

# Learn365 Accessibility Conformance Report

## International Edition

(Based on VPAT® Version 2.5Rev)

**Name of Product/Version: Learn365**

**Report Date: 25<sup>th</sup> July 2025**

### **Product Description:**

Learn365 is a secure, cloud-based learning platform built on Microsoft 365 and powered by AI. Seamlessly integrated into Microsoft Teams, SharePoint, Viva Learning, and mobile, it brings structured learning directly into the flow of everyday work. Learn365 supports organizations in over 60 countries with compliance, onboarding, and upskilling through intuitive and accessible learning experiences. With native integration into Microsoft tools like Power BI, Power Automate, Dynamics, and Entra ID, it enhances existing systems while enabling rapid deployment, simplified user management, and AI-powered course creation. Learners can engage anytime, anywhere—from their inbox to their Teams workspace, ensuring a consistent and personalized journey across all devices.

Note: This accessibility conformance report applies only to the Learn365 web application. It does not cover the Learn365 mobile app.

- Web conformance refers to the Learn365 user interface available to end users.
- Authoring Tool conformance refers to the Learn365 Admin Center user interface available to administrator and course creator.

### **Contact Information:**

Zensai Accessibility Support email at [accessibility@zensai.com](mailto:accessibility@zensai.com)

## Notes:

This Accessibility Conformance Report (ACR) document was created by Tang Inclusion Ltd (UK) following a Manual WCAG audit conducted in June 2025. A Manual WCAG Audit is a remote review of an agreed selection of a site or app's pages, producing a report on where they meet/miss the WCAG 2.2 AA guidelines, and a prioritised action plan to help fix issues & improve compliance. The review is conducted by an experienced Accessibility Specialist.

## Evaluation Methods Used:

Accessibility conformance was evaluated using a combination of automated and manual testing methods to ensure comprehensive coverage of WCAG 2.2 Level A and AA success criteria.

Axe-DevTools is used to perform automated accessibility scans. This tool evaluates web content against WCAG 2.2 Level A and AA rulesets, identifying code pattern-detectable accessibility issues such as semantic markup errors, contrast violations, and ARIA misuse.

Manual assessment was conducted to validate and complement automated findings. The manual process ensures a fully comprehensive audit of all applicable WCAG success criteria and verifies compatibility with a range of assistive technologies. This includes:

- Accessibility Tree review to assess the programmatic structure and semantics exposed to assistive technologies
- Visual inspection to identify visual layout and content presentation issues
- Keyboard navigation testing to ensure operability without a mouse
- Screen reader testing on desktop computer

Additional tools used during manual testing included:

- JAWS and NVDA screen readers on Windows
- Nuance Dragon Naturally Speaking on Windows
- ZoomText screen magnifier on Windows

- Accessibility bookmarklets
- Colour Contrast Analyser
- Chrome Developer Tools

Testing was performed in Windows desktop browser environment.

## Applicable Standards/Guidelines

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

Standard/Guideline	Included In Report
<a href="#">Web Content Accessibility Guidelines 2.0</a>	Level A (Yes) Level AA (Yes) Level AAA (No)
<a href="#">Web Content Accessibility Guidelines 2.1</a>	Level A (Yes) Level AA (Yes) Level AAA (No)
<a href="#">Web Content Accessibility Guidelines 2.2</a>	Level A (Yes) Level AA (Yes) Level AAA (No)
<a href="#">Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018</a>	(Yes)
<a href="#">EN 301 549 Accessibility requirements for ICT products and services - V3.1.1 (2019-11) AND 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:
  - Clause 9 - Web
  - Clauses 10.1-10.4 of Clause 10 - Non-Web documents
  - Clauses 11.1-11.4 and 11.8.2 of Clause 11 - Software
  - Clauses 12.1.2 and 12.2.4 of Clause 12 - Documentation and support services
- Revised Section 508:
  - Chapter 5 - 501.1 Scope and 504.2 Content Creation or Editing
  - 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 2.1 Conformance Requirements](#).

## Table 1: Success Criteria, Level A

Notes: The product is a website platform which can be accessed via browsers and Microsoft product suites such as Teams.

Criteria	Conformance Level	Remarks and Explanations
<p><b>1.1.1 Non-text Content</b> (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>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product generally provides appropriate text alternatives for informative images and non-text elements. Decorative content is correctly marked up to be ignored by assistive technologies.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> <li>● Icon images representing course detail labels in the Course Detail side panel do not have alternative text.</li> <li>● The icon image for the cancel action on the Course Catalog page lacks alternative text.</li> <li>● The icon image indicating a link that opens in a new window on the My Training Dashboard page lacks alternative text.</li> <li>● The video thumbnail in the Course Detail side panel does not include a descriptive alternative text.</li> </ul> <p><b>Authoring Tool:</b> The authoring interface provides appropriate alternative text for informative images in content creation screens. Additionally, the platform supports the inclusion of alternative text for images uploaded as part of learning 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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product supports both uploaded and embedded audio and video content. Uploaded media is rendered using the native HTML video player, enabling support for accessible features.</p> <p><b>Authoring Tool:</b> The authoring interface supports both uploaded and embedded audio and video content. Uploaded media is rendered using the native HTML video player, enabling support for accessible features.</p>
<p><a href="#">1.2.2 Captions (Prerecorded)</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.2.2 (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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product supports both uploaded and embedded audio and video content. Uploaded media is rendered using the native HTML video player, enabling support for accessible features.</p> <p><b>Authoring Tool:</b> The authoring interface supports the addition of captions for uploaded videos. Content authors can include caption files using the &lt;track&gt; element within the &lt;video&gt; tag via the HTML code view in content creation screens.</p> <p>For embedded third-party videos (e.g., Vimeo), caption support depends on the capabilities of the external platform and the availability of captions provided by the content source.</p>
<p><a href="#">1.2.3 Audio Description or Media Alternative (Prerecorded)</a> (Level A)</p> <p>Also applies to:</p>	<p><b>Web:</b> Supports</p>	<p><b>Web:</b> The product supports both uploaded and embedded audio and video content. The native HTML</p>

