

Settlement Agreement and Release

This Settlement Agreement (“Agreement”), deemed in effect as of the Effective Date, is entered into between Peter Berg (“Claimant”) and the Board of Trustees of the University of Illinois (“University”). Each of the foregoing is also referred to as a “Party” and collectively referred to as the “Parties.”

RECITALS

WHEREAS, on October 30, 2019, Claimant, through his attorneys Equip for Equality (“EFE”), sent a demand letter to the University of Illinois Chicago (“UIC”) concerning a variety of alleged accessibility issues Claimant has faced as a blind UIC employee and community member (“Demand Letter”);

WHEREAS, Claimant identified in the Demand Letter the barriers he then faced as a blind user with the UIC SAFE Mobile Application (“SAFE App.”), a vendor-developed product procured by UIC, as well as accessibility barriers he had previously experienced related to UIC’s Title IX sexual misconduct training and UIC’s expense reimbursement system, and UIC’s omission of digital accessibility in its Social Media Guidelines and Best Practices;

WHEREAS, Claimant asserted in the Demand Letter that without new policies, practices and procedures related to digital accessibility, including staff training and procurement requirements, Claimant and other blind users would continue to experience accessibility barriers to using various electronic information technology as defined hereinafter (“EIT”) at UIC;

WHEREAS, Claimant proposed a process called Structured Negotiation, by which the Parties, in lieu of litigation, could address Claimant’s concerns in a collaborative fashion;

WHEREAS, UIC agreed to collaborate with Claimant to examine the accessibility issues for EIT that may exist at UIC for blind individuals, while not admitting any of the allegations or liability for any of the claims in the Demand Letter;

WHEREAS, the Parties executed a Tolling Agreement dated July 16, 2020, which tolled the applicable statute of limitations for Claimant’s claims and the University’s timing defenses for sixty days;

WHEREAS, UIC and Claimant executed a Structured Negotiation Letter of Intent on September 9, 2020, agreeing to negotiate (1) remedial efforts by UIC related to the SAFE App, UIC’s social media guidelines and best practices, training staff on digital accessibility, and other efforts related to the accessibility of customer- and employee-facing UIC EIT systems and content to ensure access for blind users; (2) reporting requirements; (3) reasonable monetary relief to Claimant; and (4) reasonable attorneys’ fees;

WHEREAS, the Parties, concurrently with the Letter of Intent, executed a First Amended Tolling Agreement to further extend the original Tolling Agreement for Claimant’s claims

and the University's timing defenses to allow time for UIC and Claimant to engage in Structured Negotiation;

WHEREAS, UIC, EFE, and Claimant have worked collaboratively since September 2020 to resolve Claimant's asserted claims to Claimant's current satisfaction;

WHEREAS, during the Structured Negotiation process, Claimant and EFE identified additional barriers related to digital accessibility, brought such barriers to UIC's attention, and UIC has resolved such barriers to Claimant's current satisfaction;

WHEREAS, the Parties now enter this Agreement due to their mutual desire to resolve Claimant's claims without the need for litigation, with the shared goal of ensuring that UIC employee and customer-facing EIT systems and content are accessible for all blind individuals.

I. Definitions

The following terms shall have the following meanings wherever the terms are used in this Agreement:

"Accessible" means compliance with, at minimum, Illinois Information Technology Accessibility Act ("IITAA") 2.0 Standards, ensuring substantially equivalent access for blind users.

"Claimant" means Peter Berg.

"Claimant's Counsel" means Equip for Equality.

"Assistant Director, Digital Accessibility" means a UIC employee or employees responsible for coordinating efforts and providing information to facilitate UIC's compliance with UIC's Digital Accessibility Requirements. The role may be performed in full, or in part, by different employees at UIC during the Settlement Period.

