UKG Accessibility Conformance Report

Workforce TeleStaff 7.5.3
Report Date: 17 May 2022

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Workforce TeleStaff 7.5.3 Accessibility Conformance Report
WCAG 2.1 and Revised Section 508 Edition
(Based on VPAT® Version 2.4)

Name of Product: Workforce TeleStaff 7.5.3

Report Date: 17 May 2022

Product Description: Web application

Contact for More Information: accessibility@ukg.com

Evaluation Methods Used: This conformance report is based on the results of an accessibility audit conducted by TetraLogical on a representative sample of pages across selected user journeys, for the purpose of assessing conformance to the Web Content Accessibility Guidelines (WCAG) 2.1.

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 tools were used as part of the audit to identify potential accessibility issues:

- Desktop browsers: Chrome, Firefox, Safari
- Assistive technologies: JAWS 2022, NVDA 2021
- Accessibility testing tools: Colour Contrast Analyser, Microsoft Accessibility Insights for Web

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Applicable Standards/Guidelines

This report covers the degree of conformance for the following accessibility standards/guidelines:

Standard/Guideline	Included In Report
Web Content Accessibility Guidelines 2.1	Level A – Yes Level AA - Yes Level AAA - No
Revised Section 508	Yes
Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018	Yes
EN 301 549 Accessibility requirements suitable for public procurement of ICT products and services in Europe – v 3.1.1 (2019-11)	Yes

Terms

The terms used in this report 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.

WCAG 2.0/2.1 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, and 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
- 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.x Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the WCAG 2.0 Conformance Requirements.

Table 1: WCAG 2.0/2.1 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)	Does not support	Non-text content that is presented to the user mostly does not have a text alternative that serves the equivalent purpose. Examples include: - In the small screen /tablet view, the graphical controls in the main header navigation lack a text alternative - In the small screen /mobile view, some of the pages feature a collapsible slide-in side panel. The graphical control to open and close this side panel lacks a text alternative - Many screens feature graphical expand / collapse controls labelled "+" and "-". These controls lack a text alternative - Some of the screens include a graphical timeline chart. These charts lack a text alternative - Some of the screens include graphical icons (such as icons to signify the presence of an audio recording, checkmarks, and crosses to denote checked/unchecked entries in a table) that lack a text alternative

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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) • 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) • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Not applicable	The web application does not include prerecorded audio-only or prerecorded video-only content.

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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 web application does not include any prerecorded audio content within synchronized media.

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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 web application does not include any synchronized media that requires an accessible alternative.

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

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) • 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	All information, structure, and relationships conveyed through presentation can be programmatically determined or are available in text, with some exceptions. These include: • There are instances of text acting as headings that are not explicitly marked up as headings • Some of the data tables lack an appropriate structure that correctly associates row / column headers with their data cells • Some of the data visually presented as a table lacks any underlying table markup • There are instances of groups of form controls that lack an explicitly marked up legend /overarching label

Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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) • 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	A correct reading sequence can be programmatically determined for all content, with some exceptions. These include: • In some instances (such as the main site "hamburger" navigation in small-screen/mobile view, and slide-in side panels) content underneath modal dialogs is still exposed to, and can be reached by, people browsing with assistive technologies • A few isolated instances (in "Issues" listings) of visible text content not being exposed correctly to assistive technologies

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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 within UKG GOVTA do not rely solely on sensory characteristics of components such as shape, size, visual location, orientation, or sound.

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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	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: • Using the search functionality on the main Setup page visually highlights matching links on the page. This highlighting relies on color alone

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.4.2 Audio Control (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)	Not applicable	The web application does not include audio that plays automatically for more than 3 seconds.

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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)	Does not support	Functionality of the content is not operable through a keyboard interface. Examples include: • In calendar / grid views, context menus for a particular cell can only be opened using the mouse • Some of the dropdown menus throughout the application can be opened with the keyboard, but individual options inside the menus can't be activated using the keyboard • Most of the screens use custom checkboxes that can't be operated using the keyboard • Many of the listing components allow for reordering using drag-and-drop functionality. This functionality is not available to keyboard users • Some of the "+" / "-" expand / collapse controls can't be focused or activated using the keyboard • Various controls can be focused, but can't be activated, using the keyboard

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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)	Partially supports	• For all components that receive keyboard focus, focus can be moved away from that component using the keyboard, with some exceptions. These include: • In one instance (in "People > Assignments"), closing a popup/modal dialog results in keyboard focus being completely removed from the page • In one instance (in the "People" view), opening a popup dialog results in focus remaining trapped inside the dialog, with no option for a keyboard user to close the dialog again

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

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 web application does not use single character key keyboard shortcuts.

