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Executive Summary

Preventing Workplace Harassment (Employees)

Accessibility Conformance Report

Access Ingenuity's evaluation of the Preventing Workplace Harassment (Employees) module identified accessibility features and functionalities of the learning module. This evaluation provided the information required to assess the conformance of the Preventing Workplace Harassment (Employees) learning module with the WCAG 2.1 Accessibility Guidelines. Based on our evaluation, Access Ingenuity concludes that the learning module *Partially Supports* these requirements.

Access Ingenuity, an independent authority in web accessibility, has evaluated the learning module and certifies it to be substantially conformant with Level A and Level AA of the Web Content Accessibility Guidelines version 2.1. Most conformance issues that pose a significant barrier for users with disabilities have been addressed.

Access Ingenuity cannot verify the conformance of content changed after the date of our evaluation. However, based on our interactions with United Educators, Access Ingenuity is confident in their efforts to maintain a substantially conformant product.

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 Preventing Workplace Harassment (Employees) learning module ACR, Access Ingenuity has used the ITIC-recommended VPAT® *Version 2.5Rev WCAG Edition*.

Based on this evaluation and on information published on the ITIC website (<http://www.itic.org>), Access Ingenuity presents the ACR for the Preventing Workplace Harassment (Employees) learning module on the following pages.

United Educators Accessibility Conformance Report

WCAG Edition

(Based on VPAT® Version 2.5Rev)

Name of Product/Version: [Preventing Workplace Harassment \(Employees\)](#)

Report Date: May 8, 2026

Product Description: Web-based E-learning module on workplace harassment and discrimination for higher education faculty & staff.

Contact Information: accessibility@ue.org

Notes: This course was created in Storyline, which contains accessibility barriers that are not author-controllable. United Educators has filed bugs with Articulate (Storyline) to try and address any outstanding issues.

Evaluation Methods Used:

New WCAG 2.1 criteria only:

Conformance to only the following WCAG 2.1 criteria was evaluated on May 7, 2026, using a combination of static analysis tools and manual testing with assistive technologies:

1.3.4 Orientation (AA)

1.3.5 Identify input purpose (AA)

1.4.10 Reflow (AA)

- 1.4.11 Non-Text Content (AA)
- 1.4.12 Text Spacing (AA)
- 1.4.13 Content on Hover or Focus (AA)
- 2.1.4 Character Key Shortcuts (A)
- 2.5.1 Pointer Gestures (A)
- 2.5.2 Pointer Cancellation (A)
- 2.5.3 Label in Name (A)
- 2.5.4 Motion Actuation (A)
- 4.1.3 Status Messages (AA).

The evaluation was conducted in the following desktop operating system and browser/screen reader combination:

Windows 11: Chrome 148/JAWS 2026

The accessibility assessment was executed per the following steps:

- I. An accessibility expert conducted an overall technical analysis to identify issues of technical compliance that would affect the WCAG 2.1 Level A and AA criteria listed above.
- II. Keyboard accessibility analysis (for mobility and physically challenged users) of the appropriate new criteria impacting keyboard users was also tested.
- III. The accessibility for low vision users was tested by (1) using a bookmarklet and adjusting the course controls to test text spacing; and (2) testing color contrast of non-text elements using manual inspection in conjunction with Colour Contrast Analyser (CCA) Version 3.5.5.
- IV. Screen reader testing was performed by an expert accessibility evaluator to evaluate access for users who are sight impaired for the new WCAG 2.1 requirements.

WCAG 2.0 Evaluation

Conformance to the listed accessibility standards was evaluated between October 31 and November 4, 2019 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 Wave and aXe toolbars. Code analysis was conducted using 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 Analyzer version 2.5.
- 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. 2019) screen reader with Chrome Version 78 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
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)

Standard/Guideline	Included In Report
	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 only be used in WCAG Level AAA criteria.

WCAG 2.1 Report

Note: When reporting on conformance with the WCAG 2.1 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

Criteria	Conformance Level	Remarks and Explanations
1.1.1 Non-text Content (Level A)	Partially Supports	The Preventing Workplace Harassment (Employees) module uses alt text and WAI-ARIA techniques to provide alternative text where necessary for users of assistive technology, with one exception: <ul style="list-style-type: none">• Text on several slides is not available to assistive technology.
1.2.1 Audio-only and Video-only (Prerecorded) (Level A)	Not Applicable	The Preventing Workplace Harassment (Employees) module does not have any non-live audio-only or video-only content.
1.2.2 Captions (Prerecorded) (Level A)	Supports	All non-live, web-based video content in the Preventing Workplace Harassment (Employees) module has synchronized captions available.
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)	Supports	All non-live, web-based video content in the Preventing Workplace Harassment (Employees) module is sufficiently described in the audio.

