

PowerSchool Applicant Tracking Enterprise (Employer) Accessibility Conformance Report

International Edition

(Based on VPAT[®] Version 2.4¹)

Name of Product/Version: PowerSchool Applicant Tracking Enterprise (Employer)

Report Date: September 28, 2020

Product Description:

Applicant Tracking Enterprise is a consortium-focused Applicant Tracking system that assists districts with the electronic handling of recruitment and hiring needs. Applicants are able to view and apply through a consortium-specified job board. Human resource administrators are then able to review applicant information and move the applicant through the hiring process.

Contact Information:

accessibility@powerschool.com

Notes:

¹"Voluntary Product Accessibility Template" and "VPAT" are registered service marks of the Information Technology Industry Council (ITI)

The testing process was carried out in compliance to the WCAG 2.1 AA guidelines. The product was found to be overall partially supportive.

As a summary, there are some elements and functionalities that are not being supported such as Language of Page, Bypass blocks, ARIA landmarks, 400% browser zoom, multiple ways to locate a web page, etc. However, the page is navigable, and, in most cases, there is a solution for the features that are not being supported.

Accessibility for Ontarians with Disabilities Act (AODA) website compliance requires all public and (large) private organizations to make their websites and web content conform to mandatory accessibility standards (WCAG 2.0). WCAG is simply a set of formal guidelines on how to develop accessible web content. These standards represent a higher level of accessibility than 508 standards, although they are identical or very similar. WCAG focuses primarily on HTML accessibility.

When reviewing this VPAT if you are asking about AODA, when viewing you'll see Section 508 which references WCAG 2.0. The WCAG 2.1 only does not apply to AODA or Section 508. The vendor is simply trying to comply with a higher standard.

Evaluation Methods Used:

The product was tested against all of the applicable 50 success criteria within the Web Content Accessibility Guidelines (WCAG) 2.1 Conformance Level A and AA. The testing methodology included a combination of automated testing, manual testing conducted via paired testing methodology involving two testers, one of them is a non-sighted and the other is a sighted accessibility expert. This testing methodology ensures that every aspect related to accessibility and user experience is included in our analysis. Below is a list of some of the technologies and environments used:

- Assistive technologies – Screen readers NVDA, JAWS, keyboard only interaction, Browser zoom, Dragon Naturally Speaking;
- Automated tools – aXe, Color Contrast Analyzer.
- Browsers – Chrome & Firefox;
- Accessibility plugins – aXe;
- Desktop- Windows 10;

The combinations of technologies used were the following:

- Windows with Firefox and NVDA;
- Windows with Chrome and JAWS;

- Windows with Chrome and aXe;
- Windows with Google Chrome and Zoom;
- Windows with Google Chrome and Dragon Naturally Speaking;
- Windows with Google Chrome and Color Contrast Analyzer;

Compatibility Matrix:

OS	Browser	Assistive Technology
Windows 10	Chrome	JAWS
Windows 10	Firefox	NVDA
Windows 10	Chrome	Dragon Naturally Speaking

Applicable Standards/Guidelines

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

Standard/Guideline	Included In Report
Web Content Accessibility Guidelines 2.0	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.1	Level A (Yes) Level AA (Yes) Level AAA (No)
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, - V3.1.1 (2019-11)	(No)

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 2.0 Level AAA.

WCAG 2.x 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 - Non-Web 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: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>1.1.1 Non-text Content (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Partially Supported</p>	<p>Features:</p> <p>Most of the informative images have sufficient alt-text and all the decorative images are hidden for the screen reader.</p> <p>Exception:</p> <p>Alternative text is not provided for the logo image.</p>
<p>1.2.1 Audio-only and Video-only (Prerecorded) (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.2.1 (Web) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Not Applicable</p>	<p>Features:</p> <p>There is no audio only and video only content present in the application.</p>

<ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p><u>1.2.2 Captions (Prerecorded)</u> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Not Applicable</p>	<p>Features:</p> <p>There is no multimedia content present in the application.</p>

