OpenText Core Content 23.4 Web Accessibility Conformance Report

International edition, based on VPAT® version 2.4Rev*

Name of product/version:	OpenText Core Content Manual Audit
Report date:	26 February 2024
Product description:	website
Contact information:	[client contact information]
Notes:	
Evaluation methods used:	This conformance report is based on the results of an accessibility audit conducted by TPG Interactive on a representative sample of pages/components across selected user journeys, for the purpose of assessing conformance to accessibility guidelines. The W3C Website Accessibility Conformance Evaluation Methodology (WCAG-EM) was followed for conducting the accessibility audit. The testing included manual accessibility testing, automated accessibility tools, and testing with assistive technology across multiple platforms and browsers. The following applications were used as part of the audit to identify potential accessibility issues: • Desktop browsers: Chrome, Firefox, Safari • Assistive technologies and settings: JAWS, NVDA, VoiceOver • Accessibility testing tools: ARC Toolkit, ARC Capture Extension, Colour Contrast Analyzer
Applicable standards/guidelines:	This report covers the degree of conformance for the following accessibility standards/guidelines: • Web Content Accessibility Guidelines (WCAG) 2.0 Level A/AA • Web Content Accessibility Guidelines (WCAG) 2.1 Level A/AA • Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018Web Content Accessibility Guidelines (WCAG) 2.0 Level A/AA • Web Content Accessibility Guidelines (WCAG) 2.1 Level A/AA • Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018 • EN 301 549 Accessibility requirements for ICT products and services - V3.1.1 (2019-11) and EN 301 549 Accessibility requirements for ICT products and services - V3.2.1 (2021-03)

* "Voluntary Product Accessibility Template" and "VPAT" are registered service marks of the Information Technology Industry Council (ITI)

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Terms

The terms used in the conformance level information are defined as follows:

Supports: The functionality of the product has at least one method that meets the criterion without known defects or meets with equivalent facilitation.

Partially supports: Some functionality of the product does not meet the criterion.

Does not support: The majority of product functionality does not meet the criterion.

Not applicable: The criterion is not relevant to the product.

Not evaluated: The product has not been evaluated against the criterion. This can be used only in WCAG Level AAA criteria.

WCAG 2.1 Report

Tables 1 and 2 also document conformance with:

- EN 301 549: Chapter 9 — Web, Sections 10.1–10.4 of Chapter 10 — Non-Web Documents, Sections 11.1–11.4 and 11.8.2 of Chapter 11 — Software (open and closed functionality), and Sections 12.1.2 and 12.2.4 of Chapter 12 — Documentation and Support Services

- Revised Section 508: Chapter 5 — 501.1 Scope, 504.2 Content Creation or Editing, and Chapter 6 — 602.3 Electronic Support Documentation

Note: When reporting on conformance with the WCAG 2.1 Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the WCAG 2.1 Conformance Requirements.

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance level	Remarks and explanations
1.1.1 Non-text Content (Level A) Also applies to: EN 301 549 Criteria - 9.1.1.1 (Web) - 10.1.1.1 (Non-web document) - 11.1.1.1.1 (Open Functionality Software) - 11.1.1.1.2 (Closed Functionality Software) - 11.8.2 (Authoring Tool) - 12.1.2 (Product Docs) - 12.2.4 (Support Docs) Revised Section 508 - 501 (Web)(Software) - 504.2 (Authoring Tool) - 602.3 (Support Docs)	Partially Supports	Non-text content that is presented to the user has a text alternative that serves the equivalent purpose, with some exceptions. These include: The chart in the canvas container in the "My Workflow" chart is not perceivable by screen reader users and may be difficult to perceive by users with low vision. The active CSS "?" icon does not have a text alternative or has a text alternative that does not describe the purpose of the image's functionality. The decorative SVG used with the "Enterprize" text is not hidden from assistive technologies. The SVG "X" remove icons are missing or have an incorrect text alternative.
1.2.1 Audio-only and Video-only (Prerecorded) (Level A) Also applies to: EN 301 549 Criteria - 9.1.2.1 (Web) - 10.1.2.1 (Non-web document) - 11.1.2.1.1 (Open Functionality Software) - 11.1.2.1.2.1 and 11.1.2.1.2.2 (Closed Software)	Not Applicable	The reviewed pages contain no audio-only or video-only content.

Criteria	Conformance level	Remarks and explanations
• 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
1.2.2 Captions (Prerecorded) (Level A) Also applies to: EN 301 549 Criteria • 9.1.2.2 (Web) • 10.1.2.2 (Non-web document) • 11.1.2.2 (Open Functionality Software) • 11.1.2.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Not Applicable	The website does not contain synchronized media with prerecorded audio content.
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A) Also applies to: EN 301 549 Criteria • 9.1.2.3 (Web) • 10.1.2.3 (Non-web document) • 11.1.2.3.1 (Open Functionality Software) • 11.1.2.3.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Not Applicable	The reviewed pages do not contain any synchronized media which would require an alternative for time-based media or audio description.