Criteria	Conformance Level	Remarks and Explanations
<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>Authoring Tool:</b> Supports</p>	<p>video player does not support separate audio description tracks; however, authors can provide an alternative version of the video with audio descriptions included. Additionally, transcripts can be added as text content on the page to serve as a media alternative.</p> <p><b>Authoring Tool:</b> The authoring interface allows content authors to include audio descriptions by uploading an alternative version of the video with audio narration integrated. For embedded third-party videos (e.g., Vimeo), support for audio descriptions depends on the external platform’s features.</p>
<p><b><u>1.3.1 Info and Relationships</u></b> (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>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b> In general, heading text and form elements are marked up with appropriate semantic structure, and tabular content is used meaningfully.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> <li>● The main heading in the side panel does not use an appropriate heading level.</li> <li>● Alphabetical group headings in the filter section lack heading semantics.</li> <li>● Checkboxes in the filter section are not programmatically grouped or associated with a group label.</li> <li>● A table is used for layout purposes in the Course Detail side panel without being assigned a presentation role.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
		<p><b>Authoring Tool:</b> Most authoring interface elements follow correct semantic structure, but some custom components do not convey appropriate programmatic relationships:</p> <ul style="list-style-type: none"> <li>• The main heading on the Training Management page is not coded with a level 1 heading.</li> <li>• The sub-heading in the Embed Code content type does not use an appropriate heading level.</li> <li>• Custom form inputs lack semantic associations, including: <ul style="list-style-type: none"> <li>○ Combobox fields not associated with visual labels</li> <li>○ Date and time inputs without labels</li> <li>○ Select inputs not associated with visual labels</li> <li>○ Currency input fields missing association with currency type</li> <li>○ Percentage input fields missing association with percentage symbol</li> <li>○ Radio button groups in the Multiple Choice question type not programmatically grouped</li> <li>○ Rich text editor input not associated with its visual label</li> <li>○ On/Off toggle controls not associated with their visual labels</li> </ul> </li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.3.2 Meaningful Sequence</u></b> (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>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> Most content is presented in a logical and meaningful reading sequence. However, there is one known exception:</p> <ul style="list-style-type: none"> <li>● The text label associated with the rating component on the Course Catalog page is visually present but hidden from assistive technologies, disrupting the reading sequence for screen reader users.</li> </ul> <p><b>Authoring Tool:</b> Content presented within the authoring interface follows a meaningful reading sequence. Additionally, content generated through the authoring tool is rendered in a semantically logical order for assistive technology users.</p>
<p><b><u>1.3.3 Sensory Characteristics</u></b> (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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product does not rely solely on sensory characteristics, such as shape, size, colour, or visual location to convey information. Instructions and cues are also communicated through text or programmatic associations.</p> <p><b>Authoring Tool:</b> The authoring interface does not rely solely on sensory characteristics to convey information. All instructional content and user interface elements are supported with textual labels or alternative indicators to ensure clarity for all users.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><a href="#">1.4.1 Use of Color</a> (Level A)</p> <p>Also applies to: 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>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b> The product generally does not rely on colour alone to convey information, indicate an action, or prompt a response. However, the following exceptions have been identified:</p> <ul style="list-style-type: none"> <li>● The active calendar view tab is distinguished from inactive tabs using colour alone.</li> <li>● In some instances, such as person contact details, colour is used to differentiate a clickable link from adjacent text without additional indicators.</li> </ul> <p><b>Authoring Tool:</b> The authoring interface mostly avoids using colour as the sole method of conveying information. However:</p> <ul style="list-style-type: none"> <li>● The “Trust Center” link in the AI-generated quiz message is only visually distinguishable from surrounding text using colour, without additional visual or programmatic cues.</li> </ul>
<p><a href="#">1.4.2 Audio Control</a> (Level A)</p> <p>Also applies to: 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>	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> Audio content is not played automatically. When audio is present, it is typically embedded within video content that is user-initiated and rendered through the native HTML video player, which provides users with audio controls.</p> <p><b>Authoring Tool:</b> The authoring interface does not automatically play audio. Audio is typically part of video content added by content authors, and users</p>

