

VitaNavis® Accessibility Conformance Report

WCAG 2.1 Edition

VPAT® Version 2.3 (Revised) – April 2019

Name of Product/Version: VitaNavis® (a Product of The Myers-Briggs Company)

Product Description: Career & Education Self Exploration Online Platform

Report Date: April 2022

Contact Information: Compliance Team - compliance@vitanavis.com

Notes:

This version of the VPAT was the most recent version at the creation time of this document.

Evaluation Methods Used:

All product designs and implementations were guided by WCAG 2.0/2.1 AA standards. Accessibility tests are integrated into the unit testing and integration testing protocols of developers. Success criteria not covered by the automated tests are covered by the manual testing protocols of our quality assurance testers, which include testing with assistive technologies. Key test methods used are:

- TBT – Tool Based Testing (Level Access – AMP, Continuum)
- MAT – Manual Accessibility Testing

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.x 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)	End User: Supports Admin: Supports	<p>Text alternatives are provided for non-text content that is used as part of the system such as images and icons. Controls and input fields have descriptive, contextual labels or title attributes.</p> <p>Technique(s) Used: H37 and ARIA10</p>
1.2.1 Audio-only and Video-only (Prerecorded) (Level A)	End User: Not Applicable Admin: Not Applicable	<p>Prerecorded audio-only or video-only media is not part of the application.</p> <p>Possible Exception: Customers can link to their own audio and video media, which may or may not have captions or descriptions.</p>
1.2.2 Captions (Prerecorded) (Level A)	End User: Supports Admin: Supports	<p>Captions and transcripts are provided for all VitaNavis content.</p> <p>Technique(s) Used: G87</p> <p>Possible Exception: Customers can link to their own videos (not hosted on VitaNavis) that may or may not have captions or transcripts.</p>
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)	End User: Supports Admin: Supports	<p>Captions and transcripts are provided for all VitaNavis content.</p> <p>Technique(s) Used: G203</p> <p>Possible Exception: Customers can link to their own videos (not hosted on VitaNavis) that may or may not have captions or transcripts.</p>
1.3.1 Info and Relationships (Level A)	End User: Supports Admin: Partially Supports	<p>Information, structure, and relationships conveyed through presentation can be programmatically determined or are available in text.</p> <p>Technique(s) Used: H39, H42, H43, H44, H48, H51, H63, H71,</p>

Criteria	Conformance Level	Remarks and Explanations
		<p>H73, H73, H97, ARIA11, ARIA12, ARIA17, and ARIA20</p> <p>Exception (Admin Area): Analytics areas (if turned on and configured) that contain graphs and charts displaying aggregated data may not be available in text.</p>
<p>1.3.2 Meaningful Sequence (Level A)</p>	<p>End User: Supports Admin: Supports</p>	<p>The majority of content is ordered in a meaningful sequence. Where this has not been possible, hidden explanatory text has been provided for screen reader users</p> <p>Technique(s) Used: G57</p>
<p>1.3.3 Sensory Characteristics (Level A)</p>	<p>End User: Supports Admin: Supports</p>	<p>Textual identification is provided for items that otherwise rely on only sensory information to be understood.</p> <p>Technique(s) Used: G96</p>
<p>1.4.1 Use of Color (Level A)</p>	<p>End User: Supports Admin: Supports</p>	<p>VitaNavis does not rely on color as the only method of conveying information.</p> <p>Technique(s) Used: G14 and C15</p>
<p>1.4.2 Audio Control (Level A)</p>	<p>End User: Not Applicable Admin: Not Applicable</p>	<p>VitaNavis does not natively contain audio content.</p>
<p>2.1.1 Keyboard (Level A)</p>	<p>End User: Supports Admin: ***</p>	<p>The application uses HTML form controls and links throughout.</p> <p>Technique(s) Used: H91</p> <p><i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i></p>
<p>2.1.2 No Keyboard Trap (Level A)</p>	<p>End User: Supports Admin: ***</p>	<p>There are no known keyboard traps in the application.</p> <p>Technique(s) Used: G21</p> <p><i>Admin Area is currently being evaluated against this requirement</i></p>

Criteria	Conformance Level	Remarks and Explanations
		<i>for full support. The level of support for this area is unknown at this time.</i>
2.1.4 Character Key Shortcuts (Level A 2.1 only)	End User: Not Applicable Admin: Not Applicable	Character key shortcuts are not used.
2.2.1 Timing Adjustable (Level A)	End User: Supports Admin: Supports	Users are allowed to bypass time limits by checking the “Keep me logged in” box when logging in. The system also provides a script that warns the user when a session may expire and allows the user to extend the time. Technique(s) Used: G133, SCR16, and SCR1
2.2.2 Pause, Stop, Hide (Level A)	End User: Supports Admin: Supports	The application does not have moving, blinking or scrolling information that starts automatically and lasts more than 5 seconds. Exception (Out of Scope): Loading “bubbles” will display the whole time a page or content is loading. Loading content is essential to the application and therefore out of scope of this requirement as per 2.2.2 WCAG 2.1 specifications.
2.3.1 Three Flashes or Below Threshold (Level A)	End User: Supports Admin: Supports	Web pages do not contain anything that flashes more than three times in any one second period, or the flash is below the general flash and red flash thresholds. Technique(s) Used: G19
2.4.1 Bypass Blocks (Level A)	End User: Supports Admin: ***	Text is laid out throughout the application using a hierarchical heading structure that clearly marks the section of content. The application also supports the G1 technique: “Skip navigation.” Technique(s) Used: H42, H69, and G1
2.4.2 Page Titled (Level A)	End User: Supports Admin: ***	Descriptive titles are provided for web pages using the title element.