Criteria	Conformance level	Remarks and explanations
1.3.1 Info and Relationships (Level A) Also applies to: EN 301 549 Criteria • 9.1.3.1 (Web) • 10.1.3.1 (Non-web document) • 11.1.3.1.1 (Open Functionality Software) • 11.1.3.1.2 (Closed Software) – Informative only • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially Supports	Information, structure, and relationships conveyed through presentation can be programmatically determined or are available in text, with some exceptions. These include: Many visual headings, or text elements intended as headings are found throughout the OpenText Core Content website were not marked up as HTML headings. (for example, the "My Workflows", "Kristen Fisher", "Approved PDF for Filing", "Modified" and "Created" text) The navigation landmark is defined twice for the same region. The filter checkboxes are visually presented as being grouped but the grouping is not programmatically exposed. The "Content of Enterprise" and Search Results data tables do not have the correct HTML table markup. Lists and form controls that are grouped visually aren't marked up properly to convey their grouping, programmatically. Intentionally hidden content is exposed to Assistive Technology (AT) users, and meaningful, visible content must not be hidden from AT users. Error messages are not programmatically associated the form fields that are in error.
1.3.2 Meaningful Sequence (Level A) Also applies to: EN 301 549 Criteria • 9.1.3.2 (Web) • 10.1.3.2 (Non-web document) • 11.1.3.2.1 (Open Functionality Software) • 11.1.3.2.2 (Closed Software) – Informative only • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software)	Partially Supports	A correct reading sequence can be programmatically determined for most content in the OpenText Core Content website, with some exceptions. These include: The visual order of the "Start" and "Finish" content does not match the source order. This negatively affects the understanding of the content for some users. When the alert dialog is displayed on the screen (when the user selects any data in the table and activates the "Download" control), screen reader focus does not remain on the dialog, but instead moves to content *behind* the dialog.

Criteria	Conformance level	Remarks and explanations
• 504.2 (Authoring Tool) • 602.3 (Support Docs)		
1.3.3 Sensory Characteristics (Level A) Also applies to: EN 301 549 Criteria • 9.1.3.3 (Web) • 10.1.3.3 (Non-web document) • 11.1.3.3 (Open Functionality Software) • 11.1.3.3 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	Instructions provided for understanding and operating content do not rely solely on sensory characteristics of components.
1.4.1 Use of Color (Level A) Also applies to: EN 301 549 Criteria • 9.1.4.1 (Web) • 10.1.4.1 (Non-web document) • 11.1.4.1 (Open Functionality Software) • 11.1.4.1 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially Supports	In the majority of cases, color is not used as the only visual means of conveying information, indicating an action, prompting a response, or distinguishing a visual element, with some exceptions. These include: Color change alone is used to indicate the focused state of the "Favorites" and "Help" controls. Color alone is used to distinguish "Kate Miller" and "Kristen Fischer" from other non-interactive text. This may not be perceivable to color-blind and low-vision users.
1.4.2 Audio Control (Level A) Also applies to: EN 301 549 Criteria • 9.1.4.2 (Web) • 10.1.4.2 (Non-web document) • 11.1.4.2 (Open Functionality Software) • 11.1.4.2 (Closed Software) • 11.8.2 (Authoring Tool)	Not Applicable	The website does not contain any audio which plays automatically for more than three seconds.

Criteria	Conformance level	Remarks and explanations
• 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
2.1.1 Keyboard (Level A) Also applies to: EN 301 549 Criteria • 9.2.1.1 (Web) • 10.2.1.1 (Non-web document) • 11.2.1.1.1 (Open Functionality Software) • 11.2.1.1.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially Supports	The majority of the functionality of the content is operable through a keyboard interface without requiring specific timings for individual keystrokes. However, there are some exceptions. These include: Many controls and functions that can be used with a mouse must be reachable and operable with the keyboard. The "More options" control in each tree item are operable with the mouse but not with the keyboard. The "X" remove buttons are operable with the mouse but not with the keyboard. The drag and drop columns feature does not follow expected keyboard interaction patterns.
2.1.2 No Keyboard Trap (Level A) Also applies to: EN 301 549 Criteria • 9.2.1.2 (Web) • 10.2.1.2 (Non-web document) • 11.2.1.2 (Open Functionality Software) • 11.2.1.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	For every component that receives keyboard focus, focus can be moved away from that component using only a keyboard interface.

