO Act Agency Kudos

In recognition of agencies making great strides in Section 508 conformance, we would like to recognize:

- Department of Labor (DOL), Department of Education (ED) and Social Security Administration (SSA) for achieving *'Measured'* in all five categories
- Department of the Interior (DOI) and the Department of Transportation (DOT) for the largest # increase in webpages tested
- Department of Homeland Security (DHS) for having the highest PDF conformance rate among 'Top 10 Downloads'
- Department of Defense (DOD) for increasing the number of dedicated Section 508 program staff



Recommendations

Recommendations to Agencies

Assess, Measure, Implement and Educate



Assess

- Ensure that the Section 508 Program Manager is in a position of authority sufficient to manage legal compliance risk on behalf of the agency - see [Technology Accessibility Playbook » Play 1](#)
- Assess your Section 508 Program's maturity - see [Technology Accessibility Playbook » Play 2](#)
- Identify and update agency policies to ensure that they adequately integrate ICT accessibility language necessary to achieve and maintain accessibility standards – see [IT Accessibility Policy Framework](#)
- Develop a plan to achieve the **goal of being Measured** in all 5 performance categories by Q1 FY2025
- Assess and right-size **staff designated** to support Section 508 Program activities and sufficiently train your workforce - see: [Technology Accessibility Playbook » Play 5](#)
- Evaluate all agency domains for accessibility statements that conform to [requirements](#)



Measure

- Identify and track the number of pages published on all agency website domains to best understand the **scope of testing**, tools and resources needed to maintain conformance
- Revise guidance on testing webpages to improve consistency and standardization of both testing methodologies and sampling approaches
- Identify and record conformance metrics for web pages, documents and other ICT CIO/CAO should require **regular briefings** on accessibility performance metrics
- Incorporate accessibility into executive and key workforce annual **performance plans**

Recommendations (Continued)

Assess, Measure, Implement and Educate



Implement

- Include Section 508 requirements language in all IT acquisitions
 - Use the [Accessibility Requirements Tool](#) (ART) to create solicitation language
 - Use the [Solicitations Review Tool](#) (SRT) to monitor solicitation language
- Require Accessibility Conformance Reports (ACR) for all ICT procurement
- Implement an agency-wide testing process for consistent, actionable results for all ICT
- Require **agency-wide web testing processes** align with the [ICT Testing Baseline](#)
- Require test results in decision making/change management and procurement reviews
- Implement controls that **prohibit** individuals from publishing or distributing inaccessible content



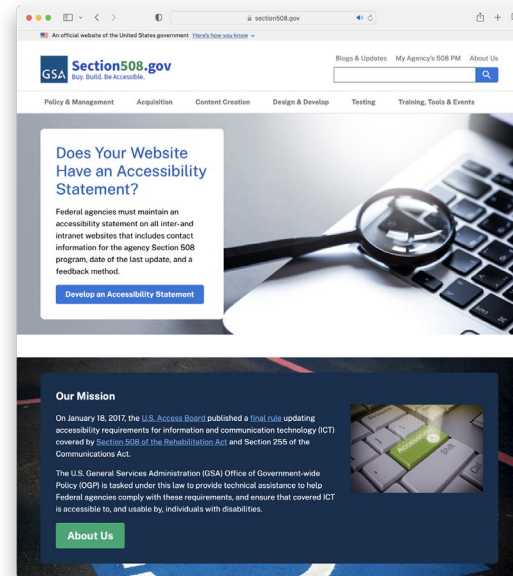
Educate

- **Require** onboarding *and* annual Section 508 awareness training for employees and contractors
- Identify and **train all individuals** responsible for ensuring the accessibility of applications in the technology portfolio, and the publication of electronic content
- Increase the cadre of **certified testers** and subject matter experts within product teams
- Invest in workforce development through CIOC Accessibility Community of Practice (ACOP) supported conferences, webinars, training and collaboration
- Establish procedures for filling and processing of Section 508 complaints and clearly communicate those procedures internally and externally

