Emtrain –
Accessibility Conformance Report WCAG Edition

(Based on VPAT® Version 2.5)

Name of Product/Version: Emtrain eLearning Platform

Report Date: January 2024

Product Description: Emtrain's mission is to create healthier organizations by developing peoples' skills and strengthening the social fabric of the workforce. Employers use our eLearning platform to train employees in the core competencies that we believe to be essential to a healthy workplace culture: ethics, respect, and inclusion. Questions about employees' experiences and perceptions are embedded into the training, and the results are used to provide employers with insights about the social dynamics of their workforce.

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Notes: N/A

Evaluation Methods Used: Conformance to the listed accessibility standards has been evaluated using a combination of static analysis tools and manual testing with assistive technologies. The following operating system, browsers, toolsets, and screen readers are used for evaluation: Windows 10, JAWS 2022/Chrome, manual accessibility testing, and keyboard testing with visual focus.

Applicable Standards/Guidelines

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

Standard/Guideline	Included In Report
Web Content Accessibility Guidelines 2.0	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.1	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.2	Level A (No) Level AA (No) Level AAA (No)

Terms

The terms used in the Conformance Level information are defined as follows:

- **Supports**: The functionality of the product has at least one method that meets the criterion without known defects or meets with equivalent facilitation.
- **Partially Supports**: Some functionality of the product does not meet the criterion.
- **Does Not Support**: The majority of product functionality does not meet the criterion.
- **Not Applicable**: The criterion is not relevant to the product.
- **Not Evaluated**: The product has not been evaluated against the criterion. This can be used only in WCAG Level AAA.

WCAG 2.x Report

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.x Conformance Requirements.](#)

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Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.1.1 Non-text Content (Level A)	Web: Partially Supports	Web: Some non-text content in the product presented to the user has a text alternative that serves the equivalent purpose. Exceptions include: • Visually hidden content is available to screen reader users in the video player, accessed from multiple locations in the application.
1.2.1 Audio-only and Video-only (Prerecorded) (Level A)	Web: Supports	Web: The product provides an alternative for time-based media that presents equivalent information for prerecorded audio-only or video-only content.
1.2.2 Captions (Prerecorded) (Level A)	Web: Supports	Web: The product provides captions for "synchronized multimedia" (video with an audio track).

Criteria	Conformance Level	Remarks and Explanations
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)	Web: Partially Supports	Web: The product provides appropriate audio description or a media alternative for the included "synchronized multimedia" (video with an audio track). • Prerecorded video is missing an audio description on videos accessed from multiple locations in the application.
1.3.1 Info and Relationships (Level A)	Web: Partially Supports	Web: The product mostly ensures that information, structure and relationships conveyed through presentation can also be determined programmatically or through text. Exceptions include: • In the video player, content in the Quality and Closed Captions menus functions as a list but is not marked up as such.

Criteria	Conformance Level	Remarks and Explanations
1.3.2 Meaningful Sequence (Level A)	Web: Supports	Web: The product ensures that information, structure and relationships conveyed through presentation can also be determined programmatically or through text.
1.3.3 Sensory Characteristics (Level A)	Web: Supports	Web: The product does not include instructions that rely solely on sensory characteristics
1.4.1 Use of Color (Level A)	Web: Supports	Web: Elements in the product do not use color as the only visual means of conveying information.
1.4.2 Audio Control (Level A)	Web: Supports	Web: Audio content can be controlled by the user.
2.1.1 Keyboard (Level A)	Web: Partially Supports	Web: Some interactive content within the product is accessible from the keyboard. Exceptions include: • After clicking the play button for a video, a dialog appears with an inactive video element container that inappropriately receives keyboard focus.
2.1.2 No Keyboard Trap (Level A)	Web: Supports	Web: The product does not include keyboard traps.

Criteria	Conformance Level	Remarks and Explanations
2.1.4 Character Key Shortcuts (Level A 2.1 only)	Web: Supports	Web: The product allows users to turn off shortcuts/remap shortcuts to use non-printable keyboard characters, such as Ctrl or Alt.
2.2.1 Timing Adjustable (Level A)	Web: Supports	Web: The product does not use a timeout that cannot be turned off, extended, or accessibly adjusted in most instances.
2.2.2 Pause, Stop, Hide (Level A)	Web: Supports	Web: The product allows users to pause, stop, or hide moving, blinking, scrolling, and auto-updating information.
2.3.1 Three Flashes or Below Threshold (Level A)	Web: Supports	Web: The product contains content that does not flash or does not flash more than three times a second.
2.4.1 Bypass Blocks (Level A)	Web: Supports	Web: The product provides skip links and other mechanisms to bypass blocks of content that are repeated on multiple Web pages.
2.4.2 Page Titled (Level A)	Web: Supports	Web: The product provides a suitable title for each page.
2.4.3 Focus Order (Level A)	Web: Supports	Web: The product can be navigated sequentially in a focus order which matches the logical reading order.

