



## Voluntary Product Accessibility Template - VPAT

Product: Ellucian CRM Recruit

Approver: John Strohm

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## Overview

The purpose of the **Voluntary Product Accessibility Template**, or **VPAT™**, is to assist Federal contracting officials and other buyers in making preliminary assessments regarding the availability of commercial “Electronic and Information Technology” products and services with features that support accessibility. It is assumed and recommended that authors will provide additional contact information to facilitate more detailed inquiries.

The first table of the Template provides a summary view of the Section 508 Standards. The subsequent tables provide more detailed views of each subsection. There are four columns in each table. Column one of the Summary Table describes the subsections of subparts B and C of the Standards. The second column describes the supporting features of the product or refers you to the corresponding detailed table, e.g., “equivalent facilitation.” The third column contains any additional remarks and explanations regarding the product. In the subsequent tables, the first column contains the lettered paragraphs of the subsections. The second column describes the supporting features of the product with regard to that paragraph. The third column contains the product support statement. The fourth column contains any additional remarks and explanations regarding the product

Section	Name	Applicable	Additional Information
1194.21	Software Applications and Operating Systems	Level of support varies	Please refer to the VPAT for details
1194.22	Web-based internet information and applications	Level of support varies	Please refer to the VPAT for details
1194.23	Telecommunications Products	Not applicable	
1194.24	Video and Multi-media Products	Not applicable	
1194.25	Self-Contained, Closed Products	Not applicable	
1194.26	Desktop and Portable Computers	Not applicable	
1194.31	Functional Performance Criteria	Level of support varies	Please refer to the VPAT for details
1194.41	Information, documentation, and support.	Supports	Please refer to the VPAT for details

## Section 1194.21 Software Applications and Operating Systems – Detail

<http://www.access-board.gov/sec508/guide/1194.21.htm>

1194.21	Criteria	Supporting Feature	Explanation
(a)	When software is designed to run on a system that has a keyboard, product functions shall be executable from a keyboard where the function itself or the result of performing a function can be discerned textually.	Supports with exceptions	User can navigate through Recruit using the keyboard. The exception being the custom charts we deliver on the dashboards. They are not readable and there is no alternative text. Refer to the MS CRM VPAT for native CRM exceptions.
(b)	Applications shall not disrupt or disable activated features of other products that are identified as accessibility features, where those features are developed and documented according to industry standards. Applications also shall not disrupt or disable activated features of any operating system that are identified as accessibility features where the application programming interface for those accessibility features has been documented by the manufacturer of the operating system and is available to the product developer.	Supports	
(c)	A well-defined on-screen indication of the current focus shall be provided that moves among interactive interface elements as the input focus changes. The focus shall be programmatically exposed so that Assistive Technology can track focus and focus changes.	Supports with exceptions	Focus is visually indicated in Recruit and available to assistive technologies. Refer to the MS CRM VPAT for native CRM exceptions.
(d)	Sufficient information about a user interface element including the identity, operation and state of the element shall be available to Assistive Technology. When an image represents a program element, the information conveyed by the image must also be available in text.	Supports with exceptions	All fields in Recruit have defined labels. Images are used for display purposes and alternative text is provided. Refer to the MS CRM VPAT for native CRM exceptions.
(e)	When bitmap images are used to identify controls, status indicators, or other programmatic elements, the meaning assigned to those images shall be consistent throughout an application's performance.	Supports	
(f)	Textual information shall be provided through operating system functions for displaying text. The minimum information that shall be	Supports with exceptions	Refer to the MS CRM VPAT for native CRM exceptions.