"Digital Accessibility Requirements" means the legal requirements applicable to the University, including the Americans with Disabilities Act, 42 U.S.C. § 12101 *et seq.*, the Rehabilitation Act of 1973, 29 U.S.C. § 701, *et seq.*, the Illinois Human Rights Act, 774 ILCS 5/1-101, *et seq.*, the Illinois Information Technology Accessibility Act, 30 ILCS 587/1, *et seq.*, and any other federal, state, local, or administrative statute, rule or regulation applicable to the University, and which relates to people with disabilities having substantially equivalent access to EIT.

"Deliverables Date" means the date, pursuant to Section III.B.4.b., that UIC provides Claimant's Counsel with a copy of the final version of the UIC EIT Policies, Practices & Procedures developed in accordance with Section III.B.

"Effective Date" means the last date on which a Party executes this Agreement.

“Electronic Information Technology” or “EIT” means any computer hardware and software, operating systems, web-based information and applications, telecommunications products, kiosks, and video equipment and multimedia products that are used to access, create, convert, disseminate, or duplicate data or information needed to facilitate the core missions of UIC. EIT includes but is not limited to websites, digital content, classroom deliverables, virtual meeting spaces, software, and mobile applications.

“Letter of Intent” means the Structured Negotiation Letter of Intent entered into by UIC and Berg, through his attorneys Equip for Equality, dated September 9, 2020.

“Notice of Noncompliance” means a written notice from one Party to the other regarding an alleged act of noncompliance of a Party’s obligation(s) under this Agreement, made pursuant to Section VI, which contains: (i) the alleged act of noncompliance; (ii) a reference to the specific provision(s) of this Agreement involved; (iii) a statement of the remedial action sought by Claimant; and (iv) in the case of a Notice of Noncompliance given by Claimant, a brief statement of the specific facts, circumstances and legal argument supporting the position of Claimant.

“Settlement Period” means the time from the Effective Date until the Termination Date.

“Structured Negotiation Period” means the time period from the date the Parties executed the Letter of Intent, September 9, 2020, until the Effective Date.

“Termination Date” means six (6) months from the Deliverables Date as set forth in Section III.B.4.

“UIC” means the University of Illinois Chicago, a university that is part of the University of Illinois System.

II. UIC Remedial Efforts Completed During Structured Negotiation Period

During the Structured Negotiation Period, UIC represents that it has taken the following actions:

- A. UIC SAFE App. During the Structured Negotiation Period, UIC has worked internally and with the SAFE App vendor to ensure that the SAFE App is Accessible to blind users, within the current limitations of the SAFE App’s design and functionality.
- B. Social Media Guidelines and Best Practices. On December 18, 2020, UIC revised its Social Media Guidelines and Best Practices, consistent with the recommendations made by Claimant and Equip for Equality. The Guidelines are available at the following website: <https://today.uic.edu/uic-social-media-guidelines-and-best-practices>. On February 16, 2021, UIC sent a campus-wide announcement and an announcement to all Campus Communicators to bring attention to the revised Guidelines.

- C. Employee Performance Review Forms. UIC remediated its Employee Performance Form to make it Accessible. On April 14, 2021, UIC provided to Claimant a copy of the Accessible Employee Performance Form.
- D. UIC COVID-19 Safety Training. UIC remediated its UIC COVID-19 Safety Training available for UIC students and employees outside of the UI Health System to make it Accessible. On February 22, 2021, UIC sent Claimant a copy of the accessibility report.
- E. UIC COVID-19 Dashboard. In January 2021, UIC remediated its UIC COVID-19 Dashboard to make it Accessible.
- F. Access to W2 Forms. In February 2021, UIC remediated its Human Resources website, <https://www.hr.uillinois.edu/>, to make it Accessible.
- G. Assistant Director, Digital Accessibility. In December 2020, UIC hired an Assistant Director, Digital Accessibility.
- H. ADA Advisory Committee. In December 2020, UIC formed an ADA Advisory Committee, the purpose of which is to proactively identify, discuss, and improve accessibility and compliance with the Americans with Disabilities Act (“ADA”), Title II, including but not limited to electronic information technology, in accordance with applicable state and federal laws.
- I. UIC EIT Accessibility Committee. In 2021, UIC formed an EIT Accessibility Committee to develop and implement policies, practices and procedures to meet the Digital Accessibility Requirements.
- J. System-Wide Policy Guide and Guidelines. In April 2021, the University of Illinois System published its System-Wide Electronic Information Technology Accessibility Policy Guide, available at the following link:
<https://www.vpaa.uillinois.edu/cms/One.aspx?portalId=420456&pageId=1550005>