<ul style="list-style-type: none"> ● 602.3 (Support Docs) 		
<p>1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Not Applicable</p>	<p>Features:</p> <p>There is no multimedia content present in the application.</p>
<p>1.3.1 Info and Relationships (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501(Web)(Software) <p>Partially Supports</p>	<p>Features:</p> <p>Screen reader properly identifies most of the information available in the application and the screen reader user is easily able to perceive the relationships between an element and its role. However, there are some instances where unexpected behavior has been observed.</p> <p>Exceptions:</p> <p>1.Header Admin: All the navigation links are not tagged in the</p>

<ul style="list-style-type: none"> ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		<p>list.</p> <ol style="list-style-type: none"> 2. Applicant Quick Search: Heading hierarchy is not well-maintained on the web pages. 3. Need assistance logging in: Edit field is unnecessary tagged inside the table tag. 4. All Jobs: Data cells of the table are not associated with its respective headers. 5. Jobs > Request to Post: Labels of the form fields are not programmatically associated with the form fields. 6. Saved Searches Form: When screen reader focus reaches to the "Initial run date" edit field Calendar gets auto expanded. 7. Applicant Searches > Add: Screen reader reads the content present inside the "General Information and Certifications" expandable/collapsible buttons without even expanding these buttons.
<p>1.3.2 Meaningful Sequence (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Partially Supports</p>	<p>Features:</p> <p>Screen reader reads the content present in the application in a meaningful sequence with the help of arrow keys.</p> <p>Exception:</p> <p>Administration: Incorrect reading order is observed between the button "Add (+)" and the heading "Type Configuration".</p>

<ul style="list-style-type: none"> ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p>1.3.3 Sensory Characteristics (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p style="text-align: center;">Supports</p>	<p>Features:</p> <p>In the application Information conveyed through shape, color, size, visual location has sufficient alternatives available to understand the purpose.</p>
<p>1.4.1 Use of Color (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p style="text-align: center;">Supports</p>	<p>Features:</p> <p>Wherever color is used to convey some information in application, sufficient textual alternative text is provided for the same to assist screen reader users.</p>

<ul style="list-style-type: none"> ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p>1.4.2 Audio Control (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p style="text-align: center;">Not Applicable</p>	<p>Features:</p> <p>There is no such audio available in the application, which plays automatically as soon as the page is launched.</p>
<p>2.1.1 Keyboard (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p>	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) 	<p>Features:Application has support for keyboard interaction, as most of the interactive elements are accessible using the keyboard commands. It works similarly for both screen reader</p>

<ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p style="text-align: center;">Partially Supports</p>	<p>and keyboard-only users.</p> <p>Exception:</p> <ol style="list-style-type: none"> 1. Header: Screen reader focus does not move to the sub-menu items using tab or arrow keys. 2. Create a job: Calendars are not accessible using the arrow or tab key. 3. Request Post Job: Tab focus does not move to the different options present in the rich text area.
<p><u>2.1.2 No Keyboard Trap</u> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p style="text-align: center;">Supports</p>	<p>Features:</p> <p>Application has good support for keyboard interaction and there is no keyboard trap issue throughout the application.</p>

<ul style="list-style-type: none"> ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p>2.1.4 Character Key Shortcuts (Level A 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508 – Does not apply</p>	<p>WCAG 2.1</p> <p>Not Applicable</p>	<p>Features:</p> <p>There are no such character key shortcuts required in the application to operate any feature, which clashes with the predefined shortcuts available in assistive technology devices.</p>
<p>2.2.1 Timing Adjustable (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Not Applicable</p>	<p>Features:</p> <p>There is no session timeout functionality in the application.</p>

<ul style="list-style-type: none"> ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p>2.2.2 Pause, Stop, Hide (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Not Applicable</p>	<p>Features:</p> <p>There is no such functionality/activity available in the application, where there is a need to either Pause, Stop or Hide the content.</p>
<p>2.3.1 Three Flashes or Below Threshold(Level A)</p>	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) 	<p>Features:</p>

