



Office of the Bronx District Attorney Accessibility Progress Report 2024-2025

General

Overview of Agency

The Bronx District Attorney's Office (BXDA), a nonmayoral agency, focuses on public safety, assistance for victims, fairness to defendants, crime prevention and community outreach. District Attorney Clark has restructured the Office to reflect twenty-first century prosecution, creating a Conviction Integrity Bureau, a Public Integrity Bureau, a Rikers Island Prosecution Bureau to decrease violence and corruption in the jails; enhancing services for victims of domestic violence, sexual assault, and child abuse; and establishing a Community Justice Bureau to divert appropriate defendants. Our staff of more than 1,000 employees is dedicated to serving the 1.4 million diverse residents of Bronx County.

BXDA published an accessibility plan on September 30, 2024, and this is the agency's first annual progress report.

Statement of Commitment

BXDA and DA Clark are committed to providing persons with disabilities with access to the Office's services; to continuing to identify, prevent, and remove barriers to accessibility; and to meeting accessibility requirements in a manner that respects the dignity and independence of persons with disabilities.

Disability Service Facilitator and Other Key Accessibility Information

BXDA's Disability Service Facilitator (DSF) is Kim Hernandez, who is also the Office's Equal Employment Opportunity Officer. She oversees BXDA's grievance process for public complaints with regards to accessibility.

To reach BXDA's DSF, please call Officer Hernandez at (718) 838-6505, or email HernandezKi@bronxda.nyc.gov.

BXDA's Non-Discrimination Policy and Notice of Rights, Grievance Procedure for Disability Discrimination, as well as our Accessibility Plan are located on the Office's public website at <https://www.bronxda.nyc.gov/html/statistics/local-law-12.shtml>.



Feedback Process

The Bronx District Attorney's Office welcomes feedback on our accessibility plan, this progress report, and accessibility issues at our agency generally. Feedback can be submitted via email either directly or anonymously by contacting BXDA's DSF, Kim Hernandez.

Progress Report

Physical & Programmatic Accessibility

As of May 2025, BXDA has:

- Worked with the Operations Division with regards to recently renovated corridor(s) in the 215 East 161st Street DCAS Building to assess the impact on access.

By May 2026, BXDA will continue to:

- Explore expanding braille signage in the Office as necessary.
- Work with the Operations Division on increasing and maintaining physical access for any physical renovations across the Office's multiple buildings.
- Work with other City agencies with regards to fixing coded identifications to help provide access for BXDA employees to certain elevators and doors to address accessibility concerns.

Digital & Programmatic Accessibility

As of May 2025, BXDA has:

- Identified digital assets (i.e. the public reports on the BXDA website) to be prioritized for accessibility enhancements over the next year.
- Began conducting an accessibility audit of a sample of webpages representative of the agency's website content. The audit (expected to be completed by May 30, 2025) follows the Web Content Accessibility Guidelines (WCAG). BXDA is continuing to ensure that its digital content conforms with WCAG 2.1 level AA.
- Began incorporating closed captioning in our virtual programs/platforms to support accessibility, and to continue to offer virtual options for program attendees.

By May 2026, BXDA will:

- Continue to identify digital assets to be prioritized for accessibility enhancements.
- Continue to review virtual and in person programs to ensure accessibility remains.
- Continue to ensure all current and new employees are provided a work iPhone that can better assist with work and accessibility.



Effective Communications & Workplace Inclusion

As of May 2025, BXDA has:

- Established the Grievance Process for public complaints regarding accessibility.
- Continued to work with all bureaus in the Office and with the public with regards to providing reasonable accommodations for individuals with disabilities.
- Communicated to all staff with regards to their rights under the Accessibility Plan and encouraged staff to continue to take training that addresses disability discrimination in the Office.
- Conducted Disability Etiquette training via the Justice Center for the Protection of People with Special Needs in January 2025.

By May 2026, BXDA will:

- Continue to ensure that postings for open positions in BXDA are accessible and accommodations are offered when arranging candidate interviews.
- Conducting further Disability Etiquette training.
- Reassess plain language practices in published documents, both on public facing websites and intranet links.

Consultations and Feedback

BXDA's EEO Unit, through the complaint and reasonable accommodations process, interacts with individuals with disabilities, and has both a historical and a present understanding of disability-related inquiries and needs for any employee in the Office and for anyone interacting with the Office. BXDA is continuously reviewing guidance and resource materials posted concerning the Americans with Disabilities Act, along with the New York City Human Rights Law, the New York State Human Rights Law, the New York City's EEO Policy, and Title 42 of the United States Code.

Conclusion

BXDA is committed to providing accessibility to members of the public and to its employees, and we look forward to improving accessibility going forward, especially on public platforms such as our website as well as for programs and trainings we conduct in house.