

# ESM Talent Acquisition Accessibility Conformance Report

## International Edition

Based on VPAT® Version 2.5

### Report Details

| Field               | Description  |
|---------------------|--|
| Name of Product     | ServiceNow® Employee Service Management (ESM) Talent Acquisition   |
| Version             | Washington DC  |
| Report Date         | December 05, 2024  |
| Product Description | Talent Acquisition is a suite of applications that help you hire and retain top talents in any industry.   |
| 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></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 Talent Acquisition. 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)<br>Level AA (Yes)<br>Level AAA (No) |
| <a href="#">Web Content Accessibility Guidelines 2.1</a>  | Level A (Yes)<br>Level AA (Yes)<br>Level AAA (No) |
| <a href="#">Web Content Accessibility Guidelines 2.2</a>  | Level A (Yes)<br>Level AA (Yes)<br>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 for ICT products and services - V3.2.1 (2021-03)</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 only be used in WCAG Level AAA criteria.

## 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><a href="#">1.1.1 Non-text Content</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"><li>• 9.1.1.1 (Web)</li><li>• 10.1.1.1 (Non-web document)</li><li>• 11.1.1.1.1 (Open Functionality Software)</li><li>• 11.1.1.1.2 (Closed Functionality Software)</li><li>• 11.8.2 (Authoring Tool)</li><li>• 12.1.2 (Product Docs)</li><li>• 12.2.4 (Support Docs)</li></ul> <p>Revised Section 508</p> <ul style="list-style-type: none"><li>• 501 (Web)(Software)</li><li>• 504.2 (Authoring Tool)</li><li>• 602.3 (Support Docs)</li></ul> | <p><b>Supports</b></p> | <p>Talent Acquisition provides sufficient text alternatives for any instances of non-text content.</p> |

| Criteria  | Conformance Level            | Remarks and Explanations   |
|---|------------------------------|--|
| <p><a href="#">1.2.1 Audio-only and Video-only (Prerecorded)</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.2.1 (Web)</li> <li>• 10.1.2.1 (Non-web document)</li> <li>• 11.1.2.1.1 (Open Functionality Software)</li> <li>• 11.1.2.1.2.1 and 11.1.2.1.2.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Not Applicable</b></p> | <p>Talent Acquisition does not contain prerecorded audio-only or video-only media.</p> |

| Criteria  | Conformance Level            | Remarks and Explanations   |
|---|------------------------------|--|
| <p><a href="#">1.2.2 Captions (Prerecorded)</a><br/>(Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.2.2 (Web)</li> <li>• 10.1.2.2 (Non-web document)</li> <li>• 11.1.2.2 (Open Functionality Software)</li> <li>• 11.1.2.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Not Applicable</b></p> | <p>Talent Acquisition does not contain prerecorded synchronized media.</p> |

| Criteria  | Conformance Level            | Remarks and Explanations  |
|---|------------------------------|---|
| <p><a href="#">1.2.3 Audio Description or Media Alternative (Prerecorded)</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.1.2.3 (Web)</li> <li>10.1.2.3 (Non-web document)</li> <li>11.1.2.3.1 (Open Functionality Software)</li> <li>11.1.2.3.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul> | <p><b>Not Applicable</b></p> | <p>Talent Acquisition does not contain prerecorded video content that would require audio description or a media alternative.</p> |

| Criteria  | Conformance Level                | Remarks and Explanations   |
|---|----------------------------------|--|
| <p><a href="#">1.3.1 Info and Relationships</a><br/>(Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.3.1 (Web)</li> <li>• 10.1.3.1 (Non-web document)</li> <li>• 11.1.3.1.1 (Open Functionality Software)</li> <li>• 11.1.3.1.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Partially Supports</b></p> | <p>Visual structure and relationship information for Talent Acquisition are provided through object information or are available in text, with the following exception:</p> <ul style="list-style-type: none"> <li>• Search operations cause “Loading visualization data” to be repeated by assistive technology.</li> </ul> |



| Criteria  | Conformance Level      | Remarks and Explanations  |
|---|------------------------|---|
| <p><a href="#"><u>1.3.2 Meaningful Sequence</u></a><br/>(Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.3.2 (Web)</li> <li>• 10.1.3.2 (Non-web document)</li> <li>• 11.1.3.2.1 (Open Functionality Software)</li> <li>• 11.1.3.2.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Content in Talent Acquisition is presented in a meaningful sequence.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations   |
|--|------------------------|--|
| <p><a href="#">1.3.3 Sensory Characteristics</a><br/>(Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.3.3 (Web)</li> <li>• 10.1.3.3 (Non-web document)</li> <li>• 11.1.3.3 (Open Functionality Software)</li> <li>• 11.1.3.3 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Instructions in Talent Acquisition do not rely solely on sensory characteristics.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations  |
|---|------------------------|---|
| <p><a href="#">1.4.1 Use of Color</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.1.4.1 (Web)</li> <li>10.1.4.1 (Non-web document)</li> <li>11.1.4.1 (Open Functionality Software)</li> <li>11.1.4.1 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Talent Acquisition site content and functionality do not convey information through color alone.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations   |
|--|------------------------|--|
| <p><a href="#">1.4.2 Audio Control</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.1.4.2 (Web)</li> <li>10.1.4.2 (Non-web document)</li> <li>11.1.4.2 (Open Functionality Software)</li> <li>11.1.4.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Talent Acquisition does not contain audio that plays automatically.</p> |

