

UEE Employee Center Accessibility Conformance Report

International Edition

Based on VPAT® Version 2.5

Report Details

| Field | Description |
|---------------------|--|
| Name of Product | ServiceNow® Unified Employee Experiences (UEE) Employee Center |
| Version | Zurich |
| Report Date | February 05, 2026 |
| Product Description | Employee Center provides a modern self-service experience for employees to easily find information, get help, and request the services they need from anywhere. It is designed to be extensible and comes pre-configured for a multi-department service delivery, across IT, HR, Workplace, Legal, and Procurement. |
| Contact Information | accessibility@servicenow.com |
| Notes | <ul style="list-style-type: none"> • This product is a web-only application. The information contained in this report only applies to this release of this application. • Accessibility conformance details for other ServiceNow products are covered in separate reports. See Accessibility Conformance Reports on the Product Documentation site. • Any customization of this application or the ServiceNow AI Platform may have an impact on the specifics in this report. |

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 3rd 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. 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 |
|--|---|
| Web Content Accessibility Guidelines 2.0 | Level A (Yes) Level AA (Yes) Level AAA (No) |
| Web Content Accessibility Guidelines 2.1 | Level A (Yes) Level AA (Yes) Level AAA (No) |
| Web Content Accessibility Guidelines 2.2 | Level A (Yes) Level AA (Yes) Level AAA (No) |
| Revised Section 508 standards published January 18, 2017, and corrected January 22, 2018 | (Yes) |
| EN 301 549 Accessibility requirements for ICT products and services - V3.2.1 (2021-03) | (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>1.1.1 Non-text Content (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.1.1.1 (Web) • 10.1.1.1 (Non-web document) • 11.1.1.1.1 (Open Functionality Software) • 11.1.1.1.2 (Closed Functionality Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) | <p>Supports</p> | <p>Employee Center provides sufficient text alternatives for any instances of non-text content.</p> |

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

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

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

| Criteria | Conformance Level | Remarks and Explanations |
|---|----------------------------------|---|
| <p><u>1.3.1 Info and Relationships</u> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.1.3.1 (Web) • 10.1.3.1 (Non-web document) • 11.1.3.1.1 (Open Functionality Software) • 11.1.3.1.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) | <p>Partially Supports</p> | <p>Visual structure and relationship information for Employee Center are provided through object information or are available in text, with the following exception:</p> <ul style="list-style-type: none"> • The names of 'Add content', 'Edit content' and similar buttons are not descriptive, and they are not associated with the content they belong to. |

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

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

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

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

| Criteria | Conformance Level | Remarks and Explanations |
|---|----------------------------------|---|
| <p>2.1.1 Keyboard (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.2.1.1 (Web) • 10.2.1.1 (Non-web document) • 11.2.1.1.1 (Open Functionality Software) • 11.2.1.1.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) | <p>Partially Supports</p> | <p>Employee Center functionality can be accessed and operated using a keyboard, with the following exceptions:</p> <ul style="list-style-type: none"> • The notification menu does not close upon selection of the escape key. • User is unable to select menu items using only the keyboard. • User is unable to navigate within the days of the month by the arrow keys. |

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

| Criteria | Conformance Level | Remarks and Explanations |
|---|------------------------|---|
| <p>2.1.4 Character Key Shortcuts (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"> • 9.2.1.4 (Web) • 10.2.1.4 (Non-web document) • 11.2.1.4.1 (Open Functionality Software) • 11.2.1.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>Employee Center does not use any single-key shortcuts, other than those restricted to a focused component.</p> |

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

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

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

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

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

| Criteria | Conformance Level | Remarks and Explanations |
|--|----------------------------------|--|
| <p>2.4.3 Focus Order (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.2.4.3 (Web) • 10.2.4.3 (Non-web document) • 11.2.4.3 (Open Functionality Software) • 11.2.4.3 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) | <p>Partially Supports</p> | <p>Components in Employee Center receive focus in a meaningful order, with the following exceptions:</p> <ul style="list-style-type: none"> • When closing the "Take a tour" modal, the cursor focus moves to the top of the page. • There is an incorrect focus order in Review and resolve feedback task. • Saving a "Publish availability" resets input focus to the top of the page. • Focus resets to the top of the page after adding an image. • When using keyboard navigation in Core UI date/time picker, Tab doesn't move focus to expected buttons. • When excluding a page from feedback, there are noninteractive elements in the tab focus order. |

