HR Avatar Accessibility Conformance Report

WCAG Edition

(Based on VPAT® Version 2.4Rev)

Name of Product/Version: HR Avatar Testing Website (https://test.hravatar.com)

Report Date: 12/14/2023

Product Description: Test Administration website for HR Avatar, Inc.

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Notes: This evaluation is performed relative to the HR Avatar testing system introduced in January 2023. Most HR Avatar tests have been transitioned to this new system and legacy tests are being migrated over time. Testing is based on general product knowledge.

Evaluation Methods Used: Testing is based on knowledge of general product functionality

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)

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 AA 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.

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.1.1 Non-text Content (Level A)	Supports	Note that since many images are used inside tests, the conformance says what an image is but does not disclose the answer to the test question.
1.2.1 Audio-only and Video-only (Prerecorded) (Level A)	Partially Supported	Supported except for rare cases where audio or video comprehension is the subject of the assessment question.
1.2.2 Captions (Prerecorded) (Level A)	Partially Supported	Supported except for rare cases where audio or video comprehension is the subject of the assessment question (examples: audio data entry test, spoken language comprehension assessment).
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)	Supports	
1.3.1 Info and Relationships (Level A)	Supports	
1.3.2 Meaningful Sequence (Level A)	Supports	
1.3.3 Sensory Characteristics (Level A)	Partially Supported	Supported except for rare cases where shape and orientation are the subject of the assessment (example: abstract reasoning assessments)
1.4.1 Use of Color (Level A)	Partially Supported	Supported except for rare cases in which color perception is the subject that is being assessed (example: color perception test).
1.4.2 Audio Control (Level A)	Supports	
2.1.1 Keyboard (Level A)	Partially Supported	Supported except for slider, drag/drop matching format questions and hot spot questions. In the case of slider items, users can request an accessible version using the having trouble link. In the case of drag/drop and hot spot items, HR Avatar does not use these in its standard assessments. Additionally, in text input cases cut/paste/copy functions are disabled for assessment purposes to prevent cheating.

Criteria	Conformance Level	Remarks and Explanations
2.1.2 No Keyboard Trap (Level A)	Supports	
2.1.4 Character Key Shortcuts (Level A 2.1 only)	Supports	
2.2.1 Timing Adjustable (Level A)	Partially Supported	Note that for timed assessments and test items, the Essential Exception is applied. Additionally, assessments are authorized with a start time and end time controlled by the test administrator, who can figure a "test key" to send a warning if it is unfinished and about to expire so that the administrator can extend the test key if necessary. Time limits on specific web pages or groups of web pages are used for testing purposes. There is no current method for requesting an extension. HR Avatar is working on an accommodation process that grants (and documents reasons for) extensions when appropriate.
2.2.2 Pause, Stop, Hide (Level A)	Not applicable	Automatically moving, blinking, and scrolling content is not used by the assessment system. Additionally, the only auto-updating content is timers that read the amount of time remaining in an assessment or a test question, which cannot be paused or stopped.
2.3.1 Three Flashes or Below Threshold (Level A)	Supports	
2.4.1 Bypass Blocks (Level A)	Supports	
2.4.2 Page Titled (Level A)	Supports	
2.4.3 Focus Order (Level A)	Supports	
2.4.4 Link Purpose (In Context) (Level A)	Supports	
2.5.1 Pointer Gestures (Level A 2.1 only)	Supports	
2.5.2 Pointer Cancellation (Level A 2.1 only)	Supports	
2.5.3 Label in Name (Level A 2.1 only)	Supports	
2.5.4 Motion Actuation (Level A 2.1 only)	Not applicable	
3.1.1 Language of Page (Level A)	Supports	
3.2.1 On Focus (Level A)	Supports	

Criteria	Conformance Level	Remarks and Explanations
3.2.2 On Input (Level A)	Supports	
3.3.1 Error Identification (Level A)	Supports	
3.3.2 Labels or Instructions (Level A)	Supports	
4.1.1 Parsing (Level A)	Supports	All web pages are XHTML compliant.
4.1.2 Name, Role, Value (Level A)	Supports	

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA)	Supports	Client-produced videos can optionally include captions. All HR Avatar videos and audios include captions in WebVTT format.
1.2.5 Audio Description (Prerecorded) (Level AA)	Not applicable	An audio description of video content is not required in any HR Avatar videos.
1.3.4 Orientation (Level AA 2.1 only)	Supports	
1.3.5 Identify Input Purpose (Level AA 2.1 only)	Supports	
1.4.3 Contrast (Minimum) (Level AA)	Supports	
1.4.4 Resize text (Level AA)	Supports	
1.4.5 Images of Text (Level AA)	Partially Supported	Supported with the exception of a small number of assessments that include images of text that are used to prevent direct access to the text. Example: Typing Speed and Accuracy.
1.4.10 Reflow (Level AA 2.1 only)	Supports	Responsive web design
1.4.11 Non-text Contrast (Level AA 2.1 only)	Supports	
1.4.12 Text Spacing (Level AA 2.1 only)	Supports	
1.4.13 Content on Hover or Focus (Level AA 2.1 only)	Supports	
2.4.5 Multiple Ways (Level AA)	Supports	

Criteria	Conformance Level	Remarks and Explanations
2.4.6 Headings and Labels (Level AA)	Supports	
2.4.7 Focus Visible (Level AA)	Supports	
3.1.2 Language of Parts (Level AA)	Supports	
3.2.3 Consistent Navigation (Level AA)	Supports	
3.2.4 Consistent Identification (Level AA)	Supports	
3.3.3 Error Suggestion (Level AA)	Partially Supported	Supported except for test questions where the user is being assessed.
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)	Supports	
4.1.3 Status Messages (Level AA 2.1 only)	Supports	

Legal Disclaimer (Company)

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