

# ACCESSIBILITY LAWS FOR RELIGIOUS INSTITUTIONS

Religious institutions must comply with **Section 504 of the Rehabilitation Act** and **State Laws**.



Religious institutions that broadcast on television must comply with the **FCC** and **CVAA** requirements.

Religious institutions are **exempt** from complying with the **ADA**.

## Section 504 of the Rehabilitation Act

Section 504 of the Rehabilitation Act is a civil rights law that **prohibits discrimination** against individuals with disabilities **by**

- Federal programs and activities
- Federal electronic and information technology
- Any program receiving federal assistance



**Applies** to faith organizations that:

- Applied for financial assistance from the United States Department of Labor (USDOL)
- Partner with existing USDOL-supported program
- Receive USDOL financial assistance (grant, sub-award, contract, in-kind assistance etc.)

**Financial assistance** includes both monetary and non-monetary funds from the government.

**Exemptions:** Organizations with less than 15 employees and less than 15 participants during a program may be exempt.

## State Laws

While religious organizations are exempt from the ADA, certain states could have laws that apply to religious institutions. It's important to double check with your home state laws.

## Federal Communications Commission

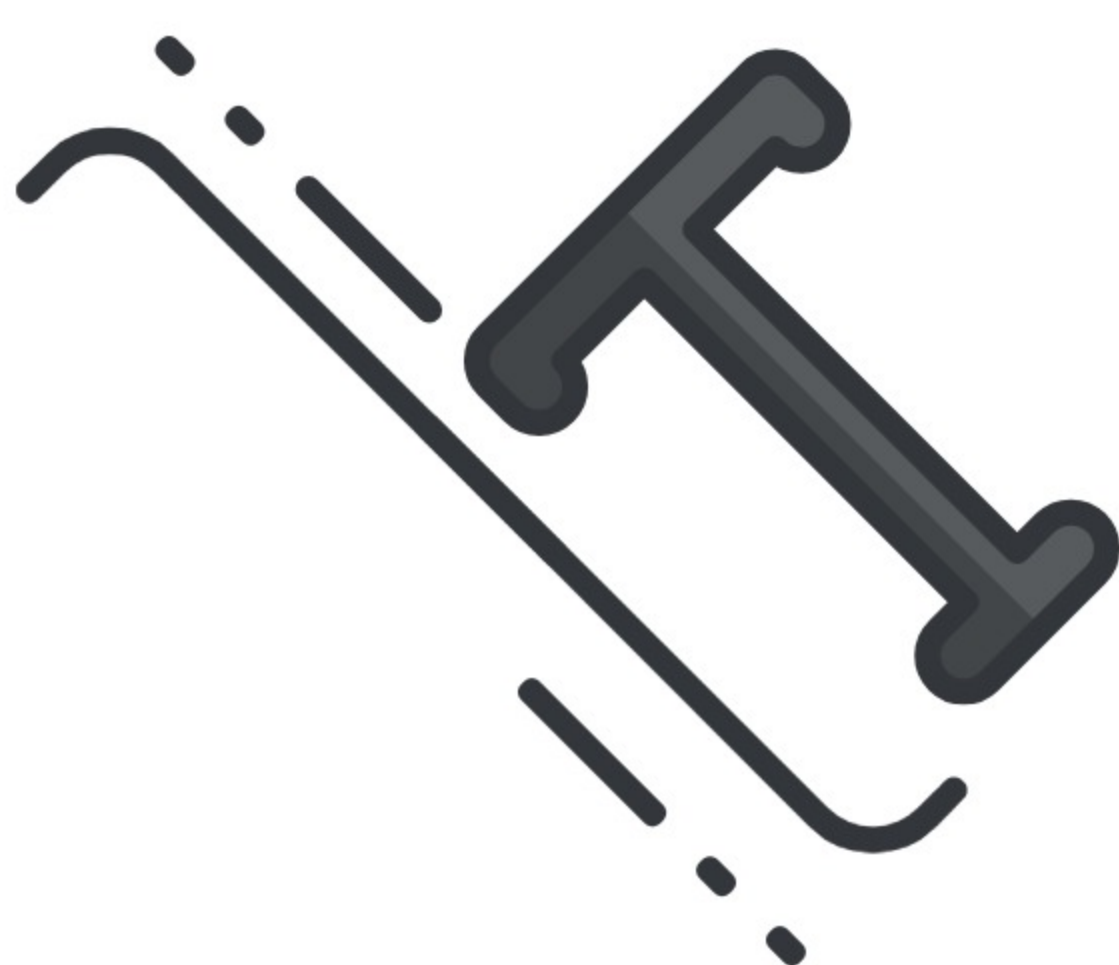
Religious organizations **must provide closed captioning for:**

- Broadcasts
- Video that previously appeared on television
- Montages
- Clips (live and near-live)



**Live programming (including clips)** have a 12 hour grace period to be published with captions online.

**Near-live programming (including clips)** have an 8 hour grace period to be published with captions online.



**Video players** must comply with closed captioning standard CEA-708 and advanced interface settings.

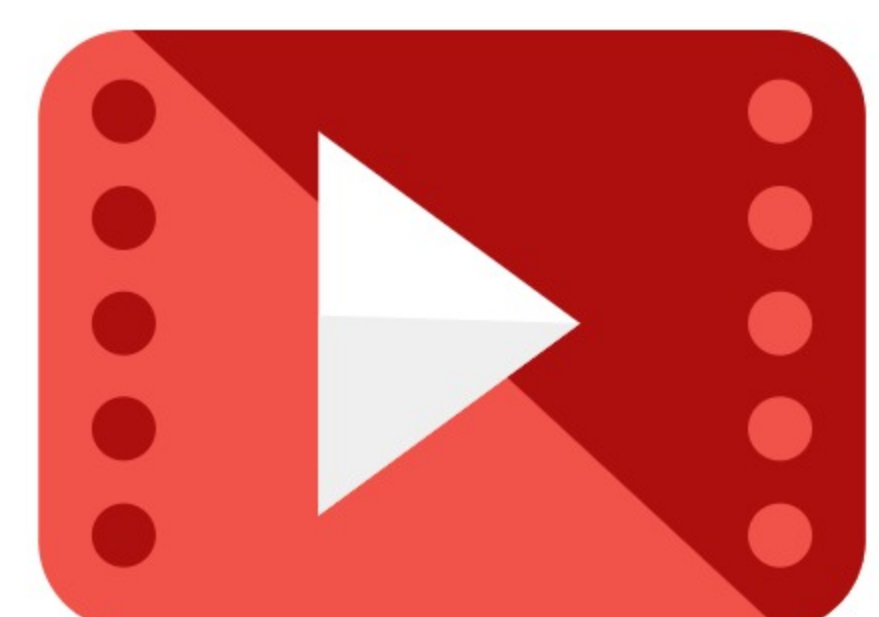
In other words, the user must be able to customize the text and background color, text size, font type, opacity, window color, and character edge of the captions.

**Economically Burdensome Exemptions:** Religious organizations can apply for exemptions if the costs for captioning prove to be an undue burden.

## 21st Century Video Accessibility Act

**All video that previously aired on television** must have closed captioning when published online.

**Exemptions:** Video that never aired on television.



For more information on accessibility laws and to get started with captioning visit [www.3playmedia.com](http://www.3playmedia.com)