Criteria	Conformance level	Remarks and explanations
2.1.4 Character Key Shortcuts (Level A 2.1 only) Also applies to: EN 301 549 Criteria • 9.2.1.4 (Web) • 10.2.1.4 (Non-web document) • 11.2.1.4.1 (Open Functionality Software) • 11.2.1.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Not Applicable	The website does not provide keyboard shortcuts.
2.2.1 Timing Adjustable (Level A) Also applies to: EN 301 549 Criteria • 9.2.2.1 (Web) • 10.2.2.1 (Non-web document) • 11.2.2.1 (Open Functionality Software) • 11.2.2.1 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially Supports	The majority of the website features time limits that are essential / tied to real-time events / set to a time limit longer than 20 hours / provide a mechanism for users to turn off / adjust / extend the time limit [choose the most appropriate statement], with some exceptions. These include: The "[file name] uploaded" status message disappears automatically, and users can neither control the message timeout nor access past messages.
2.2.2 Pause, Stop, Hide (Level A) Also applies to: EN 301 549 Criteria • 9.2.2.2 (Web) • 10.2.2.2 (Non-web document) • 11.2.2.2 (Open Functionality Software) • 11.2.2.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool)	Supports	For all moving, blinking, scrolling content presented in parallel with other content, a mechanism is available to pause, stop, or hide the content. For all auto-updating content, a mechanism is available to pause, stop, hide, or control the frequency of updates.

Criteria	Conformance level	Remarks and explanations
• 602.3 (Support Docs)		
2.3.1 Three Flashes or Below Threshold (Level A) Also applies to: EN 301 549 Criteria • 9.2.3.1 (Web) • 10.2.3.1 (Non-web document) • 11.2.3.1 (Open Functionality Software) • 11.2.3.1 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	The website does not contain anything that flashes more than three times in any one second period.
2.4.1 Bypass Blocks (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.1 (Web) • 10.2.4.1 (Non-web document) – Does not apply • 11.2.4.1 (Open Functionality Software) – Does not apply • 11.2.4.1 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs	Supports	The website provides skip links for bypassing the top navigation.
2.4.2 Page Titled (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document)	Supports	All pages have titles that describe their topic or purpose.

Criteria	Conformance level	Remarks and explanations
• 11.2.4.2 (Open Functionality Software) - Does not apply • 11.2.4.2 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
2.4.3 Focus Order (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.3 (Web) • 10.2.4.3 (Non-web document) • 11.2.4.3 (Open Functionality Software) • 11.2.4.3 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially Supports	Focusable components receive focus in an order that preserves meaning and operability, with some exceptions. These include: Elements that are not interactive are included in the focus order, which can be confusing for keyboard and assistive technology users in particular. The element that contains the "OpenText" logo in the header is included in the focus order. Currently, when the Sort submenu is expanded the keyboard focus does not move to the menu items associated with the Sort submenu, instead, the keyboard focus moves to the next interactive element present after the Sort submenu. The order in which focusable elements receive focus is not logical. This can make the user interface difficult to navigate and understand. For example, when the user activates the "Cancel" button in the dialog, focus does not move back to the "Add version" control. Content that is dynamically rendered is not conveyed to users of assistive technologies. In these cases, it is expected that keyboard focus would move to the start of this content, to both inform assistive technology users of the presence of the new content, as well as to ensure that keyboard-only users can navigate the new content from a logical starting point. For example, focus does not move inside the datepicker dialog after selecting the "Datepicker" button.

Criteria	Conformance level	Remarks and explanations

2.4.4 Link Purpose (In Context) (Level A)
Also applies to:
EN 301 549 Criteria
    • 9.2.4.4 (Web)
    • 10.2.4.4 (Non-web document)
    • 11.2.4.4 (Open Functionality Software)
    • 11.2.4.4 (Closed Software
    • 11.8.2 (Authoring Tool)
    • 12.1.2 (Product Docs)
    • 12.2.4 (Support Docs)
Revised Section 508
    • 501 (Web)(Software)
    • 504.2 (Authoring Tool)
    • 602.3 (Support Docs)
	Supports	The purpose of each link can be determined from the link text alone or from the link text together with its programmatically determined link context.

2.5.1 Pointer Gestures (Level A 2.1 only)
Also applies to:
EN 301 549 Criteria
    • 9.2.5.1 (Web)
    • 10.2.5.1 (Non-web document)
    • 11.2.5.1 (Open Functionality Software)
    • 11.2.5.1 (Closed Software)
    • 11.8.2 (Authoring Tool)
    • 12.1.2 (Product Docs)
    • 12.2.4 (Support Docs)
Revised Section 508 – Does not apply
	Supports	All functionality can be operated using a single pointer without a path-based gesture.