<p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Not Applicable</p>	<p>There is no flashing /blinking content present anywhere in the application.</p>
<p>2.4.1 Bypass Blocks (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Does not Supports</p>	<p>Features:</p> <p>“Skip to Main Content” link is not present at the top of any web page, with the help of which the screen reader and keyboard-only users can skip the repetitive blocks of elements and navigate to the main content area of the page. Also, ARIA landmarks (Main, Banner and Footer) are not defined on the page, which essentially helps screen reader users to directly navigate within different sections of the web page.</p>

<ul style="list-style-type: none"> ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 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 		
<p>2.4.2 Page Titled (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Does not Supports</p>	<p>Features:</p> <p>Descriptive and unique page titles are not provided for different pages in the application except for the Login page.</p>
<p>2.4.3 Focus Order (Level A)</p>	<p>WCAG 2.1</p> <p>Revised Section 508</p>	<p>Features:</p>

<p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Partially Supports</p>	<p>Although, the focus order is moving in a correct sequence for the majority of the instances. However, there are few exceptions where focus order is incorrect.</p> <p>Exceptions:</p> <ol style="list-style-type: none"> 1. Create a job: Screen reader focus does not automatically moves to the error message modal window. 2. User Who Can See Posting Report: Screen reader focus does not moves to the "user Who Can See Posting Report" modal window automatically after selecting the "Report" link.
<p>2.4.4 Link Purpose (In Context) (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p>	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Partially Supports</p>	<p>Features:</p> <p>Appropriate link-text is provided for the majority of the links available in the application.</p> <p>Exception:</p> <p>- Saved Searches: Multiple links are present with the same link text "Run" for the screen reader.</p>

<ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p>2.5.1 Pointer Gestures (Level A 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508 – Does not apply</p>	<p>WCAG 2.1</p> <p>Not Applicable</p>	<p>Features:</p> <p>Application was not tested in handheld devices like mobiles, tablets, etc.</p>
<p>2.5.2 Pointer Cancellation (Level A 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) 	<p>WCAG 2.1</p> <p>Not Applicable</p>	<p>Features:</p> <p>Application was not tested in handheld devices like mobiles, tablets, etc. where the user needed to cancel pointer operations (Up/Down Event).</p>

<ul style="list-style-type: none"> ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p>		
<p>2.5.3 Label in Name (Level A 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p>	<p>WCAG 2.1</p> <p>Partially Supports</p>	<p>Features:</p> <p>Most of the visual label matches with the accessible or programmatic name for the elements. However, there are few exceptions, where the visual label does not match with the programmatic name for the elements.</p> <p>Exceptions:</p> <ol style="list-style-type: none"> 1. Support Pop-up Screen: “Support” button is not accessible using dragon speech command. 2. All Jobs: "Checked records" & "Select an action" drop-down controls are not accessible via dragon speech command. 3. Qualified Applicant Searches > Add: “List-box” options defined inside ‘General Information’ are not accessible via dragon speech command. 4. Employee Search: “Yes” or “No” options of Active field is not accessible via dragon speech command. 5. Feature Management: Toggle buttons defined in the page are not accessible via dragon speech command. 6. Add Active Employee: Options defined inside expanded drop-down of “School”, “Group” & “Account Status” are not accessible using dragon speech command. 7. Background Check: “Add” and “Delete” buttons defined for Type configuration are not accessible using dragon speech command.

<p><u>2.5.4 Motion Actuation</u> (Level A 2.1 only) Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508 – Does not apply</p>	<p>WCAG 2.1</p> <p>Not Applicable</p>	<p>Features:</p> <p>Application was not tested in handheld devices like mobiles, tablets, etc. Where the user has an option to trigger the functionality by moving a device or by gesturing towards the device.</p>
<p><u>3.1.1 Language of Page</u> (Level A) Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p>	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Does not Support</p>	<p>Features:</p> <p>Lang attribute 'En' is not provided for the pages in the application.</p>

<ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p><u>3.2.1 On Focus</u> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Partially Supports</p>	<p>Features:</p> <p>Application does not have feature/ functionality, which triggers automatically on receiving the focus.</p> <p>Exception:</p> <p>Saved Searches Form: When screen reader focus reaches to the "Initial run date" edit field Calendar gets auto expanded.</p>
<p><u>3.2.2 On Input</u> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.3.2.2 (Web) ● 10.3.2.2 (Non-web document) ● 11.3.2.2 (Open Functionality) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Supports</p>	<p>Features:</p> <p>Change of context does not happen anywhere in the application when changing the setting of any UI component.</p>