Online Resources

Section508.gov – One-stop source for Section 508

- [Executive Guide to Federal IT Accessibility](#)
- [Technology Accessibility Playbook](#)
- [IT Accessibility Policy Framework](#)
- [Accessibility Training](#)
- [Buy & Sell Accessible Products and Services](#)
 - [Accessibility Requirements Tool \(ART\)](#)
 - [Solicitation Review Tool \(SRT\)](#)
- [Create Accessible Digital Products](#)
 - [Documents](#)
 - [PDFs](#)
 - [Presentations](#)
 - [Software and Websites](#)
 - [Spreadsheets](#)
 - [Virtual and Hybrid Meetings](#)
 - [Video, Audio, and Social Media](#)
 - [Synchronized Media \(Multimedia\)](#)
- [Developing a Website Accessibility Statement](#)
- [Contact the GSA Government-wide Policy IT Accessibility Program for technical assistance](#)



Appendix

Appendix A: Self-Reporting Results by Reporting Agency

Agency Initial	Annual IT Budget	Federal Employee	Contractor Employee	Acquisition	Lifecycle	Testing	Complaints Process	Training	# Internet Webpages Evaluated	% Internet Webpages Conformant	# Intranet Webpages Evaluated	% Intranet Webpages Conformant
CNS	-	4.00	3.00	Resourced	Resourced	Planned	Resourced	Planned	970	26.0	-	0.0
DHS	\$7.3B	33.00	19.00	Resourced	Resourced	Resourced	Measured	Resourced	104,300	76.0	-	0.0
DOC	\$3.7B	12.00	6.00	Planned	Planned	Planned	Planned	Resourced	100	93.0	100	95.0
DOD	\$37.0B	213.00	135.00	Planned	Planned	Planned	Measured	Planned	46,329	91.0	12,759	38.0
DOE	\$2.6B	1.00	1.00	Resourced	Resourced	Resourced	Resourced	Resourced	3,651,213	98.0	32,260	58.0
DOI	\$1.4B	8.00	2.00	Resourced	Planned	Measured	Measured	Measured	1,046,187	86.0	4,972	88.0
DOJ	\$3.1B	29.00	28.00	Resourced	Resourced	Resourced	Resourced	Resourced	209	100.0	211	32.0
DOL	\$779M	66.00	74.00	Measured	Measured	Measured	Measured	Measured	54,455	48.3	17,689	30.3
DOT	\$3.6B	24.00	1.00	Resourced	Planned	Planned	Resourced	Planned	850,550	65.4	132,650	84.1
ED	\$844M	4.00	7.00	Measured	Measured	Measured	Measured	Measured	70	81.0	42	98.0
EEOC	-	1.00	1.00	Measured	Measured	Measured	Resourced	Resourced	25	97.0	25	97.0
EPA	\$370M	3.00	1.00	Resourced	Resourced	Measured	Resourced	Resourced	85,938	77.0	-	0.0
FCC	-	1.00	10.00	Resourced	Resourced	Measured	Resourced	Measured	381	93.0	32	56.0
FDIC	-	1.00	2.00	Resourced	Resourced	Measured	Measured	Measured	25	96.0	25	94.0
GSA	\$729M	6.00	0.00	Resourced	Resourced	Measured	Measured	Resourced	94,104	74.5	10,802	81.7
HHS	\$6.6B	150.00	70.00	Measured	Measured	Measured	Planned	Measured	133,614	91.0	14,105	85.0
HUD	\$437M	2.00	0.00	Resourced	Planned	Planned	Resourced	Resourced	170	100.0	120	100.0
NARA	-	1.00	0.00	Resourced	Planned	Resourced	Ad Hoc	Ad Hoc	10	100.0	9	100.0
NASA	\$2.3B	10.00	12.00	Resourced	Resourced	Planned	Resourced	Ad Hoc	1,104	54.0	2,836	52.7
NCUA	-	1.00	2.00	Measured	Measured	Measured	Measured	Measured	1,732	98.0	34	96.0
NRC	\$163M	1.00	0.00	Planned	Planned	Planned	Measured	Resourced	20	100.0	20	100.0
NSF	\$132M	2.00	1.00	Resourced	Resourced	Resourced	Measured	Planned	25	84.5	25	90.3
OPM	\$147M	14.00	9.00	Planned	Planned	Resourced	Resourced	Measured	1,846	99.0	20	50.0
PBGC	-	9.00	2.00	Planned	Resourced	Planned	Measured	Measured	5,253	90.0	-	0.0
SBA	\$117M	1.00	1.00	Resourced	Resourced	Measured	Measured	Resourced	1,699	47.0	2,573	43.0
SEC	-	1.00	4.00	Measured	Measured	Measured	Measured	Measured	4	92.8	43	91.7
SSA	\$2.0B	30.00	13.00	Measured	Measured	Measured	Measured	Measured	27,058	88.0	9,585	61.0
State	\$2.4B	2.00	7.00	Resourced	Planned	Resourced	Measured	Measured	47	95.0	399	95.0
Treasury	\$4.8B	23.00	10.00	Resourced	Resourced	Resourced	Resourced	Resourced	28,257	79.0	2,697	83.0
USAB	-	4.00	0.00	Resourced	Resourced	Resourced	Planned	Resourced	43	100.0	1	0.0
USAID	\$217M	3.00	2.00	Resourced	Resourced	Resourced	Resourced	Resourced	844	66.2	931	90.7
USDA	\$2.4B	44.00	18.00	Resourced	Resourced	Resourced	Resourced	Resourced	49,078	26.0	17,281	11.0
USITC	-	1	0	Resourced	Resourced	Measured	Measured	Measured	23257	95.3	1457	96
VA	\$6.1B	23.00	18.00	Planned	Measured	Measured	Measured	Measured	-	0.0	-	0.0

