

# Employee Center Pro Accessibility Conformance Report

## International Edition

Based on VPAT® Version 2.4

## Report Details

Field	Description
Name of Product	ServiceNow® Employee Center Pro
Version	Washington DC
Report Date	April 4, 2024
Product Description	Application that extends the standard Employee Center capabilities along with employee communication and engagement.
Contact Information	<a href="mailto:accessibility@servicenow.com">accessibility@servicenow.com</a>
Notes	<ul style="list-style-type: none"> <li>• This product is a web-only application. The information contained in this report only applies to this release of this application.</li> <li>• Accessibility conformance details for other ServiceNow products are covered in separate reports. See <a href="#">Accessibility Conformance Reports</a> on the Product Documentation site.</li> <li>• Any customization of this application or the Now Platform may have an impact on the specifics in this report.</li> <li>• This version of the report replaces the Utah Employee Center Pro version dated July 6, 2023.</li> </ul>

## Evaluation Methods Used

- This application was evaluated using the most recent versions of multiple browsers (Chrome, Safari, and Edge Chromium).
- Assistive technologies used in this evaluation included NVDA, JAWS, VoiceOver, TalkBack, and ZoomText. Additionally, the keyboard was used exclusively to navigate and operate the product content and functionality.
- The evaluation process used a combination of independent 3<sup>rd</sup> party assessments and automated checks, as well as human testing/evaluation of specific workflows.

This Accessibility Conformance Report is based on known conformance issues related to Employee Center Pro. Other potential accessibility and usability issues may exist but are unknown at this time.

## Applicable Standards/Guidelines

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

Standard/Guideline	Included in Report
<a href="#">Web Content Accessibility Guidelines 2.0</a>	Level A (Yes) Level AA (Yes) Level AAA (No)
<a href="#">Web Content Accessibility Guidelines 2.1</a>	Level A (Yes) Level AA (Yes) Level AAA (No)
<a href="#">Revised Section 508 standards published January 18, 2017, and corrected January 22, 2018</a>	(Yes)
<a href="#">EN 301 549 Accessibility requirements suitable for public procurement of ICT products and services in Europe, - V3.1.1 (2019-11)</a>	(Yes)

## 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: Level A Success Criteria**

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p><u><a href="#">1.1.1 Non-text Content</a></u> (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)</p>	<p><b>Supports</b></p>	<p>Employee Center Pro provides sufficient text alternatives for any instances of non-text content.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.2.1 Audio-only and Video-only (Prerecorded)</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.2.1 (Web)</p> <p>10.1.2.1 (Non-web document)</p> <p>11.1.2.1.1 (Open Functionality Software)</p> <p>11.1.2.1.2.1 and 11.1.2.1.2.2 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Not Applicable</b></p>	<p>Employee Center Pro does not contain prerecorded audio-only or video-only media.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.2.2 Captions (Prerecorded)</u></b>            (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)</p>	<p><b>Not Applicable</b></p>	<p>Employee Center Pro does not contain prerecorded synchronized media.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.2.3 Audio Description or Media Alternative (Prerecorded)</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.2.3 (Web)</p> <p>10.1.2.3 (Non-web document)</p> <p>11.1.2.3.1 (Open Functionality Software)</p> <p>11.1.2.3.2 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Not Applicable</b></p>	<p>Employee Center Pro does not contain prerecorded video content that would require audio description or a media alternative.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.3.1 Info and Relationships</u></b>                      (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)</p>	<p><b>Supports</b></p>	<p>Visual structure and relationship information for Employee Center Pro are provided through object information or are available in text.</p>



Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.3.2 Meaningful Sequence</u></b>            (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)</p>	<p><b>Supports</b></p>	<p>Content in Employee Center Pro is presented in a meaningful sequence.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.3.3 Sensory Characteristics</u></b>            (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)</p>	<p><b>Supports</b></p>	<p>Instructions in Employee Center Pro do not rely solely on sensory characteristics.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>1.4.1 Use of Color</b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.4.1 (Web)</p> <p>10.1.4.1 (Non-web document)</p> <p>11.1.4.1 (Open Functionality Software)</p> <p>11.1.4.1 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Employee Center Pro site content and functionality do not convey information through color alone.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>1.4.2 Audio Control</b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.4.2 (Web)</p> <p>10.1.4.2 (Non-web document)</p> <p>11.1.4.2 (Open Functionality Software)</p> <p>11.1.4.2 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Not Applicable</b></p>	<p>Employee Center Pro does not contain audio that plays automatically.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>2.1.1 Keyboard</b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.2.1.1 (Web)</p> <p>10.2.1.1 (Non-web document)</p> <p>11.2.1.1.1 (Open Functionality Software)</p> <p>11.2.1.1.2 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Employee Center Pro functionality can be accessed and operated using a keyboard.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.1.2 No Keyboard Trap</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.2.1.2 (Web)</p> <p>10.2.1.2 (Non-web document)</p> <p>11.2.1.2 (Open Functionality Software)</p> <p>11.2.1.2 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Employee Center Pro does not include any known keyboard traps.</p>
<p><b><u>2.1.4 Character Key Shortcuts</u></b> (Level A 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.2.1.4 (Web)</p> <p>10.2.1.4 (Non-web document)</p> <p>11.2.1.4.1 (Open Functionality Software)</p> <p>11.2.1.4.2 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508 – Does not apply</p>	<p><b>Supports</b></p>	<p>Employee Center Pro does not use any single-key shortcuts, other than those restricted to a focused component.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.2.1 Timing Adjustable</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.2.2.1 (Web)</p> <p>10.2.2.1 (Non-web document)</p> <p>11.2.2.1 (Open Functionality Software)</p> <p>11.2.2.1 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Employee Center Pro allows users to extend the session timeout as required.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.2.2 Pause, Stop, Hide</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.2.2.2 (Web)</p> <p>10.2.2.2 (Non-web document)</p> <p>11.2.2.2 (Open Functionality Software)</p> <p>11.2.2.2 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Not Applicable</b></p>	<p>Employee Center Pro does not include elements that move, blink, scroll, or auto-update.</p>



Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.3.1 Three Flashes or Below Threshold</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.2.3.1 (Web)</p> <p>10.2.3.1 (Non-web document)</p> <p>11.2.3.1 (Open Functionality Software)</p> <p>11.2.3.1 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Not Applicable</b></p>	<p>Employee Center Pro does not contain any flashing or strobing content.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>2.4.1 Bypass Blocks</b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.2.4.1 (Web)</p> <p>10.2.4.1 (Non-web document) – Does not apply</p> <p>11.2.4.1 (Open Functionality Software) – Does not apply</p> <p>11.2.4.1 (Closed Software) – Does not apply</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software) – Does not apply to non-web software</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs) – Does not apply to non-web docs</p>	<p><b>Supports</b></p>	<p>Pages in Employee Center Pro use HTML5 landmark regions, which will allow screen readers to meet this requirement.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.4.2 Page Titled</u></b> (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)</p>	<p><b>Supports</b></p>	<p>Pages in Employee Center Pro have appropriate page titles.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>2.4.3 Focus Order</b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.2.4.3 (Web)</p> <p>10.2.4.3 (Non-web document)</p> <p>11.2.4.3 (Open Functionality Software)</p> <p>11.2.4.3 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Components in Employee Center Pro receive focus in a meaningful order.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.4.4 Link Purpose (In Context)</u></b> (Level A) Also applies to: EN 301 549 Criteria 9.2.4.4 (Web) 10.2.4.4 (Non-web document) 11.2.4.4 (Open Functionality Software) 11.2.4.4 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>The purpose of each link in Employee Center Pro can be determined from the link text alone or from the programmatic context of the link.</p>
<p><b><u>2.5.1 Pointer Gestures</u></b> (Level A 2.1 only) Also applies to: EN 301 549 Criteria 9.2.5.1 (Web) 10.2.5.1 (Non-web document) 11.2.5.1 (Open Functionality Software) 11.2.5.1 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply</p>	<p><b>Not Applicable</b></p>	<p>In Employee Center Pro, there is no functionality that uses multipoint or path-based gestures to operate.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.5.2 Pointer Cancellation</u></b> (Level A 2.1 only) Also applies to: EN 301 549 Criteria 9.2.5.2 (Web) 10.2.5.2 (Non-web document) 11.2.5.2 (Open Functionality Software) 11.2.5.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply</p>	<p><b>Supports</b></p>	<p>In Employee Center Pro, the down-event of the pointer is not used to execute any part of the function.</p>
<p><b><u>2.5.3 Label in Name</u></b> (Level A 2.1 only) Also applies to: EN 301 549 Criteria 9.2.5.3 (Web) 10.2.5.3 (Non-web document) 11.2.5.3.1 (Open Functionality Software) 11.2.5.3.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply</p>	<p><b>Supports</b></p>	<p>Visual labels of components within Employee Center Pro match the text associated with the programmatic names.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.5.4 Motion Actuation</u></b> (Level A 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.2.5.4 (Web)</p> <p>10.2.5.4 (Non-web document)</p> <p>11.2.5.4 (Open Functionality Software)</p> <p>11.2.5.4 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508 – Does not apply</p>	<p><b>Not Applicable</b></p>	<p>In Employee Center Pro, there is no functionality that can be operated by device motion or user motion.</p>
<p><b><u>3.1.1 Language of Page</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.3.1.1 (Web)</p> <p>10.3.1.1 (Non-web document)</p> <p>11.3.1.1.1 (Open Functionality Software)</p> <p>11.3.1.1.2 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>The default language of each page in Employee Center Pro is identified using the LANG attribute in the HTML element.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>3.2.1 On Focus</b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.3.2.1 (Web)</p> <p>10.3.2.1 (Non-web document)</p> <p>11.3.2.1 (Open Functionality Software)</p> <p>11.3.2.1 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Components in Employee Center Pro do not initiate a change of context when in focus.</p>