<p>Software)</p> <ul style="list-style-type: none"> ● 11.3.2.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p><u>3.3.1 Error Identification</u> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p style="text-align: center;">Supports</p>	<p>Features:</p> <p>Application provides all errors in textual form, which is easily perceivable to screen reader users and users with cognitive disabilities.</p>
<p><u>3.3.2 Labels or Instructions</u> (Level A)</p>	<p>WCAG 2.1</p> <p>Revised Section 508</p>	<p>Features:</p>

<p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Partially Supports</p>	<p>Majority of the form fields present in the application have appropriate labels.</p> <p>Exceptions:</p> <p>- Saved Searches: No visual label is provided for the “Select all” checkbox icon present as first column header.</p>
<p>4.1.1 Parsing (Level A)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Supports</p>	<p>Features:</p> <p>The start and end tags are properly closed and elements nesting is correct according to the specification.</p>

<ul style="list-style-type: none"> ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p><u>4.1.2 Name, Role, Value</u> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.4.1.2 (Web) ● 10.4.1.2 (Non-web document) ● 11.4.1.2.1 (Open Functionality Software) ● 11.4.1.2.2 (Closed Software) – Not required ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Partially Supports</p>	<p>Features:</p> <p>Most of the components present in the application have proper name/label, role/state and value, which helps screen reader users to understand the actual purpose and nature of these components. However, there are few exceptions where Name/Role/Value is not associated properly for the elements.</p> <p>Exceptions:</p> <ol style="list-style-type: none"> 1. Header: Role is missing for "Help" link. 2. Support Pop-up Screen: Screen reader reads the button "SUPPORT" as clickable only. 3. Dashboard: Label and role is missing for "scroll next" button. 4. All Jobs: Label is not provided for the check-boxes present inside the "All Jobs" table. 5. Applicant Searches > Add: Role is missing for "General Information and Certifications" expandable/collapsible buttons. 6. Applicant Searches > Add: Label is not provided for "Cancel" button present with the selected list items in "Account Status and Applicant Type" select box.

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>1.2.4 Captions (Live) (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Not Applicable</p>	<p>Features: There is no live multimedia content present in the application.</p>
<p>1.2.5 Audio Description (Prerecorded) (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.2.5 (Web) ● 10.1.2.5 (Non-web document) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) 	<p>Features: There is no multimedia content present in the application.</p>

<ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Not Applicable</p>	
<p>1.3.4 Orientation (Level AA 2.1 only)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508 – Does not apply</p>	<p>WCAG 2.1</p> <p>Not Applicable</p>	<p>Features: Application was not tested in handheld devices like mobiles, tablets, etc. where the user has an option to change the screen orientation while viewing the content.</p>
<p>1.3.5 Identify Input Purpose (Level AA 2.1 only)</p> <p>Also applies to:</p>	<p>WCAG 2.1</p> <p>Supports</p>	<p>Features: Application provides proper labels, which are associated with respective input fields, where the user needs to provide input information. These labels are informative enough to identify the</p>

<p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508 – Does not apply</p>		<p>purpose of such input fields.</p>
<p>1.4.3 Contrast (Minimum) (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Partially Supports</p>	<p>Features: Application has sufficient contrast ratio i.e. 4.5:1(For regular text) and 3:1(For large text) for most of the elements present in the application. However, at some instances contrast ratio is not sufficient.</p> <p>Exceptions:</p> <ol style="list-style-type: none"> 1. Support Pop-up Screen: Color contrast ratio for the text with blue foreground and grey background is 4.0:1. 2. Search Result: Color contrast ratio of the text "p" and "N/A" with white foreground and grey background color is 3.9:1. 3. Feature Management: Color contrast ratio of the label "on" with white foreground and blue background color is 3.6:1. 4. All Jobs: Color contrast ratio the of data cell "6 applicants" and "Elementary Music Teacher 123" with blue foreground color and low white background color is equal to the 4.1:1.