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

| Criteria | Conformance Level | Remarks and Explanations |
|--|------------------------|--|
| <p>2.5.1 Pointer Gestures (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"> • 9.2.5.1 (Web) • 10.2.5.1 (Non-web document) • 11.2.5.1 (Open Functionality Software) • 11.2.5.1 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>In Employee Center, there is no functionality that uses multipoint or path-based gestures to operate.</p> |

| Criteria | Conformance Level | Remarks and Explanations |
|--|------------------------|---|
| <p>2.5.2 Pointer Cancellation (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"> • 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) <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>In Employee Center, the down-event of the pointer is not used to execute any part of the function.</p> |

| Criteria | Conformance Level | Remarks and Explanations |
|---|------------------------|--|
| <p>2.5.3 Label in Name (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"> • 9.2.5.3 (Web) • 10.2.5.3 (Non-web document) • 11.2.5.3.1 (Open Functionality Software) • 11.2.5.3.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>Visual labels of components within Employee Center match the text associated with the programmatic names.</p> |

| Criteria | Conformance Level | Remarks and Explanations |
|--|------------------------|--|
| <p>2.5.4 Motion Actuation (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"> • 9.2.5.4 (Web) • 10.2.5.4 (Non-web document) • 11.2.5.4 (Open Functionality Software) • 11.2.5.4 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>In Employee Center, there is no functionality that can be operated by device motion or user motion.</p> |

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

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

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

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

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

| Criteria | Conformance Level | Remarks and Explanations |
|--|------------------------|--|
| <p>4.1.1 Parsing (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"> • 9.4.1.1 (Web) • 10.4.1.1 (Non-web document) • 11.4.1.1.1 (Open Functionality Software) • 11.4.1.1.2 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) | <p>Supports</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 WCAG 2.0 Editorial Errata and the WCAG 2.1 Editorial Errata.</p> |

| Criteria | Conformance Level | Remarks and Explanations |
|---|----------------------------------|--|
| <p>4.1.2 Name, Role, Value (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.4.1.2 (Web) • 10.4.1.2 (Non-web document) • 11.4.1.2.1 (Open Functionality Software) • 11.4.1.2.2 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) | <p>Partially Supports</p> | <p>User interface components in Employee Center provide programmatic name, role, and/or state information, with the following exceptions:</p> <ul style="list-style-type: none"> • The buttons in the carousel are unlabeled. • Multiple identical "Remove audience" button-elements lack unique accessible names. • Multiple identically labeled "remove a category" button-elements lack unique accessible names. |

Table 2: Success Criteria, Level AA

Notes:

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

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

| Criteria | Conformance Level | Remarks and Explanations |
|--|------------------------|--|
| <p>1.3.4 Orientation (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"> • 9.1.3.4 (Web) • 10.1.3.4 (Non-web document) • 11.1.3.4 (Open Functionality Software) • 11.1.3.4 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>Employee Center does not contain fixed orientation for page displays.</p> |

| Criteria | Conformance Level | Remarks and Explanations |
|---|------------------------|--|
| <p>1.3.5 Identify Input Purpose (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"> • 9.1.3.5 (Web) • 10.1.3.5 (Non-web document) • 11.1.3.5.1 (Open Functionality Software) • 11.1.3.5.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>In Employee Center, 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>1.4.3 Contrast (Minimum) (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.1.4.3 (Web) • 10.1.4.3 (Non-web document) • 11.1.4.3 (Open Functionality Software) • 11.1.4.3 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) | <p>Supports</p> | <p>Text in Employee Center meets minimum contrast requirements, including the text color on hover and focus states.</p> |

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

| Criteria | Conformance Level | Remarks and Explanations |
|--|----------------------------------|---|
| <p>1.4.10 Reflow (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"> • 9.1.4.10 (Web) • 10.1.4.10 (Non-web document) • 11.1.4.10 (Open Functionality Software) • 11.1.4.10 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p> | <p>Partially Supports</p> | <p>Employee Center 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"> • In a reflow situation, the Details tab will replicate. • The Content Authoring page does not respond to a reflow state. |

| Criteria | Conformance Level | Remarks and Explanations |
|---|------------------------|--|
| <p>1.4.11 Non-text Contrast (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"> • 9.1.4.11 (Web) • 10.1.4.11 (Non-web document) • 11.1.4.11 (Open Functionality Software) • 11.1.4.11 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>Components in Employee Center meet minimum contrast requirements, including the text color on hover and focus states.</p> |