2.5.2 Pointer Cancellation (Level A 2.1 only)
Also applies to:
EN 301 549 Criteria
    • 9.2.5.2 (Web)
    • 10.2.5.2 (Non-web document)
    • 11.2.5.2 (Open Functionality Software)
    • 11.2.5.2 (Closed Software)
    • 11.8.2 (Authoring Tool)
    • 12.1.2 (Product Docs)
    • 12.2.4 (Support Docs)
Revised Section 508 – Does not apply
	Supports	Single-pointer functions can be aborted by moving the pointer to a neutral location.

2.5.3 Label in Name (Level A 2.1 only) Also applies to:	Partially Supports	For most controls with visible text labels, the accessible name of the control contains the label text. Exceptions include:

Criteria	Conformance level	Remarks and explanations

EN 301 549 Criteria
   • 9.2.5.3 (Web)
   • 10.2.5.3 (Non-web document)
   • 11.2.5.3.1 (Open Functionality Software)
   • 11.2.5.3.2 (Closed Software) – Informative only
   • 11.8.2 (Authoring Tool)
   • 12.1.2 (Product Docs)
   • 12.2.4 (Support Docs)
Revised Section 508 – Does not apply
		For the "Employee name" text field, a placeholder is used as an accessible name.
		
		The placeholder attribute can provide the accessible name for a text input in the absence of other, preferred, methods. However, once the field has a value (either pre-filled or from user entry), the placeholder value is no longer visible.
		
		Voice users may not recall the field name to directly select it again, and other users may find they have to delete values to confirm which field is which in a set.
		
		Placeholder text generally has poor contrast, and when its contrast is increased (and sometimes not even when it is increased) users may skip a field with placeholder text thinking the field has already been filled out.

2.5.4 Motion Actuation (Level A 2.1 only)
Also applies to:
EN 301 549 Criteria
   • 9.2.5.4 (Web)
   • 10.2.5.4 (Non-web document)
   • 11.2.5.4 (Open Functionality Software)
   • 11.2.5.4 (Closed Software)
   • 11.8.2 (Authoring Tool)
   • 12.1.2 (Product Docs)
   • 12.2.4 (Support Docs)
Revised Section 508 – Does not apply
	Supports	The website does not have functionality operated by device motion or user motion.

3.1.1 Language of Page (Level A)
Also applies to:
EN 301 549 Criteria
   • 9.3.1.1 (Web)
   • 10.3.1.1 (Non-web document)
   • 11.3.1.1.1 (Open Functionality Software)
   • 11.3.1.1.2 (Closed Software)
   • 11.8.2 (Authoring Tool)
   • 12.1.2 (Product Docs)
   • 12.2.4 (Support Docs)
Revised Section 508
	Supports	The human language of all pages on the website is correctly identified.

Criteria	Conformance level	Remarks and explanations
• 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		

3.2.1 On Focus (Level A)
Also applies to:
EN 301 549 Criteria
    • 9.3.2.1 (Web)
    • 10.3.2.1 (Non-web document)
    • 11.3.2.1 (Open Functionality Software)
    • 11.3.2.1 (Closed Software)
    • 11.8.2 (Authoring Tool)
    • 12.1.2 (Product Docs)
    • 12.2.4 (Support Docs)
Revised Section 508
    • 501 (Web)(Software)
    • 504.2 (Authoring Tool)
    • 602.3 (Support Docs)
	Supports	Interactive controls do not initiate a change of context when they receive focus.

3.2.2 On Input (Level A)
Also applies to:
EN 301 549 Criteria
    • 9.3.2.2 (Web)
    • 10.3.2.2 (Non-web document)
    • 11.3.2.2 (Open Functionality Software)
    • 11.3.2.2 (Closed Software)
    • 11.8.2 (Authoring Tool)
    • 12.1.2 (Product Docs)
    • 12.2.4 (Support Docs)
Revised Section 508
    • 501 (Web)(Software)
    • 504.2 (Authoring Tool)
    • 602.3 (Support Docs)
	Partially Supports	Changing the values of some form controls causes an automatic change of context. Examples include:
		
		When the column headers in the table are pressed, the keyboard focus moves away from that element.
		
		The keyboard focus moves to date picker controls automatically on entering the date in "Due date" input field manually.

3.3.1 Error Identification (Level A)
Also applies to:
EN 301 549 Criteria
    • 9.3.3.1 (Web)
    • 10.3.3.1 (Non-web document)
    • 11.3.3.1.1 (Open Functionality Software)
    • 11.3.3.1.2 (Closed Software)
	Supports	For all input errors that are automatically detected, the items that are in error are identified and the errors are described to the user in text.