| Criteria  | Conformance Level                | Remarks and Explanations  |
|---|----------------------------------|---|
| <p><a href="#">2.1.1 Keyboard</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.2.1.1 (Web)</li> <li>10.2.1.1 (Non-web document)</li> <li>11.2.1.1.1 (Open Functionality Software)</li> <li>11.2.1.1.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul> | <p><b>Partially Supports</b></p> | <p>Talent Acquisition functionality can be accessed and operated using a keyboard, with the following exception:</p> <ul style="list-style-type: none"> <li>Tooltip labels are not triggered by keyboard only focus.</li> </ul> |

| Criteria  | Conformance Level      | Remarks and Explanations   |
|---|------------------------|--|
| <p><a href="#">2.1.2 No Keyboard Trap</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.1.2 (Web)</li> <li>• 10.2.1.2 (Non-web document)</li> <li>• 11.2.1.2 (Open Functionality Software)</li> <li>• 11.2.1.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Talent Acquisition does not include any known keyboard traps.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations   |
|---|------------------------|--|
| <p><a href="#">2.1.4 Character Key Shortcuts</a><br/>(Level A 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.1.4 (Web)</li> <li>• 10.2.1.4 (Non-web document)</li> <li>• 11.2.1.4.1 (Open Functionality Software)</li> <li>• 11.2.1.4.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p> | <p><b>Supports</b></p> | <p>Talent Acquisition does not use any single-key shortcuts, other than those restricted to a focused component.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations  |
|--|------------------------|---|
| <p><a href="#">2.2.1 Timing Adjustable</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.2.1 (Web)</li> <li>• 10.2.2.1 (Non-web document)</li> <li>• 11.2.2.1 (Open Functionality Software)</li> <li>• 11.2.2.1 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Talent Acquisition allows users to extend the session timeout as required.</p> |



| Criteria   | Conformance Level      | Remarks and Explanations  |
|--|------------------------|---|
| <p><a href="#">2.2.2 Pause, Stop, Hide</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.2.2 (Web)</li> <li>• 10.2.2.2 (Non-web document)</li> <li>• 11.2.2.2 (Open Functionality Software)</li> <li>• 11.2.2.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Talent Acquisition does not include elements that move, blink, scroll, or auto-update.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations   |
|---|------------------------|--|
| <p><a href="#">2.3.1 Three Flashes or Below Threshold</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.3.1 (Web)</li> <li>• 10.2.3.1 (Non-web document)</li> <li>• 11.2.3.1 (Open Functionality Software)</li> <li>• 11.2.3.1 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Talent Acquisition does not contain any flashing or strobing content.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations   |
|---|------------------------|--|
| <p><a href="#">2.4.1 Bypass Blocks</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.2.4.1 (Web)</li> <li>10.2.4.1 (Non-web document) – Does not apply</li> <li>11.2.4.1 (Open Functionality Software) – Does not apply</li> <li>11.2.4.1 (Closed Software) – Does not apply</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software) – Does not apply to non-web software</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs) – Does not apply to non-web docs</li> </ul> | <p><b>Supports</b></p> | <p>Pages in Talent Acquisition use HTML5 landmark regions, which will allow screen readers to meet this requirement.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations   |
|--|------------------------|--|
| <p><a href="#">2.4.2 Page Titled</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.4.2 (Web)</li> <li>• 10.2.4.2 (Non-web document)</li> <li>• 11.2.4.2 (Open Functionality Software) - Does not apply</li> <li>• 11.2.4.2 (Closed Software) – Does not apply</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Pages in Talent Acquisition have appropriate page titles.</p> |

| Criteria   | Conformance Level                | Remarks and Explanations  |
|--|----------------------------------|---|
| <p><a href="#">2.4.3 Focus Order</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.2.4.3 (Web)</li> <li>10.2.4.3 (Non-web document)</li> <li>11.2.4.3 (Open Functionality Software)</li> <li>11.2.4.3 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul> | <p><b>Partially Supports</b></p> | <p>Components in Talent Acquisition receive focus in a meaningful order, with the following exceptions:</p> <ul style="list-style-type: none"> <li>Keyboard focus resets to Skip link present on the top of page.</li> <li>Focus lands twice on Managers and States buttons in RWS landing page.</li> </ul> |