Criteria	Conformance Level	Remarks and Explanations
<p><b>3.2.2 On Input</b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.3.2.2 (Web)</p> <p>10.3.2.2 (Non-web document)</p> <p>11.3.2.2 (Open Functionality Software)</p> <p>11.3.2.2 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>In Employee Center Pro, changes in context do not occur automatically on user input.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>3.3.1 Error Identification</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.3.3.1 (Web)</p> <p>10.3.3.1 (Non-web document)</p> <p>11.3.3.1.1 (Open Functionality Software)</p> <p>11.3.3.1.2 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Where errors are automatically detected in Employee Center Pro, the error is identified and an error message is provided as text.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>3.3.2 Labels or Instructions</u></b>            (Level A)            Also applies to:            EN 301 549 Criteria            9.3.3.2 (Web)            10.3.3.2 (Non-web document)            11.3.3.2 (Open Functionality Software)            11.3.3.2 (Closed Software)            11.8.2 (Authoring Tool)            12.1.2 (Product Docs)            12.2.4 (Support Docs)            Revised Section 508            501 (Web)(Software)            504.2 (Authoring Tool)            602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>A label is provided for each of Employee Center Pro's input fields.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>4.1.1 Parsing</b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.4.1.1 (Web)</p> <p>10.4.1.1 (Non-web document)</p> <p>11.4.1.1.1 (Open Functionality Software)</p> <p>11.4.1.1.2 (Closed Software) – Does not apply</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Employee Center Pro webpages use semantically correct markup for all interface elements and have complete start and end tags.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>4.1.2 Name, Role, Value</u></b> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.4.1.2 (Web)</p> <p>10.4.1.2 (Non-web document)</p> <p>11.4.1.2.1 (Open Functionality Software)</p> <p>11.4.1.2.2 (Closed Software) – Not required</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>User interface components in Employee Center Pro provide programmatic name, role, and/or state information.</p>

## Table 2: Level AA Success Criteria

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p><b>1.2.4 Captions (Live)</b> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.2.4 (Web)</p> <p>10.1.2.4 (Non-web document)</p> <p>11.1.2.4 (Open Functionality Software)</p> <p>11.1.2.4 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Not Applicable</b></p>	<p>Employee Center Pro does not contain live synchronized media.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.2.5 Audio Description (Prerecorded)</u></b> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.2.5 (Web)</p> <p>10.1.2.5 (Non-web document)</p> <p>11.1.2.5 (Open Functionality Software)</p> <p>11.1.2.5 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Not Applicable</b></p>	<p>Employee Center Pro does not contain prerecorded video content that would require audio description.</p>
<p><b><u>1.3.4 Orientation</u></b> (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.3.4 (Web)</p> <p>10.1.3.4 (Non-web document)</p> <p>11.1.3.4 (Open Functionality Software)</p> <p>11.1.3.4 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508 – Does not apply</p>	<p><b>Supports</b></p>	<p>Employee Center Pro does not contain fixed orientation for page displays.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.3.5 Identify Input Purpose</u></b> (Level AA 2.1 only)</p> <p>Also applies to: EN 301 549 Criteria 9.1.3.5 (Web) 10.1.3.5 (Non-web document) 11.1.3.5.1 (Open Functionality Software) 11.1.3.5.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply</p>	<p><b>Supports</b></p>	<p>In Employee Center Pro, the purpose of each specifically identified input field collecting information about the user can be programmatically determined.</p>
<p><b><u>1.4.3 Contrast (Minimum)</u></b> (Level AA)</p> <p>Also applies to: EN 301 549 Criteria 9.1.4.3 (Web) 10.1.4.3 (Non-web document) 11.1.4.3 (Open Functionality Software) 11.1.4.3 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Text in Employee Center Pro meets minimum contrast requirements, including the text color on hover and focus states.</p>