Criteria	Conformance level	Remarks and explanations
• 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		

3.3.2 Labels or Instructions (Level A) Also applies to: EN 301 549 Criteria • 9.3.3.2 (Web) • 10.3.3.2 (Non-web document) • 11.3.3.2 (Open Functionality Software) • 11.3.3.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially Supports	Labels or instructions are provided for the majority of content that requires user input, with some exceptions. These include: Form controls rely only on placeholder text to provide a visible label. Forms must have visible labels or instructions, and required fields must visibly convey that they are required. The "Search" input field is labelled by a placeholder attribute. A visible label is not provided to the input field until users start typing and a search icon appears. The Sort by submenu control does not have a visible label (instead the selected menu item acts as a visible label which does not convey the purpose of the submenu control). The "Everyone" and "View and Download" controls rely upon option text as a visible label. The "Add Notes" form control only uses placeholder="..." to provide a visible label.
4.1.1 Parsing (Level A) Also applies to: EN 301 549 Criteria • 9.4.1.1 (Web) • 10.4.1.1 (Non-web document) • 11.4.1.1.1 (Open Functionality Software) • 11.4.1.1.2 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially Supports	Some web content has parsing issues relevant to this criterion [that impact users]. These include: The "Task notes" list item elements lack an appropriate ordered list or unordered list) parent element. As a result, assistive technologies may not correctly announce these elements as list items.
4.1.2 Name, Role, Value (Level A) Also applies to: EN 301 549 Criteria • 9.4.1.2 (Web) • 10.4.1.2 (Non-web document)	Partially Supports	For most user interface components, the name and role can be programmatically determined; states, properties, and values that can be set by the user can be programmatically set; and notification of changes to these items is available to user agents,

• 11.4.1.2.1 (Open Functionality Software) • 11.4.1.2.2 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		including assistive technologies. However, there are some exceptions. These include: The "Employment Contract" element is unnecessarily marked as tab control. The "file" toggle control does not expose the expected role ("button") and does not have the correct "pressed" / "not pressed" state(s) that are an expected design pattern for toggle controls. The "Preview Document" control acts like a button but the semantics and behavior are not conveyed. The "document preview" image element acts like a button at 200% and above zoom level, but the semantics and behavior are not conveyed. Screen readers do not announce the name, role, and state information for the "Set the approval order" checkbox control. The "Search" custom combobox control does not have the correct roles, states and properties. The datepicker dialog does not have an accessible name, and lacks the expected roles and attributes. The "More options" disclosure widget in the "Favorites" menu lacks an accessible name, and the control to reveal the disclosure content is missing the appropriate states and properties for the expand/collapse functionality. The "Creator" filter disclosure widget has the incorrect roles (role="menu" and role="menuitem") on the expanded list items. The "Set Password" text field is visually indicated as invalid but it is not conveyed programmatically.

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance level	Remarks and explanations
1.2.4 Captions (Live) (Level AA) Also applies to: EN 301 549 Criteria • 9.1.2.4 (Web) • 10.1.2.4 (Non-web document) • 11.1.2.4 (Open Functionality Software) • 11.1.2.4 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Not Applicable	The website does not contain synchronized media with live audio content.
1.2.5 Audio Description (Prerecorded) (Level AA) Also applies to: EN 301 549 Criteria • 9.1.2.5 (Web) • 10.1.2.5 (Non-web document) • 11.1.2.5 (Open Functionality Software) • 11.1.2.5 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Not Applicable	The website does not contain any synchronized media which would require an audio description.
1.3.4 Orientation (Level AA 2.1 only) Also applies to: EN 301 549 Criteria • 9.1.3.4 (Web) • 10.1.3.4 (Non-web document) • 11.1.3.4 (Open Functionality Software) • 11.1.3.4 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs)	Supports	All content and functionality are presented and usable at different orientations.

Criteria	Conformance level	Remarks and explanations
Revised Section 508 – Does not apply		
1.3.5 Identify Input Purpose (Level AA 2.1 only) Also applies to: EN 301 549 Criteria • 9.1.3.5 (Web) • 10.1.3.5 (Non-web document) • 11.1.3.5.1 (Open Functionality Software) • 11.1.3.5.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Supports	The purpose of each input field collecting information about the user can be programmatically determined.
1.4.3 Contrast (Minimum) (Level AA) Also applies to: EN 301 549 Criteria • 9.1.4.3 (Web) • 10.1.4.3 (Non-web document) • 11.1.4.3 (Open Functionality Software) • 11.1.4.3 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially Supports	Text elements must have sufficient color contrast.
1.4.4 Resize text (Level AA) Also applies to: EN 301 549 Criteria • 9.1.4.4 (Web) • 10.1.4.4 (Non-web document) • 11.1.4.4.1 (Open Functionality Software) • 11.1.4.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software)	Partially Supports	Users must be able to resize text, without using assistive technology, up to 200% with no loss of content or functionality.