| Criteria   | Conformance Level      | Remarks and Explanations   |
|--|------------------------|--|
| <p><a href="#">2.4.4 Link Purpose (In Context)</a><br/>(Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.4.4 (Web)</li> <li>• 10.2.4.4 (Non-web document)</li> <li>• 11.2.4.4 (Open Functionality Software)</li> <li>• 11.2.4.4 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>The purpose of each link in Talent Acquisition can be determined from the link text alone or from the programmatic context of the link.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations  |
|--|------------------------|---|
| <p><a href="#">2.5.1 Pointer Gestures</a> (Level A 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.5.1 (Web)</li> <li>• 10.2.5.1 (Non-web document)</li> <li>• 11.2.5.1 (Open Functionality Software)</li> <li>• 11.2.5.1 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p> | <p><b>Supports</b></p> | <p>In Talent Acquisition, there is no functionality that uses multipoint or path-based gestures to operate.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations   |
|--|------------------------|--|
| <p><a href="#">2.5.2 Pointer Cancellation</a> (Level A 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.5.2 (Web)</li> <li>• 10.2.5.2 (Non-web document)</li> <li>• 11.2.5.2 (Open Functionality Software)</li> <li>• 11.2.5.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p> | <p><b>Supports</b></p> | <p>In Talent Acquisition, the down-event of the pointer is not used to execute any part of the function.</p> |



| Criteria  | Conformance Level      | Remarks and Explanations  |
|---|------------------------|---|
| <p><a href="#">2.5.3 Label in Name</a> (Level A 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.5.3 (Web)</li> <li>• 10.2.5.3 (Non-web document)</li> <li>• 11.2.5.3.1 (Open Functionality Software)</li> <li>• 11.2.5.3.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p> | <p><b>Supports</b></p> | <p>Visual labels of components within Talent Acquisition match the text associated with the programmatic names.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations  |
|--|------------------------|---|
| <p><a href="#">2.5.4 Motion Actuation</a> (Level A 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.5.4 (Web)</li> <li>• 10.2.5.4 (Non-web document)</li> <li>• 11.2.5.4 (Open Functionality Software)</li> <li>• 11.2.5.4 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p> | <p><b>Supports</b></p> | <p>In Talent Acquisition, there is no functionality that can be operated by device motion or user motion.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations   |
|---|------------------------|--|
| <p><a href="#">3.1.1 Language of Page</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.3.1.1 (Web)</li> <li>10.3.1.1 (Non-web document)</li> <li>11.3.1.1.1 (Open Functionality Software)</li> <li>11.3.1.1.2 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>The default language of each page in Talent Acquisition is identified using the LANG attribute in the HTML element.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations   |
|---|------------------------|--|
| <p><a href="#">3.2.1 On Focus</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"><li>• 9.3.2.1 (Web)</li><li>• 10.3.2.1 (Non-web document)</li><li>• 11.3.2.1 (Open Functionality Software)</li><li>• 11.3.2.1 (Closed Software)</li><li>• 11.8.2 (Authoring Tool)</li><li>• 12.1.2 (Product Docs)</li><li>• 12.2.4 (Support Docs)</li></ul> <p>Revised Section 508</p> <ul style="list-style-type: none"><li>• 501 (Web)(Software)</li><li>• 504.2 (Authoring Tool)</li><li>• 602.3 (Support Docs)</li></ul> | <p><b>Supports</b></p> | <p>Components in Talent Acquisition do not initiate a change of context when in focus.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations   |
|---|------------------------|--|
| <p><a href="#">3.2.2 On Input</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.3.2.2 (Web)</li> <li>• 10.3.2.2 (Non-web document)</li> <li>• 11.3.2.2 (Open Functionality Software)</li> <li>• 11.3.2.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>In Talent Acquisition, changes in context do not occur automatically on user input.</p>   |
| <p><a href="#">3.2.6 Consistent Help</a> (Level A 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply</p> <p>Revised Section 508 – Does not apply</p>   | <p><b>Supports</b></p> | <p>Talent Acquisition provides help mechanisms [list specific mechanisms] on all applicable pages to assist users in completing forms and other tasks requiring input.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations   |
|---|------------------------|--|
| <p><a href="#">3.3.1 Error Identification</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.3.3.1 (Web)</li> <li>• 10.3.3.1 (Non-web document)</li> <li>• 11.3.3.1.1 (Open Functionality Software)</li> <li>• 11.3.3.1.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Where errors are automatically detected in Talent Acquisition, the error is identified, and an error message is provided as text.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations  |
|---|------------------------|---|
| <p><a href="#">3.3.2 Labels or Instructions</a><br/>(Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.3.3.2 (Web)</li> <li>• 10.3.3.2 (Non-web document)</li> <li>• 11.3.3.2 (Open Functionality Software)</li> <li>• 11.3.3.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>A label is provided for each Talent Acquisition input fields.</p>  |
| <p><a href="#">3.3.7 Redundant Entry</a> (Level A 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply</p> <p>Revised Section 508 – Does not apply</p>   | <p><b>Supports</b></p> | <p>In Talent Acquisition, fields are automatically populated when a user has previously entered this information during the same session.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations   |
|--|------------------------|--|
| <p><b>4.1.1 Parsing</b> (Level A)</p> <p>Applies to:</p> <p>WCAG 2.0 and 2.1 – Always answer ‘Supports’</p> <p>WCAG 2.2 (obsolete and removed) - Does not apply</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.4.1.1 (Web)</li> <li>• 10.4.1.1 (Non-web document)</li> <li>• 11.4.1.1.1 (Open Functionality Software)</li> <li>• 11.4.1.1.2 (Closed Software) – Does not apply</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>For WCAG 2.0, 2.1, EN 301 549, and Revised 508 Standards, the September 2023 errata update indicates this criterion is always supported. See the <a href="#">WCAG 2.0 Editorial Errata</a> and the <a href="#">WCAG 2.1 Editorial Errata</a>.</p> |