Appendix B: Reporting Results for CFO Act Agencies | FEB 21- FEB 23

Reporting Category	Acquisition	Agency ICT (E&IT) Lifecycle Activities	Complaints Process	Testing and Validation	Training
# of Agencies Reporting 1-Ad Hoc AUG 2021	1	2	4	4	3
# of Agencies Reporting 1-Ad Hoc FEB 2022	2	3	2	2	3
# of Agencies Reporting 1-Ad Hoc AUG 2022	1	0	2	1	2
# of Agencies Reporting 1-Ad Hoc FEB 2023	0	0	1	0	2
# of Agencies Reporting 2-Planned AUG 2021	8	11	5	15	11
# of Agencies Reporting 2-Planned FEB 2022	5	9	5	6	7
# of Agencies Reporting 2-Planned AUG 2022	7	13	4	8	8
# of Agencies Reporting 2-Planned FEB 2023	6	9	3	8	4
# of Agencies Reporting 3-Resourced AUG 2021	21	15	10	11	12
# of Agencies Reporting 3-Resourced FEB 2022	22	16	11	14	15
# of Agencies Reporting 3-Resourced AUG 2022	19	13	11	12	15
# of Agencies Reporting 3-Resourced FEB 2023	21	17	13	11	14
# of Agencies Reporting 4-Measured AUG 2021	4	6	15	12	8
# of Agencies Reporting 4-Measured FEB 2022	5	6	16	12	8
# of Agencies Reporting 4-Measured AUG 2022	7	8	17	13	9
# of Agencies Reporting 4-Measured FEB 2023	7	8	17	15	14

Program Maturity Metrics

- **Acquisition:** Review procurement solicitations to ensure Section 508 contract language is incorporated into Statements of Work and Performance Work Statements.
- **Technology Lifecycle Activities:** Ensure 508 requirements are incorporated into technology lifecycle activities, including enterprise architecture, design, development, testing, deployment, and ongoing maintenance activities.
- **Testing and Validation:** Test and validate Section 508 conformance claims.
- **Complaints Process:** Track and resolve incoming Section 508 complaints.
- **Training:** Train stakeholders on roles and responsibilities related to Section 508 compliance.