Criteria	Conformance Level	Remarks and Explanations
<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>have full control over playback through the standard HTML video player.</p>
<p><b>2.1.1 Keyboard</b> (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>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b> Most functionality is operable using a keyboard alone; however, the following exceptions have been identified:</p> <ul style="list-style-type: none"> <li>● Buttons under “Browse by Category” on the Course Catalog page cannot be focused or operated via keyboard.</li> <li>● Links within calendar items in the Calendar view of the Course Catalog are not keyboard accessible, although other calendar views are operable.</li> <li>● Tabs within the Course Detail side panel are not focusable or operable via keyboard.</li> <li>● The “View Training Plan” icon button on the My Training Dashboard is not keyboard accessible.</li> <li>● The interactive tooltip related to filtering logic cannot be triggered using keyboard focus.</li> </ul> <p><b>Authoring Tool:</b> The authoring interface is largely operable via keyboard; however, the following components present accessibility issues:</p> <ul style="list-style-type: none"> <li>● Step navigation buttons in the Course Creation journey are not keyboard operable.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> <li>• The “Copy web address” icon button in the Course Creation page cannot be focused or operated via keyboard.</li> <li>• Thumbnail buttons for uploaded images on the Course Catalog and site image side panel are not accessible via keyboard.</li> <li>• Item selection buttons in the Create Question Pool component are not keyboard accessible.</li> <li>• The “Regional Settings” disclosure button under Settings cannot be accessed via keyboard.</li> <li>• The “Show on Training Home Page” icon button under the Administrator tab is not keyboard operable.</li> <li>• Sort buttons on table components cannot be focused or used via keyboard.</li> <li>• Side panels triggered by selecting rows in tables cannot be opened using keyboard-only interaction.</li> <li>• Tooltip buttons are not focusable or operable using keyboard controls.</li> </ul>
<p><a href="#">2.1.2 No Keyboard Trap</a> (Level A)</p> <p>Also applies to: 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> </ul>	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> Users can navigate to and from all interactive elements using only the keyboard. There are no keyboard traps, keyboard focus is not locked and can be moved freely throughout the interface.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 <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>Authoring Tool:</b> The authoring interface does not cause any keyboard traps. Users can move focus into, within, and out of components using standard keyboard navigation methods.</p>
<p><a href="#">2.1.4 Character Key Shortcuts</a> (Level A 2.1 and 2.2)</p> <p>Also applies to: 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> Revised Section 508 – Does not apply	<p><b>Web:</b> Not Applicable</p> <p><b>Authoring Tool:</b> Not Applicable</p>	<p><b>Web:</b> The product does not include any character key shortcuts.</p> <p><b>Authoring Tool:</b> The authoring interface does not include any character key shortcuts.</p>
<p><a href="#">2.2.1 Timing Adjustable</a> (Level A)</p> <p>Also applies to: 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> Revised Section 508 <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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The authentication and session timing are managed by the configuration settings of the organisation where the system is deployed, allowing users to adjust or control timing as per their policies.</p> <p><b>Authoring Tool:</b> Similar to the web interface, session and authentication timing are controlled by the organisation’s configuration, ensuring timing adjustments align with user needs.</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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product does not include any moving, blinking, scrolling, or auto-updating content that requires user control. Video and audio content do not autoplay.</p> <p><b>Authoring Tool:</b> The authoring interface neither includes nor renders any moving, blinking, scrolling, or auto-updating content that requires user control.</p>
<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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product does not contain any content that flashes or flickers.</p> <p><b>Authoring Tool:</b> The authoring interface does not contain or render any content that flashes or flickers.</p>
<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> </ul>	<p><b>Web:</b> Supports</p>	<p><b>Web:</b> The product allows users to navigate efficiently between blocks of content.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <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>Authoring Tool:</b> Supports</p>	<ul style="list-style-type: none"> <li>● Navigation blocks are reachable using the keyboard Tab key, and options within blocks can be accessed using Arrow keys.</li> <li>● Content sections are structured with appropriate heading semantics, facilitating easier navigation for assistive technologies.</li> </ul> <p><b>Authoring Tool:</b> The authoring interface supports efficient navigation between content sections.</p> <ul style="list-style-type: none"> <li>● Navigation blocks are accessible via the Tab key, with options navigable using Arrow keys.</li> <li>● Content areas are marked up with appropriate heading structure to support keyboard and screen reader users.</li> </ul>
<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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product pages have descriptive titles.</p> <p><b>Authoring Tool:</b> The product authoring pages have descriptive page titles.</p>



Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 <ul style="list-style-type: none"> <li>● 501 (Web)(Software)</li> <li>● 504.2 (Authoring Tool)</li> <li>● 602.3 (Support Docs)</li> </ul>		or are accompanied by sufficient contextual information to convey their purpose to all users, including those using assistive technologies.
<p><b>2.5.1 Pointer Gestures</b> (Level A 2.1 and 2.2)</p> <p>Also applies to: 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> Revised Section 508 – Does not apply	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b> The product does not require any path-based, multipoint, or timed gestures. All interactions can be completed using simple pointer inputs such as single taps or clicks.</p> <p><b>Authoring Tool:</b> The authoring tool generally does not require complex gestures.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> <li>● The Reorder feature on Create Quiz, Multiple Choice, Matching, and Short Answer components requires drag-and-drop gestures, which may involve path-based input using a mouse or touch. This functionality is not operable through simple single-point gestures or alternative input methods.</li> </ul>
<p><b>2.5.2 Pointer Cancellation</b> (Level A 2.1 and 2.2)</p> <p>Also applies to: 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> </ul>	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product ensures that actions initiated by pointer input (e.g., mouse or touch) can be cancelled or reversed. No functionality is triggered solely on the down-event of a pointer without providing an opportunity to cancel or confirm the action.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 – Does not apply		<b>Authoring Tool:</b> The authoring interface does not use pointer down-events to immediately trigger irreversible actions. Users are given the opportunity to confirm or cancel actions before they are completed.
<b>2.5.3 Label in Name</b> (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria <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> Revised Section 508 – Does not apply	<b>Web:</b> Supports  <b>Authoring Tool:</b> Supports	<b>Web:</b> User interface components with labels that include visible text have accessible names that match or contain the visible label text. This ensures compatibility with voice control and speech recognition technologies.  <b>Authoring Tool:</b> All interactive elements with visible labels have accessible names that match or include the visible text, supporting consistent and predictable voice interaction.
<b>2.5.4 Motion Actuation</b> (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria <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> Revised Section 508 – Does not apply	<b>Web:</b> Not Applicable  <b>Authoring Tool:</b> Not Applicable	<b>Web:</b> The product does not use motion actuation features (e.g., tilting or shaking).  <b>Authoring Tool:</b> The product does not use motion actuation features (e.g., tilting or shaking).
<b>3.1.1 Language of Page</b> (Level A) Also applies to: EN 301 549 Criteria	<b>Web:</b> Partially Supports	<b>Web:</b> The product does not programmatically define the primary language using the <html lang> attribute. However, the displayed language of the interface is