| Criteria | Conformance Level | Remarks and Explanations |
|--|------------------------|---|
| <p>1.4.12 Text Spacing (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"> • 9.1.4.12 (Web) • 10.1.4.12 (Non-web document) • 11.1.4.12 (Open Functionality Software) • 11.1.4.12 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>Employee Center allows text style adjustments to meet the minimum thresholds for text spacing.</p> |

| Criteria | Conformance Level | Remarks and Explanations |
|---|------------------------|---|
| <p>1.4.13 Content on Hover or Focus (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"> • 9.1.4.13 (Web) • 10.1.4.13 (Non-web document) • 11.1.4.13 (Open Functionality Software) • 11.1.4.13 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>Employee Center allows hover content to be manually dismissed.</p> |

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

| Criteria | Conformance Level | Remarks and Explanations |
|---|------------------------|--|
| <p>2.4.6 Headings and Labels (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.2.4.6 (Web) • 10.2.4.6 (Non-web document) • 11.2.4.6 (Open Functionality Software) • 11.2.4.6 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) | <p>Supports</p> | <p>Employee Center 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><u>2.4.7 Focus Visible</u> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.2.4.7 (Web) • 10.2.4.7 (Non-web document) • 11.2.4.7 (Open Functionality Software) • 11.2.4.7 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) | <p>Supports</p> | <p>Focusable elements in Employee Center have a visible keyboard focus indicator.</p> |
| <p><u>2.4.11 Focus Not Obscured (Minimum)</u> (Level AA 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply</p> <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>In Employee Center, the focus indicator is consistently displayed around interactive elements without being obscured by overlapping content or other UI components.</p> |
| <p><u>2.5.7 Dragging Movements</u> (Level AA 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply</p> <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>In Employee Center, any functionality that requires dragging can be completed using a single pointer action like clicking or tapping.</p> |

| Criteria | Conformance Level | Remarks and Explanations |
|---|------------------------|--|
| <p><u>2.5.8 Target Size (Minimum)</u> (Level AA 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply</p> <p>Revised Section 508 – Does not apply</p> | <p>Supports</p> | <p>Employee Center 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> |
| <p><u>3.1.2 Language of Parts</u> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.3.1.2 (Web) • 10.3.1.2 (Non-web document) • 11.3.1.2 (Open Functionality Software) – Does not apply • 11.3.1.2 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) | <p>Supports</p> | <p>Within Employee Center default webpages, the language of each portion of the page is programmatically determinable.</p> |

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

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

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

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

| Criteria | Conformance Level | Remarks and Explanations |
|---|----------------------------------|---|
| <p>4.1.3 Status Messages (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"> • 9.4.1.3 (Web) • 10.4.1.3 (Non-web document) • 11.4.1.3 (Open Functionality Software) • 11.4.1.3 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p> | <p>Partially Supports</p> | <p>In Employee Center, 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, with the following exception:</p> <ul style="list-style-type: none"> • When creating a new feedback definition, there is no status message. |

Table 3: Success Criteria, Level AAA

Notes: Not Evaluated

Revised Section 508 Report

Notes:

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

Notes:

| Criteria | Conformance Level | Remarks and Explanations |
|---------------------------------------|---------------------------|---|
| 302.1 Without Vision | Partially Supports | With some minor exceptions noted above, Employee Center is functional to screen reading technology. |
| 302.2 With Limited Vision | Supports | Employee Center supports text and screen enlargement. |
| 302.3 Without Perception of Color | Supports | There is nothing within Employee Center where color alone is being used to convey information. |
| 302.4 Without Hearing | Supports | There is nothing within Employee Center that explicitly requires hearing. |
| 302.5 With Limited Hearing | Supports | There is nothing within Employee Center that explicitly requires hearing. |
| 302.6 Without Speech | Supports | There is nothing within Employee Center that explicitly requires speech. |
| 302.7 With Limited Manipulation | Partially Supports | There is some functionality within Employee Center that cannot be manipulated via the keyboard. |
| 302.8 With Limited Reach and Strength | Partially Supports | There is some functionality within Employee Center that cannot be manipulated via the keyboard. |