Maturity Levels

- **Ad Hoc:** No formal policies, processes, or procedures defined.
- **Planned:** Policies, processes, and procedures defined and communicated.
- **Resourced:** Resources committed and/or staff trained to implement policies, processes, and procedures.
- **Measured:** Validation is performed; results are measured and tracked.

Appendix C: Conformance of Self-reported Internet and Intranet Web Pages Tested for CFO Act Agencies | FEB 2017 – FEB 2023

Test Category	Feb 2017	Aug 2017	Feb 2018	Aug 2018	Feb 2019	Aug 2019	Feb 2020	Aug 2020	Feb 2021	Aug 2021	Feb 2022	Aug 2022	Feb 2023
Internet Tested	1,731,362	3,648,457	6,303,666	4,267,616	4,368,426	1,682,127	1,872,339	5,308,124	5,308,124	5,453,413	5,596,600	5,668,740	6,177,217
Internet Conformant	1,171,947	3,245,807	4,965,901	3,280,361	3,847,427	933,486	1,202,547	4,646,876	4,646,876	4,948,004	5,065,435	5,115,972	5,503,054
Internet Non-conformant	559,415	402,650	1,337,765	987,255	520,999	748,641	669,792	661,248	661,248	505,409	531,165	552,768	674,163
Intranet Tested	617,551	379,895	1,121,369	54,536	126,760	131,395	258,363	434,039	434,039	399,791	359,911	425,333	262,077
Intranet Conformant	135,480	62,539	434,483	39,742	107,866	97,915	64,686	112,953	112,953	172,124	198,216	178,704	179,800
Intranet Non-conformant	482,071	317,356	686,886	14,794	18,894	33,480	193,677	321,086	321,086	227,667	161,695	246,629	82,277
# Total Tested	2,348,913	4,028,352	7,425,035	4,322,152	4,495,186	1,813,522	2,130,702	5,742,163	5,742,163	5,853,204	5,956,511	6,094,073	6,439,294
# Total Conformant	1,307,426	3,308,346	5,400,385	3,320,103	3,955,293	1,031,401	1,267,233	4,759,829	4,759,829	5,120,128	5,263,651	5,294,675	5,682,854
# Total Non-Conformant	1,041,487	720,006	2,024,650	1,002,049	539,893	782,121	863,469	982,334	982,334	733,076	692,860	799,398	756,440
% Total C	55.7%	82.1%	72.7%	76.8%	88.0%	56.9%	59.5%	82.9%	82.9%	87.5%	88.4%	86.9%	88.3%
% Total NC	44.3%	17.9%	27.3%	23.2%	12.0%	43.1%	40.5%	17.1%	17.1%	12.5%	11.6%	13.1%	11.7%

Appendix D: Number of Self-reported Accessibility Program Staff for CFO Act Agencies | FEB 2021 - FEB 2023

Staff Type	FEB'17	AUG'17	FEB'18	AUG'18	FEB'19	AUG'19	FEB'20	AUG'20	FEB'21	AUG'21	FEB'22	AUG'22	FEB'23
Federal Employees	252	279	467	388	346	350	391	426	443	504	587	624	704
Contractor Employees	107	138	261	238	236	238	278	264	264	272	357	361	435
Total Program Staff	358	417	728	625	582	588	669	690	707	776	944	985	1139
Average Program Staff	15	17	30	26	24	25	28	29	29	32	39	41	47