Criteria	Conformance Level	Remarks and Explanations
<p><b>1.4.4 Resize text</b> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.4.4 (Web)</p> <p>10.1.4.4 (Non-web document)</p> <p>11.1.4.4.1 (Open Functionality Software)</p> <p>11.1.4.4.2 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Employee Center Pro supports standard zoom capabilities built into modern web browsers and operating systems. Content can be increased up to 200 percent without loss of content or functionality.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>1.4.5 Images of Text</b> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.4.5 (Web)</p> <p>10.1.4.5 (Non-web document)</p> <p>11.1.4.5.1 (Open Functionality Software)</p> <p>11.1.4.5.2 (Closed Software) – Does not apply</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Employee Center Pro uses text instead of images of text.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>1.4.10 Reflow</b> (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.4.10 (Web)</p> <p>10.1.4.10 (Non-web document)</p> <p>11.1.4.10 (Open Functionality Software)</p> <p>11.1.4.10 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508 – Does not apply</p>	<p><b>Partially Supports</b></p>	<p>Employee Center Pro content reflows at different screen widths without loss of information or functionality, and without requiring scrolling in two dimensions, with the following exceptions:</p> <ul style="list-style-type: none"> <li>• Pages that use the record list result UI require 2-dimensional scrolling.</li> <li>• Pages that use the record UI require 2-dimensional scrolling.</li> <li>• The favorites page requires 2-dimensional scrolling.</li> </ul>
<p><b>1.4.11 Non-text Contrast</b> (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.4.11 (Web)</p> <p>10.1.4.11 (Non-web document)</p> <p>11.1.4.11 (Open Functionality Software)</p> <p>11.1.4.11 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508 – Does not apply</p>	<p><b>Supports</b></p>	<p>Components in Employee Center Pro meet minimum contrast requirements, including the text color on hover and focus states.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.4.12 Text Spacing</u></b> (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.4.12 (Web)</p> <p>10.1.4.12 (Non-web document)</p> <p>11.1.4.12 (Open Functionality Software)</p> <p>11.1.4.12 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508 – Does not apply</p>	<p><b>Supports</b></p>	<p>Employee Center Pro allows text style adjustments to meet the minimum thresholds for text spacing.</p>
<p><b><u>1.4.13 Content on Hover or Focus</u></b> (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.1.4.13 (Web)</p> <p>10.1.4.13 (Non-web document)</p> <p>11.1.4.13 (Open Functionality Software)</p> <p>11.1.4.13 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508 – Does not apply</p>	<p><b>Supports</b></p>	<p>Employee Center Pro allows hover content to be manually dismissed.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>2.4.5 Multiple Ways</b> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.2.4.5 (Web)</p> <p>10.2.4.5 (Non-web document) – Does not apply</p> <p>11.2.4.5 (Open Functionality Software) – Does not apply</p> <p>11.2.4.5 (Closed Software) – Does not apply</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software) – Does not apply to non-web software</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs) – Does not apply to non-web docs</p>	<p><b>Supports</b></p>	<p>Employee Center Pro provides more than one way of finding content, including a navigation bar, and search.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.4.6 Headings and Labels</u></b>                      (Level AA)                      Also applies to:                      EN 301 549 Criteria                      9.2.4.6 (Web)                      10.2.4.6 (Non-web document)                      11.2.4.6 (Open Functionality Software)                      11.2.4.6 (Closed Software)                      11.8.2 (Authoring Tool)                      12.1.2 (Product Docs)                      12.2.4 (Support Docs)                      Revised Section 508                      501 (Web)(Software)                      504.2 (Authoring Tool)                      602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Employee Center Pro uses meaningful semantic headings to label content blocks. Form input labels are associated with their inputs and provide a useful label to those inputs.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>2.4.7 Focus Visible</b> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.2.4.7 (Web)</p> <p>10.2.4.7 (Non-web document)</p> <p>11.2.4.7 (Open Functionality Software)</p> <p>11.2.4.7 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Focusable elements in Employee Center Pro have a visible keyboard focus indicator.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>3.1.2 Language of Parts</b> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.3.1.2 (Web)</p> <p>10.3.1.2 (Non-web document)</p> <p>11.3.1.2 (Open Functionality Software) – Does not apply</p> <p>11.3.1.2 (Closed Software) – Does not apply</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>Within Employee Center Pro default webpages, the language of each portion of the page is programmatically determinable.</p>