<p><u>1.4.4 Resize text</u> (Level AA)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Partially Supports</p>	<p>Features: Application is easy to navigate at 200% magnification level using browser zoom with no loss of information.</p> <p>Exception: On the 200% browser zoom, complete information present on the support modal window is not visible.</p>
<p><u>1.4.5 Images of Text</u> (Level AA)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) – Does not apply 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Not Applicable</p>	<p>Features: There is no such information present in the application, which is in the form of Image of text.</p>

<ul style="list-style-type: none"> ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p>1.4.10 Reflow (Level AA 2.1 only)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508 – Does not apply</p>	<p>WCAG 2.1</p> <p>Does not Supports</p>	<p>Features: In all pages of the application, it has been observed that the vertical scroll bar is not appearing after applying 400% browser zoom using which user can scroll the content up and downwards. Instead only a horizontal bar appears which is also not working.</p> <p>Exceptions:</p> <ol style="list-style-type: none"> 1. Login: Vertical and horizontal scroll bars are required to access the content in a 400 % browser zoom. 2. Create a Job: In the 400% browser zoom, the content is overlapping.
<p>1.4.11 Non-text Contrast (Level AA 2.1 only)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.4.11 (Web) ● 10.1.4.11 (Non-web document) ● 11.1.4.11 (Open Functionality 	<p>WCAG 2.1</p> <p>Partially Supports</p>	<p>Features: Application provides sufficient contrast ratio for different user interface components. Non-Text UI elements such as buttons, form fields etc. have a contrast ratio of 3:1 except for below.</p> <p>Exceptions:</p> <ol style="list-style-type: none"> 1. Dashboard: Color contrast ratio fails for "Next/Previous" button present just after account information menu item.

<p>Software)</p> <ul style="list-style-type: none"> ● 11.1.4.11 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p>		<p>2. Saved Searches: Color contrast ratio fails for "Next/Previous" button present just after account information menu item.</p>
<p>1.4.12 Text Spacing (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508 – Does not apply</p>	<p>WCAG 2.1</p> <p>Does not Supports</p>	<p>Features:</p> <p>Application does not provide support for people with low vision and cognitive disabilities as it does not allow users to view the application content in their desired text (Letter, word, line and paragraph) spacing.</p>
<p>1.4.13 Content on Hover or Focus (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.4.13 (Web) ● 10.1.4.13 (Non-web document) ● 11.1.4.13 (Open Functionality 	<p>WCAG 2.1</p> <p>Supports</p>	<p>Features:</p> <p>Mouse hover content, which appears when the keyboard focus reaches to a web element, is accessible with assistive technologies.</p>

<p>Software)</p> <ul style="list-style-type: none"> ● 11.1.4.13 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p>		
<p>2.4.5 Multiple Ways (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 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 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Does Not Support</p>	<p>Features:</p> <p>Each page present in the application has navigation links available at their header section expanding which user can navigate to any page and their subcategory. However, the application does not have global search functionality to search for any web page directly.</p>

<p><u>2.4.6 Headings and Labels</u> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Supports</p>	<p>Features:</p> <p>Headings present in the application are descriptive enough to understand their purpose and sufficient label is provided for each form field wherever descriptive label is needed.</p>
<p><u>2.4.7 Focus Visible</u> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Partially Supports</p>	<p>Features:</p> <p>Tab focus is visible on most of the interactive elements present in the application.</p> <p>Exceptions:</p> <ol style="list-style-type: none"> 1. Header: Focus indicator is not visible on the all links. 2. Create a Job: Focus indicator is not visible on the radio buttons.