Criteria	Conformance level	Remarks and explanations
• 504.2 (Authoring Tool) • 602.3 (Support Docs)		
1.4.5 Images of Text (Level AA) Also applies to: EN 301 549 Criteria • 9.1.4.5 (Web) • 10.1.4.5 (Non-web document) • 11.1.4.5.1 (Open Functionality Software) • 11.1.4.5.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	The website uses text characters to convey information rather than images of text.
1.4.10 Reflow (Level AA 2.1 only) Also applies to: EN 301 549 Criteria • 9.1.4.10 (Web) • 10.1.4.10 (Non-web document) • 11.1.4.10 (Open Functionality Software) • 11.1.4.10 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Partially Supports	Content must be presented without loss of information or functionality and must not require both horizontal and vertical scrolling.
1.4.11 Non-text Contrast (Level AA 2.1 only) Also applies to: EN 301 549 Criteria • 9.1.4.11 (Web) • 10.1.4.11 (Non-web document) • 11.1.4.11 (Open Functionality Software) • 11.1.4.11 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Partially Supports	UI components (including states) and meaningful graphical objects must have sufficient color contrast.

Criteria	Conformance level	Remarks and explanations
1.4.12 Text Spacing (Level AA 2.1 only) Also applies to: EN 301 549 Criteria • 9.1.4.12 (Web) • 10.1.4.12 (Non-web document) • 11.1.4.12 (Open Functionality Software) • 11.1.4.12 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Partially Supports	Changing text spacing must not result in a loss of content or functionality.
1.4.13 Content on Hover or Focus (Level AA 2.1 only) Also applies to: EN 301 549 Criteria • 9.1.4.13 (Web) • 10.1.4.13 (Non-web document) • 11.1.4.13 (Open Functionality Software) • 11.1.4.13 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Partially Supports	Hover/focus content
2.4.5 Multiple Ways (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.5 (Web) • 10.2.4.5 (Non-web document) – Does not apply • 11.2.4.5 (Open Functionality Software) – Does not apply • 11.2.4.5 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool)	Supports	More than one way is available to locate web pages (with the exception of pages that are the result of, or a step in, a process).

Criteria	Conformance level	Remarks and explanations
• 602.3 (Support Docs) – Does not apply to non-web docs		
2.4.6 Headings and Labels (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.6 (Web) • 10.2.4.6 (Non-web document) • 11.2.4.6 (Open Functionality Software) • 11.2.4.6 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially Supports	The majority of headings and labels appropriately describe the topic or purpose of their related content, with some exceptions. These include: The aria-label of "icon", provided for the icon next to the "My workflow" heading, does not sufficiently describe the functionality of an interactive control, such as buttons and form controls, make it difficult for users to understand the purpose of the control. Currently, the label "Getting started" for the dialog associated with the metadata submenu does not sufficiently describe the functionality of the dialog, making it difficult for users to understand the purpose of the control. The aria-label=": Everyone" and aria-label=": View and download" provided on the controls do not sufficiently describe the functionality of an interactive control, such as buttons and form controls, making it difficult for users to understand the purpose of the control. Labels which do not sufficiently describe the functionality of an interactive control, such as buttons and form controls, make it difficult for users to understand the purpose of the control.
2.4.7 Focus Visible (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.7 (Web) • 10.2.4.7 (Non-web document) • 11.2.4.7 (Open Functionality Software) • 11.2.4.7 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool)	Partially Supports	The majority of keyboard operable user interface components provide a visible keyboard focus indicator, with some exceptions. These include: All focusable components must have a visible focus indication when focused.

Criteria	Conformance level	Remarks and explanations
• 602.3 (Support Docs)		
3.1.2 Language of Parts (Level AA) Also applies to: EN 301 549 Criteria • 9.3.1.2 (Web) • 10.3.1.2 (Non-web document) • 11.3.1.2 (Open Functionality Software) – Does not apply • 11.3.1.2 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Not Applicable	The website does not contain passages or phrases in a second language.
3.2.3 Consistent Navigation (Level AA) Also applies to: EN 301 549 Criteria • 9.3.2.3 (Web) • 10.3.2.3 (Non-web document) – Does not apply • 11.3.2.3 (Open Functionality Software) – Does not apply • 11.3.2.3 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs	Supports	Navigational mechanisms that are repeated on multiple pages within a set of Web pages occur in the same relative order each time they are repeated.
3.2.4 Consistent Identification (Level AA) Also applies to: EN 301 549 Criteria • 9.3.2.4 (Web) • 10.3.2.4 (Non-web document) – Does not apply	Supports	Components that have the same functionality within a set of pages are identified consistently.

