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# **Executive Summary**

## **Preventing Discrimination and Harassment: Supervisors e-Learning module VPAT**

Access Ingenuity's evaluation of the Preventing Discrimination and Harassment: Supervisors e-Learning module identified accessibility features and functionalities of the learning module. This evaluation provided the information required to assess the conformance of the Preventing Discrimination and Harassment: Supervisors 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 VPAT documents that has been designed to create simplicity and uniformity/consistency in VPATs presented by a variety of suppliers. In preparing the Preventing Discrimination and Harassment: Supervisors e-Learning module VPAT, 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 VPAT 2.4 508 document for the Preventing Discrimination and Harassment: Supervisors 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:** Preventing Discrimination and Harassment: Supervisors E-learning Module, accessed at <https://ue-educurisk.com/Demos/PreventingWorkplaceDiscriminationandHarassment-Supervisors/story.html>

**Report Date:** March 24, 2020

**Product Description:** Web-based E-learning module for higher education staff.

**Contact Information:** [accessibility@ue.org](mailto:accessibility@ue.org)

**Notes:** The authoring tool used to create the Preventing Discrimination and Harassment: Supervisors 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 February 28 - March 13, 2020 using a combination of static analysis tools and manual testing with assistive technologies.

The accessibility assessment was conducted according to 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 each screen using Chrome with the axe plugin. Code analysis was conducted using the Chrome browser Developer Tools.
- II. Keyboard accessibility analysis (for mobility and physically impaired users) was conducted by attempting to thoroughly navigate the web application through the keyboard, without using a mouse.
- III. For deaf and hard of hearing users, any video and audio content were assessed for proper captioning as well as descriptive text transcripts (also benefits visually impaired users).
- IV. The accessibility for low vision users was evaluated three ways: (1) using the screen magnification, palette, and contrast controls provided by the operating systems; (2) using the font resizing capability offered by the browser, and (3) using Colour Contrast Analyser version 1.1.1.
- V. The 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. The evaluator worked through the web application using Windows 10 with the JAWS for Windows (v. 2020) screen reader with Chrome Version 80 as well as Mac OSX with the VoiceOver screen reader and the Safari browser. Any pages found to have screen reader issues were re-examined in interactive sessions with a sighted evaluator.

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   |
|---|--|
| <a href="#">Web Content Accessibility Guidelines 2.0</a>  | Level A (Yes)<br>Level AA (Yes)<br>Level AAA (No)  |
| <a href="#">Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018</a> | (Yes)<br>The following Section 508 Sections apply and are included below:<br>302 Functional Performance Criteria |

| Standard/Guideline | Included In Report                                |
|--------------------|---|
|                    | 602 Support Documentation<br>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><b>1.1.1 Non-text Content</b> (Level A)</p> <p>Also applies to:<br/>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>                                     | Partially Supports | <p>The Preventing Discrimination and Harassment: Supervisors e-Learning module uses alt text and WAI-ARIA techniques to provide alternative text where necessary for users of assistive technology, with two exceptions:</p> <ul style="list-style-type: none"> <li>• Image button to close modals was lacking accessible label text.</li> <li>• CSS was used to display an informative image on the video player controls.</li> </ul> |
| <p><b>1.2.1 Audio-only and Video-only (Prerecorded)</b> (Level A)</p> <p>Also applies to:<br/>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>              | Supports           | <p>The Preventing Discrimination and Harassment: Supervisors e-Learning module does not have any non-live audio-only or video-only content.</p>  |
| <p><b>1.2.2 Captions (Prerecorded)</b> (Level A)</p> <p>Also applies to:<br/>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>                               | Supports           | <p>All non-live, web-based video content in the Preventing Discrimination and Harassment: Supervisors e-Learning module has synchronized captions available.</p>   |
| <p><b>1.2.3 Audio Description or Media Alternative (Prerecorded)</b> (Level A)</p> <p>Also applies to:<br/>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> | Supports           | <p>All non-live, web-based video content in the Preventing Discrimination and Harassment: Supervisors e-Learning module has descriptive text transcripts available.</p>  |