<p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p>3.1.2 Language of Parts (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Not Applicable</p>	<p>Features:</p> <p>Application uses only one language “English” throughout the web pages.</p>
<p>3.2.3 Consistent Navigation (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.3.2.3 (Web) ● 10.3.2.3 (Non-web document) 	<p>WCAG 2.1 Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Supports</p>	<p>Features:</p> <p>Repeated components are occurring in the same order on every page of the application, which helps screen readers and cognitive users to predict the location of different web elements on each page.</p>

<ul style="list-style-type: none"> – 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 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 		
<p><u>3.2.4 Consistent Identification</u> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.3.2.4 (Web) ● 10.3.2.4 (Non-web document) – Does not apply ● 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) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Supports</p>	<p>Features:</p> <p>Elements that have the same functionality across multiple pages in the application have the same labels or same name.</p>

<ul style="list-style-type: none"> ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 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 		
<p><u>3.3.3 Error Suggestion</u> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Supports</p>	<p>Features:</p> <p>Errors are descriptive enough to understand the problems and the screen reader user is able to avoid and correct the respective problem by reading the error.</p>
<p><u>3.3.4 Error Prevention (Legal, Financial, Data)</u> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p>	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) 	<p>Features:</p> <p>This success criterion is related to legal commitment, financial data, etc., which involves serious risk, if no option, is provided for user to review or revert the data before submission. However, application does not have any such forms, where such risk is associated.</p>

<ul style="list-style-type: none"> ● 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) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Not Applicable</p>	
<p><u>4.1.3 Status Messages</u> (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 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) <p>Revised Section 508 – Does not apply</p>	<p>WCAG 2.1</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) <p>Partially Supports</p>	<p>Features:</p> <p>Screen reader notifies about success or results of an action in the login page however screen reader does not notify the search status throughout the application.</p> <p>Exception:</p> <p>Job Search:Screen reader does not automatically announce the search results.</p>

Table 3: Success Criteria, Level AAA

Notes: Not Evaluated

Revised Section 508 Report

Notes:

Chapter 3: [Functional Performance Criteria \(FPC\)](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Partially Supports	<p>Features: NVDA and Jaws screen readers equally support the portal. Users using these screen readers can easily operate the application. However, there are some instances, where a screen reader user will have difficulties in understanding the information.</p> <p>Exceptions:</p> <ol style="list-style-type: none">1. Create a job: Screen reader focus does not automatically moves to the error message modal window.2. Job Search: Screen reader does not automatically announce the search results.3. All Jobs: Data cells of the table are not associated with its respective headers.4. All Jobs: Hidden instruction is not provided with the filter button present inside the "All Jobs" table.5. Request to Post: Labels of the form fields are not programmatically associated with the form fields.
302.2 With Limited Vision	Partially Supports	<p>Features: Color scheme is appropriate and the color contrast ratio of most of</p>

		<p>the interactive elements is equal to or greater than the standard ratio of 4.5:1.</p> <p>However, there are a few instances where low vision users will find it difficult to recognize web elements as their color contrast ratio is less than the standard ratio.</p> <p>Exceptions:</p> <ol style="list-style-type: none"> 1. Support Pop-up Screen: Color contrast ratio for the text with blue foreground and grey background is 4.0:1. 2. All Jobs: Color contrast ratio the of data cell "6 applicants" and "Elementary Music Teacher 123" with blue foreground color and low white background color is equal to the 4.1:1. 3. Search Result: Color contrast ratio of the text "p" and "N/A" with white foreground and grey background color is 3.9:1. 4. Support Pop-up Screen: On the 200% browser zoom, complete information present on the support modal window is not visible. 5. Login: Vertical and horizontal scroll bars are required to access the content in 400 % browser zoom view.
302.3 Without Perception of Color	Not Applicable	<p>Features:</p> <p>No color is used to indicate any type of information on the page such as bulleted point, section headings, link, button, etc.</p>
302.4 Without Hearing	Not Applicable	<p>Features:</p> <p>Audios and Videos are not available in the application.</p>
302.5 With Limited Hearing	Not Applicable	<p>Features:</p> <p>Audios and Videos are not available in the application.</p>
302.6 Without Speech	Not Applicable	<p>Features:</p> <p>Speech is not required to complete any task or activity.</p>