In September 2021, the University of Illinois System published its System-Wide Electronic Information Technology Accessibility Implementation Guidelines, available at the following link:
<https://www.vpaa.uillinois.edu/cms/One.aspx?portalId=420456&pageId=1651249>

- K. UIC has reviewed the sample policies related to procurement of electronic information technology, and training for employees, provided to UIC by Equip for Equality on October 29, 2020.

III. UIC Requirements During the Settlement Period

- A. Maintenance of UIC Remedial Efforts.

1. UIC shall ensure that the following items remain Accessible during the Settlement Period, unless such items are no longer used by UIC:
 - a. UIC SAFE App (§II.A)
 - b. Employee Performance Review Forms (§II.C)
 - c. UIC COVID-19 Safety Training (§II.D)
 - d. UIC COVID-19 Dashboard (§II.E)
 - e. Human Resources website (§II.F)
2. UIC shall maintain:
 - a. Assistant Director, Digital Accessibility (§II.G)
 - b. ADA Advisory Committee (§II.H)
 - c. UIC EIT Accessibility Committee (§II.I)

B. UIC Electronic Information Technology (EIT) Policies, Practices & Procedures

1. System-Wide Guidance

UIC will adhere to and follow the University System-Wide Policy Guide and Implementation Guidelines (§II.J)

2. Development of Policies, Practices & Procedures

UIC shall, as promptly as reasonably practicable, but no later than eighteen (18) months from the Effective Date, with the assistance of the Assistant Director, Digital Accessibility, develop and deliver to Claimant's Counsel pursuant to Section III.B.4.a. its draft UIC EIT Accessibility Policies, Practices and Procedures in furtherance of the University System-Wide Policy Guide and Implementation Guidelines and to ensure compliance with Digital Accessibility Requirements.

3. Required Contents of EIT Accessibility Policies, Practices & Procedures

UIC's EIT Accessibility Policies, Practices and Procedures shall, at minimum, require EIT developed, procured, maintained or provided by UIC to be Accessible, consistent with the University System-Wide Policy Guide and Implementation Guidelines. In addition, UIC's EIT Accessibility Policies Practices and Procedures shall, at minimum, include requirements regarding Training, Procurement, and a Complaint System, as outlined below.

a. Training Requirements

- i. At minimum, UIC's EIT Accessibility Policies, Practices and Procedures shall require appropriate training for all employees directly responsible for: developing, maintaining and procuring EIT; writing or publishing UIC website content; and compliance with Digital Accessibility Requirements.

- ii. At minimum, UIC's EIT Accessibility Policies, Practices and Procedures shall require training regarding: UIC's EIT Accessibility Policies, Practices and Procedures; personnel responsibilities for ensuring accessibility; common assistive technology; common technological barriers faced by individuals with disabilities; common techniques for ensuring accessibility of various forms of digital content; overview of accepted accessibility standards, such as WCAG 2.0 and 2.1; procedures for reporting digital access issues; and practical guidance on creating accessible content.