Criteria	Conformance Level	Remarks and Explanations
		<p>Technique(s) Used: H25 and G88</p> <p><i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i></p>
<p><u>2.4.3 Focus Order</u> (Level A)</p>	<p>End User: Supports Admin: ***</p>	<p>Elements are sorted in logical order. Page can be navigated via TAB key.</p> <p>Technique(s) Used: H4</p> <p><i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i></p>
<p><u>2.4.4 Link Purpose (In Context)</u> (Level A)</p>	<p>End User: Supports Admin: ***</p>	<p>Links in the application use descriptive text and have supplemental title attribute tags.</p> <p>Technique(s) Used: G91 and H33</p> <p><i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i></p>
<p><u>2.5.1 Pointer Gestures</u> (Level A 2.1 only)</p>	<p>End User: Not Applicable Admin: Not Applicable</p>	<p>The application does not rely on multipoint or path-based gestures.</p>
<p><u>2.5.2 Pointer Cancellation</u> (Level A 2.1 only)</p>	<p>End User: Partially Supports Admin: Not Applicable</p>	<p>While not critical to the experience, the End User Area contains “drag and drop” functionality on the Dashboard to allow users to reposition widgets if desired. We currently do not provide a way for users to “cancel” the drag and drop action. We are working towards making this fully compliant.</p> <p>This requirement is not applicable to the Admin Area.</p>
<p><u>2.5.3 Label in Name</u> (Level A 2.1 only)</p>	<p>End User: Supports Admin: Supports</p>	<p>Text of the visible label is included as part of the accessible name and images of text are not used.</p> <p>Technique(s) Used: G208</p>

Criteria	Conformance Level	Remarks and Explanations
2.5.4 Motion Actuation (Level A 2.1 only)	End User: Not Applicable Admin: Not Applicable	The application does not have functionality that can be operated by device or user motion.
3.1.1 Language of Page (Level A)	End User: Supports Admin: Supports	Language attributes are included in the 'lang' attribute of the HTML element. Technique(s) Used: H57
3.2.1 On Focus (Level A)	End User: Not Applicable Admin: Not Applicable	When any component receives focus, it does not automatically initiate a change of context.
3.2.2 On Input (Level A)	End User: Supports Admin: ***	Submit buttons are provided to initiate a change of context. Technique(s) Used: H32 and G80 <i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i>
3.3.1 Error Identification (Level A)	End User: Supports Admin: Supports	Text is used to notify the user of general errors, incorrect passwords, invalid email addresses, etc. Technique(s) Used: G83 and SCR18
3.3.2 Labels or Instructions (Level A)	End User: Supports Admin: Supports	Input fields are clearly labeled, and explanatory text is provided to assist the user where necessary. Technique(s) Used: G131, G184, G89, and G83
4.1.1 Parsing (Level A)	End User: Supports Admin: ***	All HTML used conforms to standard HTML specifications. Technique(s) Used: H134, H88, and G192 <i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i>

Criteria	Conformance Level	Remarks and Explanations
<p>4.1.2 Name, Role, Value (Level A)</p>	<p>End User: Supports Admin: ***</p>	<p>Provided role, state, and value information on all user interface components.</p> <p>Technique(s) Used: ARIA14, ARIA16, ARIA4, ARIA6, H44, and H65</p> <p><i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i></p>

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.2.4 Captions (Live)</u> (Level AA)</p>	<p>End User: Not Applicable Admin: Not Applicable</p>	<p>Live media is not part of the application.</p> <p>Possible Exception (Admin Area): While we currently do not have any live media as part of the application, there is a possibility that in the future we will link to live media (not hosted on VitaNavis), which may or may not provide captions.</p>
<p><u>1.2.5 Audio Description (Prerecorded)</u> (Level AA)</p>	<p>End User: Does Not Support Admin: ***</p>	<p>We use CareerOneStop (sponsored by the U.S. Department of Labor) for any prerecorded videos on the site. CareerOneStop provides full video transcripts, which are currently available on the site. We are working to see if audio descriptions are available as well. Please note that any videos displayed on the site are not critical to the experience.</p> <p>Possible Exception: Customers can link to their own audio and video media, which may or may not have captions or descriptions.</p> <p><i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i></p>
<p><u>1.3.4 Orientation</u> (Level AA 2.1 only)</p>	<p>End User: Supports Admin: Not Applicable</p>	<p>CSS is used to set the orientation to allow both landscape and portrait.</p> <p>Exception (Admin Area): Admin Area is not supported on mobile devices.</p>
<p><u>1.3.5 Identify Input Purpose</u> (Level AA 2.1 only)</p>	<p>End User: *** Admin: ***</p>	<p><i>We are currently evaluating the site against this requirement for full</i></p>