| Criteria  | Conformance Level                | Remarks and Explanations   |
|---|----------------------------------|--|
| <p><a href="#">4.1.2 Name, Role, Value</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.4.1.2 (Web)</li> <li>10.4.1.2 (Non-web document)</li> <li>11.4.1.2.1 (Open Functionality Software)</li> <li>11.4.1.2.2 (Closed Software) – Does not apply</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul> | <p><b>Partially Supports</b></p> | <p>User interface components in Talent Acquisition provide programmatic name, role, and/or state information, with the following exceptions:</p> <ul style="list-style-type: none"> <li>Screen reader announces 'Expand button' even when the button is in an expanded state.</li> <li>Buttons do not have a name in Overview tab of Application.</li> <li>Select Task dialog does not have an accessible name.</li> </ul> |

**Table 2: Success Criteria, Level AA**

Notes:

| Criteria  | Conformance Level            | Remarks and Explanations  |
|---|------------------------------|---|
| <p><a href="#">1.2.4 Captions (Live)</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.1.2.4 (Web)</li> <li>10.1.2.4 (Non-web document)</li> <li>11.1.2.4 (Open Functionality Software)</li> <li>11.1.2.4 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul> | <p><b>Not Applicable</b></p> | <p>Talent Acquisition does not contain live synchronized media.</p> |

| Criteria  | Conformance Level            | Remarks and Explanations   |
|---|------------------------------|--|
| <p><a href="#">1.2.5 Audio Description</a><br/>(Prerecorded) (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.2.5 (Web)</li> <li>• 10.1.2.5 (Non-web document)</li> <li>• 11.1.2.5 (Open Functionality Software)</li> <li>• 11.1.2.5 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> <li>• Revised Section 508</li> </ul> <p>501 (Web)(Software)</p> <ul style="list-style-type: none"> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Not Applicable</b></p> | <p>Talent Acquisition does not contain prerecorded video content that would require audio description.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations  |
|--|------------------------|---|
| <p><a href="#">1.3.4 Orientation</a> (Level AA 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.3.4 (Web)</li> <li>• 10.1.3.4 (Non-web document)</li> <li>• 11.1.3.4 (Open Functionality Software)</li> <li>• 11.1.3.4 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p> | <p><b>Supports</b></p> | <p>Talent Acquisition does not contain fixed orientation for page displays.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations  |
|---|------------------------|---|
| <p><a href="#">1.3.5 Identify Input Purpose</a><br/>(Level AA 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.3.5 (Web)</li> <li>• 10.1.3.5 (Non-web document)</li> <li>• 11.1.3.5.1 (Open Functionality Software)</li> <li>• 11.1.3.5.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p> | <p><b>Supports</b></p> | <p>In Talent Acquisition, the purpose of each specifically identified input field collecting information about the user can be programmatically determined.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations   |
|--|------------------------|--|
| <p><a href="#">1.4.3 Contrast (Minimum)</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.4.3 (Web)</li> <li>• 10.1.4.3 (Non-web document)</li> <li>• 11.1.4.3 (Open Functionality Software)</li> <li>• 11.1.4.3 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Text in Talent Acquisition meets minimum contrast requirements, including the text color on hover and focus states.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations   |
|---|------------------------|--|
| <p><a href="#">1.4.4 Resize text</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.4.4 (Web)</li> <li>• 10.1.4.4 (Non-web document)</li> <li>• 11.1.4.4.1 (Open Functionality Software)</li> <li>• 11.1.4.4.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Talent Acquisition 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><a href="#">1.4.5 Images of Text</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.4.5 (Web)</li> <li>• 10.1.4.5 (Non-web document)</li> <li>• 11.1.4.5.1 (Open Functionality Software)</li> <li>• 11.1.4.5.2 (Closed Software) – Does not apply</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>Talent Acquisition uses text instead of images of text.</p> |



| Criteria   | Conformance Level                | Remarks and Explanations   |
|--|----------------------------------|--|
| <p><a href="#">1.4.10 Reflow</a> (Level AA 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.4.10 (Web)</li> <li>• 10.1.4.10 (Non-web document)</li> <li>• 11.1.4.10 (Open Functionality Software)</li> <li>• 11.1.4.10 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p> | <p><b>Partially Supports</b></p> | <p>Talent Acquisition 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>• The custom tooltip for truncated content is missing.</li> <li>• Focused and truncated text on single score should show the full value in the tooltip.</li> </ul> |

