

Table of Contents

Executive Summary..... ii

United Educators Accessibility Conformance Report..... 1

 WCAG 2.0 Report3

 Revised Section 508 Report 13

Executive Summary

Committing to Diversity, Equity, and Inclusion e-Learning module Accessibility Conformance Report

Access Ingenuity's evaluation of the Committing to Diversity, Equity, and Inclusion e-Learning module identified accessibility features and functionalities of the learning module. This evaluation provided the information required to assess the conformance of the Committing to Diversity, Equity, and Inclusion e-Learning module with the Revised Section 508 Accessibility Standards. Access Ingenuity concludes that the learning module *Partially Supports* the Revised Section 508 Standards.

The Information Technology Industry Council (ITIC) has published recommended language to be used in completing Accessibility Conformance Reports (ACRs) that has been designed to create simplicity and uniformity/consistency in ACRs presented by a variety of suppliers. In preparing the Committing to Diversity, Equity, and Inclusion e-Learning module ACR, Access Ingenuity has used the ITIC-recommended *VPAT 2.4 508* format.

Based on this evaluation and on information published on the ITIC website (<http://www.itic.org>), Access Ingenuity presents the ACR for the Committing to Diversity, Equity, and Inclusion e-Learning module on the following pages.

United Educators Accessibility Conformance Report

Revised Section 508 Edition

(Based on VPAT® Version 2.4)

Name of Product/Version: Committing to Diversity, Equity, and Inclusion E-learning Module, accessed at <https://ue-edurisk.com/demos/DEI/story.html>

Report Date: April 12, 2021

Product Description: Web-based e-learning module for educators.

Contact Information: accessibility@ue.org

Notes: The authoring tool used to create the Committing to Diversity, Equity, and Inclusion Learning Module (Articulate Storyline) has some accessibility limitations which cannot be altered by course designers. United Educators is filing ongoing requests with Articulate to improve the accessibility of the tool, and is providing users with accessibility instructions where necessary to mitigate the effects of these limitations.

Evaluation Methods Used:

Conformance to the listed accessibility standards was evaluated between March 18 and April 12, 2021 using a combination of static analysis tools and manual testing with assistive technologies.

The evaluation was conducted in the following desktop operating systems and browser/screen reader combinations:

1. Windows 10:
 - a. Chrome Version 89/JAWS 2021

- 2. Mac OSX:
 - a. Safari/VoiceOver

The accessibility assessment was executed per the following steps:

- I. A sighted accessibility expert conducted an overall technical analysis to identify issues of technical compliance that would affect mobility impaired, deaf/hearing impaired and low vision users. The evaluator inspected the web pages using Chrome and the Chrome Developer tools as well as the axe DevTools plugin.
- II. Keyboard accessibility analysis (for mobility and physically challenged users) was conducted by attempting to thoroughly navigate the web pages through the keyboard, without using a mouse.
- III. The accessibility for low vision users was evaluated two ways: (1) using the resizing capability offered by the browser, and (2) using Colour Contrast Analyser (CCA) Version 1.1.1.
- IV. For deaf and hard of hearing users, the videos in the module were assessed for proper captioning.
- V. Screen reader testing was conducted by an expert screen reader user. The goal was to identify accessibility barriers that are likely to be experienced by users who are blind.

Any usability issues for users with disabilities encountered during the accessibility assessments were also noted.

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)
Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018	(Yes) The following Section 508 Sections apply and are included below:

Standard/Guideline	Included In Report
	302 Functional Performance Criteria 602 Support Documentation 603 Support Services

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 2.0 Report

Tables 1 and 2 also document conformance with Revised Section 508:

- Chapter 5 – 501.1 Scope, 504.2 Content Creation or Editing
- Chapter 6 – 602.3 Electronic Support Documentation

Note: When reporting on conformance with the WCAG 2.0 Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the [WCAG 2.0 Conformance Requirements](#).