| Criteria   | Conformance Level  | Remarks and Explanations   |
|--|--------------------|--|
| <p><b>1.3.1 Info and Relationships</b> (Level A)</p> <p>Also applies to:<br/>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> | Partially Supports | <p>The authoring tool used for the Preventing Discrimination and Harassment: Supervisors e-Learning module (Storyline) does not provide for the conveyance of semantic structure in text blocks, as a result:</p> <ul style="list-style-type: none"> <li>• All text within slides is read out as paragraph text. This limits screen reader users' ability to navigate the content using standard reading commands. This is particularly an issue with sub-headings within slides.</li> </ul> <p>In addition, the following issues were noted:</p> <ul style="list-style-type: none"> <li>• Slide headings are not coded as headings.</li> <li>• Some content is not contained within landmark regions.</li> <li>• The player controls are in unnecessary subgroups which are being read out to screen reader users as they navigate the controls.</li> </ul> |
| <p><b>1.3.2 Meaningful Sequence</b> (Level A)</p> <p>Also applies to:<br/>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>    | Partially Supports | <p>The markup of the Preventing Discrimination and Harassment: Supervisors e-Learning module enables the reading and navigation order to be logical and intuitive, with the following exception:</p> <ul style="list-style-type: none"> <li>• The reading order of the footer navigation items is backwards (right to left) compared to what the user sees. This is particularly an issue on slides with video controls.</li> </ul>  |
| <p><b>1.3.3 Sensory Characteristics</b> (Level A)</p> <p>Also applies to:<br/>Revised Section 508</p>  | Supports           | <p>Instructions in the Preventing Discrimination and Harassment: Supervisors e-Learning module do not rely on shape, size, visual</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>  |                    | location or sound.  |
| <p><b>1.4.1 Use of Color</b> (Level A)</p> <p>Also applies to:<br/>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>     | Supports           | Color is not used as the sole method of conveying content or distinguishing visual elements in the Preventing Discrimination and Harassment: Supervisors e-Learning module.   |
| <p><b>1.4.2 Audio Control</b> (Level A)</p> <p>Also applies to:<br/>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>    | Supports           | All audio that automatically plays on any pages of the Preventing Discrimination and Harassment: Supervisors e-Learning module for more than five seconds has a mechanism available for the user to pause it.   |
| <p><b>2.1.1 Keyboard</b> (Level A)</p> <p>Also applies to:<br/>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>         | Partially Supports | <p>All functionality with the Preventing Discrimination and Harassment: Supervisors e-Learning module is available to keyboard-only users using standard keyboard navigation and input functions, with the following exceptions:</p> <ul style="list-style-type: none"> <li>• The video replay button is not in the tab order, and therefore is not available to keyboard-only users.</li> <li>• Hitting escape does not close modals.</li> <li>• Keyboard focus is not trapped in question feedback modals.</li> </ul> |
| <p><b>2.1.2 No Keyboard Trap</b> (Level A)</p> <p>Also applies to:<br/>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> | Supports           | Keyboard focus is never locked or trapped at any page element in the Preventing Discrimination and Harassment: Supervisors e-Learning module.   |

| Criteria  | Conformance Level | Remarks and Explanations   |
|---|-------------------|--|
| <p><b>2.2.1 Timing Adjustable</b> (Level A)</p> <p>Also applies to:<br/>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>   | Supports          | The Preventing Discrimination and Harassment: Supervisors e-Learning module is not timed at any point.   |
| <p><b>2.2.2 Pause, Stop, Hide</b> (Level A)</p> <p>Also applies to:<br/>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>   | Supports          | There is no automatically moving content that lasts longer than five seconds without a mechanism to pause, stop or hide it in the Preventing Discrimination and Harassment: Supervisors e-Learning module.   |
| <p><b>2.3.1 Three Flashes or Below Threshold</b> (Level A)</p> <p>Also applies to:<br/>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>  | Supports          | There is no flashing content in the Preventing Discrimination and Harassment: Supervisors e-Learning module.   |
| <p><b>2.4.1 Bypass Blocks</b> (Level A)</p> <p>Also applies to:<br/>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> | Supports          | <p>The Preventing Discrimination and Harassment: Supervisors e-Learning module meets these criteria by providing 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><b>2.4.2 Page Titled</b> (Level A)</p> <p>Also applies to:<br/>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>   | Supports          | The Preventing Discrimination and Harassment: Supervisors e-Learning module has a descriptive and informative page title.  |