| Criteria  | Conformance Level      | Remarks and Explanations  |
|---|------------------------|---|
| <p><a href="#">1.4.11 Non-text Contrast</a> (Level AA 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.4.11 (Web)</li> <li>• 10.1.4.11 (Non-web document)</li> <li>• 11.1.4.11 (Open Functionality Software)</li> <li>• 11.1.4.11 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p> | <p><b>Supports</b></p> | <p>Components in Talent Acquisition meet minimum contrast requirements, including the text color on hover and focus states.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations   |
|--|------------------------|--|
| <p><a href="#">1.4.12 Text Spacing</a> (Level AA 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.4.12 (Web)</li> <li>• 10.1.4.12 (Non-web document)</li> <li>• 11.1.4.12 (Open Functionality Software)</li> <li>• 11.1.4.12 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p> | <p><b>Supports</b></p> | <p>Talent Acquisition allows text style adjustments to meet the minimum thresholds for text spacing.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations   |
|---|------------------------|--|
| <p><a href="#">1.4.13 Content on Hover or Focus</a> (Level AA 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.4.13 (Web)</li> <li>• 10.1.4.13 (Non-web document)</li> <li>• 11.1.4.13 (Open Functionality Software)</li> <li>• 11.1.4.13 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p> | <p><b>Supports</b></p> | <p>Talent Acquisition allows hover content to be manually dismissed.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations  |
|--|------------------------|---|
| <p><a href="#">2.4.5 Multiple Ways</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.2.4.5 (Web)</li> <li>10.2.4.5 (Non-web document) – Does not apply</li> <li>11.2.4.5 (Open Functionality Software) – Does not apply</li> <li>11.2.4.5 (Closed Software) – Does not apply</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software) – Does not apply to non-web software</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs) – Does not apply to non-web docs</li> </ul> | <p><b>Supports</b></p> | <p>Talent Acquisition provides more than one way of finding content, including a navigation bar and search.</p> |

| Criteria  | Conformance Level                | Remarks and Explanations   |
|---|----------------------------------|--|
| <p><a href="#">2.4.6 Headings and Labels</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.4.6 (Web)</li> <li>• 10.2.4.6 (Non-web document)</li> <li>• 11.2.4.6 (Open Functionality Software)</li> <li>• 11.2.4.6 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Partially Supports</b></p> | <p>Talent Acquisition uses meaningful semantic headings to label content blocks. Form input labels are associated with their inputs and provide a useful label to those inputs, with the following exceptions:</p> <ul style="list-style-type: none"> <li>• Show more/Show less buttons are not descriptive.</li> <li>• Search button is not descriptive.</li> </ul> |

| Criteria  | Conformance Level | Remarks and Explanations   |
|---|-------------------|--|
| <p><a href="#">2.4.7 Focus Visible</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.4.7 (Web)</li> <li>• 10.2.4.7 (Non-web document)</li> <li>• 11.2.4.7 (Open Functionality Software)</li> <li>• 11.2.4.7 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | Supports          | Focusable elements in Talent Acquisition have a visible keyboard focus indicator.  |
| <p><a href="#">2.4.11 Focus Not Obscured (Minimum)</a> (Level AA 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply</p> <p>Revised Section 508 – Does not apply</p>  | Supports          | In Talent Acquisition, the focus indicator is consistently displayed around interactive elements without being obscured by overlapping content or other UI components. |
| <p><a href="#">2.5.7 Dragging Movements</a> (Level AA 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply</p> <p>Revised Section 508 – Does not apply</p>   | Supports          | Talent Acquisition does not require movements that require dragging motions to operate.  |

| Criteria  | Conformance Level | Remarks and Explanations   |
|---|-------------------|--|
| <p><a href="#">2.5.8 Target Size (Minimum)</a><br/>(Level AA 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply</p> <p>Revised Section 508 – Does not apply</p>  | Supports          | Talent Acquisition includes interactive elements such as buttons, icons, and links, that are designed with a minimum target size of 24 by 24 CSS pixels except in cases where this would conflict with design or content flow. |
| <p><a href="#">3.1.2 Language of Parts</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.3.1.2 (Web)</li> <li>• 10.3.1.2 (Non-web document)</li> <li>• 11.3.1.2 (Open Functionality Software) – Does not apply</li> <li>• 11.3.1.2 (Closed Software) – Does not apply</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | Supports          | Within Talent Acquisition default webpages, the language of each portion of the page is programmatically determinable.   |



| Criteria  | Conformance Level      | Remarks and Explanations   |
|---|------------------------|--|
| <p><a href="#"><u>3.2.3 Consistent Navigation</u></a><br/>(Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.3.2.3 (Web)</li> <li>• 10.3.2.3 (Non-web document) – Does not apply</li> <li>• 11.3.2.3 (Open Functionality Software) – Does not apply</li> <li>• 11.3.2.3 (Closed Software) – Does not apply</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software) – Does not apply to non-web software</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs) – Does not apply to non-web docs</li> </ul> | <p><b>Supports</b></p> | <p>Talent Acquisition provides consistent and repeatable navigation.</p> |

| Criteria  | Conformance Level      | Remarks and Explanations  |
|---|------------------------|---|
| <p><a href="#"><u>3.2.4 Consistent Identification</u></a><br/>(Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.3.2.4 (Web)</li> <li>• 10.3.2.4 (Non-web document) – Does not apply</li> <li>• 11.3.2.4 (Open Functionality Software) – Does not apply</li> <li>• 11.3.2.4 (Closed Software) – Does not apply</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software) – Does not apply to non-web software</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs) – Does not apply to non-web docs</li> </ul> | <p><b>Supports</b></p> | <p>Components that have the same functionality within Talent Acquisition are identified consistently.</p> |

