CELESTE BEAUTY ACADEMY, INC.

IT-106 | WEBSITE AND DIGITAL ACCESSIBILITY POLICY

Policy ID	IT-106	**Version**	1.0
Board Approval Date	Pending Board Approval	**Date of Last Review**	November 20, 2026
Statutory / Regulatory References	ADA Title II, 42 U.S.C. § 12132, and 28 C.F.R. Part 35, Subpart H (§§ 35.200–35.205); Section 504, 29 U.S.C. § 794, and 34 C.F.R. Part 104		

I. PURPOSE AND COMMITMENT

Celeste Beauty Academy, Inc. ("CBA" or "the Academy") is committed to ensuring that individuals with disabilities, including students, parents, guardians, applicants, employees, and members of the public, have equal access to the information, services, programs, and activities that CBA provides online. This policy is adopted under Title II of the Americans with Disabilities Act and Section 504 of the Rehabilitation Act.

II. SCOPE

This policy applies to web content and mobile apps that CBA provides or makes available, directly or through contractual, licensing, or other arrangements. This includes cbacharter.org, online forms, enrollment and lottery materials, posted documents (such as PDF, word processing, presentation, and spreadsheet files), videos, and audio, as well as vendor-hosted platforms used to deliver CBA services.

III. ACCESSIBILITY STANDARD

CBA will make its covered web content and mobile apps conform to the Web Content Accessibility Guidelines (WCAG) 2.1, Level A and Level AA success criteria and conformance requirements, no later than April 26, 2027, or any later compliance date that applies to CBA under federal law. CBA will use a conforming alternate version only where it is not possible to make content directly accessible due to technical or legal limitations.

IV. EXCEPTIONS

Consistent with 28 C.F.R. § 35.201, the WCAG standard may not apply to archived web content; conventional electronic documents posted before CBA's compliance date, unless they are currently used to apply for, gain access to, or participate in CBA services, programs, or activities; content posted by third parties not acting under an arrangement with CBA; individualized, password-protected documents about a specific person; and social media posts made before CBA's compliance date. Upon request, CBA will provide any excepted content in an accessible format.

V. IMPLEMENTATION

CBA will: (a) review new and substantially revised content for accessibility before it is posted; (b) periodically audit the website using automated and manual testing; (c) remediate identified barriers, giving priority to enrollment, admissions lottery, and other content needed to access CBA services; (d) train staff who post web content; and (e) require vendors and contractors that provide web content, platforms, or apps to meet the standard in Section III by contract, where feasible.

VI. REQUESTING ASSISTANCE OR REPORTING A BARRIER

Anyone who has difficulty accessing any CBA web content, or who needs information in an alternative format, may contact the Executive Director at President@celestebeautyacademy.com or (704) 448-3713. Requests should identify the web page or document and the difficulty encountered. CBA will respond promptly and will provide the requested information or service through an equally effective alternative while any barrier is being corrected. Concerns about disability discrimination may also be raised under CBA's grievance procedures.

VII. LIMITATIONS

CBA is not required to take an action that it demonstrates would result in a fundamental alteration in the nature of a service, program, or activity or in undue financial and administrative burdens. Any such determination shall be made by the Executive Director or designee in writing, after considering all available resources, and CBA will still take other action to ensure that individuals with disabilities receive the benefits or services CBA provides.

VIII. REVIEW

CBA will review this policy at least annually and when applicable laws or technical standards change. The policy and a link for reporting accessibility barriers will be posted on the website.