

LEGAL DOCUMENT

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# Accessibility Statement

Globe-America Consulting, Inc. · globe-america.com

Effective Date: **May 1, 2026**

Globe-America Consulting, Inc. · 702 Houston St., Fort Worth, TX 76102

info@globe-america.com · globe-america.com

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## 1. Our Commitment

Globe-America Consulting, Inc. is committed to ensuring digital accessibility for all users, including people with disabilities. We continually improve the user experience for everyone and apply relevant accessibility standards to our website and compliance tools. As a Service-Disabled Veteran-Owned Small Business (SDVOSB), accessibility and inclusion are values we take seriously.

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## 2. Conformance Status

We aim to conform to the Web Content Accessibility Guidelines (WCAG) 2.1, Level AA. These guidelines explain how to make web content more accessible to people with disabilities. Conformance with these guidelines helps make the web more user-friendly for all users. Our current conformance status is: **Partially Conformant**. Some parts of the content do not yet fully conform to the accessibility standards as noted below.

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## 3. Measures to Support Accessibility

Globe-America Consulting, Inc. takes the following measures to ensure accessibility:

- Include accessibility requirements in our website and tool development practices
  - Ensure all interactive elements are keyboard-navigable
  - Provide text alternatives for non-text content where feasible
  - Use sufficient color contrast ratios for text and interactive elements
  - Ensure form fields include descriptive labels and error messages
  - Design responsive layouts that function across devices and screen sizes
  - Avoid content that flashes more than three times per second
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## 4. Known Limitations

Despite our efforts, some content may not yet meet all WCAG 2.1 AA success criteria. Known limitations include:

- Complex compliance tools with dynamic content may have partial screen reader support. We are actively working to improve ARIA labeling across the tool suite.
- Some PDF documents on the site may not be fully tagged for screen reader compatibility. We provide this accessible PDF as part of our legal documentation.
- Embedded video content may not include captions. We are working to add captions to all video assets.
- Older content pages may not fully conform to current standards. These are being reviewed and updated on a rolling basis.

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## 5. Technical Specifications

globe-america.com relies on the following technologies for conformance with WCAG 2.1:

- HTML5 and semantic markup
- CSS3 with responsive design
- JavaScript for interactive tool functionality
- ARIA (Accessible Rich Internet Applications) attributes where appropriate

Our website has been tested using the following assistive technologies and tools: keyboard-only navigation, WAVE Web Accessibility Evaluation Tool, and color contrast analyzers. We have not yet conducted formal testing with screen readers across all pages and tools.

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## 6. Feedback and Contact

We welcome feedback on the accessibility of globe-america.com. If you experience accessibility barriers or have suggestions for improvement, please contact us:

**Globe-America Consulting, Inc.**

702 Houston St., Fort Worth, TX 76102

info@globe-america.com

globe-america.com

We aim to respond to accessibility feedback within five (5) business days and to provide an accessible alternative or remedy within ten (10) business days.

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## 7. Formal Complaints

If you are not satisfied with our response to your accessibility concern, you may contact the U.S. Department of Justice, Civil Rights Division, Disability Rights Section at ADA.gov, or file a complaint with the U.S. Access Board at access-board.gov.

## **8. Assessment Approach and Review Schedule**

Globe-America Consulting, Inc. self-assesses the accessibility of globe-america.com on a quarterly basis and following major website or tool updates. This Accessibility Statement was last reviewed on May 1, 2026. We aim to achieve full WCAG 2.1 AA conformance across all website pages and tools by the end of calendar year 2026.