# CareerSafe Accessibility Conformance Report

# WCAG Edition

**VPAT**® **Version 2.3 (Revised) – April 2019**

## Name of Product/Version: The OSHA 10-Hour General Industry Course and the OSHA 10-Hour Construction Industry Course

## Product Description: Web-based Training Course

## Date: October 10, 2019

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## Notes: N/A

## Evaluation Methods Used: Reviewed with JAWS 18.0.4104, performed manual keyboard testing, inspected elements with object inspector, and performed a manual contrast check with the tool provided on webaim.org.

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

|  |  |
| --- | --- |
| Standard/Guideline | Included In Report |
| [Web Content Accessibility Guidelines 2.0](http://www.w3.org/TR/2008/REC-WCAG20-20081211) | Level A (Yes)  Level AA (Yes)  Level AAA (No) |
| [Web Content Accessibility Guidelines 2.1](https://www.w3.org/TR/WCAG21) | Level A (Yes)  Level AA (Yes)  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 2.0 Level AAA.

## WCAG 2.1 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 2.0 Conformance Requirements](https://www.w3.org/TR/WCAG20/#conformance-reqs).

### Table 1: Success Criteria, Level A

Notes:

| **Criteria** | | **Conformance Level** | **Remarks and Explanations** | |
| --- | --- | --- | --- | --- |
| [**1.1.1 Non-text Content**](http://www.w3.org/TR/WCAG20/#text-equiv-all) (Level A) | | Supports | | All non-text content has been given proper alternate text for identification/understanding. |
| [**1.2.1 Audio-only and Video-only (Prerecorded)**](http://www.w3.org/TR/WCAG20/#media-equiv-av-only-alt) (Level A) | | Supports | | Prerecorded audio is a media alternative to text presented on screen. Full audio transcripts are also provided for all pages. |
| [**1.2.2 Captions (Prerecorded)**](http://www.w3.org/TR/WCAG20/#media-equiv-captions) (Level A) | | Supports | | All standard audio has text equivalents, and videos are provided with closed captions where text is not provided in the video. |
| [**1.2.3 Audio Description or Media Alternative (Prerecorded)**](http://www.w3.org/TR/WCAG20/#media-equiv-audio-desc) (Level A) | | Supports | | Text descriptions of video contents are provided in the page transcripts. |
| [**1.3.1 Info and Relationships**](http://www.w3.org/TR/WCAG20/#content-structure-separation-programmatic) (Level A) | | Supports | | Semantic markup is used to identify elements. |
| [**1.3.2 Meaningful Sequence**](http://www.w3.org/TR/WCAG20/#content-structure-separation-sequence) (Level A) | | Supports | | Content is ordered in a meaningful way, and a full linearized version of all content is provided in the page transcripts. |
| [**1.3.3 Sensory Characteristics**](http://www.w3.org/TR/WCAG20/#content-structure-separation-understanding) (Level A) | | Supports | | No content or controls rely on shape or location, and always have a secondary method of identification. |
| [**1.4.1 Use of Color**](http://www.w3.org/TR/WCAG20/#visual-audio-contrast-without-color) (Level A) | | Supports | | No controls rely solely on color to identify their meaning. |
| [**1.4.2 Audio Control**](http://www.w3.org/TR/WCAG20/#visual-audio-contrast-dis-audio) (Level A) | | Supports | | All audio is able to be muted and unmuted. |
| [**2.1.1 Keyboard**](http://www.w3.org/TR/WCAG20/#keyboard-operation-keyboard-operable) (Level A) | | Supports | | All interactive elements have been set up to respond to keyboard input events. |
| [**2.1.2 No Keyboard Trap**](http://www.w3.org/TR/WCAG20/#keyboard-operation-trapping) (Level A) | | Supports | | No content on the pages of the courses will trap keyboard focus. |
| [**2.1.4 Character Key Shortcuts**](https://www.w3.org/TR/WCAG21/#character-key-shortcuts) (Level A 2.1 only) | | Not Applicable | | Keyboard shortcuts are not used. |
