



Euro Disney 2025 Digital Accessibility (DA) Action Plan

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2025 Task List

(Task 1) Organising skills development

- Set up e-learning and monitor completion by current teams.
- List the different profiles of concerned parties and define skills relevant for each profile.
- Define a digital accessibility skills acquisition process for every current employee in the digital division and all new recruits.
- Set up skills acquisition monitoring for teams who have received training.

(Task 2) Providing tools and resources

- Set up a confluence space giving teams easy access to digital accessibility (DA) tools and resources.
- Create a 'Digital Accessibility (DA) Overview and Awareness Training' description page.
- Create a 'Web Access Guidelines' page listing all the guidelines.
- Create a 'Respective DA Roles' page.
- Create a 'How to analyse page structure effectively' page.
- Check that visual identity guidelines comply with accessibility requirements. Arrange for changes to be made if necessary.
- Check that the editorial charter complies with accessibility requirements. Arrange for changes to be made if necessary.
- Check that internal development standards comply with accessibility requirements. Arrange for changes to be made if necessary.

(Task 3) Building accessibility into design and development workflow

- Graphic design monitoring (UX/UI): create a graphic and functional accessibility checklist to be completed by the designers each time a component is designed (colour contrast, alt texts, etc.).
- Finalise monitoring for the implementation of screen reader only text.
- Systematise support between disneylandparis.com digital teams (PO, development, etc.) and the DA consulting firm.
- Systematise monitoring of the resolution of compliance issues identified by the DA consulting firm during audits and counter-audits.
- Functional accessibility tests: formalise the procedure for the initial functional tests (keyboard and screen reader).

(Task 4) Building accessibility into the procurement workflow and outsourced content and services

- For procurement of skills concerned by digital accessibility.

(Task 5) Planning the implementation of accessibility

- Set up a quarterly steering committee to plan implementation of accessibility and track actions designed to increase accessibility rates on our platforms (web & app).

- Identify stakeholders and steering committee leaders:
 - Name a coordinator
 - Name a DA liaison in each Squad/cross-functional team
 - Name a legal coordinator and communication coordinator.
- Set up compliance monitoring
 - Continue monitoring regulatory legislation
- Set up tracking metrics and review them every six months.