



Phire Accessibility Conformance Report Revised Section 508 Edition

(Based on VPAT® Version 2.4)

Name of Product/Version:

Phire Version 19

Product Description:

This VPAT applies to the end-user content generated by the Phire application while in Accessible mode.

Date:

01-AUGUST-2024

Contact Information:

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Notes:

This VPAT does not cover the following product areas:

- The Administrative functions of Phire including but not limited to the Application Designer and Data Mover.
- The reporting tools delivered with Phire, such as BI Publisher and Query Manager are capable of generating code that meets the applicable provisions of WCAG 2.1 when used in accordance with their written documentation. Delivered Bi Publisher and Query Manager reports are considered to be samples. These reports are intended for printing purposes only and therefore are not accessible. The content contained within these delivered reports may be obtained and viewed through an alternative accessible means such as an online page or query. To create accessible reports, manually create an RTF layout following the guidance in the "Designing Accessible Reports" section of the BI Publisher Report Designer's Guide. HTML is the supported output type for consuming accessible reports. Further, PDF Files generated using BI Publisher tools are not accessible.
- Product Documentation in PDF format.

Accessible Mode is configured in Phire products on a per user basis. With Phire, there are a variety of methods which can be used to enable accessibility mode. The first method is at sign-on, where the user can select a checkbox directly on the sign-on page to enable accessible mode. The second method allows each individual user to configure the User Interface (UI) mode in which they operate, whether it is standard user mode or accessible user mode. The UI mode is set via the user preferences in Personalizations. To set accessible mode user preferences, the user navigates to 'My Personalizations' and then selects 'Personalize General Options.' The next step is to set the Accessibility Features Personalization Option to 'Use Accessible Layout'.

Evaluation Methods Used:

Phire's policy is to design, develop and test both products and documentation to be accessible. The recommended styles of testing for accessibility include: (i) algorithmic automated tests, (ii) human judgement tests such as tool-assisted tests, visual inspection and manual operation, and (iii) testing with assistive technology by people with and without disabilities.

Accessibility Standards/Guidelines

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

Standard/Guideline	Included In Report
<u>Web Content Accessibility Guidelines 2.1</u>	Level A - Yes Level AA - Yes Level AAA - No
<u>Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018</u>	Yes

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

Table 1 also documents conformance with:

- Section 508: Chapter 5 - 501.1 Scope, 504.2 Content Creation or Editing and Chapter 6 - 602.3 Electronic Support Documentation

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 2.1 Conformance Requirements.

Table 1: WCAG Conformance Criteria

Criteria	Conformance Level	Remarks and Explanations
1.1.1 Non-text Content (Level A)	Partially Supports	The product does not utilize the following: <ul style="list-style-type: none">• Time-based media.• CAPTCHA.

		<ul style="list-style-type: none"> Tests that contain non-textual content. <p>The product was tested for:</p> <ul style="list-style-type: none"> Non-text content that is presented to the user has a text alternative. Controls that accept user input have meaningful labels and describes its purpose. Non-text content that is for presentation purposes only is implemented in a way that it can be ignored by an AT.
1.2.1 Audio-only and Video-only (Prerecorded) (Level A)	Not Applicable	The product has no multimedia.
1.2.2 Captions (Prerecorded) (Level A)	Not Applicable	The product has no multimedia.
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)	Not Applicable	The product has no multimedia.
1.2.4 Captions (Live) (Level AA)	Not Applicable	The product has no multimedia.
1.2.5 Audio Description (Prerecorded) (Level AA)	Not Applicable	The product has no multimedia.
1.3.1 Info and Relationships (Level A)	Partially Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> Column and Row headers on data tables. No information is solely conveyed through the style sheet. Layout tables use appropriate markup
1.3.2 Meaningful Sequence(Level A)	Supports	The product was tested to ensure that the sequence in which content is presented is in a logical tab order.
1.3.3 Sensory Characteristics(Level A)	Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> Instructions provided do not refer to things solely based on their sensory characteristics such as shape, size, visual location, orientation, color, or sound
1.3.4 Orientation (Level AA)	Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> Text is displayed in both device orientations without loss of functionality or visibility of the text.
1.3.5 Identify Input Purpose (Level AA)	Not Supported	The product has not yet been evaluated for this criteria.
1.4.1 Use of Color(Level A)	Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> The product does not use colors as the only visual means of conveying information, indicating an action, prompting a response, or distinguishing a visual element.
1.4.2 Audio Control(Level A)	Not Applicable	The product has no multimedia.
1.4.3 Contrast (Minimum) (Level AA)	Supports	<p>The product was tested for visual presentation of text to ensure that a contrast ratio of at least 4.5:1 is applicable. Images of text are not utilized in the product.</p> <p>The visual presentation of the product is delivered using a specific</p>