| Criteria   | Conformance Level      | Remarks and Explanations   |
|--|------------------------|--|
| <p><a href="#">3.3.3 Error Suggestion</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>9.3.3.3 (Web)</li> <li>10.3.3.3 (Non-web document)</li> <li>11.3.3.3 (Open Functionality Software)</li> <li>11.3.3.3 (Closed Software)</li> <li>11.8.2 (Authoring Tool)</li> <li>12.1.2 (Product Docs)</li> <li>12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p> | <p>When an error is automatically detected within a native data entry form in Talent Acquisition, the resulting error message provides suggestions for correction.</p> |

| Criteria  | Conformance Level            | Remarks and Explanations   |
|---|------------------------------|--|
| <p><a href="#">3.3.4 Error Prevention (Legal, Financial, Data)</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.3.3.4 (Web)</li> <li>• 10.3.3.4 (Non-web document)</li> <li>• 11.3.3.4 (Open Functionality Software)</li> <li>• 11.3.3.4 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul> | <p><b>Supports</b></p>       | <p>No forms within Talent Acquisition 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> |
| <p><a href="#">3.3.8 Accessible Authentication (Minimum)</a> (Level AA 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply</p> <p>Revised Section 508 – Does not apply</p>  | <p><b>Not Applicable</b></p> | <p>Talent Acquisition does not require cognitive testing during authentication processes.</p>  |

| Criteria  | Conformance Level      | Remarks and Explanations  |
|---|------------------------|---|
| <p><a href="#">4.1.3 Status Messages</a> (Level AA 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.4.1.3 (Web)</li> <li>• 10.4.1.3 (Non-web document)</li> <li>• 11.4.1.3 (Open Functionality Software)</li> <li>• 11.4.1.3 (Closed Software) – Does not apply</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p> | <p><b>Supports</b></p> | <p>In Talent Acquisition, 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: 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              | <b>Partially Supports</b> | With some minor exceptions noted above, Talent Acquisition is functional to screen reading technology. |
| 302.2 With Limited Vision         | <b>Supports</b>           | Talent Acquisition supports text and screen enlargement.   |
| 302.3 Without Perception of Color | <b>Supports</b>           | There is nothing within Talent Acquisition where color alone is being used to convey information.      |
| 302.4 Without Hearing             | <b>Supports</b>           | There is nothing within Talent Acquisition that explicitly requires hearing                            |
| 302.5 With Limited Hearing        | <b>Supports</b>           | There is nothing within Talent Acquisition that explicitly requires hearing                            |
| 302.6 Without Speech              | <b>Supports</b>           | There is nothing within Talent Acquisition that explicitly requires speech                             |
| 302.7 With Limited Manipulation   | <b>Partially Supports</b> | There is some functionality within Talent Acquisition that cannot be manipulated via the keyboard.     |

| Criteria   | Conformance Level         | Remarks and Explanations   |
|--|---------------------------|--|
| 302.8 With Limited Reach and Strength                          | <b>Partially Supports</b> | There is some functionality within Talent Acquisition that cannot be manipulated via the keyboard.   |
| 302.9 With Limited Language, Cognitive, and Learning Abilities | <b>Partially Supports</b> | Certain terms and descriptions of features necessary for the use of Talent Acquisition use standard terms, which may not be 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 <a href="#">WCAG 2.x</a> section | See information in WCAG 2.x 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       |

| Criteria  | Conformance Level     | Remarks and Explanations                     |
|---|-----------------------|--|
| 504.2 Content Creation or Editing (if not authoring tool, enter “not applicable”)   | See WCAG 2.x section  | See information in WCAG 2.x section          |
| 504.2.1 Preservation of Information Provided for Accessibility in Format Conversion | <b>Not Applicable</b> | Talent Acquisition is not an authoring tool. |
| 504.2.2 PDF Export  | <b>Not Applicable</b> | Talent Acquisition is not an authoring tool. |
| 504.3 Prompts   | <b>Not Applicable</b> | Talent Acquisition is not an authoring tool. |
| 504.4 Templates   | <b>Not Applicable</b> | Talent Acquisition 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   |
| <a href="#">602 Support Documentation</a>                        | Heading cell – no response required  | Heading cell – no response required   |
| 602.2 Accessibility and Compatibility Features                   | Not Applicable                       | <p>This report covers accessibility conformance for Talent Acquisition and does not address Support Documentation or Support Services.</p> <p>For Product Documentation accessibility conformance, see the Product Documentation site ACR on the Accessibility Conformance Reports page of the Product Documentation site</p> |
| 602.3 Electronic Support Documentation                           | See <a href="#">WCAG 2.x</a> section | See information in WCAG 2.x section   |
| 602.4 Alternate Formats for Non-Electronic Support Documentation | Not Applicable                       | <p>This report covers accessibility conformance for Talent Acquisition only and does not address Support Documentation or Support Services</p>  |
| <a href="#">603 Support Services</a>                             | Heading cell – no response required  | Heading cell – no response required   |