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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)	Supports	

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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) • 602.3 (Support Docs)	Not applicable	The web application does not include any moving, blinking, scrolling or auto-updating information (that starts automatically and is presented in parallel with other content).

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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	

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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	Partially supports	A mechanism is available to bypass blocks of content that are repeated on multiple pages, with some exceptions. These include: • The advanced calendar view has an extensive left-hand side panel, containing the full list of people/employees that can be selected. Currently, there is no mechanism to skip this side panel to reach the main calendar part of the page.

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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) • 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)	Partially supports	All pages have titles that describe their topic or purpose, with some exceptions. These include: • Some of the pages in the individual "People" views use generic titles (such as "General Information", "Skills & Certifications"), without providing context about which person/employee they refer to • In the "Auctions" section, pages have generic titles (such as "Manage auction") without providing context about which specific auction they relate to

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
2.4.3 Focus Order (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially supports	All focusable components receive focus in an order that preserves meaning and operability, with some exceptions. These include: • In some instances (particularly in small screen / mobile views, where certain page elements such as the main navigation and certain side panels are changed into slide-in panels and "hamburger" menus), focus is not maintained inside modal dialogs • In some of the table / grid components, there are unnecessary and redundant focus stops • In some instances, activating a control (such as a • "Remove" button for a table row) results in focus being lost and reset to the start of the page • In some instances (such as in the • "Skills & Certifications" view for a personnel record), disabled controls still receive keyboard focus

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
2.4.4 Link Purpose (In Context) (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially supports	The purpose of all links can be determined from the link text alone, or from the link text together with its programmatically determined link context, with some exceptions. These include: • In the main navigation, in small screen / tablet view, the links lack any text (and their graphical icons lack a text alternative –see 1.1.1 Non-text Content). As a result, these links lack any link text and don't convey their purpose • Some screens (such as the "Contact log" reports page) include multiple links with the same link text ("Clear All", "None") that lack any additional context

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Notes:

Criteria	Conformance Level	Remarks and Explanations
2.5.1 Pointer Gestures (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (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 web application does not require multipoint /path-based gestures.

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
2.5.2 Pointer Cancellation (Level A 2.1 only) (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Supports	

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Notes:

Criteria	Conformance Level	Remarks and Explanations
2.5.3 Label in Name (Level A 2.1 only) (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Partially supports	For all user interface components with labels that include text or images of text, the accessible name of the component contains the text that is presented visually, with some exceptions. These include: • In "Reports > Contact log", some of the form controls currently have an incorrect / broken accessible name that does not match/include their visible label • For forms inside tables (such as in the "People" view for "Skills & Certifications"), the column headers visually act as labels, but the accessible names of the form controls do not match or include that text

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
2.5.4 Motion Actuation (Level A 2.1 only) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (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 web application does not include functionality that can be operated by device motion or user motion.

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
3.1.1 Language of Page (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
3.2.1 On Focus (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	

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Notes:

Criteria	Conformance Level	Remarks and Explanations
3.2.2 On Input (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially supports	Changing the setting of user interface components does not automatically cause a change of context, with some exceptions. These include: • In a few instances (such as in the "Filter settings" dialog for the Multiday view), changing the value of a select /dropdown control results in the page briefly reloading to change the presented form fields, leading to an unexpected change of context

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Notes:

Criteria	Conformance Level	Remarks and Explanations
3.3.1 Error Identification (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
3.3.2 Labels or Instructions (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially supports	Labels or instructions are provided when content requires user input, with some exceptions. These include: • Some form fields (most notably, search inputs) rely solely on placeholder text as their visible label. These labels disappear once the fields receive focus

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
4.1.1 Parsing (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially supports	In all content implemented using markup languages, elements have complete start and end tags, elements are nested according to their specifications, elements do not contain duplicate attributes, and any IDs are unique, except where the specifications allow these features, with some exceptions. These include: • Pages with duplicate ID attributes • Pages with incorrectly nested elements (such as <legend> elements inside <h2> headings, <label> and <input> elements inside <a> link elements)