Criteria	Conformance Level	Remarks and Explanations
<p><b><u>3.2.3 Consistent Navigation</u></b>            (Level AA)            Also applies to:            EN 301 549 Criteria            9.3.2.3 (Web)            10.3.2.3 (Non-web document) – Does not apply            11.3.2.3 (Open Functionality Software) – Does not apply            11.3.2.3 (Closed Software) – Does not apply            11.8.2 (Authoring Tool)            12.1.2 (Product Docs)            12.2.4 (Support Docs)            Revised Section 508            501 (Web)(Software) – Does not apply to non-web software            504.2 (Authoring Tool)            602.3 (Support Docs) – Does not apply to non-web docs</p>	<p><b>Supports</b></p>	<p>Employee Center Pro provides consistent and repeatable navigation.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>3.2.4 Consistent Identification</u></b>                      (Level AA)                      Also applies to:                      EN 301 549 Criteria                      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)                      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</p>	<p><b>Supports</b></p>	<p>Components that have the same functionality within Employee Center Pro are identified consistently.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>3.3.3 Error Suggestion</b> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.3.3.3 (Web)</p> <p>10.3.3.3 (Non-web document)</p> <p>11.3.3.3 (Open Functionality Software)</p> <p>11.3.3.3 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>When an error is automatically detected within a native data entry form in Employee Center Pro, the resulting error message provides suggestions for correction.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>3.3.4 Error Prevention (Legal, Financial, Data)</u></b> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.3.3.4 (Web)</p> <p>10.3.3.4 (Non-web document)</p> <p>11.3.3.4 (Open Functionality Software)</p> <p>11.3.3.4 (Closed Software)</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508</p> <p>501 (Web)(Software)</p> <p>504.2 (Authoring Tool)</p> <p>602.3 (Support Docs)</p>	<p><b>Supports</b></p>	<p>No forms within Employee Center Pro submit actions that cause legal commitments or financial transactions to occur, nor do any forms submit actions that modify or delete user-controllable data in the data storage system.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>4.1.3 Status Messages</b> (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <p>9.4.1.3 (Web)</p> <p>10.4.1.3 (Non-web document)</p> <p>11.4.1.3 (Open Functionality Software)</p> <p>11.4.1.3 (Closed Software) – Does not apply</p> <p>11.8.2 (Authoring Tool)</p> <p>12.1.2 (Product Docs)</p> <p>12.2.4 (Support Docs)</p> <p>Revised Section 508 – Does not apply</p>	<p><b>Supports</b></p>	<p>In Employee Center Pro, status messages can be programmatically determined through roles or properties so that they can be presented to the user by assistive technologies without receiving focus.</p>

### Table 3: Level AAA Success Criteria

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	<b>Supports</b>	Employee Center Pro is functional to screen reading technology.
302.2 With Limited Vision	<b>Supports</b>	Employee Center Pro supports text and screen enlargement.
302.3 Without Perception of Color	<b>Supports</b>	There is nothing within Employee Center Pro where color alone is being used to convey information.
302.4 Without Hearing	<b>Supports</b>	There is nothing within Employee Center Pro that explicitly requires hearing.
302.5 With Limited Hearing	<b>Supports</b>	There is nothing within Employee Center Pro that explicitly requires hearing.
302.6 Without Speech	<b>Supports</b>	There is nothing within Employee Center Pro that explicitly requires speech.
302.7 With Limited Manipulation	<b>Supports</b>	Features and functions within Employee Center Pro can be manipulated via the keyboard.
302.8 With Limited Reach and Strength	<b>Supports</b>	Features and functions within Employee Center Pro can be manipulated via the keyboard.