Criteria	Conformance Level	Remarks and Explanations
<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>Authoring Tool:</b> Partially Supports</p>	<p>dynamically translated based on the user's browser language settings.</p> <p><b>Authoring Tool:</b> The authoring environment adapts to the browser's language preference.</p>
<p><b>3.2.1 On Focus</b> (Level A)</p> <p>Also applies to: 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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> No unexpected changes of context occur when elements receive keyboard focus. Focus behaviour is predictable, and users are not redirected or subjected to context changes without user initiation.</p> <p><b>Authoring Tool:</b> The authoring interface maintains consistent and predictable focus behaviour. Elements receiving focus do not cause automatic changes of context, ensuring a stable experience for keyboard and assistive technology users.</p>
<p><b>3.2.2 On Input</b> (Level A)</p> <p>Also applies to: 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> </ul>	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> Changes of context do not occur automatically when input values change unless the user has been informed beforehand. User control is maintained.</p> <p><b>Authoring Tool:</b> Input to fields within the authoring tool does not result in unexpected changes of context.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 <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><a href="#">3.2.6 Consistent Help</a> (Level A 2.2 only)            EN 301 549 Criteria – Does not apply            Revised Section 508 – Does not apply</p>	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> Help mechanisms and instructions are consistent throughout the product.</p> <p><b>Authoring Tool:</b> Help mechanisms and instructions are consistent throughout the authoring product.</p>
<p><a href="#">3.3.1 Error Identification</a> (Level A)            Also applies to:            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> Revised Section 508 <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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> When input errors are detected in the authoring tool, they are identified and described to the user.</p> <p><b>Authoring Tool:</b> When input errors are detected in the authoring tool, they are identified and described to the user.</p>
<p><a href="#">3.3.2 Labels or Instructions</a> (Level A)            Also applies to:            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> </ul>	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b> Input fields include clear labels or instructions to guide users in providing the correct information. Field relationships and required inputs are clearly communicated.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <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> Revised Section 508 <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>Authoring Tool:</b> The authoring tool provides clear labels and instructions for most user input fields.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> <li>● An asterisk symbol is used visually to indicate mandatory fields, but this indicator is not described in accompanying text. However, the fields correctly implement aria-required or required attributes to communicate required status programmatically.</li> </ul>
<p><a href="#">3.3.7 Redundant Entry</a> (Level A 2.2 only)            EN 301 549 Criteria – Does not apply            Revised Section 508 – Does not apply</p>	<p><b>Web:</b> Supports</p>	<p><b>Web:</b> The product does not require users to re-enter the same information multiple times within a single process.</p>
<p><a href="#">4.1.1 Parsing</a> (Level A)            Applies to:            WCAG 2.0 and 2.1 – Always answer ‘Supports’            WCAG 2.2 (obsolete and removed) - Does not apply            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> Revised Section 508 <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>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 <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>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b> Some custom components do not expose accurate accessible name, role, or state information to assistive technologies.</p> <p>Issues include:</p> <ul style="list-style-type: none"> <li>● Filter setting button on Filter component lacks accessible name</li> <li>● Filter setting popup lacks appropriate accessible role</li> <li>● Menu label toggle button on My Training Dashboard lacks accessible name</li> <li>● Calendar items on Course Catalog calendar view do not include time references in accessible names</li> <li>● Disclosure icon buttons lack accessible names on My Training Dashboard</li> <li>● Custom dropdown select and listing view type toggle lack accessible properties such as selected state</li> <li>● Search input uses placeholder text as accessible name on Filter component</li> <li>● Tablist component lacks accessible role and properties on Course Detail side panel</li> </ul> <p><b>Authoring Tool:</b> Some custom components do not expose accurate accessible name, role, or state information to assistive technologies.</p> <p>Issues include:</p>

Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> <li>• Multiline input field's aria-invalid does not update appropriately</li> <li>• Icon buttons rely solely on title attribute for accessible names</li> <li>• Side navigation menu items have inappropriate accessible names</li> <li>• Custom Time Combobox component lacks accessible name</li> <li>• Disclosure button on Publish Training panel lacks accessible state</li> <li>• Sort buttons on custom Grid lack accessible role and state properties</li> <li>• Icon buttons on Grid and Tooltip components lack accessible role and/or name</li> <li>• Uploaded image thumbnail button on Course Creation page lacks accessible role and name</li> <li>• Custom dropdown select options and selected option remove icon on Combobox lack accessible names</li> <li>• Course Creation progress bar button lacks accessible role and state properties</li> <li>• Custom Rich Text Input component lacks accessible role and name</li> </ul>

## Table 2: Success Criteria, Level AA

Notes: The product is a website platform which can be accessed via browsers and Microsoft product suites such as Teams.