Appendix E: Webpage Accessibility Statement Conformance Data

Agency Initial	Website Domain	Address of Website Accessibility Statement	Has Statement?	Has §508 POC?	Has Last Updated Date?	Accepts Feedback?
CFPB	https://www.cfpb.gov	https://www.consumerfinance.gov/accessibility/	Y	Y	N	Y
CNS	https://americorps.gov/	https://americorps.gov/about/agency-overview/disability-accessibility	Y	Y	N	Y
CPPBSD	https://www.abilityone.gov	https://www.abilityone.gov/accessibility.html	Y	Y	N	Y
DHS	https://www.dhs.gov	https://www.dhs.gov/accessibility	Y	Y	Y	Y
DNFSB	https://www.dnfsb.gov/	N/A	N	N	N	N
DOC	https://www.doc.gov	https://www.commerce.gov/about/policies/accessibility	Y	Y	N	Y
DOD	https://www.defense.gov	https://dodcio.defense.gov/DoDSection508/Std_Stmt.aspx	Y	Y	Y	Y
DOE	https://www.doe.gov	https://www.energy.gov/cio/office-chief-information-officer/services/assistive-technology/accessibility-standard-statement	Y	Y	Y	Y
DOI	https://www.doi.gov	https://doi.gov/accessibility	Y	Y	Y	Y
DOJ	https://www.justice.gov	https://www.justice.gov/accessibility/accessibility-information	Y	Y	Y	Y
DOL	https://www.dol.gov	https://www.dol.gov/general/aboutdol/accessibility	Y	Y	Y	Y
DOT	https://www.transportation.gov	https://www.transportation.gov/accessibility	Y	N	Y	N
EAC	https://www.eac.gov	https://www.eac.gov/main/privacy-statement	Y	Y	N	Y
ED	https://www.ed.gov	https://www2.ed.gov/notices/accessibility/index.html?src=ft	Y	Y	Y	Y
EEOC	https://www.eeoc.gov	https://www.eeoc.gov/accessibility	Y	Y	Y	Y
EOP	https://www.whitehouse.gov/	https://www.whitehouse.gov/accessibility/	Y	Y	N	Y
EPA	https://www.epa.gov/	https://www.epa.gov/accessibility/epa-accessibility-statement	Y	Y	Y	Y
FCA	https://www.fca.gov/	https://www.fca.gov/about/accessibility	Y	Y	Y	Y
FCC	https://www.fcc.gov/	https://www.fcc.gov/accessibility/program	Y	Y	Y	Y
FDIC	https://www.fdic.gov/	https://www.fdic.gov/accessibility/index.html	Y	Y	Y	Y
FEC	https://www.fec.gov/	https://www.fec.gov/about/equal-employment-opportunity/	Y	Y	N	Y
FERC	https://www.ferc.gov/	https://www.ferc.gov/administrative-policies	Y	Y	Y	Y
FHFA	https://www.fhfa.gov/	https://www.fhfa.gov/AboutUs/Policies/Pages/Accessibility.aspx	Y	Y	N	Y
FLRA	https://www.flra.gov/	N/A	N	N	N	N
FMSHRC	https://www.fmshr.gov/	N/A	N	N	N	N
FRB	https://www.federalreserve.gov/	https://www.federalreserve.gov/accessibility.htm	Y	Y	Y	Y
GAO	https://www.gao.gov/	https://www.gao.gov/accessibility	Y	Y	N	Y
GSA	https://www.gsa.gov/	https://www.gsa.gov/website-information/accessibility-aids	Y	Y	Y	Y
HHS	https://www.hhs.gov/	https://www.hhs.gov/web/section-508/index.html	Y	Y	Y	Y