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>1.1.1 Non-text Content (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Partially Supports	<p>The Committing to Diversity, Equity, and Inclusion e-Learning module uses alt text and WAI-ARIA techniques to provide alternative text where necessary for users of assistive technology, with the following exceptions:</p> <ul style="list-style-type: none"> • There is duplicate alt text on one button • Most slides have background images at the beginning of the slide which are sometimes read out by screen readers on slide load.
<p>1.2.1 Audio-only and Video-only (Prerecorded) (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	There is no non-live audio-only or video-only content in the module.
<p>1.2.2 Captions (Prerecorded) (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	All non-live, web-based video content in the Committing to Diversity, Equity, and Inclusion e-Learning module has synchronized captions available.
<p>1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	All non-live, web-based video content in the Committing to Diversity, Equity, and Inclusion e-Learning module has descriptive text transcripts available.

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.3.1 Info and Relationships</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Partially Supports	<p>Most visual structure and relationship information is provided through object information or is available in text. Exceptions include:</p> <ul style="list-style-type: none"> • 5 headings were not marked up as headings. 1 list was marked up as 2 lists. • Some content is not contained within landmark regions. • There is a skipped heading on the transcript and glossary dropdowns.
<p><u>1.3.2 Meaningful Sequence</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	<p>The markup of the Committing to Diversity, Equity, and Inclusion e-Learning module enables the reading and navigation order to be logical and intuitive.</p>
<p><u>1.3.3 Sensory Characteristics</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	<p>Instructions in the Committing to Diversity, Equity, and Inclusion e-Learning module do not rely on shape, size, visual location or sound.</p>
<p><u>1.4.1 Use of Color</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	<p>Color is not used as the sole method of conveying content or distinguishing visual elements.</p>
<p><u>1.4.2 Audio Control</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) 	Supports	<p>There is no automatically playing audio in the Committing to Diversity, Equity, and Inclusion e-Learning module.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> • 504.2 (Authoring Tool) • 602.3 (Support Docs) 		
<p><u>2.1.1 Keyboard</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	All functionality in the Committing to Diversity, Equity, and Inclusion e-Learning module is available to keyboard-only users using standard keyboard navigation and input functions.
<p><u>2.1.2 No Keyboard Trap</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	Keyboard focus is never locked or trapped at any page element in the Committing to Diversity, Equity, and Inclusion e-Learning module.
<p><u>2.2.1 Timing Adjustable</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	The Committing to Diversity, Equity, and Inclusion e-Learning module is not timed at any point.
<p><u>2.2.2 Pause, Stop, Hide</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	There is no automatically moving content in the Committing to Diversity, Equity, and Inclusion e-Learning module.
<p><u>2.3.1 Three Flashes or Below Threshold</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	There is no flashing content in the Committing to Diversity, Equity, and Inclusion e-Learning module.

Criteria	Conformance Level	Remarks and Explanations
<p><u>2.4.1 Bypass Blocks</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs 	Supports	<p>The Committing to Diversity, Equity, and Inclusion e-Learning module provides a link to skip navigation elements on every screen.</p> <p>The module also uses landmarks on every screen as an alternative to the skip link.</p>
<p><u>2.4.2 Page Titled</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	<p>The Committing to Diversity, Equity, and Inclusion e-Learning module has a descriptive and informative page title and unique slide titles.</p>
<p><u>2.4.3 Focus Order</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Partially Supports	<p>The Committing to Diversity, Equity, and Inclusion e-Learning module has a logical navigation order for its interactive elements, with two exceptions:</p> <ul style="list-style-type: none"> • A non-interactive element is in the tab order within the video controls. • When some modals are dismissed, focus is not returned to the activating element.
<p><u>2.4.4 Link Purpose (In Context)</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	<p>The purpose of the links in the Committing to Diversity, Equity, and Inclusion e-Learning module is adequately identified in all cases.</p> <p>There are no links or form image buttons with the same text that go to different locations.</p>
<p><u>3.1.1 Language of Page</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) 	Supports	<p>The language of the Committing to Diversity, Equity, and Inclusion e-Learning module is appropriately identified.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> 602.3 (Support Docs) 		
<p><u>3.2.1 On Focus</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Supports	When focus changes in the Committing to Diversity, Equity, and Inclusion e-Learning module, this does not ever cause a change in page content, spawn a new browser window, or cause any other change that disorients the user.
<p><u>3.2.2 On Input</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Partially Supports	When a user inputs information or interacts with a form control in the Committing to Diversity, Equity, and Inclusion e-Learning module, this does not result in a change in the page content, change focus, launch an additional window, or otherwise disorient the user, with two exceptions: <ul style="list-style-type: none"> During interactive exercises, screen reader users hear no feedback when buttons are activated to show new content. When some modals are dismissed, focus is not returned to the activating element.
<p><u>3.3.1 Error Identification</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Supports	There are no required form elements or form elements that require a specific format, value or length in the Committing to Diversity, Equity, and Inclusion e-Learning module.
<p><u>3.3.2 Labels or Instructions</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Supports	The Committing to Diversity, Equity, and Inclusion e-Learning module has sufficient labels, cues, and instructions for required interactive elements.