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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product supports embedded audio and video content via third party services.</p> <p><b>Authoring Tool:</b> The authoring interface does not include live audio and video services.</p> <p>Embedded third-party videos (e.g., Vimeo), caption support depends on the capabilities of the external platform and the availability of captions provided by the content source.</p>
<p><a href="#">1.2.5 Audio Description (Prerecorded)</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.2.5 (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> </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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product supports both uploaded and embedded audio and video content. The native HTML video player does not support separate audio description tracks; however, authors can provide an alternative version of the video with audio descriptions included.</p> <p><b>Authoring Tool:</b> The authoring interface allows content authors to include audio descriptions by uploading an alternative version of the video with audio narration integrated. For embedded third-party videos (e.g., Vimeo), support for audio descriptions depends on the external platform’s features.</p>
<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> </ul>	<p><b>Web:</b> Not Applicable</p> <p><b>Authoring Tool:</b> Not Applicable</p>	<p><b>Web:</b> The product does not restrict display orientation.</p> <p><b>Authoring Tool:</b> The product does not restrict display orientation</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <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><a href="#">1.3.5 Identify Input Purpose</a> (Level AA 2.1 and 2.2)</p> <p>Also applies to: 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>Web:</b> Not Applicable</p> <p><b>Authoring Tool:</b> Not Applicable</p>	<p><b>Web:</b> The product does not include user input fields that collect information typically associated with personal user data (e.g. name, email, address). Therefore, there are no applicable input fields where programmatic identification of input purpose (such as using autocomplete) is relevant.</p> <p><b>Authoring Tool:</b> The authoring feature does not contain input fields for personal user data entry that would benefit from programmatic input purpose identification. As such, this success criterion is not applicable to the authoring tool experience.</p>
<p><a href="#">1.4.3 Contrast (Minimum)</a> (Level AA)</p> <p>Also applies to: 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>	<p><b>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> Text and images of text meet the minimum contrast ratio requirement of 4.5:1 for normal text and 3:1 for large text.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> <li>● Alphabetical heading on the Filter Count label within the Filter component does not meet the minimum contrast requirement for regular text.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<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>Authoring Tool:</b> Text and images of text presented through the authoring tool meet the minimum contrast ratio of 4.5:1 against the background. No issues were identified.</p>
<p><b>1.4.4 Resize text</b> (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>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b> Text content does not respond to the browser’s Text Size preference settings. However, the layout supports responsive design, which allows text to scale appropriately when users zoom in using browser zoom functionality.</p> <p><b>Authoring Tool:</b> Text content does not respond to the browser’s Text Size preference settings. However, the layout supports responsive design, allowing text size to increase when users zoom using standard browser controls.</p>
<p><b>1.4.5 Images of Text</b> (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> </ul>	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product does not use images of text to convey information, except where essential for branding (which is permissible under the success criterion). Informational and functional text is presented using HTML text wherever possible.</p> <p><b>Authoring Tool:</b> The authoring tool does not create or use images of text to convey information. All text is rendered using standard HTML or native text components.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>● 602.3 (Support Docs)</li> </ul> <p><b>1.4.10 Reflow</b> (Level AA 2.1 and 2.2)  Also applies to:  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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> Content reflows correctly in a single column layout at up to 400% zoom, without requiring horizontal scrolling (except for parts where it’s essential, like data tables). This ensures readability and operability on small screens and various zoom levels.</p> <p><b>Authoring Tool:</b> Content created and presented via the authoring tool supports responsive reflow up to 400% without loss of information or functionality, accommodating different screen sizes, resolutions, and orientations.</p>
<p><b>1.4.11 Non-text Contrast</b> (Level AA 2.1 and 2.2)  Also applies to:  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>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> Visual indicators such as focus outlines, borders, icons, and other UI components generally meet the minimum contrast ratio of 3:1 against adjacent colors, supporting users with low vision.</p> <p>Exceptions below:</p> <ul style="list-style-type: none"> <li>● The User Rating icon image does not meet the minimum non-text contrast ratio.</li> </ul> <p><b>Authoring Tool:</b> The authoring tool ensures sufficient contrast for all non-text visual elements, including interactive components, icons, and graphics, meeting the required 3:1 contrast ratio.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.4.12 Text Spacing</u></b> (Level AA 2.1 and 2.2)</p> <p>Also applies to: 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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product supports user adjustments to text spacing without loss of content or functionality, including letter spacing, word spacing, line height, and paragraph spacing.</p> <p><b>Authoring Tool:</b> The authoring tool allows content to be displayed with modified text spacing settings (line height, letter spacing, word spacing, paragraph spacing) without loss of content or functionality.</p>
<p><b><u>1.4.13 Content on Hover or Focus</u></b> (Level AA 2.1 and 2.2)</p> <p>Also applies to: 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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b> Additional content that appears on hover or focus (e.g. tooltips, dropdowns) remains visible until dismissed and can be triggered using both mouse and keyboard. This ensures usability for users relying on different input methods.</p> <p><b>Authoring Tool:</b> The authoring tool generally does not include or render content that appears on hover or focus.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> <li>● Tooltip text triggered by mouse hover on text content: <ul style="list-style-type: none"> <li>○ Cannot be hovered over using the mouse pointer (it disappears when the pointer moves).</li> <li>○ Cannot be dismissed using the keyboard (Esc key).</li> </ul> </li> </ul>

