

Headmaster/D&SDT Accessibility Conformance Report

WCAG Edition

(Based on VPAT® Version 2.0,2.1,2.2 Rev)

Name of Product/Version: TestMaster Universe© (TMU©)

Report Date: 4/13/2026

Product Description: Cloud based Competency evaluation and Registry software SaaS

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Notes: There are multiple user types with this software (Admin, Agency, Staff etc.)

Everyone including the public access uses the same portal and interface. The only difference is rights are customized to our customer's standards regarding access to the data.

Evaluation Methods Used: Testing is based on existing product knowledge

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 (Yes)
Web Content Accessibility Guidelines 2.1	Level A (Yes) Level AA (Yes) Level AAA (Yes)
Web Content Accessibility Guidelines 2.2	Level A (Yes) Level AA (Yes) Level AAA (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 only be used in WCAG Level AAA criteria.

WCAG 2.X Report

Tables 1 and 2 also document conformance with Revised Section 508:

- Chapter 5 – 501.1 Scope, 504.2 Content Creation or Editing
- Chapter 6 – 602.3 Electronic Support Documentation

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) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Web: NA Electronic Docs: NA Software: NA Authoring Tool: NA	Web: There is no non-text content delivered via this app. In the event of an approved ADA request requiring non-text media a text alternative would be developed in conjunction with the non-text content. Electronic Docs: There is no non-text content delivered via this app. In the event of an approved ADA request requiring non-text media a text alternative would be developed in conjunction with the non-text content. Software: There is no non-text content delivered via this app. In the event of an approved ADA request requiring non-text media a text alternative would be developed in conjunction with the non-text content. Authoring Tool: There is no non-text content delivered via this app. In the event of an approved ADA request requiring non-text media a text alternative would be developed in conjunction with the non-text content.
1.2.1 Audio-only and Video-only (Prerecorded) (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Web: NA Electronic Docs: NA Software: NA Authoring Tool: NA	Web: There is no audio or video only content delivered via this app. In the event of an approved ADA request requiring audio or video only media, a text alternative will be developed in conjunction with Closed Captioning on any video. Electronic Docs: There is no audio or video only content delivered via this app. In the event of an approved ADA request requiring audio or video only media, a text alternative will be developed in conjunction with Closed Captioning on any video.

Criteria	Conformance Level	Remarks and Explanations
		Software: There is no audio or video only content delivered via this app. In the event of an approved ADA request requiring audio or video only media, a text alternative will be developed in conjunction with Closed Captioning on any video. Authoring Tool: There is no audio or video-only content delivered via this app. In the event of an approved ADA request requiring audio or video only media, a text alternative will be developed in conjunction with Closed Captioning on any video.
<u>1.2.2 Captions (Prerecorded)</u> (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: NA Authoring Tool: NA	Web: There is no prerecorded audio that is used other than what is used as a text alternative. Software: There is no prerecorded audio that is used other than what is used as a text alternative. Authoring Tool: There is no prerecorded audio that is used other than what is used as a text alternative.
<u>1.2.3 Audio Description or Media Alternative (Prerecorded)</u> (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Web: NA Electronic Docs: NA Software: NA Authoring Tool: NA	Web: There is no prerecorded video content in use. Electronic Docs: There is no prerecorded video content in use. Software: There is no prerecorded video content in use. Authoring Tool: There is no prerecorded video content in use.
<u>1.3.1 Info and Relationships</u> (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	Web: TMU© developers use semantic markup and CSS to control visual presentation to ensure that variations in text formatting are conveyed using text as well. Electronic Docs: D&SDT document creators control visual presentation to ensure that variations in text formatting are conveyed using text as well.

Criteria	Conformance Level	Remarks and Explanations
		Software: TMU© developers use semantic markup and CSS to control visual presentation to ensure that variations in text formatting are conveyed using text as well. Authoring Tool: TMU© developers use semantic markup and CSS to control visual presentation to ensure that variations in text formatting are conveyed using text as well.
<u>1.3.2 Meaningful Sequence</u> (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: NA	Web: TMU© developers develop in a linear fashion so that content is displayed to assistive technologies in the same fashion that it is displayed on the screen. Electronic Docs: D&SDT document creators author documents in a linear fashion so that content is displayed to assistive technologies in the same fashion that it is displayed on a monitor. Software: TMU© developers develop in a linear fashion so that text content is displayed to assistive technologies in the same fashion that it is displayed on a monitor. Authoring Tool: TMU©’s authoring tool has no method for authoring anything other than linear text.
<u>1.3.3 Sensory Characteristics</u> (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: NA	Web: TMU© developers use descriptive labels for every element displayed as well as popup badges that describe the element on mouse over. Electronic Docs: D&SDT document creators author documents using descriptive techniques that detail all aspects of an instruction. Software: TMU© developers use descriptive labels for every element displayed as well as popup badges that describe the element on mouse over.