Criteria	Conformance Level	Remarks and Explanations
<p>4.1.1 Parsing (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Partially Supports	There are three duplicate id values in the Committing to Diversity, Equity, and Inclusion e-Learning module.
<p>4.1.2 Name, Role, Value (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Partially Supports	<p>Markup in the Committing to Diversity, Equity, and Inclusion e-Learning module facilitates accessibility, with the following exceptions:</p> <ul style="list-style-type: none"> • There are duplicate ARIA references in the Glossary dropdown. • Nested list bullets are not read out correctly by screen readers due to use of a special character instead of HTML bullets. • The video slider is in the tab order but is hidden from screen readers. • State of the Play/Pause button on the video controls is not clear to screen reader users.

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>1.2.4 Captions (Live) (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	There is no live multimedia content in the Committing to Diversity, Equity, and Inclusion e-Learning module.

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.2.5 Audio Description (Prerecorded)</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Does not Support	<p>Some informative content seen onscreen in the videos was not included in the audio and an audio description track was not available.</p> <p>Note: This information was included in the accessible transcript which accompanies each video.</p>
<p><u>1.4.3 Contrast (Minimum)</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Partially Supports	<p>The text in the module meets minimum contrast requirements, with one exception:</p> <ul style="list-style-type: none"> • The Back to Top link text has insufficient color contrast with the background on some slides.
<p><u>1.4.4 Resize text</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	<p>The module content is readable and functional when the page is zoomed to 200%.</p> <p><i>Note: The module was only tested on desktop viewport widths.</i></p>
<p><u>1.4.5 Images of Text</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Partially Supports	<p>All content within the slides in the Committing to Diversity, Equity, and Inclusion e-Learning module is images of text, but users are able to make some adjustments to the text presentation.</p>
<p><u>2.4.5 Multiple Ways</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs 	Not Applicable	<p>Progress through the module is sequential, so users can only navigate the course using the previous and next buttons on each slide.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><u>2.4.6 Headings and Labels</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	The Committing to Diversity, Equity, and Inclusion e-Learning module has informative page headings and labels.
<p><u>2.4.7 Focus Visible</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	The Committing to Diversity, Equity, and Inclusion e-Learning module has a focus indicator on all page elements.
<p><u>3.1.2 Language of Parts</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	Supports	The content in the Committing to Diversity, Equity, and Inclusion e-Learning module is only delivered in one language.
<p><u>3.2.3 Consistent Navigation</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs 	Supports	The navigation of the Committing to Diversity, Equity, and Inclusion e-Learning module is in the same relative order to the main content across all screens of the module.
<p><u>3.2.4 Consistent Identification</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) 	Supports	Components that have the same function across multiple screens of the Committing to Diversity, Equity, and Inclusion e-Learning module are labeled consistently.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> 602.3 (Support Docs) – Does not apply to non-web docs 		
<p><u>3.3.3 Error Suggestion</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Supports	The Committing to Diversity, Equity, and Inclusion e-Learning module has timely and accessible error suggestions.
<p><u>3.3.4 Error Prevention (Legal, Financial, Data)</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Supports	The Committing to Diversity, Equity, and Inclusion e-Learning module does not collect data or record scores.