| Criteria   | Conformance Level  | Remarks and Explanations  |
|--|--------------------|---|
| <p><a href="#">2.4.3 Focus Order</a> (Level A)</p> <p>Also applies to:<br/>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>               | Partially Supports | <p>The Preventing Discrimination and Harassment: Supervisors e-Learning module has a logical navigation order for its interactive elements, with two exceptions:</p> <ul style="list-style-type: none"> <li>• The tab order of the footer navigation items is backwards (right to left) compared to what the user sees. This is particularly an issue on slides with video controls.</li> <li>• When some modals are dismissed, focus is not returned to the activating element.</li> </ul> |
| <p><a href="#">2.4.4 Link Purpose (In Context)</a> (Level A)</p> <p>Also applies to:<br/>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> | Supports           | <p>The purpose of the links in the Preventing Discrimination and Harassment: Supervisors 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><a href="#">3.1.1 Language of Page</a> (Level A)</p> <p>Also applies to:<br/>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>          | Supports           | <p>The language of the Preventing Discrimination and Harassment: Supervisors e-Learning module is appropriately identified.</p>   |
| <p><a href="#">3.2.1 On Focus</a> (Level A)</p> <p>Also applies to:<br/>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>                  | Supports           | <p>When focus changes in the Preventing Discrimination and Harassment: Supervisors 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>  |
| <p><a href="#">3.2.2 On Input</a> (Level A)</p> <p>Also applies to:<br/>Revised Section 508</p>  | Partially Supports | <p>When a user inputs information or interacts with a form control in the Preventing Discrimination and Harassment: Supervisors e-</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>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:</p> <ul style="list-style-type: none"> <li>• During interactive exercises, screen reader users hear no feedback when buttons are activated to expand content.</li> <li>• When some modals are dismissed, focus is not returned to the activating element.</li> </ul> |
| <p><b>3.3.1 Error Identification</b> (Level A)</p> <p>Also applies to:<br/>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>   | Supports           | <p>There are no required form elements or form elements that require a specific format, value or length in the Preventing Discrimination and Harassment: Supervisors e-Learning module.</p>   |
| <p><b>3.3.2 Labels or Instructions</b> (Level A)</p> <p>Also applies to:<br/>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> | Supports           | <p>The Preventing Discrimination and Harassment: Supervisors e-Learning module has sufficient labels, cues and instructions for required interactive elements.</p>  |
| <p><b>4.1.1 Parsing</b> (Level A)</p> <p>Also applies to:<br/>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>                | Partially Supports | <p>There is one duplicate id value in the Preventing Discrimination and Harassment: Supervisors e-Learning module.</p>  |
| <p><b>4.1.2 Name, Role, Value</b> (Level A)</p> <p>Also applies to:<br/>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul>                                      | Partially Supports | <p>Markup in the Preventing Discrimination and Harassment: Supervisors e-Learning module facilitates accessibility, with the following exceptions:</p> <ul style="list-style-type: none"> <li>• State of buttons controlling expandable</li> </ul>  |

| Criteria   | Conformance Level | Remarks and Explanations   |
|--|-------------------|--|
| <ul style="list-style-type: none"> <li>602.3 (Support Docs)</li> </ul> |                   | <p>content is not transmitted to assistive technology.</p> <ul style="list-style-type: none"> <li>Keyboard and screen reader focus is not trapped in question feedback modals.</li> <li>The video slider is in the tab order but is hidden from screen readers.</li> <li>Disabled state of the 'Next' button is not transmitted to assistive technology.</li> <li>State of the Play/Pause button on the video controls is not being correctly transmitted to assistive technology.</li> <li>The slide title is read out too many times by assistive technology due to being unnecessarily associated with the single main landmark element using aria-labelledby.</li> </ul> |

**Table 2: Success Criteria, Level AA**

Notes:

| Criteria  | Conformance Level | Remarks and Explanations   |
|---|-------------------|--|
| <p><a href="#">1.2.4 Captions (Live)</a> (Level AA)</p> <p>Also applies to:<br/>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> | Supports          | There is no live multimedia content in the Preventing Discrimination and Harassment: Supervisors e-Learning module.  |
| <p><a href="#">1.2.5 Audio Description (Prerecorded)</a> (Level AA)</p> <p>Also applies to:<br/>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> </ul>   | Supports          | There is some text information shown onscreen in two of the non-live videos which is not included in the audio track and no audio description is available. However, the information has been included in the text |

| Criteria   | Conformance Level  | Remarks and Explanations   |
|--|--------------------|--|
| <ul style="list-style-type: none"> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>   |                    | transcript for the videos. The information is also available in the module text.   |
| <p><b>1.4.3 Contrast (Minimum)</b> (Level AA)</p> <p>Also applies to:<br/>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>  | Supports           | Text and text within images in the Preventing Discrimination and Harassment: Supervisors e-Learning module have a contrast ratio of at least 4.5:1 for normal text and 3:1 for large text. |
| <p><b>1.4.4 Resize text</b> (Level AA)</p> <p>Also applies to:<br/>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>   | 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 in desktop screen widths.</i></p>                             |
| <p><b>1.4.5 Images of Text</b> (Level AA)</p> <p>Also applies to:<br/>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>  | Supports           | There are no images of text in the Preventing Discrimination and Harassment: Supervisors e-Learning module.  |
| <p><b>2.4.5 Multiple Ways</b> (Level AA)</p> <p>Also applies to:<br/>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> | Not Applicable     | The pages in the Preventing Discrimination and Harassment: Supervisors e-Learning module can only be accessed in sequence.   |
| <p><b>2.4.6 Headings and Labels</b> (Level AA)</p> <p>Also applies to:<br/>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> </ul>   | Partially Supports | The Preventing Discrimination and Harassment: Supervisors e-Learning module has informative page headings and labels, except:  |