| Criteria | Conformance Level | Remarks and Explanations |
|--|-------------------|---|
| 302.9 With Limited Language, Cognitive, and Learning Abilities | Supports | Employee Center 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 WCAG 2.x section |
| 502 Interoperability with Assistive Technology | Heading cell – no response required | Does not apply to a web-only application. |
| 503 Applications | Heading cell – no response required | Does not apply to a web-only application. |
| 504 Authoring Tools | Heading cell – no response required | Heading cell – no response required |
| 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 | Not Applicable | Employee Center is not an authoring tool. |
| 504.2.2 PDF Export | Not Applicable | Employee Center is not an authoring tool. |

| Criteria | Conformance Level | Remarks and Explanations |
|-----------------|-----------------------|---|
| 504.3 Prompts | Not Applicable | Employee Center is not an authoring tool. |
| 504.4 Templates | Not Applicable | Employee Center 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 |
| 602 Support Documentation | Heading cell – no response required | Heading cell – no response required |
| 602.2 Accessibility and Compatibility Features | Not Applicable | This report covers accessibility conformance for Employee Center and does not address Support Documentation or Support Services. |
| 602.3 Electronic Support Documentation | See WCAG 2.x section | See information in WCAG 2.x section |
| 602.4 Alternate Formats for Non-Electronic Support Documentation | Not Applicable | This report covers accessibility conformance for Employee Center only and does not address Support Documentation or Support Services |
| 603 Support Services | Heading cell – no response required | Heading cell – no response required |

| Criteria | Conformance Level | Remarks and Explanations |
|---|-----------------------|---|
| 603.2 Information on Accessibility and Compatibility Features | Not Applicable | This report covers accessibility conformance for Employee Center only and does not address Support Documentation or Support Services. |
| 603.3 Accommodation of Communication Needs | Not Applicable | This report covers accessibility conformance for Employee Center 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 | Partially Supports | With some minor exceptions noted above, Employee Center is functional to screen reading technology. |
| 4.2.2 Usage with limited vision | Partially Supports | With some minor exceptions noted above, Employee Center supports text and screen enlargement. |
| 4.2.3 Usage without perception of colour | Supports | There is nothing within Employee Center where color alone is being used to convey information. |
| 4.2.4 Usage without hearing | Supports | There is nothing within Employee Center that explicitly requires hearing. |

| Criteria | Conformance Level | Remarks and Explanations |
|---|---------------------------|---|
| 4.2.5 Usage with limited hearing | Supports | There is nothing within Employee Center that explicitly requires hearing. |
| 4.2.6 Usage with no or limited vocal capability | Supports | There is nothing within Employee Center that explicitly requires speech. |
| 4.2.7 Usage with limited manipulation or strength | Partially Supports | There is some functionality within Employee Center that cannot be manipulated via the keyboard. |
| 4.2.8 Usage with limited reach | Partially Supports | There is some functionality within Employee Center that cannot be manipulated via the keyboard. |
| 4.2.9 Minimize photosensitive seizure triggers | Supports | There is nothing within Employee Center that would act as a photosensitive seizure trigger. |
| 4.2.10 Usage with limited cognition, language or learning | Supports | Employee Center uses standard terms, which are understandable by users with limited language, cognitive, or learning abilities. |
| 4.2.11 Privacy | Supports | Employee Center has systems in place to protect the privacy of individual users. |

Chapter 5: [Generic Requirements](#)

Notes:

| Criteria | Conformance Level | Remarks and Explanations |
|---------------------------------|-------------------------------------|-------------------------------------|
| 5.1 Closed functionality | Heading cell – no response required | Heading cell – no response required |

| Criteria | Conformance Level | Remarks and Explanations |
|---|-------------------------------------|---|
| 5.1.2 General | Heading cell – no response required | Heading cell – no response required |
| 5.1.2.1 Closed functionality | See 5.2 through 13 | See information in 5.2 through 13 |
| 5.1.2.2 Assistive technology | See 5.1.3 through 5.1.6 | See information in 5.1.3 through 5.1.6 |
| 5.1.3 Non-visual access | Heading cell – no response required | Heading cell – no response required |
| 5.1.3.1 Audio output of visual information | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.2 Auditory output delivery including speech | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.3 Auditory output correlation | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.4 Speech output user control | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.5 Speech output automatic interruption | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.6 Speech output for non-text content | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.7 Speech output for video information | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.8 Masked entry | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.9 Private access to personal data | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.10 Non-interfering audio output | Not Applicable | Employee Center does not have closed functionality. |