| [**2.2.1 Timing Adjustable**](http://www.w3.org/TR/WCAG20/#time-limits-required-behaviors) (Level A) | | Not Applicable | | There are no time limits set within the content. |
| [**2.2.2 Pause, Stop, Hide**](http://www.w3.org/TR/WCAG20/#time-limits-pause) (Level A) | | Supports | | For all pages, there is no content being presented that is removed automatically that would necessitate the need for a pause option. Moving, blinking, and scrolling content has been avoided. |
| [**2.3.1 Three Flashes or Below Threshold**](http://www.w3.org/TR/WCAG20/#seizure-does-not-violate) (Level A) | | Supports | | Flashing is avoided within the content. |
| [**2.4.1 Bypass Blocks**](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-skip) (Level A) | | Supports | | There is a skip-to-content option on every page to bypass repeated controls. |
| [**2.4.2 Page Titled**](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-title) (Level A) | | Supports | | All pages have headings with a title for the content. |
| [**2.4.3 Focus Order**](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-focus-order) (Level A) | | Supports | | Content has been ordered both structurally/visually and interactively. |
| [**2.4.4 Link Purpose (In Context)**](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-refs) (Level A) | | Supports | | The function of all links is described in the audio/text to avoid ambiguity of links. |
| [**2.5.1 Pointer Gestures**](https://www.w3.org/TR/WCAG21/#pointer-gestures) (Level A 2.1 only) | | Not Applicable | | Gestures are not used. |
| [**2.5.2 Pointer Cancellation**](https://www.w3.org/TR/WCAG21/#pointer-cancellation) (Level A 2.1 only) | | Supports | | Down Events are avoided, and drag-and-drop actions are not used. |
| [**2.5.3 Label in Name**](https://www.w3.org/TR/WCAG21/#label-in-name) (Level A 2.1 only) | | Supports | | Visual use of text on UI elements matches the accessible name values. Images of text are avoided. |
| [**2.5.4 Motion Actuation**](https://www.w3.org/TR/WCAG21/#motion-actuation) (Level A 2.1 only) | | Not Applicable | | User motion is not used. |
| [**3.1.1 Language of Page**](http://www.w3.org/TR/WCAG20/#meaning-doc-lang-id) (Level A) | | Supports | | The language of each page is defined in the html markup. |
| [**3.2.1 On Focus**](http://www.w3.org/TR/WCAG20/#consistent-behavior-receive-focus) (Level A) | | Supports | | Focus on elements does not change context. |
| [**3.2.2 On Input**](http://www.w3.org/TR/WCAG20/#consistent-behavior-unpredictable-change) (Level A) | | Supports | | When the context changes due to user input, an explanation has been given beforehand to describe the change that will occur. For example, when a link will open a new window, the user is notified in the text preceding the link that the content will change. |
| [**3.3.1 Error Identification**](http://www.w3.org/TR/WCAG20/#minimize-error-identified) (Level A) | | Not Applicable | | Errors are not generated/necessary in the interaction of the training due to the presentation of the learning material. |
| [**3.3.2 Labels or Instructions**](http://www.w3.org/TR/WCAG20/#minimize-error-cues) (Level A) | | Supports | | For input fields, a descriptive label is provided. Buttons are given titles to describe their purpose. Instructions are provided for all interactive pages that should assist in giving meaning to interactive elements. Additional instructions are provided when keyboard use is detected should functionality change on an interaction. |
| [**4.1.1 Parsing**](http://www.w3.org/TR/WCAG20/#ensure-compat-parses) (Level A) | | Supports | | The markup for all pages uses opening and closing tags and avoid duplicate attributes and IDs. |
| [**4.1.2 Name, Role, Value**](http://www.w3.org/TR/WCAG20/#ensure-compat-rsv) (Level A) | | Supports | | For all UI elements used the name, role, and value are provided to properly identify the function. |