		PeopleTool's style sheet, "Tangerine" which has been tested to conform to these contrast requirements. The settings in the delivered style sheet can be overridden by the user, the browser settings, or the operating system.
1.4.4 Resize text(Level AA)	Supports	The product was tested for browser zoom up to 200%.
1.4.5 Images of Text(Level AA)	Not Applicable	The product does not utilize images of text.
1.4.10 Reflow (Level AA)	Not Supported	The product has not yet been evaluated for this criteria.
1.4.11 Non-text Contrast (Level AA)	Not Supported	The product has not yet been evaluated for this criteria.
1.4.12 Text Spacing (Level AA)	Not Supported	The product has not yet been evaluated for this criteria.
1.4.13 Content on Hover or Focus (Level AA)	Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> Dismissable -The content can be dismissed without moving the pointer or keyboard focus. Hoverable - When pointer hover triggers additional content, the pointer can be moved over the additional content without the additional content disappearing. Persistent - The additional content remains visible until the hover or focus trigger is removed, the user dismisses it, or its information is no longer valid.
2.1.1 Keyboard(Level A)	Supports	<p>The product does not disrupt the features related to accessibility on the end users platform. Hotkeys/keyboard shortcuts are available for certain functions of the product.</p> <p>The product was tested for:</p> <ul style="list-style-type: none"> Consistent use of keyboard keys to perform selection and action.
2.1.2 No Keyboard Trap (Level A)	Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> Movement of focus through each control can be done using only the keyboard, with no "keyboard trap" that prevents focus from moving away from any control.
2.1.4 Character Key Shortcuts (Level A)	Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> There are no single character keyboard shortcuts.
2.2.1 Timing Adjustable(Level A)	Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> Inactivity timeout options to continue or exit. Inactivity timeout length is configurable by the Administrator.
2.2.2 Pause, Stop, Hide (Level A)	Not Applicable	The product does not contain animation and does not utilize auto-updating that starts automatically or auto-updating that is presented in parallel with other content.
2.3.1 Three Flashes or Below Threshold(Level A)	Supports	The product was tested to ensure that elements do not flash or blink outside of the required thresholds.
2.4.1 Bypass Blocks(Level A)	Supports	The product was tested for:

		<ul style="list-style-type: none"> The product provides HTML headers which enable the user to bypass blocks of content. Headers are provided for Page Titles, Group Boxes, Scroll Areas, and Grids (Tables)
2.4.2 Page Titled(Level A)	Partially Supports	The product was tested for meaningful titles that describe the topic or purpose of the web page.
2.4.3 Focus Order(Level A)	Partially Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> Logical tab order through the product controls and selectable elements. Consistent use of keyboard keys to perform selection and action.
2.4.4 Link Purpose (In Context)(Level A)	Partially Supports	The product was tested to ensure that the purpose of each link can be understood, its label is meaningful, and that labels are not vaguely worded.
2.4.5 Multiple Ways(Level AA)	Supports	<p>The product provides multiple methods to navigate to a page including:</p> <ul style="list-style-type: none"> Drop down menu. Related Actions. Links on a page. Search feature to find a page.
2.4.6 Headings and Labels(Level AA)	Partially Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> Structure and hierarchy conveys meaningful text in header elements on pages. Column and Row headers on data tables.
2.4.7 Focus Visible(Level AA)	Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> Visual cues or feedback to the position of the cursor within the product. AT product successfully tracks cursor focus.
2.5.1 Pointer Gestures (Level A)	Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> There are no multipoint or path-based gesture actions.
2.5.2 Pointer Cancellation (Level A)	Supports	<p>The product was tested for:</p> <ul style="list-style-type: none"> When an operation uses a single pointer, the down-event of the pointer is not used to execute any part of the function When an operation uses a single pointer, completion of the function is on the up-event, and a mechanism is available to abort the function before completion or undo the function after completion. When an operation uses a single pointer, the up-event reverses any outcome of the preceding down-event.