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level A (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
4.1.2 Name, Role, Value (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Does not support	For many of the fundamental user interface components of the web application, the name, role, and value/state cannot be programmatically determined. Examples include: • In small screen /tablet view, the main navigation controls lack an accessible name (see also 1.1.1 Non-text Content and 2.4.4 Link Text (in Context)) • Many of the pages include custom checkboxes that currently don't convey their name, role, or state • Many of the required form fields don't programmatically convey that they are required • For forms inside tables / grids, in many cases the form controls lack an accessible name (only visually provided by their column headers) • In some dropdown controls, the currently selected option is not programmatically denoted • The graphical "+"/"-" expand/collapse controls don't programmatically expose their state (expanded or collapsed) • In some of the navigation mechanisms, the control relating to the current page /view is not programmatically denoted

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Web Content Accessibility Guidelines (WCAG) 2.0 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 • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Not applicable	The web application does not include live audio content within synchronized media.

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Notes:

Criteria	Conformance Level	Remarks and Explanations
1.2.5 Audio Description (Prerecorded) (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Not applicable	The web application does not include prerecorded video content in synchronized media.

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.3.4 Orientation (Level AA 2.1 only) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Supports	

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Notes:

Criteria	Conformance Level	Remarks and Explanations
1.3.5 Identify Input Purpose (Level AA 2.1 only) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Does not support	The purpose of input fields that collect information about the user cannot be programmatically determined. Examples include: • On the login screen, the username /password fields lack an appropriate autocomplete attribute

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.4.3 Contrast (Minimum) (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially supports	The visual presentation of all text has a contrast ratio of at least 4.5:1, with some exceptions. These include: • Many instances of blue text / controls on a light gray background, with insufficient contrast ratio

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.4.4 Resize text (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially supports	All text can be resized without assistive technology by zooming up to 200% with no loss of content or functionality, with some exceptions. These include: • Most pages include \<meta\> viewport directives that attempt to limit the ability of people on mobile /tablet devices to zoom the page content. While modern mobile /tablet browsers either ignore these settings, or offer users a way to override them, this may still prevent some people from being able to resize the text / content of the web application

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.4.5 Images of Text (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 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)	Supports	

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
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 (Nonweb 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	Does not support	Content cannot be resized to a width of 320 CSS pixels / a height of 256 CSS pixels without loss of content or functionality, and without requiring scrolling in two dimensions. Examples include: • In most pages, the fixed header takes up most of the viewport. Content requires extensive use of scrollbars, and in some screens is cut off and unreachable
1.4.11 Non-text Contrast (Level AA 2.1 only) Also applies to: EN 301 549 Criteria • 9.1.4.10 (Web) • 10.1.4.10 (Nonweb 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	Does not support	The visual presentation of user interface components and other graphical objects has a contrast ratio of less than 3:1. Examples include: • The focus indicator used throughout the web application has low contrast against white, light gray, and blue backgrounds

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.4.12 Text Spacing (Level AA 2.1 only) Also applies to: EN 301 549 Criteria • 9.1.4.10 (Web) • 10.1.4.10 (Nonweb 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	The web application allows for the changing of all relevant text style properties without loss of content or functionality, with some exceptions. These include: • In some of the table / grid view pages, content in the column headers and in some of the controls above the table / grid is unnecessarily elided when text spacing metrics are increased
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	Not applicable	The web application does not include additional content that is displayed on hover or focus.

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Notes:

Criteria	Conformance Level	Remarks and Explanations
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) • 602.3 (Support Docs) – Does not apply to non-web docs	Supports	

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Notes:

Criteria	Conformance Level	Remarks and Explanations
2.4.6 Headings and Labels (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	

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Notes:

Criteria	Conformance Level	Remarks and Explanations
2.4.7 Focus Visible (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Partially supports	All keyboard operable user interface components include an indication of keyboard focus, with some exceptions. These include: • Some of the pages include invisible focus stops which lack a visible focus indication • In some instances, modal dialogs do not constrain focus. As a result, focus can land behind the modal dialog, with the focus indicator becoming obscured /invisible • A few isolated instances (such as the graphical controls in "Setup> System > Authority") where interactive controls lack a visible focus indication

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Notes:

Criteria	Conformance Level	Remarks and Explanations
3.1.2 Language of Parts (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 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)	Supports	

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
3.2.3 Consistent Navigation (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 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)	Supports	

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Notes:

Criteria	Conformance Level	Remarks and Explanations
3.2.4 Consistent Identification (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 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)	Supports	

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Notes:

Criteria	Conformance Level	Remarks and Explanations
3.3.3 Error Suggestion (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 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)	Not applicable	The web application does not include any components requiring user input that have known suggestions for correction.