Criteria	Conformance Level	Remarks and Explanations
302.9 With Limited Language, Cognitive, and Learning Abilities	<b>Supports</b>	Employee Center Pro uses standard terms, which are understandable by users with limited language, cognitive, or learning abilities.

## Chapter 4: Hardware

Notes: Not Applicable

## 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 <a href="#">WCAG 2.x</a> section.
<a href="#">502 Interoperability with Assistive Technology</a>	Heading cell – no response required	Does not apply to a web-only application.
<a href="#">503 Applications</a>	Heading cell – no response required	Does not apply to a web-only application.
<a href="#">504 Authoring Tools</a>	Heading cell – no response required	Heading cell – no response required
504.2 Content Creation or Editing (if not authoring tool, enter “not applicable”)	<b>Not Applicable</b>	See information in <a href="#">WCAG 2.x</a> section.
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	<b>Not Applicable</b>	Employee Center Pro is not an authoring tool.

Criteria	Conformance Level	Remarks and Explanations
504.2.2 PDF Export	<b>Not Applicable</b>	Employee Center Pro is not an authoring tool.
504.3 Prompts	<b>Not Applicable</b>	Employee Center Pro is not an authoring tool.
504.4 Templates	<b>Not Applicable</b>	Employee Center Pro is not an authoring tool.

## Chapter 6: Support Documentation and Services

Notes:

Criteria	Conformance Level	Remarks and Explanations
601.1 Scope	Heading cell – no response required	Heading cell – no response required
<u><a href="#">602 Support Documentation</a></u>	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	<b>Not Applicable</b>	This report covers accessibility conformance for Employee Center Pro and does not address Support Documentation or Support Services.  For Product Documentation accessibility conformance, see the Product Documentation site ACR on the <a href="#">Accessibility Conformance Reports</a> page of the Product Documentation site.



Criteria	Conformance Level	Remarks and Explanations
602.3 Electronic Support Documentation	See WCAG 2.x section	See information in <a href="#">WCAG 2.x</a> section.
602.4 Alternate Formats for Non-Electronic Support Documentation	<b>Not Applicable</b>	This report covers accessibility conformance for Employee Center Pro only and does not address Support Documentation or Support Services.
<b><a href="#">603 Support Services</a></b>	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	<b>Not Applicable</b>	This report covers accessibility conformance for Employee Center Pro only and does not address Support Documentation or Support Services.
603.3 Accommodation of Communication Needs	<b>Not Applicable</b>	This report covers accessibility conformance for Employee Center Pro only and does not address Support Documentation or Support Services.

## EN 301 549 Report

Notes:

## Chapter 4: Functional Performance Statements (FPS)

Notes:

Criteria	Conformance Level	Remarks and Explanations
4.2.1 Usage without vision	<b>Supports</b>	Employee Center Pro is functional to screen reading technology.
4.2.2 Usage with limited vision	<b>Partially Supports</b>	With some minor exceptions noted above, Employee Center Pro supports text and screen enlargement.
4.2.3 Usage without perception of color	<b>Supports</b>	There is nothing within Employee Center Pro where color alone is being used to convey information.
4.2.4 Usage without hearing	<b>Supports</b>	There is nothing within Employee Center Pro that explicitly requires hearing.
4.2.5 Usage with limited hearing	<b>Supports</b>	There is nothing within Employee Center Pro that explicitly requires hearing.
4.2.6 Usage with no or limited vocal capability	<b>Supports</b>	There is nothing within Employee Center Pro that explicitly requires speech.

Criteria	Conformance Level	Remarks and Explanations
4.2.7 Usage with limited manipulation or strength	<b>Partially Supports</b>	Features and functions within Employee Center Pro can be manipulated via the keyboard. Or There is some functionality within Employee Center Pro that cannot be manipulated via the keyboard.
4.2.8 Usage with limited reach	<b>Supports</b>	Features and functions within Employee Center Pro can be manipulated via the keyboard.
4.2.9 Minimize photosensitive seizure triggers	<b>Supports</b>	There is nothing within Employee Center Pro that would act as a photosensitive seizure trigger.
4.2.10 Usage with limited cognition, language, or learning	<b>Supports</b>	Employee Center Pro uses standard terms, which are understandable by users with limited language, cognitive, or learning abilities.
4.2.11 Privacy	<b>Supports</b>	Employee Center Pro has systems in place to protect the privacy of individual users.