| Criteria   | Conformance Level | Remarks and Explanations  |
|--|-------------------|---|
| <ul style="list-style-type: none"> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>   |                   | <ul style="list-style-type: none"> <li>Slide headings are not unique.</li> </ul>  |
| <p><b>2.4.7 Focus Visible</b> (Level AA)</p> <p>Also applies to:<br/>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>   | Supports          | The Preventing Discrimination and Harassment: Supervisors e-Learning module has a focus indicator on all page elements.   |
| <p><b>3.1.2 Language of Parts</b> (Level AA)</p> <p>Also applies to:<br/>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>   | Supports          | The content in the Preventing Discrimination and Harassment: Supervisors e-Learning module is only delivered in one language.   |
| <p><b>3.2.3 Consistent Navigation</b> (Level AA)</p> <p>Also applies to:<br/>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>     | Supports          | The navigation of the Preventing Discrimination and Harassment: Supervisors e-Learning module is in the same relative order to the main content across all screens of the module. |
| <p><b>3.2.4 Consistent Identification</b> (Level AA)</p> <p>Also applies to:<br/>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> | Supports          | Components that have the same function across multiple screens of the Preventing Discrimination and Harassment: Supervisors e-Learning module are labeled consistently.           |
| <p><b>3.3.3 Error Suggestion</b> (Level AA)</p> <p>Also applies to:</p>  | Supports          | The Preventing Discrimination and Harassment: Supervisors e-Learning module   |

| Criteria   | Conformance Level | Remarks and Explanations  |
|--|-------------------|---|
| 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>  |                   | has timely and accessible error suggestions.  |
| <b>3.3.4 Error Prevention (Legal, Financial, Data)</b> (Level AA)<br>Also applies to:<br>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> | Supports          | The Preventing Discrimination and Harassment: Supervisors 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 | The Preventing Discrimination and Harassment: Supervisors 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:<br>The close button on some modals did not have an accessible label; the video progress slider was displayed using CSS; standard techniques for organizing content semantically which assist screen reader navigation are not used. |
| 302.2 With Limited Vision         | Supports           | The Preventing Discrimination and Harassment: Supervisors e-Learning module supports browser magnification and contrast adjustments, and does not have any issues with insufficient text color contrast.  |
| 302.3 Without Perception of Color | Supports           | Color is not used as the sole method of conveying meaning.  |
| 302.4 Without Hearing             | Supports           | All audio content in the Preventing Discrimination and Harassment:  |

| Criteria                              | Conformance Level  | Remarks and Explanations   |
|---------------------------------------|--------------------|--|
|                                       |                    | Supervisors e-Learning module has captions.  |
| 302.5 With Limited Hearing            | Supports           | All audio content in the Preventing Discrimination and Harassment: Supervisors e-Learning module has captions.   |
| 302.6 Without Speech                  | Not Applicable     | The Preventing Discrimination and Harassment: Supervisors e-Learning module does not require speech input.   |
| 302.7 With Limited Manipulation       | Partially Supports | <p>All functionality with the Preventing Discrimination and Harassment: Supervisors 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, with the following exceptions:</p> <p>The video replay button is not available to keyboard-only users; hitting escape does not close modals; and keyboard focus is not trapped in question feedback modals.</p> |
| 302.8 With Limited Reach and Strength | Not Applicable     | Use of the Preventing Discrimination and Harassment: Supervisors e-Learning module does not require reach and strength beyond keyboard input.  |

| Criteria   | Conformance Level | Remarks and Explanations  |
|--|-------------------|---|
| 302.9 With Limited Language, Cognitive, and Learning Abilities | Supports          | The Preventing Discrimination and Harassment: Supervisors 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   |
|--|--------------------------------------|--|
| <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                   | Supports                             | The Preventing Discrimination and Harassment: Supervisors 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 <a href="#">WCAG 2.0</a> 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.   |
| <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    | Supports                             | United Educators will share the results of the Bystander Intervention e-Learning module VPAT upon request. It can also be accessed at: <a href="https://ue-edurisk.com/VPATs/PDHS/VPAT2_4_508_Rev1_0.pdf">https://ue-edurisk.com/VPATs/PDHS/VPAT2_4_508_Rev1_0.pdf</a>                     |
| 603.3 Accommodation of Communication Needs                       | Supports                             | Support services for the Preventing Discrimination and Harassment: Supervisors e-Learning module can   |

| Criteria | Conformance Level | Remarks and Explanations  |
|----------|-------------------|---|
|          |                   | accommodate the communication needs of end-users with disabilities. For general Customer Service questions or technical support, email <a href="mailto:accessibility@ue.org">accessibility@ue.org</a> . |