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Notes:

Criteria	Conformance Level	Remarks and Explanations
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	

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Web Content Accessibility Guidelines (WCAG) 2.0 Success Criteria, Level AA (cont'd)

Notes:

Criteria	Conformance Level	Remarks and Explanations
4.1.3 Status Messages (Level AA 2.1 only) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) • 11.2.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Partially supports	In all content implemented using markup languages, status messages can be programmatically determined through role or properties such that they can be presented to the user by assistive technologies without receiving focus, with some exceptions. These include: • The timeout notification bar (which informs users that their session is about to end) is not currently announced by assistive technologies • Some of the table / grid views include filter options that dynamically change the number of displayed results. Of these, some include explicit "Showing X of Y total records" status text. This text is not announced by assistive technologies when it dynamically updates

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Revised Section 508 Report

Notes:

Chapter 3: Functional Performance Criteria (FPC)

Notes: The mapping of WCAG 2.0 success criteria to the criteria in chapter is based on Section 508: Mapping of WCAG 2.0 to Functional Performance Criteria.

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Does not support	Refer to issues identified in the WCAG 2.0/2.1 section, specifically the following criteria: • 1.1.1 Non-text content • 1.3.1 Info and relationships • 1.3.2 Meaningful sequence • 1.4.1 Use of color • 2.1.1 Keyboard • 2.1.2 No keyboard trap • 2.4.1 Bypass blocks • 2.4.2 Page titled • 2.4.3 Focus order • 2.4.4 Link purpose (in context) • 3.2.2 On input • 4.1.1 Parsing • 4.1.2 Name, role, value

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Notes: The mapping of WCAG 2.0 success criteria to the criteria in chapter is based on Section 508: Mapping of WCAG 2.0 to Functional Performance Criteria.

Criteria	Conformance Level	Remarks and Explanations
302.2 With Limited Vision	Does not support	Refer to issues identified in the WCAG 2.0/2.1 section, specifically the following criteria: • 1.1.1 Non-text content • 1.3.1 Info and relationships • 1.3.2 Meaningful sequence • 1.4.1 Use of color • 1.4.3 Contrast (minimum) • 1.4.4 Resize text • 2.1.1 Keyboard • 2.1.2 No keyboard trap • 2.4.1 Bypass blocks • 2.4.2 Page titled • 2.4.3 Focus order • 2.4.4 Link purpose (in context) • 2.4.7 Focus visible • 3.2.2 On input • 3.2.3 Consistent navigation • 3.3.2 Labels or instructions • 4.1.2 Name, role, value
302.3 Without Perception of Color	Does not support	Refer to issues identified in the WCAG 2.0/2.1 section, specifically the following criteria: • 1.4.1 Use of color • 1.4.3 Contrast (minimum)

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Notes: The mapping of WCAG 2.0 success criteria to the criteria in chapter is based on Section 508: Mapping of WCAG 2.0 to Functional Performance Criteria.

Criteria	Conformance Level	Remarks and Explanations
302.4 Without Hearing	Supports	
302.5 With Limited Hearing	Supports	
302.6 Without Speech	Supports	
302.7 With Limited Manipulation	Does not support	Does not support Refer to issues identified in the WCAG 2.0/2.1 section, specifically the following criteria: • 2.1.1 Keyboard • 2.1.2 No keyboard trap • 2.4.1 Bypass blocks • 2.4.2 Page titled • 2.4.3 Focus order • 2.4.4 Link purpose (in context) • 2.4.7 Focus visible • 4.1.1 Parsing • 4.1.2 Name, role, value
302.8 With Limited Reach and Strength	Supports	

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Notes: The mapping of WCAG 2.0 success criteria to the criteria in chapter is based on Section 508: Mapping of WCAG 2.0 to Functional Performance Criteria.