Revised Section 508 Report

Notes: Chapters 4 and 5 tables were removed as they do not apply to web based products.

Chapter 3: Functional Performance Criteria (FPC)

Notes:

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Partially Supports	<p>There is duplicate alt text on one button.</p> <p>Most slides have background images at the beginning of the slide which are sometimes read out by screen readers on slide load.</p> <p>Semantic structure is not always correctly conveyed.</p> <p>Some informative content seen onscreen in the videos was not included in the audio and an audio description track was not available.</p> <p>During interactive exercises, screen reader users hear no feedback when buttons are activated to show new content.</p> <p>When some modals are dismissed, focus is not returned to the activating element.</p> <p>There are duplicate ARIA references in the Glossary dropdown.</p> <p>Nested list bullets are not read out correctly by screen readers due to</p>

Criteria	Conformance Level	Remarks and Explanations
		<p>use of a special character instead of HTML bullets.</p> <p>The video slider is in the tab order but is hidden from screen readers. State of the Play/Pause button on the video controls is not clear to screen reader users.</p>
302.2 With Limited Vision	Partially Supports	One button has insufficient text color contrast with lighter backgrounds.
302.3 Without Perception of Color	Supports	Color alone is not used to convey meaning.
302.4 Without Hearing	Supports	All audio content in the Committing to Diversity, Equity, and Inclusion e-Learning module has captions.
302.5 With Limited Hearing	Supports	All audio content in the Committing to Diversity, Equity, and Inclusion e-Learning module has captions.
302.6 Without Speech	Not Applicable	The Committing to Diversity, Equity, and Inclusion e-Learning module does not require speech input.
302.7 With Limited Manipulation	Supports	<p>All functionality with the Committing to Diversity, Equity, and Inclusion e-Learning module is available to users using pointing devices and there are no elements which require fine motor controls or simultaneous actions.</p> <p>Content is also accessible to keyboard-only users using standard keyboard navigation and input functions.</p>

Criteria	Conformance Level	Remarks and Explanations
302.8 With Limited Reach and Strength	Not Applicable	Use of the Committing to Diversity, Equity, and Inclusion e-Learning module does not require reach and strength beyond keyboard input.
302.9 With Limited Language, Cognitive, and Learning Abilities	Supports	The Committing to Diversity, Equity, and Inclusion e-Learning module is not timed at any point and allows users to self-pace their learning.

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

Notes:

Criteria	Conformance Level	Remarks and Explanations
601.1 Scope	Heading cell – no response required	Heading cell – no response required
602 Support Documentation	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	Supports	The Committing to Diversity, Equity, and Inclusion e-Learning module includes built-in accessibility features that are compatible with assistive technology and there is documentation available to course participants documenting what these features are and how to access them.
602.3 Electronic Support Documentation	See WCAG 2.0 section	See information in WCAG 2.0 section
602.4 Alternate Formats for Non-Electronic Support Documentation	Not Applicable	The documentation will only be available in an accessible electronic format.
603 Support Services	Heading cell – no response required	Heading cell – no response required

Criteria	Conformance Level	Remarks and Explanations
603.2 Information on Accessibility and Compatibility Features	Supports	United Educators will share the results of the Committing to Diversity, Equity, and Inclusion e-Learning module VPAT upon request. It can also be accessed at: https://ue-edurisk.com/VPATs/DEI-Staff/VPAT2_4_508_Rev1_0.pdf
603.3 Accommodation of Communication Needs	Supports	Support services for the Committing to Diversity, Equity, and Inclusion e-Learning module can accommodate the communication needs of end-users with disabilities.