302.7 With Limited Manipulation	Not Applicable	<p>Features: There are no such complicated keyboard actions required in the application to perform any task, which requires simultaneous actions or fine motor control.</p>
302.8 With Limited Reach and Strength	Partially Supports	<p>Features: Application has a good support for keyboard interaction, as most of the interactive elements are accessible using the keyboard commands. It works similarly for both screen reader and keyboard-only users. However, there are some instances where unexpected behavior has been observed.</p> <p>Exceptions:</p> <ol style="list-style-type: none"> 1. Header: Screen reader focus does not move to the sub-menu items using tab or arrow keys. 2. Create a job: Calendars are not accessible using the arrow or tab key. 3. Request Post Job: Tab focus does not move to the different options present in the rich text area.
302.9 With Limited Language, Cognitive, and Learning Abilities	Supports	<p>Features: Many features in the application have good support for users with cognitive disabilities due to following reasons:</p> <ol style="list-style-type: none"> 1. Application does not have any moving text/images/animations, which disrupts reading. 2. Application does not have any multimedia, which plays automatically and confuses the user. 3. Application does not have any flashing object, which causes seizure.

Notes: This website is a web software application and is not subjected to the requirements of this section.

Chapter 5: [Software](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.0 AA	See WCAG 2.x section	See information in WCAG 2.x section
502 Interoperability with Assistive Technology	Heading cell – no response required	Heading cell – no response required
502.2.1 User Control of Accessibility Features	Not Applicable	Features: Application is not considered platform software as defined by Section 508.
502.2.2 No Disruption of Accessibility Features	Supports	Features: Application does not prohibit users to use any built-in accessibility features provided by the Operating System itself. It means users can use features such as zoom, High Contrast, etc., along with the application without any problem. Users can activate features like sticky keys in windows etc., while working in application.
502.3 Accessibility Services	Heading cell – no response required	Heading cell – no response required
502.3.1 Object Information	Partially Supports	Features: Most of the components present in the application have proper name/label, role/state and value, which helps screen reader users

		<p>to understand the actual purpose and nature of these components.</p> <p>Exceptions:</p> <ol style="list-style-type: none"> 1. Applicant Searches > Add: Role is missing for “General Information and Certifications” expandable/collapsible buttons. 2. All Jobs: Label is not provided for the check-boxes present inside the "All Jobs" table. 3. Dashboard: Label and role is missing for "scroll next" button.
502.3.2 Modification of Object Information	Partially Supports	<p>Features: Current state and change in state of any object is programmatically recognized by assistive technology. Except for one instance:</p> <p>Exception: Applicant Searches > Add: Screen reader does not announce the state “expandable/collapsible” for the expandable/collapsible button “General Information and Certifications”.</p>
502.3.3 Row, Column, and Headers	Partially Supports	<p>Features: Most of the tables used in the application are properly tagged.</p> <p>Exception: All Jobs: Data cells of the table are not associated with its respective headers.</p>
502.3.4 Values	Supports	<p>Features: Current value associated with the object is perceived programmatically by the assistive technology.</p>
502.3.5 Modification of Values	Supports	<p>Features: Value that can be set by the user is perceived programmatically by</p>

		the assistive technology.
502.3.6 Label Relationships	Partially Supports	<p>Features: This website uses standard HTML and WAI-ARIA attributes to describe label relationships of user interface elements to Assistive Technologies.</p> <p>Exception: Applicant Quick Search: Labels are not programmatically associated for all the edit fields defined in the page.</p>
502.3.7 Hierarchical Relationships	Partially Supports	<p>Features: Application has standard HTML markup to express hierarchical relationships.</p> <p>Exceptions: 1. Help: Incorrect heading hierarchy is provided on the web page. 2. Allocation Request: Heading text "Position Information" is not tagged inside the heading tag.</p>
502.3.8 Text	Supports	<p>Features: Application renders strings as plain text values in HTML for maximum compatibility with assistive technologies.</p>
502.3.9 Modification of Text	Supports	<p>Features: Application renders strings as plain text values in HTML for maximum compatibility with assistive technologies. Text entered by the user is perceived by the screen reader easily.</p>
502.3.10 List of Actions	Supports	<p>Features: Application programmatically exposes almost all actions that can be executed on an object.</p>