Criteria	Conformance Level	Remarks and Explanations
1.4.1 Use of Color (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: NA	Authoring Tool: This a text only authoring tool for creating and editing test content. There are no controls created needing instructions. Web: TMU© developers use descriptive labels for every element displayed as well as popup badges that describe the element on mouse over. Color is never the only distinguishing characteristic of a displayed element. Electronic Docs: D&SDT document creator's author documents using descriptive techniques instead of color. Software: TMU© developers use descriptive labels for every element displayed as well as popup badges that describe the element on mouse over. Color is never the only distinguishing characteristic of a displayed element. Authoring Tool: The TMU© authoring tool does not use color it is plain text only.
1.4.2 Audio Control (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Web: Supports Electronic Docs: NA Software: Supports Authoring Tool: Supports	Web: Any time there is audio content longer than three seconds is played, there are controls displayed that allow the user to play, pause, stop, fast forward or reverse the audio. Electronic Docs: There is no audio embedded in any documents. Software: Any time there is audio content longer than three seconds is played, there are controls displayed that allow the user to play, pause, stop, fast forward or reverse the audio. Authoring Tool: Any time there is audio content longer than three seconds is played, there are controls

Criteria	Conformance Level	Remarks and Explanations
		displayed that allow the user to play, pause, stop, fast forward or reverse the audio.
<u>2.1.1 Keyboard</u> (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	Web: Keyboard or mouse navigation is enabled on every page. Electronic Docs: Software: Keyboard or mouse navigation is enabled on every page. Authoring Tool: Keyboard or mouse navigation is enabled on every page.
<u>2.1.2 No Keyboard Trap</u> (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	Web: Keyboard focus can be moved to and from a component of the page using Standard keyboard interface and controls. Electronic Docs: Keyboard focus can be moved to and from a component of the page using Standard keyboard and controls. Software: Keyboard focus can be moved to and from a component of the page using Standard keyboard interface and controls. Authoring Tool: Keyboard focus can be moved to and from a component of the page using Standard keyboard interface and controls.
<u>2.1.4 Character Key Shortcuts</u> (Level A 2.1 and 2.2)	Web: NA Electronic Docs: NA Software: Supports with exceptions Authoring Tool: NA	Web: NA Electronic Docs: NA Software: In some cases when testing the shortcut keys cannot be disable as they are options created for ADA candidates that cannot operate a mouse. Authoring Tool: NA
<u>2.2.1 Timing Adjustable</u> (Level A) Also applies to: Revised Section 508	Web: Supports with exceptions	Web: Once configured, due to the sensitive nature of some of the database content, login session times are

Criteria	Conformance Level	Remarks and Explanations
501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Electronic Docs: NA Software: Supports with exceptions Authoring Tool: NA	static. Exception: In the event of an approved ADA knowledge testing time limits can be extended. Electronic Docs: There are no time limits on document viewing other than regular login session limits. Software: Once configured, Due to the sensitive nature of some of the database content, login session times are static. Exception: In the event of an approved ADA knowledge testing time limits can be extended. Authoring Tool: There are no time limits on authoring other than the regular login session limits.
<u>2.2.2 Pause, Stop, Hide</u> (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: NA Electronic Docs: NA Software: NA Authoring Tool: NA	Web: There is no moving, scrolling, blinking or auto updating content other than test timers that run during testing and are essential for the candidate and the observers to see. Electronic Docs: There is no moving, scrolling, blinking or auto updating content other than test timers that run during testing and are essential for the candidate and the observers to see. Software: There is no moving, scrolling, blinking or auto updating content other than test timers that run during testing and are essential for the candidate and the observers to see. Authoring Tool: There is no moving, scrolling, blinking or auto updating content other than test timers that run during testing and are essential for the candidate and the observers to see.
<u>2.3.1 Three Flashes or Below Threshold</u> (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool)	Web: NA Electronic Docs: NA Software: NA Authoring Tool: NA	Web: There is no flashing content on the web pages. Electronic Docs: There is no flashing content contained within the document

Criteria	Conformance Level	Remarks and Explanations
602.3 (Support Docs)		Software: There is no flashing content within the software. Authoring Tool: There is no flashing content within the authoring tool.
<u>2.4.1 Bypass Blocks</u> (Level A) Also applies to: Revised Section 508 501 (Web)(Software) – Does not apply to non-web software 504.2 (Authoring Tool) 602.3 (Support Docs) – Does not apply to non-web docs	Web: Supports Electronic Docs: Supports Authoring Tool: Supports	Web: TMU© developers employ the use of short cuts, bookmarks, multiple search options, filters and other techniques in the presence of large blocks of repetitive text or long lists to ensure speed and ease of navigation. Electronic Docs: D&SDT document authors employ the use of short cuts, bookmarks and other techniques in the presence of large blocks of repetitive text or long lists to ensure speed and ease of navigation. Authoring Tool: TMU©'s authoring tool contains many features ie. Pagination along with multiple search and filter options to narrow the potential long list of questions contained in the knowledge test bank.
<u>2.4.2 Page Titled</u> (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	Web: All pages and views contain a descriptive title. Electronic Docs: All electronic documents contain a descriptive title. Software: All pages and views contain a descriptive title. Authoring Tool: All pages and views contain a descriptive title.
<u>2.4.3 Focus Order</u> (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	Web: All portions of the app that can be or need to be navigated sequentially and the navigation sequences affect meaning or operation; focusable components receive focus in an order that preserves meaning and operability. Electronic Docs: All portions of documents that can be or need to be navigated sequentially and the navigation sequences affect meaning or operation;