b. Procurement Requirements

- i. At minimum, UIC's EIT Accessibility Policies, Practices and Procedures shall follow the System-Wide Implementation Guidelines and will additionally require the following for EIT procurements where the purchase price exceeds \$4,999.00:
- ii. unless exempted under the exception process to be established pursuant to the System Implementation Guidelines, vendors will be informed that EIT products and services to be purchased by UIC must be Accessible, and that in accordance with the standard vendor certifications promulgated by the Chief Procurement Office for Public Institutions of Higher Education, vendors will be required to certify to compliance with the applicable requirements of the Illinois Information Technology Accessibility Act Standards as to the EIT that will be purchased, as published at www.dhs.state.il.us/iitaa
- iii. vendors will be requested to provide relevant information, such as VPAT (Voluntary Product Accessibility Template) or ACR (Accessibility Conformance Report) or other comparable reports, to show how their EIT products and services are Accessible.
- iv. In developing UIC's EIT Accessibility Policies, Practices and Procedures for EIT procurements, UIC will also closely consider options for independent verification of vendors' claims regarding accessibility, including, but not limited to, user testing and product demonstrations of accessibility, consistent with the System-Wide Implementation Guidelines.

c. Complaint Process Requirements.

- i. At minimum, UIC's EIT Accessibility Policies, Practices and Procedures shall include an EIT Accessibility Problem Reporting process whereby users can report problems related to digital accessibility to the Assistant Director, Digital Accessibility; a process, including a time

frame, for assessing whether the problem reported is one that implicates the Digital Accessibility Requirements and/or the UIC EIT Accessibility Policies, Practices and Procedures, responding to and remediating such problem reports; a tracking system to record such reports; and a process whereby UIC reviews the problem reports to determine what steps need to be taken to prevent such problems from recurring.

- ii. UIC shall implement its Problem Reporting process no later than thirty (30) days of adopting UIC's EIT Accessibility Policies, Practices and Procedures.

4. Delivery of EIT Accessibility Policies, Practices and Procedures.

- a. Prior to finalizing its EIT Accessibility Policies, Practices and Procedures, UIC shall provide drafts of the proposed UIC EIT Accessibility Policies, Practices and Procedures to Claimant's Counsel and UIC shall review and consider in good faith all recommendations submitted to UIC by Claimant (provided that Claimant is an employee of UIC at such time) and Claimant's Counsel to the draft Policies, provided that: (i) such recommendations are consistent with this Agreement and are provided in writing within thirty (30) days of Claimant's Counsel's receipt of the draft Policies, Practices and Procedures; and (ii) UIC shall not be obligated to accept or adopt such recommendations.
- b. UIC shall within sixty (60) days after receipt of any recommendations provided by Claimant and/or Claimant's Counsel adopt its final Policies, Practices and Procedures, and promptly upon such adoption provide a copy of same to Claimant's Counsel (the "Deliverables Date").

5. Modifications of EIT Accessibility Policies, Practices and Procedures.

- a. The EIT Accessibility Policies shall be reviewed by UIC and revised accordingly upon changes of applicable law, including evolving legal requirements.
- b. During the Settlement Period, UIC shall provide Claimant's Counsel with a copy of any substantive modification(s) to the Policies, Practices and Procedures.

IV. Monetary Relief

A. Individual Relief.

Within thirty (30) days of the Effective Date, the University shall make a payment of Twelve Thousand Five Hundred Dollars (\$12,500.00) to Claimant Peter Berg, for claimed non-wage

related compensatory damages, from which no deductions or withholdings will be made. The University shall issue an IRS Form 1099-MISC to Claimant for this payment amount. This payment to Claimant will not be treated as "earnings" for the purpose of making contributions to the State Universities Retirement System. Claimant agrees to pay the taxes and report all payments for which he is legally responsible on the monetary relief he receives under this Agreement.

B. Attorneys' Fees.

Within thirty (30) days of the Effective Date, the University shall make a payment of Forty Thousand Dollars (\$40,000.00) to Claimant's legal counsel, Equip for Equality, Inc., for attorneys' fees. The University shall issue an IRS Form 1099 to Equip for Equality, Inc. and Claimant for this payment amount. Any attorneys' fees or costs that Claimant owes to any attorney are his sole responsibility and the University shall not be responsible or liable for any such fees or costs except as outlined in this Section IV.B.