Agency Initial	Website Domain	Address of Website Accessibility Statement	Has Statement?	Has §508 POC?	Has Last Updated Date?	Accepts Feedback?
HUD	https://www.hud.gov/	https://www.hud.gov/accessibility	Y	Y	Y	Y
IMLS	https://www.imls.gov/	https://www.imls.gov/about-us/policy-notices/website-accessibility	Y	Y	N	Y
MSPB	https://www.mspb.gov/	https://www.mspb.gov/publicaffairs/accessibility.htm	Y	Y	Y	Y
NARA	https://www.archives.gov/	https://www.archives.gov/global-pages/accessibility	Y	Y	Y	Y
NASA	https://www.nasa.gov/	https://www.nasa.gov/feature/accessibility-statement/	Y	Y	Y	Y
NCUA	https://www.ncua.gov/	https://www.ncua.gov/accessibility-statement	Y	Y	Y	Y
NEH	https://www.neh.gov/	https://www.neh.gov/accessibility	Y	Y	N	Y
NRC	https://www.nrc.gov	https://www.nrc.gov/site-help/access.html	Y	Y	Y	Y
NSA	https://www.nsa.gov/	https://www.nsa.gov/nsa-accessibility/	Y	Y	N	Y
NSF	https://www.nsf.gov/	https://www.nsf.gov/policies/access.jsp	Y	Y	Y	Y
OPM	https://www.opm.gov/	https://www.opm.gov/information-management/accessibility/	Y	Y	N	Y
OSC	https://osc.gov/	https://osc.gov/Accessibility	Y	Y	N	Y
PBGC	https://www.pbgc.gov/	N/A	N	N	N	N
PC	https://www.peacecorps.gov/	https://www.peacecorps.gov/about/civil-rights-and-diversity/accessibility-statement/	Y	Y	N	Y
RRB	https://rrb.gov/	https://rrb.gov/Policy#accessibility	Y	Y	Y	Y
SBA	https://www.sba.gov/	https://www.sba.gov/about-sba/open-government/about-sbagov-website/accessibility	Y	Y	N	Y
SEC	https://www.sec.gov/	https://www.sec.gov/disability/sec_access	Y	Y	Y	Y
SSA	https://www.ssa.gov/	https://www.ssa.gov/accessibility/index.html	Y	Y	N	Y
TVA	https://www.tva.com/	https://www.tva.com/information/accessibility-information	Y	Y	Y	Y
USAB	https://www.access-board.gov/	https://www.access-board.gov/about/policy/accessibility.html	Y	Y	Y	Y
USAID	https://www.usaid.gov/	https://www.usaid.gov/accessibility	Y	Y	N	Y
USDA	https://www.usda.gov/	https://www.usda.gov/accessibility-statement	Y	Y	N	Y
USDC-NI	https://www.iand.uscourts.gov/	N/A	N	N	N	N
USDC-WDW	https://www.wiwd.uscourts.gov/	N/A	N	N	N	N
USDS	https://www.state.gov/	https://www.state.gov/section-508-accessibility-statement/	Y	Y	Y	Y
USDT	https://home.treasury.gov/	https://home.treasury.gov/utility/accessibility/web-accessibility	Y	Y	N	Y
USITC	https://www.usitc.gov/	https://www.usitc.gov/accessibility.htm	Y	Y	Y	Y
USPS	https://www.usps.com/	https://about.usps.com/who/legal/section-508/welcome.htm	Y	Y	N	Y

Appendix F: Average Self-Reported Section 508 Program Maturity of CFO Act Agencies | FEB 2017 – FEB 2023

Maturity Category	Feb 2017	Aug 2017	Feb 2018	Aug 2018	Feb 2019	Aug 2019	Feb 2020	Aug 2020	Feb 2021	Aug 2021	Feb 2022	Aug 2022	Feb 2023
Acquisition (A)	2.44	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.70	2.88	2.88	2.96
Lifecycle (L)	2.25	2.55	2.50	2.58	2.67	2.70	2.67	2.71	2.71	2.67	2.63	2.83	2.88
Testing (V)	2.44	2.70	2.71	2.79	2.88	2.96	2.96	3.00	2.88	2.79	2.96	3.00	3.13
Complaints (C)	3.06	3.05	2.96	3.00	3.21	3.13	3.33	3.25	3.13	3.13	3.21	3.33	3.42
Training (T)	2.60	2.45	2.54	2.67	2.75	2.70	2.71	2.54	2.58	2.63	2.79	2.79	3.13
Average	2.56	2.69	2.68	2.75	2.84	2.84	2.87	2.84	2.80	2.83	2.89	2.97	3.10