



Igisata kijejwe amagara y'abantu gikora ibishoboka vyose kugira abanya Vermont bashobore gukoresha amakuru, ibikorwa hamwe n'ibindi bintu dusangiza. Turashaka ko ibintu vyacu bishikirwa n'abantu bose kandi tugashiramwo abantu bose.

"Gushikirwa" bisigura ko ivyo dukora bishikirwa na bose, abashaka kubibona bose bakabibona, bakabikoresha kandi bakabitahura. "Gushiramwo bose" bisigura ko dushiramwo kandi twakira abantu bagiye bibagirwa muri kahise, nk'akarorero bitewe n'akabira, igitsina canke ubushobozi. Urashobora gusoma ibijanye n'uko dukora iki gikorwa ku rubuga rwacu rwa [Health Equity webpage](#) (mu congereza).

Ihangiro ryacu ni ugukurikiza intambwe twasabwe kugira turabe neza ko amakuru yo mu gisata kijejwe amagara y'abantu hamwe n'ibikorwa aboneka kuri bose kandi atawe yimiriwe.

Ingene tuyitwaramwo ibijanye n'ukwubahiriza amabwirizwa

Amabwirizwaajanye n'ugushikira ivyashizwe ku rubuga (mu congereza) arakubwira ibisabwa kugira urubuga rushobore kworohera gukoreshwa n'abantu bagendana ubumuga. Amabwirizwa arasigura inzego zitatu zo kubishikira: Urwego rwa A, Urwego rwa AA hamwe n'urwego rwa AAA Urwego rwa AAA rusigura uburyo bwiza bwo kuturonka. Muri iki gihe, ihangiro ry'igisata kijejwe amagara y'abantu ni ukwubahiriza urwego rwa AA.

healthVermont.gov irubahiriza amabwirizwa y'urwego rwa AA akenshi. Turiko turakora ibishoboka vyose mu mudushikire vyoroshe gusumba. Hari kandi ibice vy'urubuga bisanzwe biboneka ku rugero rwo hejuru (ku rwego rwa AAA). Akarorero kuri ibi ni uko amwe muma reresi dutaganza arimwo ubusobanuzi bw'indimi hakoreshejwe ibimenyetso.

Intambwe turiko turatera kugira abantu bashikire ivyacu vyoroshe kandi twakire abantu bose

- Gutuma urubuga rwacu hamwe n'amadosiye yose bishikirwa n'abavyipfuzza (mu kwubahiriza amabwirizwa yo ku rwego rwa AA).
- Kwigisaha abakozi bose uburyo bwo gutuma amakuru agera kuri bose.
- Mu gutuma inyigisho zishika ku bakozi bacu bose.
- Gutuma abagendana ubumuga batanga intererano yabo kugira duteze imbere urubuga rwacu kandi dutegure impinduka.

- Mu kwerekana abagendana n'ubumuga mu nteguro zacu hamwe n'amashusho.

Intambamyi hamwe n'ayandi mahitamwo

Turakora ibishoboka vyose kugira ivyo dukora bishikirwe n'abantu vyoroshe mu gisata kijejwe amagara y'abantu, ariko haracari intambamyi zimwe zimwe. Imwe mu ntambamyi ifitaniye isano n'inzandiko zishaje. Inzandiko zishaje ntizishobora gukorana n'ubuhinga butanga ubufasha - nk'ubuhinga bwa "screen readers"bufasha muri rusangi abafise ubumuga bwo kutabona kwumva n'amatwi ivyanditswe- kuko zakozwe mu buryo budatuma ibintu bishikirwa n'abantu bose. Iyo umuntu abisavye, turahindura izi nzandiko tukazigira nshasha, mu buryo zishobora gukoreshwa n'abantu bose. Urasabwa kurungika imeyiri kuri AHS.VDHWebManager@vermont.gov mu gihe hari ico usaba.

Ico mubivugako hamwe n'ibijanye n'ukwakira

Tuzonerwa niyo mwatubwira ukwo mubona uru rubuga ku bijanye n'ukworohera abantu bose gukoresha. Mu gihe ugize ingorane mu gukoresha urubuga canke ico amakuru kanaka, urasabwa kubitumenyesha kugira dushobore gukosora hanyuma bishikirwe vyoroshe. Urashobora kuturungikira imeyiri kuri AHS.VDHWebManager@vermont.gov. Turakora ku bijanye no gutanga inyishu zerekeye gushikira ivyo dushira ku rubuga, mu misi 5 y'akazi.

Mu gihe ukeneye kwakirwa mu birori, canke gusoma urwandiko canke ayandi makuru, akura uwujewe gute gura ivyo birori canke nyene urwo rwandiko. Mu gihe utazi uwo ariwe, rungika imeyiri kuri AHS.VDHWebManager@vermont.gov.

Poritike n'ukungene ibintu bikorwa i Vermont

Poritike ijanye n'ugushikira ikintu kanaka vyoroshe | Vermont.gov (mu Congereza)
[ADA/ADAAA Ugushikiriza Ingorane Ufise Numero 10.2](#) (mu Congereza)



The Health Department works to be sure that all Vermonters can use the information, services and resources that we share. We want to be accessible to everyone and inclusive of all people.

“Accessible” means materials are within reach, they can be seen, used and understood. “Inclusive” means we involve and accommodate people who have historically been left out, for example because of race, gender or ability. You can read more about how we do this work on our [Health Equity webpage](#) (in English).

Our goal is to follow recommended steps to be sure that Health Department information and services are accessible and inclusive.

How We Are Doing with Meeting Standards

The [Web Content Accessibility Guidelines](#) (in English) tell what is required so that a website will be easier for people with disabilities to use. The guidelines describe three levels of accessibility: Level A, Level AA and Level AAA. Level AAA means the best accessibility. At this time, the Health Department goal is to meet Level AA.

HealthVermont.gov meets the Level AA standard most of the time. We are working to improve accessibility. There are also parts of the website that already meet the highest level of accessibility (Level AAA). An example of this is that some of the videos we post include American Sign Language interpretation.

Steps We Are Taking to be Accessible and Inclusive

- Make our website and all files accessible (meeting the Level AA guidelines).
- Teach all staff how to make communications accessible.
- Provide ongoing accessibility training for our staff.
- Involve people with disabilities to give input to improve our website and to plan changes.
- Show people with disabilities in our design and images.

Limitations and Other Choices

We try our best to ensure accessibility at the Health Department, but there may be some limitations. One known limitation has to do with older documents. Older documents might not work with assistive technologies - like screen readers - because they were created in a way that does not support accessibility. When someone asks,

we change these documents to newer, accessible formats. Please email AHS.VDHWebManager@vermont.gov if you have a request.

Feedback and Accommodations

We welcome your feedback on the accessibility of this website. If you find it difficult to use a page or resource, please let us know so we can improve our accessibility. You can email AHS.VDHWebManager@vermont.gov. We work to answer accessibility feedback in 5 business days.

If you need an accommodation for an event, or to read a document or other information, contact the event organizer or document owner. If you don't know who that is, email AHS.VDHWebManager@vermont.gov.

Vermont Policy and Procedure

[Accessibility Policy | Vermont.gov](#) (in English)

[ADA/ADAAA Grievance Procedure Number 10.2](#) (in English)