V. Reporting Requirements

- A. Semi-Annual Reports. On the date that is six (6) months after the Effective Date, and every six (6) months thereafter until the Termination Date, UIC shall provide Claimant's Counsel with a written status report that contains the following:
1. A written report describing the work performed to date to implement the terms of this Agreement;
 2. Identification of significant barriers, if any, encountered with respect to ensuring Digital Accessibility throughout UIC, *and* UIC's intended resolution to such barriers.
- B. Confidentiality of all Reports. All reports generated pursuant to this Section shall be confidential and privileged pursuant to the Federal Rule of Evidence 408 and Illinois Supreme Court Rule 408.

VI. Dispute Resolution

The Parties agree that any dispute arising out of this Agreement shall be addressed in the following manner:

- A. Notice of Noncompliance. If at any time a Party believes that the other Party has not complied with any provision of this Agreement, the Party shall provide the other Party with a Notice of Noncompliance.
- B. Meet and Confer. Within thirty (30) days of receipt of a Notice of Noncompliance, the Parties shall meet and attempt, in good faith, to identify a resolution.

- C. Mediation. If the Parties fail to identify a resolution, prior to initiating any judicial action, the Parties agree to participate in a mediation conducted by an agreed-upon mediator or mediation administrator. In the event the Parties are unable to agree on a mediator, the Parties shall participate in mediation with JAMS Mediation, Arbitration, ADR Services (“JAMS”), and a mediator shall be appointed by JAMS. The Parties will each pay for half of the cost for the mediator.
- D. Enforcement Action. If, following the required meet and confer and mediation, the Parties are still unable to reach a resolution, a Party may initiate a complaint in a court of competent jurisdiction.

VII. General Release

In consideration of the payment made in Section IV.A, and other good and valuable consideration, the receipt and sufficiency of which Claimant acknowledges, hereby unconditionally and irrevocably releases the University, and its current and former trustees, administrators, faculty, employees, managers, attorneys, representatives, insurers, benefit plans, agents and independent contractors, and the predecessors, successors, and assigns of each of them, in their individual, or official capacities (collectively, and together with the University, the “Releasees”) to the maximum extent permitted by law, from any and all claims, debts, obligations, demands, judgments, or causes of action of any kind whatsoever, whether known or unknown that Claimant or his heirs, executors, administrators, successors, or assigns ever had, now have, or may have had prior to the Effective Date, for any action or omission by Releasees and/or due to any matter whatsoever relating to Claimant’s claims raised in his demand letter dated October 30, 2019 sent to the University in care of its Office of University Counsel by Claimant’s attorneys, including without limitation any claims which were or may have been tolled under that certain Tolling Agreement entered into by the Claimant and the University dated July 16, 2020 (collectively, the “Claims”). Without limiting in any way the foregoing, this General Release specifically includes the following:

- (i) all Claims that were or could have been asserted by Claimant relating to the accessibility issues that are the subject of this Agreement;
- (ii) all Claims, whether in tort, contract, by statute, or on any other basis, whether in law or in equity, whether civil, criminal, or administrative, whether known or unknown, for damages or monies owed by Releasees, including compensatory damages, emotional distress damages, pain and suffering, physical injury damages, punitive damages, liquidated damages, attorneys’ fees, costs, and interest relating to the accessibility issues that are the subject of the Agreement; and
- (iii) all rights and Claims under the following laws, as amended, to the maximum extent permitted by law: Title II of the Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101 *et seq.*; Section 504 of the

Rehabilitation Act of 1973 as amended, 29 U.S.C. § 791 *et seq.*; Section 1557 of the Patient Protection and Affordable Care Act, 42 U.S.C. § 18001 *et seq.*; and the Illinois Human Rights Act, 775 ILCS 5/1 *et seq.* relating to the accessibility issues that are the subject of the Agreement.