Criteria	Conformance level	Remarks and explanations
• 11.3.2.4 (Open Functionality Software) – Does not apply • 11.3.2.4 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs		
3.3.3 Error Suggestion (Level AA) Also applies to: EN 301 549 Criteria • 9.3.3.3 (Web) • 10.3.3.3 (Non-web document) • 11.3.3.3 (Open Functionality Software) • 11.3.3.3 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	For all automatically detected input errors where suggestions for correction are known, the suggestions are provided to the user.
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA) Also applies to: EN 301 549 Criteria • 9.3.3.4 (Web) • 10.3.3.4 (Non-web document) • 11.3.3.4 (Open Functionality Software) • 11.3.3.4 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software)	Not Applicable	The website does not contain pages that cause legal commitments or financial transactions, modify or delete user-controllable data in a data storage system, or submit user test responses.

Criteria	Conformance level	Remarks and explanations
• 504.2 (Authoring Tool) • 602.3 (Support Docs)		
4.1.3 Status Messages (Level AA 2.1 only) Also applies to: EN 301 549 Criteria • 9.4.1.3 (Web) • 10.4.1.3 (Non-web document) • 11.4.1.3 (Open Functionality Software) • 11.4.1.3 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Partially Supports	Most status messages can be presented to the user by assistive technologies without receiving focus, with some exceptions. These include: The "[File name] uploaded" and drop location visible status messages are apparent to sighted users, but not to people using a screen reader. The "Approver or Group name is required." error message appearing for the "Approver" input field is apparent to sighted users but is not conveyed

Table 3: Success Criteria, Level AAA

Notes: Not evaluated

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Chapter 3: Functional Performance Criteria (FPC)

Notes:

Criteria	Conformance level	Remarks and explanations
302.1 Without Vision	Partially Supports	Most product functions are usable without vision. Exceptions include poorly structured content, sections with poor focus management, controls that are not keyboard accessible, and controls that do not programmatically convey correct relationships, roles, states, and properties.
302.2 With Limited Vision	Partially Supports	Most product functions are usable with limited vision. Exceptions include those from 302.1 as well as color contrast issues, reliance on color to visibly indicate state or focus, loss of content or functionality when text size or spacing is changed, and some controls without visible labels or instructions.
302.3 Without Perception of Color	Partially Supports	Most product functions are usable without perception of color. Exceptions include color contrast issues and reliance on color change to visibly indicate state.
302.4 Without Hearing	Supports	Product functions are usable without hearing.
302.5 With Limited Hearing	Supports	Product functions are usable with limited hearing.
302.6 Without Speech	Supports	Product functions are usable without speech.
302.7 With Limited Manipulation	Partially Supports	Most product functions are usable with limited manipulation except some controls that are not keyboard accessible, controls whose visible labels do not match their accessible names, and sections with poor focus management.
302.8 With Limited Reach and Strength	Supports	Product functions are usable with limited reach and strength.
302.9 With Limited Language, Cognitive, and Learning Abilities	Partially Supports	Most product functions are usable with limited language, cognitive, and learning abilities. Exceptions include keyboard inaccessible controls, controls with missing or incorrect relationships, roles, states, and properties, sections with confusing reading order or poor focus management, controls that lack visible labels or instructions, and content that is lost when text spacing properties are changed.

Chapter 4: Hardware

Notes: Not applicable

Chapter 5: Software

Notes: Not applicable. The product is a website and does not have authoring tool functionality.

Chapter 6: Support Documentation and Services

Notes: Not applicable. The product has no documentation and no support services.

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Chapter 4: Functional Performance Statements (FPS)

Notes:

Criteria	Conformance Level	Remarks and Explanations
4.2.1 Usage without vision	Partially Supports	Most product functions are usable without vision. Exceptions include poorly structured content, sections with poor focus management, controls that are not keyboard accessible, and controls that do not programmatically convey correct relationships, roles, states, and properties.
4.2.2 Usage with limited vision	Partially Supports	Most product functions are usable with limited vision. Exceptions include those from 4.2.1 as well as color contrast issues, reliance on color to visibly indicate state or focus, loss of content or functionality when text size or spacing is changed, and some controls without visible labels or instructions.
4.2.3 Usage without perception of colour	Partially Supports	Most product functions are usable without perception of color. Exceptions include color contrast issues and reliance on color change to visibly indicate state.
4.2.4 Usage without hearing	Supports	Product functions are usable without hearing.
4.2.5 Usage with limited hearing	Supports	Product functions are usable with limited hearing.
4.2.6 Usage with no or limited vocal capability	Supports	Product functions are usable without speech.
4.2.7 Usage with limited manipulation or strength	Partially Supports	Most product functions are usable with limited manipulation except some controls that are not keyboard accessible, controls whose visible labels do not match their accessible names, and sections with poor focus management.
4.2.8 Usage with limited reach	Supports	Product functions are usable with limited reach.
4.2.9 Minimize photosensitive seizure triggers	Supports	The product does not contain photosensitive triggers.
4.2.10 Usage with limited cognition, language or learning	Partially Supports	Most product functions are usable with limited language, cognitive, and learning abilities. Exceptions include keyboard inaccessible controls, controls with missing or incorrect relationships, roles, states, and properties, sections with confusing reading order or poor focus management, controls that lack visible labels or instructions, and content that is lost when text spacing properties are changed.
4.2.11 Privacy	Supports	The product does not compromise standard privacy settings.