502.3.11 Actions on Objects	Partially Supports	<p>Features: Application allows assistive technologies (AT) to programmatically execute available actions on objects.</p> <p>Exceptions:</p> <ol style="list-style-type: none"> 1. Feature Management: Toggle buttons defined in the page are not accessible via dragon speech command. 2. Add Active Employee: Options defined inside expanded drop-down of “School”, “Group” & “Account Status” are not accessible using dragon speech command. 3. Create a job: Calendars are not accessible using the arrow or tab key.
502.3.12 Focus Cursor	Supports	<p>Features: Application uses a border outliner to indicate the current position of the focus indicator.</p> <p>Exceptions:</p> <ol style="list-style-type: none"> 1. Create a Job: Focus indicator is not visible on the radio buttons. 2. Header: Focus indicator is not visible on all the links.
502.3.13 Modification of Focus Cursor	Supports	<p>Features: Application programmatically supports exposing focus, text insertion point, and selection attributes that can be set by the user to assistive technologies.</p>
502.3.14 Event Notification	Partially Support	<p>Features: Most of the status messages and notifications on the website are not announced to the user.</p> <p>Exception:</p>

		Job Search: Screen reader does not automatically announce the search results.
502.4 Platform Accessibility Features	Not Applicable	Features: Application is not considered platform software as defined by Section 508.
<u>503 Applications</u>	Heading cell – no response required	Heading cell – no response required
503.2 User Preferences	Supports	Features: Application respects user preferences from OS settings. For example, if a lower vision user enables high contrast mode, user interfaces will display in high contrast.
503.3 Alternative User Interfaces	Not Applicable	Features: Application does not provide any alternative user interfaces that function as assistive technology.
503.4 User Controls for Captions and Audio Description	Heading cell – no response required	Heading cell – no response required
503.4.1 Caption Controls	Not Applicable	Features: There is no audio only and video only content present in the application.
503.4.2 Audio Description Controls	Not Applicable	Features: There is no audio only and video only content present in the application.
<u>504 Authoring Tools</u>	Heading cell – no response required	Heading cell – no response required
504.2 Content Creation or Editing (if not	<u>See WCAG 2.1 section</u>	See information in WCAG 2.1 section

authoring tool, enter “Not Applicable”)		
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	Not Applicable	Features: There is no feature to convert content from one format to another in the application.
504.2.2 PDF Export	Not Applicable	Features: There is no PDF export feature in the application. However, un-submitted disclosures can be exported as .csv files.
504.3 Prompts	Not Applicable	Features: There is no prompt in the application to create content.
504.4 Templates	Not Applicable	Features: There are no templates provided in the application to create content.

Chapter 6: [Support Documentation and Services](#)

Notes: There is no Help or customer Support section available within the application testing scope

Criteria	Conformance Level	Remarks and Explanations
601.1 Scope	Heading cell – no response required	Heading cell – no response required
602 Support Documentation	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	Does Not Support	Features: There is no section available in the website, which describes the information regarding accessibility and its compatibility with different

		assistive technologies.
602.3 Electronic Support Documentation	See WCAG 2.1 section	Features: Website provides Help content pages which gives information on available content. People with visual, motor as well as cognitive disabilities are able to read and understand this information easily. However, there are certain instances which does not meet the requirements mentioned in WCAG A and AA standards as stated in above tables.
602.4 Alternate Formats for Non-Electronic Support Documentation	Not Applicable	Features: Since, the application provides information through the digital medium and it allows user to access the 'Help' feature for further help regarding the digital content and documentation. There is no such requirement of alternate formats for non-electronic support documentation as support services are available electronically.
603 Support Services	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	Partially Supports	Features: There is no accessibility information/ Support section available in the application, which provides information regarding accessibility and compatibility features. However, customer support number and email address is available on the website help desk page, where user can request for information regarding accessibility and application compatibility features.
603.3 Accommodation of Communication Needs	Partially Supports	Features: There is a Helpdesk page, which provides the information using which user can contact either using e-mail communication or making a call. However, there is no specific support services available to meet the requirement of

		end users with disability.
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