Criteria	Conformance Level	Remarks and Explanations
302.9 With Limited Language, Cognitive, and Learning Abilities	Partially supports	Refer to issues identified in the WCAG 2.0/2.1 section, specifically the following criteria: • 1.1.1 Non-text content • 1.3.1 Info and relationships • 1.3.2 Meaningful sequence • 1.4.1 Use of color • 2.1.1 Keyboard • 2.4.1 Bypass blocks • 2.4.2 Page titled • 2.4.3 Focus order • 2.4.4 Link purpose (in context) • 2.4.7 Focus visible • 3.2.2 On input • 3.3.2 Labels or instructions • 4.1.1 Parsing • 4.1.2 Name, role, value

Chapter 4: Hardware

Notes: this is not a hardware product.

Section 508 Chapter 5: Software

Notes: the web application does not have access to platform accessibility services and does not include components that have access to platform accessibility services.

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.0 AA	See WCAG 2.0/2.1 section	See information in WCAG 2.0/2.1 section
502 Interoperability with Assistive Technology		
502.2.1 User Control of Accessibility Features	Not applicable	Not applicable
502.2.2 No Disruption of Accessibility Features	Not applicable	Not applicable
502.3 Accessibility Services		
502.3.1 Object Information	Not applicable	Not applicable
502.3.2 Modification of Object Information	Not applicable	Not applicable
502.3.3 Row, Column, and Headers	Not applicable	Not applicable
502.3.4 Values	Not applicable	Not applicable
502.3.5 Modification of Values	Not applicable	Not applicable
502.3.6 Label Relationships	Not applicable	Not applicable
502.3.7 Hierarchical Relationships	Not applicable	Not applicable
502.3.8 Text	Not applicable	Not applicable
502.3.9 Modification of Text	Not applicable	Not applicable
502.3.10 List of Actions	Not applicable	Not applicable
502.3.11 Actions on Objects	Not applicable	Not applicable

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Notes: the web application does not have access to platform accessibility services and does not include components that have access to platform accessibility services.

Criteria	Conformance Level	Remarks and Explanations
502.3.12 Focus Cursor	Not applicable	Not applicable
502.3.13 Modification of Focus Cursor	Not applicable	Not applicable
502.3.14 Event Notification	Not applicable	Not applicable
502.4 Platform Accessibility Features	Not applicable	Not applicable
503 Applications		
503.2 User Preferences	Not applicable	Not applicable
503.3 Alternative User Interfaces	Not applicable	Not applicable
503.4 User Controls for Captions and Audio Description		
503.4.1 Caption Controls	Not applicable	Not applicable
503.4.2 Audio Description Controls	Not applicable	Not applicable
504 Authoring Tools		
504.2 Content Creation or Editing (if not authoring tool, enter "not applicable")	Not applicable	Not applicable
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	Not applicable	Not applicable
504.2.2 PDF Export	Not applicable	Not applicable
504.3 Prompts	Not applicable	Not applicable
504.4 Templates	Not applicable	Not applicable

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Chapter 6: Support Documentation and Services

Notes:

Criteria	Conformance Level	Remarks and Explanations
601.1 Scope		
602 Support Documentation		
602.2 Accessibility and Compatibility Features	Not evaluated	
602.3 Electronic Support Documentation	Not evaluated	
602.4 Alternate Formats for Non-Electronic Support Documentation	Not evaluated	
603 Support Services		
603.2 Information on Accessibility and Compatibility Features	Not evaluated	
603.3 Accommodation of Communication Needs	Not evaluated	

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EN 301 549 Report

Notes:

Chapter 4: Functional Performance Statements (FPS)

Notes:

Criteria	Conformance Level	Remarks and Explanations
4.2.1 Usage without vision	Does not support	Refer to issues identified in the WCAG 2.0/2.1 section, specifically the following criteria: • 1.1.1 Non-text content • 1.3.1 Info and relationships • 1.3.2 Meaningful sequence • 1.4.1 Use of color • 2.1.1 Keyboard • 2.1.2 No keyboard trap • 2.4.1 Bypass blocks • 2.4.2 Page titled • 2.4.3 Focus order • 2.4.4 Link purpose (in context) • 2.5.3 Label in name • 3.2.2 On input • 3.3.3 Labels or instructions • 4.1.1 Parsing • 4.1.2 Name, role, value • 4.1.3 Status messages

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Notes:

Criteria	Conformance Level	Remarks and Explanations
4.2.2 Usage with limited vision	Does not support	Refer to issues identified in the WCAG 2.0/2.1 section, specifically the following criteria: • 1.1.1 Non-text content • 1.3.1 Info and relationships • 1.3.2 Meaningful sequence • 1.4.1 Use of color • 2.1.1 Keyboard • 2.1.2 No keyboard trap • 2.4.1 Bypass blocks • 2.4.2 Page titled • 2.4.3 Focus order • 2.4.4 Link purpose (in context) • 2.5.3 Label in name • 3.2.2 On input • 3.3.3 Labels or instructions • 4.1.1 Parsing • 4.1.2 Name, role, value • 4.1.3 Status messages
4.2.3 Usage without perception of colour	Does not support	Refer to issues identified in the WCAG 2.0/2.1 section, specifically the following criteria: • 1.4.1 Use of color • 1.4.3 Contrast (minimum) • 1.4.11 Non-text contrast

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Notes:

Criteria	Conformance Level	Remarks and Explanations
4.2.4 Usage without hearing	Supports	
4.2.5 Usage with limited hearing	Supports	
4.2.6 Usage with no or limited vocal capability	Supports	
4.2.7 Usage with limited manipulation or strength	Does not support	Refer to issues identified in the WCAG 2.0/2.1 section, specifically the following criteria: • 2.1.1 Keyboard • 2.1.2 No keyboard trap • 2.4.1 Bypass blocks • 2.4.2 Page titled • 2.4.3 Focus order • 2.4.4 Link purpose (in context) • 2.4.7 Focus visible • 2.5.3 Label in name • 4.1.1 Parsing • 4.1.2 Name, role, value
4.2.8 Usage with limited reach	Supports	
4.2.9 Minimize photosensitive seizure triggers	Supports	

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Notes:

Criteria	Conformance Level	Remarks and Explanations
4.2.10 Usage with limited cognition, language or learning	Does not support	Refer to issues identified in the WCAG 2.0/2.1 section, specifically the following criteria: 1.1.1 Non-text content • 1.3.1 Info and relationships • 1.3.2 Meaningful sequence • 1.4.1 Use of color • 2.1.1 Keyboard • 2.1.2 No keyboard trap • 2.4.1 Bypass blocks • 2.4.2 Page titled • 2.4.3 Focus order • 2.4.4 Link purpose (in context) • 2.5.3 Label in name • 3.2.2 On input • 3.3.3 Labels or instructions • 4.1.1 Parsing • 4.1.2 Name, role, value • 4.1.3 Status messages
4.2.11 Privacy	Supports	

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Chapter 5: Generic Requirements

Notes:

Criteria	Conformance Level	Remarks and Explanations
5.1 Closed functionality		
5.1.2 General		
5.1.2.1 Closed functionality		
5.1.2.2 Assistive technology		
5.1.3 Non-visual access		
5.1.3.1 Audio output of visual information	Not applicable	Not applicable
5.1.3.2 Auditory output delivery including speech	Not applicable	Not applicable
5.1.3.3 Auditory output correlation	Not applicable	Not applicable
5.1.3.4 Speech output user control	Not applicable	Not applicable
5.1.3.5 Speech output automatic interruption	Not applicable	Not applicable
5.1.3.6 Speech output for non-text content	Not applicable	Not applicable
5.1.3.7 Speech output for video information	Not applicable	Not applicable
5.1.3.8 Masked entry	Not applicable	Not applicable
5.1.3.9 Private access to personal data	Not applicable	Not applicable
5.1.3.10 Non-interfering audio output	Not applicable	Not applicable
5.1.3.11 Private listening volume	Not applicable	Not applicable
5.1.3.12 Speaker volume	Not applicable	Not applicable
5.1.3.13 Volume reset	Not applicable	Not applicable
5.1.3.14 Spoken languages	Not applicable	Not applicable

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Notes:

Criteria	Conformance Level	Remarks and Explanations
5.1.3.15 Non-visual error identification	Not applicable	Not applicable
5.1.3.16 Receipts, tickets, and transactional outputs	Not applicable	Not applicable
5.1.4 Functionality closed to text enlargement	Not applicable	Not applicable
5.1.5 Visual output for auditory information	Not applicable	Not applicable
5.1.6 Operation without keyboard interface		
5.1.6.1 Closed functionality		
5.1.6.2 Input focus	Not applicable	Not applicable
5.1.7 Access without speech	Not applicable	Not applicable
5.2 Activation of accessibility features	Not applicable	Not applicable
5.3 Biometrics	Not applicable	Not applicable
5.4 Preservation of accessibility information during conversion	Not applicable	Not applicable
5.5 Operable parts		
5.5.1 Means of operation	Not applicable	Not applicable
5.5.2 Operable parts discernibility	Not applicable	Not applicable
5.6 Locking or toggle controls		
5.6.1 Tactile or auditory status	Not applicable	Not applicable
5.6.2 Visual status	Not applicable	Not applicable
5.7 Key repeat	Not applicable	Not applicable
5.8 Double-strike key acceptance	Not applicable	Not applicable
5.9 Simultaneous user actions	Not applicable	Not applicable

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Chapter 6: ICT with Two-Way Voice Communication

Notes: the product does not provide two-way voice communication.