Chapter 5: Generic Requirements

Notes:

Criteria	Conformance Level	Remarks and Explanations
5.1 Closed functionality	Heading cell – no response required	Heading cell – no response required
5.1.2 General	Heading cell – no response required	Heading cell – no response required
5.1.2.1 Closed functionality	See 5.2 through 13	See 5.2 through 13
5.1.2.2 Assistive technology	See 5.1.3 through 5.1.6	See 5.1.3 through 5.1.6
5.1.3 Non-visual access	Heading cell – no response required	Heading cell – no response required
5.1.3.1 Audio output of visual information	Not applicable	The product is not closed to screen readers.
5.1.3.2 Auditory output delivery including speech	Not applicable	The product is not closed to screen readers.
5.1.3.3 Auditory output correlation – Informative only	Not applicable	The product is not closed to screen readers.
5.1.3.4 Speech output user control	Not applicable	The product is not closed to screen readers.
5.1.3.5 Speech output automatic interruption	Not applicable	The product is not closed to screen readers.
5.1.3.6 Speech output for non-text content	Not applicable	The product is not closed to screen readers.
5.1.3.7 Speech output for video information	Not applicable	The product is not closed to screen readers.
5.1.3.8 Masked entry	Not applicable	The product is not closed to screen readers.
5.1.3.9 Private access to personal data	Not applicable	The product is not closed to screen readers.
5.1.3.10 Non-interfering audio output	Not applicable	The product is not closed to screen readers.
5.1.3.11 Private listening volume	Not applicable	The product is not closed to screen readers.
5.1.3.12 Speaker volume	Not applicable	The product is not closed to screen readers.
5.1.3.13 Volume reset	Not applicable	The product is not closed to screen readers.
5.1.3.14 Spoken languages	Not applicable	The product is not closed to screen readers.
5.1.3.15 Non-visual error identification	Not applicable	The product is not closed to screen readers.
5.1.3.16 Receipts, tickets, and transactional outputs	Not applicable	The product is not closed to screen readers.
5.1.4 Functionality closed to text enlargement	Not applicable	The product is not closed to text enlargement.
5.1.5 Visual output for auditory information	Not applicable	The product does not have closed functionality.
5.1.6 Operation without keyboard interface	Heading cell – no response required	Heading cell – no response required
5.1.6.1 Closed functionality	See 5.1.3.1 through 5.1.3.16	See 5.1.3.1 through 5.1.3.16
5.1.6.2 Input focus	Not applicable	The product is not closed to keyboards.
5.1.7 Access without speech	Not applicable	The product does not have closed functionality.
5.2 Activation of accessibility features	Not applicable	The product does not have user-activated accessibility features.
5.3 Biometrics	Not applicable	The product does not have biometric features.

Criteria	Conformance Level	Remarks and Explanations
5.4 Preservation of accessibility information during conversion	Not applicable	The product does not include documentation provided for accessibility.
5.5 Operable parts	Heading cell – no response required	Heading cell – no response required
5.5.1 Means of operation	Not applicable	The product does not include manually operable parts.
5.5.2 Operable parts discernibility	Not applicable	The product does not include manually operable parts.
5.6 Locking or toggle controls	Heading cell – no response required	Heading cell – no response required
5.6.1 Tactile or auditory status	Not applicable	The product does not have locking or toggle controls.
5.6.2 Visual status	Not applicable	The product does not have locking or toggle controls.
5.7 Key repeat	Not applicable	Key repeat is a function of the underlying platform.
5.8 Double-strike key acceptance	Not applicable	The product does not provide a keyboard.
5.9 Simultaneous user actions	Not applicable	The product does not require simultaneous user actions.

Chapter 6: ICT with Two-Way Voice Communication

Notes: Not applicable

Chapter 7: ICT with Video Capabilities

Notes: Not applicable. The product does not display, transmit, convert, or record video.

Chapter 8: Hardware

Notes: Not applicable

Chapter 9: Web

See the WCAG 2.x Report section.

Chapter 10: Non-Web Documents

Notes: Not applicable. The product does not include non-web documents.

Chapter 11: Software

Notes: Not applicable. The product is a website and does not have authoring tool functionality.

Chapter 12: Documentation and Support Services

Notes: Not applicable. The product has no documentation and no support services.

Chapter 13: ICT Providing Relay or Emergency Service Access

Notes: Not applicable

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