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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product provides multiple ways to navigate, including a search function and consistent navigation menus to help users find content efficiently.</p> <p><b>Authoring Tool:</b> The product provides multiple ways to navigate, including a search function and consistent navigation menus to help users find content efficiently.</p>
<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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> Headings and labels are clear, descriptive, and properly structured to facilitate navigation and understanding for all users, including those using assistive technologies.</p> <p><b>Authoring Tool:</b> The authoring tool ensures that headings and labels are clear and descriptive.</p>
<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> </ul>	<p><b>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b> Keyboard focus is generally clearly visible and easily distinguishable on all interactive elements.</p> <p>Exceptions include:</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <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> Revised Section 508 <ul style="list-style-type: none"> <li>● 501 (Web)(Software)</li> <li>● 504.2 (Authoring Tool)</li> <li>● 602.3 (Support Docs)</li> </ul>		<ul style="list-style-type: none"> <li>● “Show more”, “Close”, and “Reset” buttons on the Filter component lack visible focus indication.</li> <li>● Web part setting icon button on the Course Catalog page lacks visible focus indication.</li> </ul> <p><b>Authoring Tool:</b> The authoring tool generally provides visible focus indicators for interactive components.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> <li>● The Checkbox component lacks a visible focus indication when it receives keyboard focus.</li> </ul>
<p><b><u>2.4.11 Focus Not Obscured (Minimum)</u></b> (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>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The keyboard focus indicator is fully visible and not obscured by other content or overlapping elements throughout the product.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> <li>● The Play button on the Course Card Detail component (Course Catalog page) can be focused by keyboard but the element itself is not visible. The video element only becomes visible on mouse hover, causing the focus indicator to be effectively hidden.</li> </ul> <p><b>Authoring Tool:</b> The keyboard focus indicator remains fully visible and is never obscured or clipped by other content or overlapping elements throughout the authoring tool.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><a href="#">2.5.7 Dragging Movements</a> (Level AA 2.2 only)  EN 301 549 Criteria – Does not apply  Revised Section 508 – Does not apply</p>	<p><b>Web:</b> Not Applicable</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b> The product does not require any drag or drop interactions.</p> <p><b>Authoring Tool:</b> The authoring feature generally does not require dragging movements.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> <li>• The Reorder feature on Create Quiz, Multiple Choice, Matching, and Short Answer components is only available through drag-and-drop interaction using a mouse pointer, which limits keyboard or alternative input access.</li> </ul>
<p><a href="#">2.5.8 Target Size (Minimum)</a> (Level AA 2.2 only)  EN 301 549 Criteria – Does not apply  Revised Section 508 – Does not apply</p>	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> All interactive elements meet the minimum pointer target size and spacing requirements.</p> <p><b>Authoring Tool:</b> All interactive elements meet the minimum pointer target size and spacing requirements.</p>
<p><a href="#">3.1.2 Language of Parts</a> (Level AA)  Also applies to:  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> </ul>	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> The product correctly identifies the language of different sections or parts of content using appropriate language code.</p> <p><b>Authoring Tool:</b> The authoring tool allow specifying the language of parts within content through Code View on the Rich Text Input component.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>● 12.2.4 (Support Docs)</li> </ul> Revised Section 508 <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>3.2.3 Consistent Navigation</b> (Level AA)</p> Also applies to: EN 301 549 Criteria <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> Revised Section 508 <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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> Navigation mechanisms that are repeated across pages are consistent in their order and appearance, ensuring a predictable and user-friendly experience.</p> <p><b>Authoring Tool:</b> Navigation mechanisms that are repeated across pages are consistent in their order and appearance, ensuring a predictable and user-friendly experience.</p>
<p><b>3.2.4 Consistent Identification</b> (Level AA)</p> Also applies to: EN 301 549 Criteria <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> Revised Section 508 <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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> Components with the same functionality are consistently identified across the product.</p> <p><b>Authoring Tool:</b> The authoring tool provides consistent navigation mechanisms throughout.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>3.3.3 Error Suggestion</u></b> (Level AA)</p> <p>Also applies to: 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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b> When users make input errors, the product provides clear and specific suggestions for correction.</p> <p><b>Authoring Tool:</b> Error suggestions and corrections are provided for user input to aid form completion.</p>
<p><b><u>3.3.4 Error Prevention (Legal, Financial, Data)</u></b> (Level AA)</p> <p>Also applies to: 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>Web:</b> Not Applicable</p> <p><b>Authoring Tool:</b> Not Applicable</p>	<p><b>Web:</b> The product does not handle legal, financial, or data submission processes that require error prevention.</p> <p><b>Authoring Tool:</b> The authoring tool does not handle legal, financial, or data submission processes that require error prevention.</p>
<p><b><u>3.3.8 Accessible Authentication (Minimum)</u></b> (Level AA 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply</p>	<p><b>Web:</b> Not Applicable</p> <p><b>Authoring Tool:</b> Not Applicable</p>	<p><b>Web:</b> The product leverages authentication technology provided and managed by the organisation’s deployment environment.</p>

Criteria	Conformance Level	Remarks and Explanations
		<p><b>Authoring Tool:</b> The authoring tool relies on authentication mechanisms managed by the organisation’s environment where it is deployed.</p>
<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>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b> The product provides status messages that are programmatically determined and automatically announced by assistive technologies without requiring the user to move focus.</p> <p><b>Authoring Tool:</b> The authoring tool provides status messages that are programmatically determined and announced by assistive technologies without requiring user focus.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> <li>● Tooltip text is not automatically announced by screen readers due to the absence of live regions or programmatic associations.</li> </ul>

**Table 3: Success Criteria, Level AAA**

Notes: Table 3 has been removed. This product has not been tested for conformance to WCAG Level AAA criteria.

# Revised Section 508 Report

Notes:

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

Notes:

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	<b>Web:</b> Partially Supports  <b>Authoring Tool:</b> Partially Supports	<b>Web:</b> <ul style="list-style-type: none"> <li>See information in "4.2.1 Usage without vision".</li> </ul> <b>Authoring Tool:</b> <ul style="list-style-type: none"> <li>See information in "4.2.1 Usage without vision".</li> </ul>
302.2 With Limited Vision	<b>Web:</b> Partially Supports  <b>Authoring Tool:</b> Supports	<b>Web:</b> <ul style="list-style-type: none"> <li>See information in "4.2.2 Usage with limited vision".</li> </ul> <b>Authoring Tool:</b> <ul style="list-style-type: none"> <li>See information in "4.2.2 Usage with limited vision".</li> </ul>
302.3 Without Perception of Color	<b>Web:</b> Partially Supports  <b>Authoring Tool:</b> Partially Supports	<b>Web:</b> <ul style="list-style-type: none"> <li>See information in "4.2.3 Usage without perception of colour".</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
		<p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>• See information in "4.2.3 Usage without perception of colour".</li> </ul>
302.4 Without Hearing	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>• See information in "4.2.4 Usage without hearing".</li> </ul> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>• See information in "4.2.3 Usage without hearing".</li> </ul>
302.5 With Limited Hearing	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>• See information in "4.2.5 Usage with limited hearing".</li> </ul> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>• See information in "4.2.5 Usage with limited hearing".</li> </ul>
302.6 Without Speech	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>• See information in "4.2.6 Usage with no or limited vocal capability".</li> </ul> <p><b>Authoring Tool:</b></p>

Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> <li>See information in "4.2.6 Usage with no or limited vocal capability".</li> </ul>
302.7 With Limited Manipulation	<p><b>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>See information in "4.2.7 Usage with limited manipulation or strength".</li> </ul> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>See information in "4.2.7 Usage with limited manipulation or strength".</li> </ul>
302.8 With Limited Reach and Strength	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>See information in "4.2.8 Usage with limited reach".</li> </ul> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>See information in "4.2.8 Usage with limited reach".</li> </ul>
302.9 With Limited Language, Cognitive, and Learning Abilities	<p><b>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>See information in "4.2.10 Usage with limited cognition, language or learning".</li> </ul> <p><b>Authoring Tool:</b></p>

Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> <li>See information in "4.2.10 Usage with limited cognition, language or learning".</li> </ul>

## Chapter 4: [Hardware](#)

Notes: Chapter 4 has been removed. This product does not involve hardware.

## Chapter 5: [Software](#)

Notes: Chapter 5 has been removed. This product does not involve software.

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

Notes:

Criteria	Conformance Level	Remarks and Explanations
<b>601.1 Scope</b>	Heading cell – no response required	Heading cell – no response required
<b><a href="#">602 Support Documentation</a></b>	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	Not Applicable	The product delivers web-based content accessible via personal computers running standard operating systems.
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	Support is provided in web-based format.
<b><a href="#">603 Support Services</a></b>	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	Not Applicable	The product does not include ICT support services.
603.3 Accommodation of Communication Needs	Not Applicable	The product does not include ICT support services.

# EN 301 549 Report

Notes:

## Clause [4: Functional Performance Statements \(FPS\)](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
4.2.1 Usage without vision	<b>Web:</b> Partially Supports <b>Authoring Tool:</b> Partially Supports	<b>Web:</b> <ul style="list-style-type: none"><li>• The product generally provides appropriate text alternatives for informative images and non-text elements, and decorative content is correctly marked up to be ignored by assistive technologies. However, exceptions include icon images lacking alternative text, and video thumbnails without descriptive alternative text.</li><li>• The main heading in the side panel does not use an appropriate heading level, alphabetical group headings in the filter section lack heading semantics, and checkboxes are not programmatically grouped.</li><li>• A table is used for layout purposes without a presentation role.</li></ul>

		<ul style="list-style-type: none"><li>• Most content is presented in a logical reading sequence, but a text label for the rating component is visually present but hidden from assistive technologies, disrupting the reading sequence for screen reader users.</li><li>• Some custom components do not expose accurate accessible name, role, or state information to assistive technologies, such as filter setting buttons, menu label toggle buttons, calendar items without time references, and disclosure icon buttons. Custom dropdowns and listing view type toggles lack accessible properties like selected state. Search input uses placeholder text as an accessible name, and the tablist component lacks an accessible role and properties.</li></ul> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"><li>• The authoring interface provides appropriate alternative text for informative images and supports the inclusion of alternative text for uploaded images.</li></ul>
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		<ul style="list-style-type: none"><li>• Most elements follow correct semantic structure, but some custom components do not convey appropriate programmatic relationships, such as the main heading on the Training Management page not being a level 1 heading, and sub-headings in the Embed Code content type not using appropriate heading levels.</li><li>• Custom form inputs lack semantic associations, including combobox fields, date/time inputs, select inputs, currency/percentage input fields, radio button groups, rich text editor input, and on/off toggle controls.</li><li>• Content within the authoring interface follows a meaningful reading sequence, and generated content is rendered in a semantically logical order.</li><li>• Some custom components do not expose accurate accessible name, role, or state information, such as multiline input field's aria-invalid not updating, icon buttons relying solely on title attributes</li></ul>
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		<p>for names, inappropriate accessible names for side navigation menu items, and custom Time Combobox lacking an accessible name. Disclosure buttons, sort buttons, uploaded image thumbnail buttons, custom dropdown select options, and course creation progress bar buttons also have accessibility issues with roles, names, or state properties.</p>
<p>4.2.2 Usage with limited vision</p>	<p><b>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>• Text and images of text generally meet the minimum contrast ratio of 4.5:1 for normal text and 3:1 for large text. However, the alphabetical heading on the Filter Count label does not meet the minimum contrast requirement.</li> <li>• Text content does not respond to the browser's Text Size preference settings, although the layout supports responsive design.</li> <li>• Visual indicators like focus outlines, borders, and icons generally meet the minimum</li> </ul>

		<p>contrast ratio of 3:1, but the User Rating icon image does not.</p> <ul style="list-style-type: none"> <li>• The keyboard focus indicator is not always fully visible, as seen with the Play button on the Course Card Detail component which is only visible on mouse hover.</li> </ul> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>• Text and images of text meet the minimum contrast ratio of 4.5:1. Text content does not respond to the browser's Text Size preference settings but scales with browser zoom.</li> <li>• The authoring tool ensures sufficient contrast for all non-text visual elements.</li> <li>• The keyboard focus indicator remains fully visible and is never obscured.</li> </ul>
<p>4.2.3 Usage without perception of colour</p>	<p><b>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>• The product generally does not rely on colour alone to convey information. However, the active calendar view tab is distinguished from inactive tabs using color alone, and colour is used to</li> </ul>

		<p>differentiate clickable links from adjacent text without additional indicators.</p> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>• The authoring interface mostly avoids using colour as the sole method of conveying information, but the “Trust Center” link in the AI-generated quiz message is only visually distinguishable by colour without additional cues.</li> </ul>
<p>4.2.4 Usage without hearing</p>	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>• The product supports uploaded and embedded audio and video content, with uploaded media rendered using the native HTML video player which enables accessible features.</li> <li>• Captions are supported for uploaded media via the native HTML video player, and embedded third-party videos depend on the external platform’s capabilities.</li> </ul>