| Criteria | Conformance Level | Remarks and Explanations |
|---|-------------------------------------|---|
| 5.1.3.11 Private listening volume | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.12 Speaker volume | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.13 Volume reset | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.14 Spoken languages | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.15 Non-visual error identification | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.3.16 Receipts, tickets, and transactional outputs | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.4 Functionality closed to text enlargement | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.5 Visual output for auditory information | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.6 Operation without keyboard interface | Heading cell – no response required | Heading cell – no response required |
| 5.1.6.1 Closed functionality | See 5.1.3.1 through 5.1.3.16 | See information in 5.1.3.1 through 5.1.3.16 |
| 5.1.6.2 Input focus | Not Applicable | Employee Center does not have closed functionality. |
| 5.1.7 Access without speech | Not Applicable | Employee Center does not have closed functionality. |
| 5.2 Activation of accessibility features | Not Applicable | Employee Center does not have closed functionality. |

| Criteria | Conformance Level | Remarks and Explanations |
|---|-------------------------------------|---|
| 5.3 Biometrics | Not Applicable | Employee Center does not have closed functionality. |
| 5.4 Preservation of accessibility information during conversion | Not Applicable | Employee Center does not have closed functionality. |
| 5.5 Operable parts | Heading cell – no response required | Heading cell – no response required |
| 5.5.1 Means of operation | Not Applicable | Employee Center does not have closed functionality. |
| 5.5.2 Operable parts discernibility | Not Applicable | Employee Center does not have closed functionality. |
| 5.6 Locking or toggle controls | Heading cell – no response required | Heading cell – no response required |
| 5.6.1 Tactile or auditory status | Not Applicable | Employee Center does not have closed functionality. |
| 5.6.2 Visual status | Not Applicable | Employee Center does not have closed functionality. |
| 5.7 Key repeat | Not Applicable | Employee Center does not have closed functionality. |
| 5.8 Double-strike key acceptance | Not Applicable | Employee Center does not have closed functionality. |
| 5.9 Simultaneous user actions | Not Applicable | Employee Center 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 WCAG 2.x section | See information in WCAG 2.x section |
| 10.5 Caption positioning | Not Applicable | Employee Center does not have non-web documents that contain synchronized media. |
| 10.6 Audio description timing | Not Applicable | Employee Center does not have non-web documents 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 |

| Criteria | Conformance Level | Remarks and Explanations |
|---|---|---|
| 11.1.1.1 through 11.4.1.3 | See WCAG 2.x section | See information in WCAG 2.x 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 |
| 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 |
| 11.5.2.4 Assistive technology | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.5.2.5 Object information | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.5.2.6 Row, column, and headers | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.5.2.7 Values | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |

| Criteria | Conformance Level | Remarks and Explanations |
|--|-----------------------|---|
| 11.5.2.8 Label relationships | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.5.2.9 Parent-child relationships | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.5.2.10 Text | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.5.2.11 List of available actions | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.5.2.12 Execution of available actions | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.5.2.13 Tracking of focus and selection attributes | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.5.2.14 Modification of focus and selection attributes | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.5.2.15 Change notification | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.5.2.16 Modifications of states and properties | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.5.2.17 Modifications of values and text | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |

| Criteria | Conformance Level | Remarks and Explanations |
|---|-------------------------------------|---|
| 11.6 Documented accessibility usage | Heading cell – no response required | Heading cell – no response required |
| 11.6.1 User control of accessibility features | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.6.2 No disruption of accessibility features | Not Applicable | Employee Center is a web-based application that relies on user-agent functionality. |
| 11.7 User preferences | Not Applicable | Employee Center 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 |
| 11.8.2 Accessible content creation | Not Applicable | See information in WCAG 2.x section |
| 11.8.3 Preservation of accessibility information in transformations | Not Applicable | Employee Center is not an authoring tool. |
| 11.8.4 Repair assistance | Not Applicable | Employee Center is not an authoring tool. |
| 11.8.5 Templates | Not Applicable | Employee Center 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 | Not Applicable | This report covers accessibility conformance for Employee Center only and does not address Documentation or Support Services. |
| 12.1.2 Accessible documentation | See WCAG 2.x section | See information in WCAG 2.x section |
| 12.2 Support Services | Heading cell – no response required | Heading cell – no response required |
| 12.2.2 Information on accessibility and compatibility features | Not Applicable | This report covers accessibility conformance for Employee Center only and does not address Documentation or Support Services. |
| 12.2.3 Effective communication | Not Applicable | This report covers accessibility conformance for Employee Center 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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