| Criteria  | Conformance Level     | Remarks and Explanations   |
|---|-----------------------|--|
| 603.2 Information on Accessibility and Compatibility Features | <b>Not Applicable</b> | This report covers accessibility conformance for Talent Acquisition only and does not address Support Documentation or Support Services. |
| 603.3 Accommodation of Communication Needs                    | Not Applicable        | This report covers accessibility conformance for Talent Acquisition 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>Partially Supports</b> | With some minor exceptions noted above, Talent Acquisition is functional to screen reading technology. |
| 4.2.2 Usage with limited vision                   | <b>Partially Supports</b> | With some minor exceptions noted above, Talent Acquisition supports text and screen enlargement.       |
| 4.2.3 Usage without perception of colour          | <b>Supports</b>           | There is nothing within Talent Acquisition where color alone is being used to convey information.      |
| 4.2.4 Usage without hearing                       | <b>Supports</b>           | There is nothing within Talent Acquisition that explicitly requires hearing.                           |
| 4.2.5 Usage with limited hearing                  | <b>Supports</b>           | There is nothing within Talent Acquisition that explicitly requires hearing.                           |
| 4.2.6 Usage with no or limited vocal capability   | <b>Supports</b>           | There is nothing within Talent Acquisition that explicitly requires speech.                            |
| 4.2.7 Usage with limited manipulation or strength | <b>Partially Supports</b> | There is some functionality within Talent Acquisition that   |

| Criteria  | Conformance Level         | Remarks and Explanations   |
|---|---------------------------|--|
|   |                           | cannot be manipulated via the keyboard.  |
| 4.2.8 Usage with limited reach                            | <b>Partially Supports</b> | There is some functionality within Talent Acquisition that cannot be manipulated via the keyboard.   |
| 4.2.9 Minimize photosensitive seizure triggers            | <b>Supports</b>           | There is nothing within Talent Acquisition that would act as a photosensitive seizure trigger.   |
| 4.2.10 Usage with limited cognition, language or learning | <b>Partially Supports</b> | Certain terms and descriptions of features necessary for the use of Talent Acquisition use standard terms, which may not be understandable by users with limited language, cognitive, or learning abilities. |
| 4.2.11 Privacy  | <b>Supports</b>           | Talent Acquisition has systems in place to protect the privacy of individual users.  |

## Chapter 5: [Generic Requirements](#)

Notes:

| Criteria  | Conformance Level                   | Remarks and Explanations                               |
|---|-------------------------------------|--|
| <b>5.1 Closed functionality</b>                   | Heading cell – no response required | Heading cell – no response required                    |
| <b>5.1.2 General</b>                              | Heading cell – no response required | Heading cell – no response required                    |
| <b>5.1.2.1 Closed functionality</b>               | See 5.2 through 13                  | See information in 5.2 through 13                      |
| <b>5.1.2.2 Assistive technology</b>               | See 5.1.3 through 5.1.6             | See information in 5.1.3 through 5.1.6                 |
| <b>5.1.3 Non-visual access</b>                    | Heading cell – no response required | Heading cell – no response required                    |
| 5.1.3.1 Audio output of visual information        | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.2 Auditory output delivery including speech | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.3 Auditory output correlation               | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.4 Speech output user control                | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.5 Speech output automatic interruption      | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.6 Speech output for non-text content        | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.7 Speech output for video information       | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |

| Criteria  | Conformance Level                   | Remarks and Explanations                               |
|---|-------------------------------------|--|
| 5.1.3.8 Masked entry                                  | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.9 Private access to personal data               | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.10 Non-interfering audio output                 | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.11 Private listening volume                     | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.12 Speaker volume                               | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.13 Volume reset                                 | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.14 Spoken languages                             | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.15 Non-visual error identification              | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.3.16 Receipts, tickets, and transactional outputs | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.4 Functionality closed to text enlargement        | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.5 Visual output for auditory information          | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| <b>5.1.6 Operation without keyboard interface</b>     | Heading cell – no response required | Heading cell – no response required                    |
| <b>5.1.6.1 Closed functionality</b>                   | See 5.1.3.1 through 5.1.3.16        | See information in 5.1.3.1 through 5.1.3.16            |

| Criteria  | Conformance Level                   | Remarks and Explanations                               |
|---|-------------------------------------|--|
| 5.1.6.2 Input focus   | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.1.7 Access without speech                                     | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.2 Activation of accessibility features                        | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.3 Biometrics  | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.4 Preservation of accessibility information during conversion | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| <b>5.5 Operable parts</b>                                       | Heading cell – no response required | Heading cell – no response required                    |
| 5.5.1 Means of operation  | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.5.2 Operable parts discernibility                             | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| <b>5.6 Locking or toggle controls</b>                           | Heading cell – no response required | Heading cell – no response required                    |
| 5.6.1 Tactile or auditory status                                | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.6.2 Visual status   | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.7 Key repeat  | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |
| 5.8 Double-strike key acceptance                                | <b>Not Applicable</b>               | Talent Acquisition does not have closed functionality. |

| Criteria                      | Conformance Level     | Remarks and Explanations                               |
|-------------------------------|-----------------------|--|
| 5.9 Simultaneous user actions | <b>Not Applicable</b> | Talent Acquisition does not have closed functionality. |