Criteria	Conformance Level	Remarks and Explanations
1.3.1 Info and Relationships (Level A)	Partially Supports	All visual structure and relationship information is provided through object information or is available in text, with one exception: <ul style="list-style-type: none"> Headings on several slides are not available to assistive technology.
1.3.2 Meaningful Sequence (Level A)	Supports	The markup of the Preventing Workplace Harassment (Employees) module enables the reading and navigation order to be logical and intuitive.
1.3.3 Sensory Characteristics (Level A)	Supports	Instructions in the Preventing Workplace Harassment (Employees) module do not rely on shape, size, visual location or sound.
1.4.1 Use of Color (Level A)	Supports	Color is not used as the sole method of conveying content or distinguishing visual elements in the Preventing Workplace Harassment (Employees) module.
1.4.2 Audio Control (Level A)	Supports	All audio that automatically plays on any pages of the Preventing Workplace Harassment (Employees) module for more than five seconds has a mechanism available for the user to pause it.
2.1.1 Keyboard (Level A)	Supports	All functionality in the Preventing Workplace Harassment (Employees) module is available to keyboard-only users using standard keyboard navigation and input functions.

Criteria	Conformance Level	Remarks and Explanations
2.1.2 No Keyboard Trap (Level A)	Supports	Keyboard focus is never locked or trapped at any page element in the Preventing Workplace Harassment (Employees) module.
2.1.4 Character Key Shortcuts (Level A 2.1 and 2.2)	Supports	Built-in shortcuts support this criterion. There are no author-defined shortcuts. Built-in keyboard shortcuts do not use single keys. Accidental activation of shortcuts is avoided by requiring modifier keys. For example, Ctrl+Alt+M mutes/unmutes the course audio. Learners can also turn off built-in keyboard shortcuts altogether if they prefer.
2.2.1 Timing Adjustable (Level A)	Supports	The Preventing Workplace Harassment (Employees) module is not timed at any point.
2.2.2 Pause, Stop, Hide (Level A)	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 Workplace Harassment (Employees) module.
2.3.1 Three Flashes or Below Threshold (Level A)	Supports	There is no flashing content in the Preventing Workplace Harassment (Employees) module.

Criteria	Conformance Level	Remarks and Explanations
2.4.1 Bypass Blocks (Level A)	Supports	<p>The Preventing Workplace Harassment (Employees) module provides a “Back to Top” link to skip navigation elements on every screen.</p> <p>The module also has a main landmark region on every screen as an alternative to the skip link.</p>
2.4.2 Page Titled (Level A)	Supports	The Preventing Workplace Harassment (Employees) module has a descriptive and informative page title and unique slide titles.
2.4.3 Focus Order (Level A)	Supports	The Preventing Workplace Harassment (Employees) module has a logical navigation order for its interactive elements.
2.4.4 Link Purpose (In Context) (Level A)	Partially Supports	There is one link in the course which has a paragraph of text as the accessible name rather than just the text that is presented visually as the link.
2.5.1 Pointer Gestures (Level A 2.1 and 2.2)	Supports	Storyline 360 courses support touchscreen gestures, but learners are not required to use them.
2.5.2 Pointer Cancellation (Level A 2.1 and 2.2)	Supports	Click events happen when learners release the mouse button, not when they press the mouse button down. They can move the mouse away from the target before releasing the button if they do not want to activate the target.

Criteria	Conformance Level	Remarks and Explanations
2.5.3 Label in Name (Level A 2.1 and 2.2)	Partially Supports	There is one link in the course which has a paragraph of text as the accessible name rather than just the text that is presented visually as the link.
2.5.4 Motion Actuation (Level A 2.1 and 2.2)	Not Applicable	Storyline 360 does not support motion controls so this is not present in this course and learners cannot control courses by moving their tablets or smartphones.
3.1.1 Language of Page (Level A)	Supports	The language of the Preventing Workplace Harassment (Employees) module is appropriately identified.
3.2.1 On Focus (Level A)	Supports	When focus changes in the Preventing Workplace Harassment (Employees) 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.
3.2.2 On Input (Level A)	Supports	When a user inputs information or interacts with a form control in the Preventing Workplace Harassment (Employees) module, this does not result in a change in the page content, change focus, launch an additional window, or otherwise disorient the user.
3.3.1 Error Identification (Level A)	Supports	There are no required form elements or form elements that require a specific format, value or length in the Preventing Workplace Harassment (Employees) module.