2.5.3 Label in Name (Level A)	Not Supported	The product has not yet been evaluated for this criteria.
2.5.4 Motion Actuation (Level A)	Supports	The product was tested for: <ul style="list-style-type: none"> There are no functions that require motion of the device.
3.1.1 Language of Page(Level A)	Supports	The product was tested to ensure the language of the page can be determined.
3.1.2 Language of Parts(Level AA)	Supports	The product was tested to ensure the language of the page can be determined.
3.2.1 On Focus(Level A)	Supports	The product was tested for: <ul style="list-style-type: none"> When an element receives focus, it does not result in a substantial change to the page, an additional change of keyboard focus, or the spawning of a pop-up window.
3.2.2 On Input(Level A)	Supports	The product was tested for: <ul style="list-style-type: none"> Changes in the value of user interface components does not result in a substantial change to the page, an additional change of keyboard focus, or the spawning of a pop-up window.
3.2.3 Consistent Navigation(Level AA)	Supports	The product was tested for consistent navigation and order across pages.
3.2.4 Consistent Identification(Level AA)	Partially Supports	The product has been tested to ensure a consistent User Interface.
3.3.1 Error Identification(Level A)	Supports	The product was tested for: <ul style="list-style-type: none"> When input errors are detected, they are described to the user in text, including the identification of the item where the error occurred.
3.3.2 Labels or Instructions (Level A)	Supports	The product was tested for meaningful labels, instructions where applicable, and ALT text.
3.3.3 Error Suggestion (Level AA)	Supports	The product provides messages for input when input errors are automatically detected. The error messages contain information indicating what the error is and instructions on how to correct the error when known. The product was tested for: <ul style="list-style-type: none"> Where suggestions for fixing an input error are known, they are provided to the user.
3.3.4 Error Prevention (Legal, Financial, Data)(Level AA)	Supports	The product was tested to ensure that when legal commitments or financial transactions occur that modify or delete user-controllable data that one or more of the following is true: <ul style="list-style-type: none"> Data that is entered by the user is validated for input errors and the user is provided an opportunity to correct the errors before submission.

		<ul style="list-style-type: none"> Confirmation pages are available for reviewing, confirming, and correcting input before finalizing the submission of data. Submissions are reversible or can be re-entered by the user.
4.1.1 Parsing(Level A)	Partially Supports	<p>The application was tested for:</p> <ul style="list-style-type: none"> Duplicate IDs in the HTML. Elements in the HTML have complete start and end tags, are properly nested, do not contain duplicate attributes, and have unique IDs. Pages validate to the HTML specification.
4.1.2 Name, Role, Value (Level A)	Partially Supports	<p>The product was tested in accessible mode for:</p> <ul style="list-style-type: none"> HTML controls have a programmatically associated name, derived from the appropriate HTML elements and attributes including LABEL, TITLE, SUMMARY, CAPTION, etc. Additional state information is programmatically exposed for HTML controls, such as whether a field is 'required'. Custom controls have appropriate roles specified using the ROLE attribute. Custom controls have appropriate state and property information conveyed using the relevant WAI-ARIA or HTML5 attributes. Frames have a meaningful title specified in the TITLE attribute.
4.1.3 Status Messages (Level AA)	Not Supported	The product has not yet been evaluated for this criteria.

Revised Section 508 Report

Chapter 3: Functional Performance Criteria (FPC)

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Not Applicable	The product does not rely on equivalent functionality, and all aspects are addressed by the technical standards.
302.2 With Limited Vision	Not Applicable	The product does not rely on equivalent functionality, and all aspects are addressed by the technical standards.
302.3 Without Perception of Color	Not Applicable	The product does not rely on equivalent functionality, and all aspects are addressed by the technical standards.
302.4 Without Hearing	Not Applicable	The product does not rely on equivalent functionality, and all aspects are addressed by the technical standards.
302.5 With Limited Hearing	Not Applicable	The product does not rely on equivalent functionality, and all aspects are addressed by the technical standards.
302.6 Without Speech	Not Applicable	The product does not rely on equivalent functionality, and all aspects are addressed by the technical standards.