## 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 Documents](#)

Notes:

| Criteria                      | Conformance Level                    | Remarks and Explanations  |
|-------------------------------|--------------------------------------|---|
| 10.0 General (informative)    | Heading cell – no response required  | Heading cell – no response required   |
| 10.1.1.1 through 10.4.1.3     | See <a href="#">WCAG 2.x</a> section | See information in WCAG 2.x section   |
| 10.5 Caption positioning      | Not Applicable                       | Talent Acquisition does not have non-web documents that contain synchronized media. |
| 10.6 Audio description timing | Not Applicable                       | Talent Acquisition does not have non-web documents                                  |



| Criteria | Conformance Level | Remarks and Explanations         |
|----------|-------------------|----------------------------------|
|          |                   | that contain synchronized media. |

## 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 <a href="#">WCAG 2.x</a> section          | See information in WCAG 2.x section           |
| <b>11.5 Interoperability with assistive technology</b>                                      | Heading cell – no response required           | Heading cell – no response required           |
| <b>11.5.1 Closed functionality</b>  | Heading cell – no response required           | Heading cell – no response required           |
| <b>11.5.2 Accessibility services</b>  | 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 |
| 11.5.2.3 Use of accessibility services  | See information in 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   |
|--|-------------------|--|
| 11.5.2.4 Assistive technology                        | Not Applicable    | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.5.2.5 Object information                          | Not Applicable    | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.5.2.6 Row, column, and headers                    | Not Applicable    | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.5.2.7 Values                                      | Not Applicable    | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.5.2.8 Label relationships                         | Not Applicable    | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.5.2.9 Parent-child relationships                  | Not Applicable    | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.5.2.10 Text                                       | Not Applicable    | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.5.2.11 List of available actions                  | Not Applicable    | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.5.2.12 Execution of available actions             | Not Applicable    | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.5.2.13 Tracking of focus and selection attributes | Not Applicable    | Talent Acquisition is a web-based application that relies on user-agent functionality. |

| Criteria   | Conformance Level                   | Remarks and Explanations   |
|--|-------------------------------------|--|
| 11.5.2.14 Modification of focus and selection attributes | Not Applicable                      | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.5.2.15 Change notification                            | Not Applicable                      | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.5.2.16 Modifications of states and properties         | Not Applicable                      | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.5.2.17 Modifications of values and text               | Not Applicable                      | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| <b>11.6 Documented accessibility usage</b>               | Heading cell – no response required | Heading cell – no response required  |
| 11.6.1 User control of accessibility features            | Not Applicable                      | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.6.2 No disruption of accessibility features           | Not Applicable                      | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| 11.7 User preferences                                    | Not Applicable                      | Talent Acquisition is a web-based application that relies on user-agent functionality. |
| <b>11.8 Authoring tools</b>                              | Heading cell – no response required | Heading cell – no response required  |
| <b>11.8.1 Content technology</b>                         | Heading cell – no response required | Heading cell – no response required  |
| 11.8.2 Accessible content creation                       | Not Applicable                      | See information in WCAG 2.x section  |

| Criteria  | Conformance Level | Remarks and Explanations                     |
|---|-------------------|--|
| 11.8.3 Preservation of accessibility information in transformations | Not Applicable    | Talent Acquisition is not an authoring tool. |
| 11.8.4 Repair assistance  | Not Applicable    | Talent Acquisition is not an authoring tool. |
| 11.8.5 Templates  | Not Applicable    | Talent Acquisition is not an authoring tool. |

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

Notes:

| Criteria  | Conformance Level                    | Remarks and Explanations   |
|---|--------------------------------------|--|
| <b>12.1 Product documentation</b>               | Heading cell – no response required  | Heading cell – no response required  |
| 12.1.1 Accessibility and compatibility features | Not Applicable                       | This report covers accessibility conformance for Talent Acquisition only and does not address Documentation or Support Services.<br><br>For Product Documentation accessibility conformance, see the Product Documentation site ACR on the Accessibility Conformance Reports page of the Product Documentation site. |
| 12.1.2 Accessible documentation                 | See <a href="#">WCAG 2.x</a> section | See information in WCAG 2.x section  |
| <b>12.2 Support Services</b>                    | Heading cell – no response required  | Heading cell – no response required  |

| Criteria   | Conformance Level                    | Remarks and Explanations   |
|--|--------------------------------------|--|
| 12.2.2 Information on accessibility and compatibility features | Not Applicable                       | This report covers accessibility conformance for Talent Acquisition only and does not address Documentation or Support Services. |
| 12.2.3 Effective communication                                 | Not Applicable                       | This report covers accessibility conformance for Talent Acquisition only and does not address Documentation or Support Services. |
| 12.2.4 Accessible documentation                                | See <a href="#">WCAG 2.x</a> section | See information in WCAG 2.x section  |

## Chapter [13: ICT Providing Relay or Emergency Service Access](#)

Notes: Not applicable

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