Criteria	Conformance Level	Remarks and Explanations
2.4.4 Link Purpose (In Context) (Level A)	Web: Supports	Web: The product contains links whose purpose can be determined from the link text alone or from the link text together with its programmatically determined link context.
2.5.1 Pointer Gestures (Level A 2.1 only)	Web: Supports	Web: The product ensures functionality that uses multipoint or path-based gestures for operation can be operated with a single pointer without a path-based gesture.
2.5.2 Pointer Cancellation (Level A 2.1 only)	Web: Supports	Web: The product ensures functionality that can be operated using a single pointer does not execute on a down-event, or the up-event reverses the outcome of a down-event.
2.5.3 Label in Name (Level A 2.1 only)	Web: Supports	Web: The product ensures that when user interface components with labels that include text or images of text, the accessible name contains the text presented visually.
2.5.4 Motion Actuation (Level A 2.1 only)	Web: Supports	Web: The product does not have functionality that requires device motion or user motion.

Criteria	Conformance Level	Remarks and Explanations
3.1.1 Language of Page (Level A)	Web: Supports	Web: The default human language of pages can be programmatically determined within the product.
3.2.1 On Focus (Level A)	Web: Supports	Web: The product does not initiate a change in context as a result of any component receiving focus.
3.2.2 On Input (Level A)	Web: Supports	Web: The product does not initiate a change in context when the setting of a user interface component is changed.
3.3.1 Error Identification (Level A)	Web: Supports	Web: The product supports input errors and identifies the associated form field when such errors are detected.
3.3.2 Labels or Instructions (Level A)	Web: Supports	Web: The product provides programmatically identifiable labels and instructions for user input fields.
4.1.1 Parsing (Level A)	Web: Supports	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.

Criteria	Conformance Level	Remarks and Explanations
4.1.2 Name, Role, Value (Level A)	Web: Partially Supports	Web: The product ensures that some user interface components have programmatically determined name, role, and values. Exceptions include: • The Picture in Picture (PIP) button in the video player, accessed from multiple locations in the application, does not provide appropriate state information.

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA)	Web: Supports	Web: The product provides captions for live audio content in synchronized media.
1.2.5 Audio Description (Prerecorded) (Level AA)	Web: Partially Supports	Web: The product provides audio descriptions for most "synchronized multimedia" (video with an audio track). Exceptions include: • Prerecorded video is missing an audio description in multiple locations in the application.
1.3.4 Orientation (Level AA 2.1 only)	Web: Supports	Web: The product does not restrict its view and operation to a single display orientation.
1.3.5 Identify Input Purpose (Level AA 2.1 only)	Web: Supports	Web: The purpose of each input field collecting information about the user can be programmatically determined within the product.
1.4.3 Contrast (Minimum) (Level AA)	Web: Supports	Web: The product provides sufficient contrast between some text and backgrounds.

Criteria	Conformance Level	Remarks and Explanations
1.4.4 Resize text (Level AA)	Web: Supports	Web: The product allows text to be resized without assistive technology up to 200 percent without loss of content or functionality.
1.4.5 Images of Text (Level AA)	Web: Supports	Web: The product uses text instead of images of text (except for logos).
1.4.10 Reflow (Level AA 2.1 only)	Web: Supports	Web: The product mostly allows for content to be presented without loss of information or functionality, and without requiring scrolling in two dimensions.
1.4.11 Non-text Contrast (Level AA 2.1 only)	Web: Supports	Web: The visual presentation of non-text content has a contrast ratio of at least 3:1 in most instances.
1.4.12 Text Spacing (Level AA 2.1 only)	Web: Supports	Web: The product mostly supports custom text spacing without loss of content or functionality.
1.4.13 Content on Hover or Focus (Level AA 2.1 only)	Web: Supports	Web: Content that is displayed on pointer hover or keyboard focus is dismissible, hoverable and persistent.
2.4.5 Multiple Ways (Level AA)	Web: Supports	Web: The product allows users to navigate through pages in multiple ways.

Criteria	Conformance Level	Remarks and Explanations
2.4.6 Headings and Labels (Level AA)	Web: Supports	Web: The product uses headings and labels that describe their topic or purpose in most instances.
2.4.7 Focus Visible (Level AA)	Web: Supports	Web: The product provides a visible indication of keyboard focus for elements on pages.
3.1.2 Language of Parts (Level AA)	Web: Supports	Web: The product indicates the human language and does not contain parts which are in a different human language.
3.2.3 Consistent Navigation (Level AA)	Web: Supports	Web: The product provides consistent navigation of components with the same functionality.
3.2.4 Consistent Identification (Level AA)	Web: Supports	Web: The product provides consistent identification of components with the same functionality.
3.3.3 Error Suggestion (Level AA)	Web: Supports	Web: The product provides suggestions when user input does not comply with constraints on that input.
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)	Web: Supports	Web: The product does not process legal commitments or financial transactions, does not submit test responses, and does not modify user-controllable data.

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Criteria	Conformance Level	Remarks and Explanations
4.1.3 Status Messages (Level AA 2.1 only)	Web: Supports	Web: When status messages in the product do not receive focus, they can be programmatically determined through role or properties and are presented to users of assistive technology without receiving focus.