### Table 2: Success Criteria, Level AA

Notes:

| **Criteria** | | **Conformance Level** | **Remarks and Explanations** | |
| --- | --- | --- | --- | --- |
| [**1.2.4 Captions (Live)**](http://www.w3.org/TR/WCAG20/#media-equiv-real-time-captions) (Level AA) | | Not Applicable | | Live content is not used. |
| [**1.2.5 Audio Description (Prerecorded)**](http://www.w3.org/TR/WCAG20/#media-equiv-audio-desc-only) (Level AA) | | Supports | | For prerecorded videos, a text description is provided in the page transcript for the visual content. |
| [**1.3.4 Orientation**](https://www.w3.org/TR/WCAG21/#orientation) (Level AA 2.1 only) | | Supports | | Layouts are changed to reflow content to be suitable for different orientations. |
| [**1.3.5 Identify Input Purpose**](https://www.w3.org/TR/WCAG21/#identify-input-purpose) (Level AA 2.1 only) | | Supports | | Input fields are properly identified in all interactions. |
| [**1.4.3 Contrast (Minimum)**](http://www.w3.org/TR/WCAG20/#visual-audio-contrast-contrast) (Level AA) | | Supports | | Text/background contrast has been tested to comply to level AA. |
| [**1.4.4 Resize text**](http://www.w3.org/TR/WCAG20/#visual-audio-contrast-scale) (Level AA) | | Supports | | All text can be resized using the built-in browser scale options. |
| [**1.4.5 Images of Text**](http://www.w3.org/TR/WCAG20/#visual-audio-contrast-text-presentation) (Level AA) | | Supports | | Images of text are avoided, and in cases where text is part of an image, the alternate text for the image will include the text in its description. |
| [**1.4.10 Reflow**](https://www.w3.org/TR/WCAG21/#reflow) (Level AA 2.1 only) | | Supports | | Content is set to restrict itself to a vertical-scrolling layout. Horizontal scrolling is avoided. |
| [**1.4.11 Non-text Contrast**](https://www.w3.org/TR/WCAG21/#non-text-contrast) (Level AA 2.1 only) | | Supports | | UI components use the same contrast requirements as Level AA text. Graphical objects that are required to understand the content are avoided. |
| [**1.4.12 Text Spacing**](https://www.w3.org/TR/WCAG21/#text-spacing) (Level AA 2.1 only) | | Supports | | Functionality should not be lost when spacing is modified. |
| [**1.4.13 Content on Hover or Focus**](https://www.w3.org/TR/WCAG21/#content-on-hover-or-focus) (Level AA 2.1 only) | | Supports | | Additional content on hover/focus is avoided. |
| [**2.4.5 Multiple Ways**](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-mult-loc) (Level AA) | | Supports | | All content can be accessed through a side-bar (effectively a table of contents) per content topic at any time. |
| [**2.4.6 Headings and Labels**](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-descriptive) (Level AA) | | Supports | | Headings are used to describe the contents of each page. |
| [**2.4.7 Focus Visible**](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-focus-visible) (Level AA) | | Supports | | In the cases of any controls that may make difficult the visibility of the current focus, additional measures have been taken to identify the object with focus through contrasting borders and highlights. |
| [**3.1.2 Language of Parts**](http://www.w3.org/TR/WCAG20/#meaning-other-lang-id) (Level AA) | | Not Applicable | | The content is all presented in the same language as the page. |
| [**3.2.3 Consistent Navigation**](http://www.w3.org/TR/WCAG20/#consistent-behavior-consistent-locations) (Level AA) | | Supports | | All pages use the same navigation and no changes are made throughout the course. |
| [**3.2.4 Consistent Identification**](http://www.w3.org/TR/WCAG20/#consistent-behavior-consistent-functionality) (Level AA) | | Supports | | Templates were used in the creation of similar pages so that all functionally-similar elements would be presented consistently. |
| [**3.3.3 Error Suggestion**](http://www.w3.org/TR/WCAG20/#minimize-error-suggestions) (Level AA) | | Supports | | Error assistance is presented when a user needs to do more to advance an activity. Also, errors in no way prevent completion of the content. |
| [**3.3.4 Error Prevention (Legal, Financial, Data)**](http://www.w3.org/TR/WCAG20/#minimize-error-reversible) (Level AA) | | Not Applicable | | Does not apply to the content. |
| [**4.1.3 Status Messages**](https://www.w3.org/TR/WCAG21/#status-messages)(Level AA 2.1 only) | | Supports | | On error-checking, the error message elements use proper aria roles, and the input controls are linked to those error messages to properly convey the need to provide input. |

### Table 3: Success Criteria, Level AAA

Notes: Level AAA is not tested and may or may not be conformant on some criteria.

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