1194.21	Criteria	Supporting Feature	Explanation
	made available is text content, text input caret location, and text attributes.		
(g)	Applications shall not override user selected contrast and color selections and other individual display attributes.	Supports with exceptions	Recruit does not make changes to contrast and color selections beyond what is done with MS CRM. Refer to the MS CRM VPAT for native CRM exceptions.
(h)	When animation is displayed, the information shall be displayable in at least one non-animated presentation mode at the option of the user.	Supports	Some charts slide out as they load, they are static once loaded and the counts display textually as well.
(i)	Color coding shall not be used as the only means of conveying information, indicating an action, prompting a response, or distinguishing a visual element.	Supports	Charts that show color also provide text.
(j)	When a product permits a user to adjust color and contrast settings, a variety of color selections capable of producing a range of contrast levels shall be provided.	Not Applicable	There are no options to adjust color.
(k)	Software shall not use flashing or blinking text, objects, or other elements having a flash or blink frequency greater than 2 Hz and lower than 55 Hz.	Not Applicable	There is no flashing or blinking.
(l)	When electronic forms are used, the form shall allow people using Assistive Technology to access the information, field elements, and functionality required for completion and submission of the form, including all directions and cues.	Supports with exceptions	All field elements have related labels. Read-only fields at the beginning of a form are skipped when tabbing through the form and may not be read.

## Section 1194.22 Web-based Internet information and applications – Detail

<http://www.access-board.gov/sec508/guide/1194.22.htm>

1194.22	Criteria	Supporting Feature	Explanation
(a)	A text equivalent for every non-text element shall be provided (e.g., via "alt", "longdesc", or in element content).	Supports with exceptions	Recruit provides text for most non-text elements. The exception is the custom charts we deliver on the dashboards. They are not readable and there is no alternative text. Refer to the MS CRM VPAT for native CRM exceptions.
(b)	Equivalent alternatives for any multimedia presentation shall be synchronized with the presentation.	Not Applicable	
(c)	Web pages shall be designed so that all information conveyed with color is also available without color, for example from context or markup.	Supports	Information conveyed with color is also provided with text.
(d)	Documents shall be organized so they are readable without requiring an associated style sheet.	Supports	Recruit delivers a few HTML pages that use style sheets but they are readable without it.
(e)	Redundant text links shall be provided for each active region of a server-side image map.	Not Applicable	
(f)	Client-side image maps shall be provided instead of server-side image maps except where the regions cannot be defined with an available geometric shape.	Not Applicable	
(g)	Row and column headers shall be identified for data tables.	Supports with exceptions	Recruit provides headers for tables. Refer to the MS CRM VPAT for native CRM exceptions.
(h)	Markup shall be used to associate data cells and header cells for data tables that have two or more logical levels of row or column headers.	Supports with exceptions	Recruit does not go into this depth of data tables. Refer to the MS CRM VPAT for native CRM exceptions.
(i)	Frames shall be titled with text that facilitates frame identification and navigation	Supports with exceptions	No additional frames added with Recruit. Refer to the MS CRM VPAT for

1194.22	Criteria	Supporting Feature	Explanation
			native CRM exceptions.
(j)	Pages shall be designed to avoid causing the screen to flicker with a frequency greater than 2 Hz and lower than 55 Hz.	Supported	No flickering
(k)	A text-only page, with equivalent information or functionality, shall be provided to make a web site comply with the provisions of this part, when compliance cannot be accomplished in any other way. The content of the text-only page shall be updated whenever the primary page changes.	Not Applicable	
(l)	When pages utilize scripting languages to display content, or to create interface elements, the information provided by the script shall be identified with functional text that can be read by Assistive Technology.	Supports with exceptions	The Recruit Condition form has a dynamic display to select aggregation methods of related data. This functionality could use updates to improve the assistive technology experience.  Refer to the MS CRM VPAT for native CRM exceptions.
(m)	When a web page requires that an applet, plug-in or other application be present on the client system to interpret page content, the page must provide a link to a plug-in or applet that complies with §1194.21(a) through (l).	Not Applicable	
(n)	When electronic forms are designed to be completed on-line, the form shall allow people using Assistive Technology to access the information, field elements, and functionality required for completion and submission of the form, including all directions and cues.	Supports	Recruit fields have labels to identify them for data entry and navigation can be completed using the keyboard.
(o)	A method shall be provided that permits users to skip repetitive navigation links.	Supports with exceptions	Repetitive links are not an issue with Recruit. Refer to the MS CRM VPAT for native CRM exceptions.
(p)	When a timed response is required, the user shall be alerted and given sufficient time to indicate more time is required.	Not Applicable	No timed responses.