Chapter 7: ICT with Video Capabilities

Notes: the product does not include video capabilities.

Chapter 8: Hardware

Notes: this is not a hardware product.

Chapter 9: Web

See the WCAG 2.0/2.1 Report section.

Chapter 10: Non-Web Documents

Notes: the product does not include non-web documents.

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Chapter 11: Software

Notes:

Criteria	Conformance Level	Remarks and Explanations
11.0 General (informative)		
11.1.1.1 through 11.4.1.3	See WCAG 2.0/2.1 section	See information in WCAG 2.0/2.1 section
11.5 Interoperability with assistive technology		
11.5.1 Closed functionality		
11.5.2 Accessibility services		
11.5.2.1 Platform accessibility service support for software that provides a user interface		
11.5.2.2 Platform accessibility service support for assistive technologies		
11.5.2.3 Use of accessibility services	Not applicable	Not applicable
11.5.2.4 Assistive technology	Not applicable	Not applicable
11.5.2.5 Object information	Not applicable	Not applicable
11.5.2.6 Row, column, and headers	Not applicable	Not applicable
11.5.2.7 Values	Not applicable	Not applicable
11.5.2.8 Label relationships	Not applicable	Not applicable
11.5.2.9 Parent-child relationships	Not applicable	Not applicable
11.5.2.10 Text	Not applicable	Not applicable
11.5.2.11 List of available actions	Not applicable	Not applicable

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Notes:

Criteria	Conformance Level	Remarks and Explanations
11.5.2.12 Execution of available actions	Not applicable	Not applicable
11.5.2.13 Tracking of focus and selection attributes	Not applicable	Not applicable
11.5.2.14 Modification of focus and selection attributes	Not applicable	Not applicable
11.5.2.15 Change notification	Not applicable	Not applicable
11.5.2.16 Modifications of states and properties	Not applicable	Not applicable
11.5.2.17 Modifications of values and text	Not applicable	Not applicable
11.6 Documented accessibility usage		
11.6.1 User control of accessibility features	Not applicable	Not applicable
11.6.2 No disruption of accessibility features	Not applicable	Not applicable
11.7 User preferences	Not applicable	Not applicable
11.8 Authoring tools		
11.8.1 Content technology		

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Notes:

Criteria	Conformance Level	Remarks and Explanations
11.8.2 Accessible content creation	See WCAG 2.0/2.1 section (If not authoring tool, enter "Not Applicable")	See information in WCAG 2.0/2.1 section
11.8.3 Preservation of accessibility information in transformations	Not applicable	Not applicable
11.8.4 Repair assistance	Not applicable	Not applicable
11.8.5 Templates	Not applicable	Not applicable

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Chapter 12: Documentation and Support Services

Notes:

Criteria	Conformance Level	Remarks and Explanations
12.1 Product documentation		
12.1.1 Accessibility and compatibility features	Not evaluated	
12.1.2 Accessible documentation	Not evaluated	
12.2 Support Services		
12.2.2 Information on accessibility and compatibility features	Not evaluated	
12.2.3 Effective communication	Not evaluated	
12.2.4 Accessible documentation	Not evaluated	

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Chapter 13: ICT Providing Relay or Emergency Service Access

Notes: this product does not provide relay or emergency service access.

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About UKG

At UKG, our purpose is people®. As strong believers in the power of culture and belonging as the secret to success, we champion great workplaces and build lifelong partnerships with our customers to show what's possible when businesses invest in their people. One of the world's leading HCM cloud companies today, UKG and our Life-work Technology™ approach to HR, payroll, and workforce management solutions for all people helps more than 75,000 organizations around the globe and across every industry anticipate and adapt to their employees' needs beyond just work. To learn more, visit **ukg.com**.

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