Except as may be necessary to enforce this Agreement, under which the University has obligations that extend beyond the Effective Date, Claimant agrees not to permit, authorize, initiate, encourage, support, join or continue any lawsuit, administrative charges or other actions (including charges of discrimination), arbitrations or proceedings (collectively, "Proceedings") against any of the Releasees based in whole or in part on any Claim covered by this General Release. Claimant does not waive rights or claims that may arise after the Effective Date.

VIII. Media Statement

The Parties have drafted a joint media statement (attached as Exhibit A) that can be used in response to media inquiries and may be placed on the Parties' respective websites. The intent of this joint media statement is to highlight the positive accessibility changes UIC is making.

IX. General Provisions

- A. Term of Agreement. This Agreement ends on the Termination Date.
- B. Modification in Writing. No modification of this Agreement by the Parties shall be effective unless it is in writing and signed by authorized representatives of all the Parties hereto.
- C. Rules of Construction. Each Party and its legal counsel have reviewed and participated in the drafting this Agreement, and any rule of construction to the effect that ambiguities are construed against the drafting party shall not apply in the interpretation or construction of this Agreement. Section titles herein are intended for reference purposes only and are not to be construed as part of this Agreement. In connection with this Agreement's acceptance and execution, neither Claimant nor the University is relying on any representation or promise that is not expressly stated in this Agreement. The recitals are integral to the construction and interpretation of this Agreement and are therefore incorporated into this Agreement in their entirety.
- D. Notice of Communication to Parties. Any notice or communication or deliverable (each a "Notice") required or permitted to be given hereunder shall be deemed to have been given if reduced to writing and delivered (a) in person, which such notice shall be deemed delivered upon actual delivery or refusal of delivery thereof, or (b) mailed by certified mail, postage prepaid, return receipt requested, which such notice shall be deemed received three (3) business days following deposit thereof in the U.S. Mail, or (c) overnight, via nationally recognized overnight courier with

tracking capabilities, such as UPS or FedEx, which such notice shall be deemed received on the next business day following deposit with such courier and selection of next business day service, or (d) via email with acknowledgement of receipt or proof of delivery. Such Notices shall be sent to the Parties' respective addresses for notices set forth as follows:

To: University of Illinois

To: Claimant Peter Berg

UIC Office for Access and Equity
Attn: Caryn Bills, Director
809 S. Marshfield Ave., Room 717
Chicago, IL 60612-7207
cbw@uic.edu

Rachel M. Weisberg, Esq.
Supervising Attorney
20 North Michigan Ave., Suite 300
Chicago, IL 60602
rachelw@equipforequality.org

With copies to:

John Alsterda, Esq.
UIC Campus Legal Counsel,
and
Michael G. Melendez, Esq.
UIC Assistant Campus Legal Counsel
University of Illinois Chicago
405 Administrative Building
1737 W. Polk Street
Chicago, Illinois 60612
alsterda@uillinois.edu
mmelende@uillinois.edu

A Party may change its address for receipt of Notices by delivery of Notice to the other Party.

- E. Multiple Originals/Execution in Counterparts. This Agreement may be executed in any number of counterparts, each of which shall be deemed to be an original as against any Party whose signature appears thereon, and all of which shall together constitute one and the same instrument. If executed in multiple counterparts, this Agreement shall become binding when two or more counterparts hereto, individually or taken together, bear the signatures of all of the Parties reflected hereon as the signatories. A facsimile or electronic signature to this Agreement shall be deemed to be an original for all purposes.
- F. Entire Agreement. This Agreement constitutes the Parties' entire agreement and cancels, supersedes and replaces any and all prior proposals, understandings and agreements (written, oral or implied) regarding all matters addressed herein.

IN WITNESS WHEREOF, the Parties hereto have entered into this Agreement as of the last date set forth below.