302.7 With Limited Manipulation	Not Applicable	The product does not rely on equivalent functionality, and all aspects are addressed by the technical standards.
302.8 With Limited Reach and Strength	Not Applicable	The product does not rely on equivalent functionality, and all aspects are addressed by the technical standards.
302.9 With Limited Language, Cognitive, and Learning Abilities	Not Applicable	The product does not rely on equivalent functionality, and all aspects are addressed by the technical standards.

Chapter 4: Hardware

These criteria are all Not Applicable because the product is not Hardware

Chapter 5: Software

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope - Incorporation of WCAG 2.0 AA	Supports	See the responses in the WCAG 2.0 section of this report.
502 Interoperability with Assistive Technology	Heading cell - no response required	Heading cell - no response required
502.2.1 User Control of Accessibility Features	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.2.2 No Disruption of Accessibility Features	Not Applicable	The product is designed to be isolated from the underlying platform.
502.3 Accessibility Services	Heading cell - no response required	Heading cell - no response required
502.3.1 Object Information	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.3.2 Modification of Object Information	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.3.3 Row, Column, and Headers	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.3.4 Values	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.3.5 Modification of Values	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.3.6 Label Relationships	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.3.7 Hierarchical Relationships	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.3.8 Text	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.3.9 Modification of Text	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.3.10 List of Actions	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.3.11 Actions on Objects	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.3.12 Focus Cursor	Not Applicable	The product is not a platform or does not have access to platform accessibility features.

502.3.13 Modification of Focus Cursor	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.3.14 Event Notification	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
502.4 Platform Accessibility Features	Not Applicable	The product is not a platform or does not have access to platform accessibility features.
503 Applications	Heading cell - no response required	Heading cell - no response required
503.2 User Preferences	Not Applicable	The product is designed to be isolated from the underlying platform.
503.3 Alternative User Interfaces	Not Applicable	The product does not have assistive technology features.
503.4 User Controls for Captions and Audio Description	Heading cell - no response required	Heading cell - no response required
503.4.1 Caption Controls	Not Applicable	The product has no multimedia.
503.4.2 Audio Description Controls	Not Applicable	The product has no multimedia.
504 Authoring Tools	Heading cell - no response required	Heading cell - no response required
504.2 Content Creation or Editing	Supports	See WCAG 2.0 Section.
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	Not Applicable	The product does not include authoring tools that provide format conversions or saving content in multiple formats.
504.2.2 PDF Export	Not Applicable	The product does not provide export of PDF files.
504.3 Prompts	Not Supported	The product does not prompt authors to create accessible content.
504.4 Templates	Not Applicable	The product does not provide templates.

Chapter 6: Support Documentation and Services

Criteria	Conformance Level	Remarks and Explanations
602 Support Documentation	Heading cell - no response required	Heading cell - no response required
602.2 Accessibility and Compatibility Features	Supports	<p>The product documentation describes:</p> <ul style="list-style-type: none"> • Screen Reader mode user preferences and runtime. • Special keystrokes needed to operate controls. • Workarounds. <p>Accessibility-related documentation can be found in the PeopleSoft PeopleTools 8.58 PeopleBook: Accessibility Guide which describes screen reader mode and common accessibility related issues and how to prevent them when authoring content.</p>
602.3 Scope - Incorporation of WCAG 2.0 AA	Supports	See the responses in the WCAG 2.0 section of this report.
602.4 Alternate Formats for Non-Electronic Support Documentation	Not Applicable	Product documentation is in electronic format.

603 Support Services	Heading cell - no response required	Heading cell - no response required
603.2 Information on Accessibility and Compatibility Features	Supports	Phire Global Customer Support can provide information about accessibility features of the product.
603.3 Accommodation of Communication Needs	Supports	Phire customers have access to electronic support through Phire Support or by calling Phire Support at 1-877-845-4668. Hearing-impaired customers in the U.S. who wish to speak to Phire Support representative may use a telecommunications relay service (TRS). Information about the TRS is available at http://www.fcc.gov/cgb/consumerfacts/trs.html , and a list of telephone numbers is available at https://www.fcc.gov/general/telecommunications-relay-services-directory . A Phire Support engineer will respond to technical issues according to the standard service request process.

Phire Legal Disclaimer

The information above describes this product's ability to support the applicable Standards/Guidelines, subject to Phire's interpretation of those standards and the remarks in this document. For more information regarding the accessibility status of this product or other Phire products contact: accessible@phiresoft.com.

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