

# Accessibility

Domain	Challenges and Barriers	Solutions and Adaptations	Projected Expense (\$)
Application RipperReport	<ul style="list-style-type: none"> <li>The interface is not particularly accommodating for visually impaired individuals due to insufficient contrast and non-scalable text.</li> </ul>	<ul style="list-style-type: none"> <li>High contrast mode has been added.</li> <li>Screen reader compatibility (VoiceOver, NVDA, JAWS)</li> <li>Streamlined navigation.</li> </ul>	Included in the development (15% of the total cost: \$30,000)
	<ul style="list-style-type: none"> <li>Challenges faced by individuals with motor disorders in interacting with touch screens.</li> </ul>	<ul style="list-style-type: none"> <li>Integration of voice commands for incident reporting.</li> <li>Optimized for touch-enabled assistive technologies.</li> </ul>	Included
Intranet (RipperWork)	<ul style="list-style-type: none"> <li>Interfaces that are overly complex for employees with cognitive or learning disabilities.</li> </ul>	<ul style="list-style-type: none"> <li>Streamlining of the user interface (visual aids, icons, intuitive navigation).</li> </ul>	Included in development (20%: \$40,000).
	<ul style="list-style-type: none"> <li>Challenges in accessibility for wheelchair users in rooms designated for the intranet.</li> </ul>	<ul style="list-style-type: none"> <li>Height-adjustable desks.</li> <li>Access to rooms through ramps or elevators</li> </ul>	100 000
Technological instruments	<ul style="list-style-type: none"> <li>Ergonomic concerns regarding tablets or GPS devices utilized by employees with motor or visual impairments.</li> </ul>	<ul style="list-style-type: none"> <li>Lightweight shelving and adjustable brackets.</li> <li>Braille keyboards and auditory interfaces.</li> </ul>	30 000
	<ul style="list-style-type: none"> <li>Failure to adhere to accessibility standards for computer hardware.</li> </ul>	<ul style="list-style-type: none"> <li>Hardware accessibility assessment prior to deployment.</li> <li>Replacement or adaptation if necessary.</li> </ul>	20 000
Training and Assistance	<ul style="list-style-type: none"> <li>Inappropriate training materials (overly complex documents, absence of appropriate audio/visual content).</li> </ul>	<ul style="list-style-type: none"> <li>Development of resources in FALC (Easy to Read and Understand).</li> <li>Videos captioned and translated into sign language</li> </ul>	50 000
Communication	<ul style="list-style-type: none"> <li>Information campaigns that are inaccessible to individuals with hearing or visual impairments.</li> </ul>	<ul style="list-style-type: none"> <li>Subtitling and transcription services for videos.</li> <li>Producing brochures in Braille</li> </ul>	15 000

# Summary of accessibility expenses

Sector	Projected Expense (\$)
Application RipperReport	30 000
Intranet (RipperWork)	40 000
Workstations	100 000
Tablets and instruments	50 000
Training resources	50 000
Communication	15 000

**Total: 285,000**

## Recommandations

**1. Accessibility Audit:**

- Conduct an initial audit of all tools and interfaces to identify specific barriers.
- Include an expert in both digital and physical accessibility.

**2. Pilot Phase:**

- Deploy the tools and application to a sample group of users with disabilities to gather direct feedback.

**3. Training for Developers and Technical Teams:**

- Train the teams responsible for digital tools to ensure compliance with accessibility standards (WCAG 2.1, Section 508, etc.).

**4. Ongoing Updates:**

- Incorporate accessibility as a key criterion in regular tool updates.