## Chapter 5: Generic Requirements

Notes: Not Applicable – There is no closed functionality in Employee Center Pro.

## Chapter 6: ICT with Two-Way Voice Communication

Notes: Not Applicable

## Chapter 7: ICT with Video Capabilities

Notes: Not Applicable

## Chapter 8: [Hardware](#)

Notes: Not Applicable

## Chapter 9: [Web](#) (See [WCAG 2.x section](#))

Notes:

## Chapter 10: Non-Web Software

Notes: Not Applicable

## Chapter 11: [Software](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
11.0 General (informative)	Heading cell – no response required	Heading cell – no response required
11.1.1.1 through 11.4.1.3	See WCAG 2.x section	See information in <a href="#">WCAG 2.x</a> section.
11.5 Interoperability with assistive technology	Heading cell – no response required	Heading cell – no response required
11.5.1 Closed functionality	Heading cell – no response required	Heading cell – no response required
11.5.2 Accessibility services	Heading cell – no response required	Heading cell – no response required
11.5.2.1 Platform accessibility service support for software that provides a user interface	See 11.5.2.5 through 11.5.2.17	See information in 11.5.2.5 through 11.5.2.17.
11.5.2.2 Platform accessibility service support for assistive technologies	See 11.5.2.5 through 11.5.2.17	See information in 11.5.2.5 through 11.5.2.17.

Criteria	Conformance Level	Remarks and Explanations
11.5.2.3 Use of accessibility services	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.4 Assistive technology	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.5 Object information	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.6 Row, column, and headers	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.7 Values	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.8 Label relationships	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.9 Parent-child relationships	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.10 Text	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.11 List of available actions	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.12 Execution of available actions	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.

Criteria	Conformance Level	Remarks and Explanations
11.5.2.13 Tracking of focus and selection attributes	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.14 Modification of focus and selection attributes	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.15 Change notification	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.16 Modifications of states and properties	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.5.2.17 Modifications of values and text	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.6 Documented accessibility usage	Heading cell – no response required	Heading cell – no response required
11.6.1 User control of accessibility features	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.6.2 No disruption of accessibility features	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.7 User preferences	<b>Not Applicable</b>	Employee Center Pro is a web-based application that relies on user-agent functionality.
11.8 Authoring tools	Heading cell – no response required	Heading cell – no response required
11.8.1 Content technology	Heading cell – no response required	Heading cell – no response required

Criteria	Conformance Level	Remarks and Explanations
11.8.2 Accessible content creation	<b>Not Applicable</b>	See information in <a href="#">WCAG 2.x</a> section.
11.8.3 Preservation of accessibility information in transformations	<b>Not Applicable</b>	Employee Center Pro is not an authoring tool.
11.8.4 Repair assistance	<b>Not Applicable</b>	Employee Center Pro is not an authoring tool.
11.8.5 Templates	<b>Not Applicable</b>	Employee Center Pro is not an authoring tool.

## Chapter 12: [Documentation and Support Services](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
12.1 Product documentation	Heading cell – no response required	Heading cell – no response required
12.1.1 Accessibility and compatibility features	<b>Not Applicable</b>	This report covers accessibility conformance for Employee Center Pro only and does not address Documentation or Support Services. For Product Documentation accessibility conformance, see the Product Documentation site ACR on the <a href="#">Accessibility Conformance Reports</a> page of the Product Documentation site.
12.1.2 Accessible documentation	See WCAG 2.x section	See information in <a href="#">WCAG 2.x</a> section.

Criteria	Conformance Level	Remarks and Explanations
12.2 Support Services	Heading cell – no response required	Heading cell – no response required
12.2.2 Information on accessibility and compatibility features	<b>Not Applicable</b>	This report covers accessibility conformance for Employee Center Pro only and does not address Documentation or Support Services.
12.2.3 Effective communication	<b>Not Applicable</b>	This report covers accessibility conformance for Employee Center Pro only and does not address Documentation or Support Services.
12.2.4 Accessible documentation	See WCAG 2.x section	See information in WCAG 2.x section.

## Chapter 13: ICT Providing Relay or Emergency Service Access

Notes: Not Applicable



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