		<p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>• The authoring interface supports uploaded and embedded audio and video content, with uploaded media rendered using the native HTML video player.</li> <li>• The authoring interface supports the addition of captions for uploaded videos, and embedded third-party videos depend on the external platform's capabilities.</li> </ul>
4.2.5 Usage with limited hearing	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>• See information in "4.2.4 Usage without hearing" for details on audio and video content support.</li> </ul> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>• See information in "4.2.4 Usage without hearing" for details on audio and video content support.</li> </ul>
4.2.6 Usage with no or limited vocal capability	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>• User interface components with visible text labels have accessible names that match or contain the visible label text, ensuring compatibility with voice control</li> </ul>

		<p>and speech recognition technologies.</p> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>All interactive elements with visible labels have accessible names that match or include the visible text, supporting consistent and predictable voice interaction.</li> </ul>
<p>4.2.7 Usage with limited manipulation or strength</p>	<p><b>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>Most functionality is operable using a keyboard alone. However, exceptions include buttons under "Browse by Category," links within calendar items, tabs in the Course Detail side panel, the "View Training Plan" icon button, and interactive tooltips not being keyboard accessible. All functionality can be operated using simple pointer gestures; the product does not rely on complex multipoint or path-based gestures. Actions initiated by pointer input can be cancelled or reversed, with no functionality triggered solely on the down-</li> </ul>

		<p>event without an opportunity to cancel or confirm. All interactive elements meet the minimum pointer target size and spacing requirements.</p> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"><li>• The authoring interface is largely operable via keyboard, but step navigation buttons, the "Copy web address" icon button, thumbnail buttons for uploaded images, item selection buttons in the Create Question Pool component, the "Regional Settings" disclosure button, the "Show on Training Home Page" icon button, and sort buttons on table components are not keyboard operable. Side panels triggered by selecting rows in tables cannot be opened via keyboard, and tooltip buttons are not focusable or operable by keyboard. The authoring interface does not require complex gestures. Users are given the opportunity to confirm or cancel actions before completion. The reorder feature</li></ul>
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		<p>in quiz components is only available through drag-and-drop, limiting keyboard access. All interactive elements meet minimum pointer target size and spacing requirements.</p>
4.2.8 Usage with limited reach	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>The product does not use motion actuation features.</li> </ul> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>The product does not use motion actuation features.</li> </ul>
4.2.9 Minimize photosensitive seizure triggers	<p><b>Web:</b> Supports</p> <p><b>Authoring Tool:</b> Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>The product does not contain any content that flashes or flickers.</li> </ul> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>The authoring interface does not contain or render any content that flashes or flickers.</li> </ul>
4.2.10 Usage with limited cognition, language or learning	<p><b>Web:</b> Partially Supports</p> <p><b>Authoring Tool:</b> Partially Supports</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>The product does not programmatically define the</li> </ul>

		<p>primary language using the <code>&lt;html lang&gt;</code> attribute, though the displayed language translates dynamically based on browser settings. No unexpected changes of context occur when elements receive keyboard focus. Changes of context do not occur automatically when input values change unless the user is informed. Help mechanisms and instructions are consistent throughout the product. When input errors are detected, they are identified and described. Input fields include clear labels or instructions, and relationships and required inputs are communicated. The product does not require redundant entry within a single process.</p> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"><li>• The authoring environment adapts to the browser's language preference. The authoring interface maintains consistent and predictable focus behavior. Input to fields does not result in unexpected changes of</li></ul>
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		<p>context. Help mechanisms and instructions are consistent. Input errors are identified and described. The authoring tool provides clear labels and instructions for most input fields, but an asterisk indicating mandatory fields is not described in accompanying text, though <code>aria-required</code> or <code>required</code> attributes are implemented programmatically.</p>
4.2.11 Privacy	<p><b>Web:</b> Not Applicable</p> <p><b>Authoring Tool:</b> Not Applicable</p>	<p><b>Web:</b></p> <ul style="list-style-type: none"> <li>• The product does not process or store personal user information.</li> </ul> <p><b>Authoring Tool:</b></p> <ul style="list-style-type: none"> <li>• The product does not process or store personal user information.</li> </ul>

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

Notes: Clause 5 has been removed. This product is not a closed system.

## Clause [6: ICT with Two-Way Voice Communication](#)

Notes: Clause 6 has been removed. This product does not involve ICT with Two-Way Voice Communication.

## Clause [7: ICT with Video Capabilities](#)

Notes: Clause 7 has been removed. This product does not involve ICT with Video Capabilities.

## Clause [8: Hardware](#)

Notes: Clause 8 has been removed. This product does not involve Hardware.

## Clause [9: Web](#) (see [WCAG 2.x section](#))

Notes:

## Clause [10: Non-Web Documents](#)

Notes: Clause 10 has been removed. This product does not involve Non-Web Documents

## Clause [11: Software](#)

Notes: Clause 11 has been removed. This product does not involve Software.

## Clause [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	Supports	Accessibility conformance level and limitations are communicated through the Accessibility Conformance Report available in the Support Center 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	The product does not include ICT support services.
12.2.3 Effective communication	Not Applicable	The product does not include ICT support services.
12.2.4 Accessible documentation	See <a href="#">WCAG 2.x</a> section	See information in WCAG 2.x section

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

Notes: Clause 13 has been removed. This product does not involve ICT Providing Relay or Emergency Service Access.

## Legal Disclaimer (Company)

The information in this document describes the ability of the Learn365 product to support the standards indicated in the Applicable Standards/Guidelines section of this document. The document is for informational purposes and represents the current state of the product as of the date of publication. As a dynamic and evolving information system, future issues may arise after the date of publication.

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