Criteria	Conformance Level	Remarks and Explanations
		<i>support. The level of support is unknown at this time.</i>
1.4.3 Contrast (Minimum) (Level AA)	End User: Partially Supports Admin: ***	<p>The majority of the End User Area adheres to minimum contrast ratio requirements. We are actively testing the End User Area to ensure we are in full compliance.</p> <p>Techniques(s): G18 and G145</p> <p>Possible Exception (End User Area): Customers can customize the colors used on the site, which may affect minimum contrast ratios.</p> <p><i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i></p>
1.4.4 Resize text (Level AA)	End User: Supports Admin: Supports	<p>Application runs on browsers that have zoom functions that scale HTML/CSS page content uniformly.</p> <p>Technique(s) Used: G142</p>
1.4.5 Images of Text (Level AA)	End User: Supports Admin: Supports	<p>CSS is used to control visual presentation of text, and images of text are not used.</p> <p>Technique(s) Used: C22</p> <p>Possible Exception (End User Area): Customers can upload their own images which may have text for their dedicated organization pages but are discouraged from doing so.</p>
1.4.10 Reflow (Level AA 2.1 only)	End User: Supports Admin: ***	<p>The End User Area uses a responsive design layout, allowing content to reflow when the webpage is “zoomed.”</p> <p>Technique(s) Used: C38</p>

Criteria	Conformance Level	Remarks and Explanations
		<p><i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i></p>
<p><u>1.4.11 Non-text Contrast</u> (Level AA 2.1 only)</p>	<p>End User: Partially Supports Admin: ***</p>	<p>Most of the End User Area utilizes non-text items in conjunction with text to communicate necessary/required information. Non-text items are not commonly used alone to display essential information.</p> <p>There are some cases on mobile where text is hidden. We are auditing these areas to ensure we are in full compliance.</p> <p>Technique(s) Used: G207</p> <p><i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i></p>
<p><u>1.4.12 Text Spacing</u> (Level AA 2.1 only)</p>	<p>End User: Partially Supports Admin: ***</p>	<p>There are some cases where the line height and spacing may not be in full compliance. We are actively auditing these cases to ensure we are in full compliance.</p> <p>Technique(s) Used: C21</p> <p><i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i></p>
<p><u>1.4.13 Content on Hover or Focus</u> (Level AA 2.1 only)</p>	<p>End User: Does Not Support Admin: ***</p>	<p>We are actively working on bringing the End User Area into full support of this requirement.</p> <p>Technique(s) Used: @@ ARIA: Using role="tooltip"</p> <p><i>Admin Area is currently being evaluated against this requirement</i></p>

Criteria	Conformance Level	Remarks and Explanations
		<i>for full support. The level of support for this area is unknown at this time.</i>
2.4.5 Multiple Ways (Level AA)	End User: Supports Admin: Supports	We provide links to all pages of the application through our global navigation. When appropriate, we also provide links to navigate to related pages within the application. Technique(s) Used: G125 and G185
2.4.6 Headings and Labels (Level AA)	End User: Supports Admin: Supports	Headings and labels describe topic or purpose. Technique(s) Used: G130 and G131
2.4.7 Focus Visible (Level AA)	End User: Supports Admin: Supports	Technique(s) Used: G149 and C15
3.1.2 Language of Parts (Level AA)	End User: Supports Admin: ***	Technique(s) Used: H58 Possible Exception: Customers may add content into the application, which may not be in compliance. <i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i>
3.2.3 Consistent Navigation (Level AA)	End User: Supports Admin: Supports	Navigation is consistent and in the same relative order each time they are repeated, unless a change is initiated by the user. Technique(s) Used: G61
3.2.4 Consistent Identification (Level AA)	End User: Partially Supports Admin: ***	While most of the site uses consistent identification, there are some instances in the End User Area where this is not the case. We are actively testing these

Criteria	Conformance Level	Remarks and Explanations
		<p>cases to ensure we are in full compliance.</p> <p>Technique(s) Used: G197</p> <p><i>Admin Area is currently being evaluated against this requirement for full support. The level of support for this area is unknown at this time.</i></p>
<p><u>3.3.3 Error Suggestion</u> (Level AA)</p>	<p>End User: Supports Admin: Partially Supports</p>	<p>Error suggestions are provided in text where necessary.</p> <p>Technique(s) Used: G83</p> <p><i>Admin Area is currently being evaluated against this requirement for full support.</i></p>
<p><u>3.3.4 Error Prevention (Legal, Financial, Data)</u> (Level AA)</p>	<p>End User: Not Applicable Admin: Not Applicable</p>	<p>VitaNavis does not cause legal commitments or financial transactions.</p>
<p><u>4.1.3 Status Messages</u> (Level AA 2.1 only)</p>	<p>End User: *** Admin: ***</p>	<p><i>End User and Admin Areas are currently being evaluated against this requirement for full support. The level of support is unknown at this time.</i></p>