The Board of Trustees of the University of
Illinois

By: Paul N. Ellyer

Its: Interim VP/CFO & Comptroller

Dated: 11-09-2021

Peter Berg

Peter Berg

Dated: November 1, 2021

EXHIBIT A

FOR IMMEDIATE RELEASE

[DATE]

Contacts:

UIC Contact, Caryn Bills-Windt, Associate Chancellor, Office for Access and Equity, (312) 413-8145, cabw@uic.edu

Equip for Equality, Rachel M. Weisberg, Supervising Attorney, (312) 895-7319, rachelw@equipforequality.org

University of Illinois Chicago Demonstrates Strong Commitment to Employees and Students with Disabilities by Improving Digital Access for Blind Users

Chicago, IL – Today, the University of Illinois Chicago (UIC) announces the outcome of a yearlong collaborative process aimed at improving digital accessibility for UIC employees, students and community members who are blind or have low vision.

“UIC is committed to full inclusion and participation of people with disabilities who study and work at the university and we value the importance of digital accessibility across all platforms,” said Caryn Bills-Windt, Associate Chancellor, UIC Office for Access and Equity.

To achieve these outcomes, UIC partnered with Equip for Equality (EFE), Illinois’ federally mandated, governor-designated Protection and Advocacy System for people with disabilities, as well as with blind UIC employee Peter Berg. Through dialog, regular meetings and a thoughtful exchange of ideas, UIC, EFE and Berg collaborated to identify barriers, solutions and best practices for digital access.

“I appreciate UIC’s intent to be proactive about digital accessibility through its new policies, training and procurement rules,” said Berg. “A proactive approach is critically important to ensure blind employees and students can independently access what we need to do our jobs and be part of the community.”

As a result of this collaboration, UIC has already made substantial improvements to several digital technologies and resources. For example, now when blind users open UIC’s SAFE App, a digital resource for on-campus safety, it is readable with assistive technology. Blind users similarly can now access UIC’s COVID-19 Safety Training, COVID-19 Dashboard, and Human Resources website.

UIC has also demonstrated its commitment by hiring an Assistant Director for Digital Accessibility and by creating ADA and Electronic Information Technology (EIT) accessibility committees, which will support UIC’s ongoing efforts to improve digital accessibility for blind and low vision members of the UIC community.

UIC is actively developing campus EIT Accessibility Policies, Practices and Procedures that will include requirements about training staff on digital accessibility, establishing guidelines for the procurement process, and implementing a digital accessibility complaint system.

These important developments will also support the University of Illinois' system-wide efforts to improve digital accessibility. In the past year, the University of Illinois System has published its new [System-Wide Electronic Information Technology Accessibility Policy Guide](#) as well as its new [System-Wide Electronic Information Technology Accessibility Implementation Guidelines](#). Both will help steer UIC's future work to ensure digital accessibility.

"It has been a pleasure collaborating with UIC, which has demonstrated its commitment to improving digital accessibility," said Rachel M. Weisberg, attorney with Equip for Equality.

About Equip for Equality

Equip for Equality (EFE) is a private, not-for-profit entity designated in 1985 by the Governor to administer the federally mandated Protection and Advocacy System for safeguarding the rights of people with disabilities in Illinois. EFE is dedicated to expanding opportunities for people with disabilities to live full and independent lives by providing self-advocacy assistance, legal services, disability rights education, public policy advocacy and abuse investigations. For more information, go to equipforequality.org.

About UIC

The University of Illinois Chicago is the city's largest university and its only public Carnegie Research 1 institution. Its 16 academic colleges serve more than 34,000 undergraduate, graduate and professional students. UIC is recognized as one of the best public universities and one of the most ethnically rich and culturally diverse campuses in the nation, located in the heart of Chicago, it is an integral part of the educational, technological and cultural fabric of one of the world's greatest cities.