Criteria	Conformance Level	Remarks and Explanations
3.3.2 Labels or Instructions (Level A)	Supports	The Preventing Workplace Harassment (Employees) module has sufficient labels, cues and instructions for required interactive elements.
4.1.1 Parsing (Level A) WCAG 2.0 and 2.1 – Always answer ‘Supports’ WCAG 2.2 (obsolete and removed) - Does not apply	Supports	For WCAG 2.0 and 2.1, 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 .
4.1.2 Name, Role, Value (Level A)	Supports	Markup in the Preventing Workplace Harassment (Employees) module facilitates accessibility.

Table 2: Success Criteria, Level AA

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA)	Not Applicable	There is no live multimedia content in the Preventing Workplace Harassment (Employees) module.
1.2.5 Audio Description (Prerecorded) (Level AA)	Supports	All non-live, web-based video content in the Preventing Workplace Harassment (Employees) module is sufficiently described in the audio.
1.3.4 Orientation (Level AA 2.1 and 2.2)	Supports	The course works in both landscape and portrait modes.

Criteria	Conformance Level	Remarks and Explanations
1.3.5 Identify Input Purpose (Level AA 2.1 and 2.2)	Supports	Storyline 360 does not currently support programmatic input-field identification or auto-filling forms. However, there are no form input fields that would require this in the learning module.
1.4.3 Contrast (Minimum) (Level AA)	Supports	Text and text within images in the Preventing Workplace Harassment (Employees) module have a contrast ratio of at least 4.5:1 for normal text and 3:1 for large text.
1.4.4 Resize text (Level AA)	Supports	The module content is readable and functional when the page is zoomed to 200%.
1.4.5 Images of Text (Level AA)	Supports	All content within the slides of the Preventing Workplace Harassment (Employees) module is presented as an accessible SVG that can be adjusted to modify the text presentation.
1.4.10 Reflow (Level AA 2.1 and 2.2)	Supports	The learning module is built in Storyline 360 which is a two-dimensional presentation with fixed aspect ratios. It is designed to zoom in and out, but it cannot reflow without losing meaning and context. As a result, learners might see vertical and/or horizontal scroll bars at the highest zoom levels. The exception in the guideline allows two-dimensional content, such as presentations, to scroll in both directions.
1.4.11 Non-text Contrast (Level AA 2.1 and 2.2)	Supports	All User Interface Components and Graphical Objects have sufficient color contrast.

Criteria	Conformance Level	Remarks and Explanations
1.4.12 Text Spacing (Level AA 2.1 and 2.2)	Partially Supports	Text spacing around the course player can be adjusted but text within the course cannot be adjusted unless accessible text is selected. In some areas, content will also overlap when text spacing is applied. Additionally, when text spacing is applied, some content is presented in scrollable regions where scroll bars are not in a logical focus order and have missing focus indicators. This is a known Storyline limitation.
1.4.13 Content on Hover or Focus (Level AA 2.1 and 2.2)	Supports	Where content appears on hover or focus, it is dismissible, hoverable and persistent.
2.4.5 Multiple Ways (Level AA)	Not Applicable	Progress through the module is sequential, so users can only navigate the course using the previous and next buttons on each slide.
2.4.6 Headings and Labels (Level AA)	Supports	The Preventing Workplace Harassment (Employees) module has informative headings and labels.
2.4.7 Focus Visible (Level AA)	Supports	The Preventing Workplace Harassment (Employees) module has a visible focus indicator on all interactive page elements.
3.1.2 Language of Parts (Level AA)	Supports	The content in the Preventing Workplace Harassment (Employees) module is only delivered in one language.

Criteria	Conformance Level	Remarks and Explanations
3.2.3 Consistent Navigation (Level AA)	Supports	The navigation of the Preventing Workplace Harassment (Employees) module is in the same relative order to the main content across all screens of the module.
3.2.4 Consistent Identification (Level AA)	Supports	Components that have the same function across multiple screens of the Preventing Workplace Harassment (Employees) module are labeled consistently.
3.3.3 Error Suggestion (Level AA)	Supports	The Preventing Workplace Harassment (Employees) module has timely and accessible error suggestions.
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)	Not Applicable	The Preventing Workplace Harassment (Employees) module does not collect data or record scores.
4.1.3 Status Messages (Level AA 2.1 and 2.2)	Supports	Screen reader users are made aware of all status messages when they appear.