## Section 1194.24 Video and Multi-media Products– Detail

<http://www.access-board.gov/sec508/guide/1194.24.htm>

1194.24	Criteria	Supporting Feature	Explanation
(a)	All analog television displays 13 inches and larger, and computer equipment that includes analog television receiver or display circuitry, shall be equipped with caption decoder circuitry which appropriately receives, decodes, and displays closed captions from broadcast, cable, videotape, and DVD signals. As soon as practicable, but not later than July 1, 2002, widescreen digital television (DTV) displays measuring at least 7.8 inches vertically, DTV sets with conventional displays measuring at least 13 inches vertically, and stand-alone DTV tuners, whether or not they are marketed with display screens, and computer equipment that includes DTV receiver or display circuitry, shall be equipped with caption decoder circuitry which appropriately receives, decodes, and displays closed captions from broadcast, cable, videotape, and DVD signals.	Not Applicable	
(b)	Television tuners, including tuner cards for use in computers, shall be equipped with secondary audio program playback circuitry.	Not Applicable	
(c)	All training and informational video and multimedia productions which support the agency's mission, regardless of format, that contain speech or other audio information necessary for the comprehension of the content, shall be open or closed captioned.	Not Applicable	
(d)	All training and informational video and multimedia productions which support the agency's mission, regardless of format, that contain visual information necessary for the comprehension of the content, shall be audio described.	Not Applicable	
(e)	Display or presentation of alternate text presentation or audio descriptions shall be user-selectable unless permanent.	Not Applicable	

## Section 1194.31 Functional Performance Criteria - Detail

<http://www.access-board.gov/sec508/guide/1194.31.htm>

1194.31	Criteria	Supporting Feature	Explanation
(a)	At least one mode of operation and information retrieval that does not require user vision shall be provided, or support for Assistive Technology used by people who are blind or visually impaired shall be provided.	Supports with exceptions	Recruit supports keyboard navigation. There are some exceptions that are outlined in earlier sections of the VPAT.
(b)	At least one mode of operation and information retrieval that does not require visual acuity greater than 20/70 shall be provided in audio and enlarged print output working together or independently, or support for Assistive Technology used by people who are visually impaired shall be provided.	Supports with exceptions	Recruit allows user to increase text size for visibility or to use with a screen reading program. Exceptions are outlined in the previous sections.
(c)	At least one mode of operation and information retrieval that does not require user hearing shall be provided, or support for Assistive Technology used by people who are deaf or hard of hearing shall be provided	Not Applicable	No audio functionality.
(d)	Where audio information is important for the use of a product, at least one mode of operation and information retrieval shall be provided in an enhanced auditory fashion, or support for assistive hearing devices shall be provided.	Not Applicable	
(e)	At least one mode of operation and information retrieval that does not require user speech shall be provided, or support for Assistive Technology used by people with disabilities shall be provided.	Supported	Speech is not required.
(f)	At least one mode of operation and information retrieval that does not require fine motor control or simultaneous actions and that is operable with limited reach and strength shall be provided.	Supports	



## Section 1194.41 Functional Performance Criteria - Detail

<http://www.access-board.gov/sec508/guide/1194.41.htm>

1194.21	Criteria	Supporting Feature	Explanation
(a)	Product support documentation provided to end-users shall be made available in alternate formats upon request, at no additional charge	Supports	
(b)	End-users shall have access to a description of the accessibility and compatibility features of products in alternate formats or alternate methods upon request, at no additional charge.	Does Not Support	
(c)	Support services for products shall accommodate the communication needs of end-users with disabilities.	Supports w/Exceptions	