Criteria	Conformance Level	Remarks and Explanations
		focusable components receive focus in an order that preserves meaning and operability. Software: All portions of the app that can be or need to be navigated sequentially and the navigation sequences affect meaning or operation; focusable components receive focus in an order that preserves meaning and operability. Authoring Tool: All portions of the authoring tool that can be or need to be navigated sequentially and the navigation sequences affect meaning or operation; focusable components receive focus in an order that preserves meaning and operability.
<u>2.4.4 Link Purpose (In Context)</u> (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	Web: TMU© developers ensure that the purpose of each link can be determined from the link text alone or from the link text together with its programmatically determined link context, except where the purpose of the link would be ambiguous to users in general. Electronic Docs: D&SDT document authors ensure that the purpose of each link can be determined from the link text alone or from the link text together with its programmatically determined link context, except where the purpose of the link would be ambiguous to users in general. Software: TMU© developers ensure that the purpose of each link can be determined from the link text alone or from the link text together with its programmatically determined link context, except where the purpose of the link would be ambiguous to users in general. Authoring Tool: TMU© developers ensure that the purpose of each link contained within the authoring tool can be determined from the link text alone or from the link text together with its programmatically

Criteria	Conformance Level	Remarks and Explanations
		determined link context, except where the purpose of the link would be ambiguous to users in general.
<u>2.5.1 Pointer Gestures</u> (Level A 2.1 and 2.2) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	Web: TMU© developers ensure that all pointer gestures meet these requirements. Electronic Docs: TMU© developers ensure that all pointer gestures meet these requirements. Software: TMU© developers ensure that all pointer gestures meet these requirements. Authoring Tool: TMU© developers ensure that all pointer gestures meet these requirements.
<u>2.5.2 Pointer Cancellation</u> (Level A 2.1 and 2.2) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	All: All TMU© pointer control ends in up events
<u>2.5.3 Label in Name</u> (Level A 2.1 and 2.2) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	All: All of our media platforms meet this criterion
<u>2.5.4 Motion Actuation</u> (Level A 2.1 and 2.2) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: NA Electronic Docs: NA Software: NA Authoring Tool: NA	All: Motion actuation is not used
<u>3.1.1 Language of Page</u> (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	Web: All TMU© pages are tagged so that the default human language of each Web page can be programmatically determined. Electronic Docs: The default human language of each document can be programmatically determined.

Criteria	Conformance Level	Remarks and Explanations
602.3 (Support Docs)		Software: All TMU© pages are tagged so that the default human language of each Web page can be programmatically determined. Authoring Tool: All TMU© pages are tagged so that the default human language of each Web page can be programmatically determined.
3.2.1 On Focus (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	Web: There are no on focus events that change the context of any TMU© pages or views. Electronic Docs: There are no on focus events that change the context of any D&SDT Documents. Software: There are no on focus events that change the context of any TMU© pages or views. Authoring Tool: There are no on focus events that change the context of any authoring tool pages or views.
3.2.2 On Input (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	Web: There are no on input events that initiate change of the context of any TMU© pages or views. Electronic Docs: There are no on input events that initiate change of the context of any documents. Software: There are no on input events that initiate change of the context of any TMU© pages or views. Authoring Tool: There are no on input events that initiate change of the context of any authoring tool pages or views.
3.2.6 Consistent Help (Level A 2.2 only) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: NA	Web: Help is located in the same place on every view in TMU© Electronic Docs: Help is located in the same place on every view in electronic docs. Software: Help is located in the same place on every view in TMU©
3.3.1 Error Identification (Level A) Also applies to: Revised Section 508	Web: Supports Electronic Docs: Supports Software: Supports	Web: TMU© identifies any input error and notifies the user with a text description of the error.

Criteria	Conformance Level	Remarks and Explanations
501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Authoring Tool: NA	Electronic Docs: In the event of an input error the user is notified using a text description of the error. Software: TMU© identifies any input error and notifies the user with a text description of the error. Authoring Tool: TMU© identifies any input error and notifies the user with a text description of the error.
<u>3.3.2 Labels or Instructions</u> (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	Web: Instructions and or labels are provided when any content requires user input. Electronic Docs: Instructions and or labels are provided when any content requires user input. Software: Instructions and or labels are provided when any content requires user input. Authoring Tool: Instructions and or labels are provided when any content requires user input.
<u>3.3.7 Redundant Entry</u> (Level A 2.2 only) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	All: In all cases if data entry is necessary and may need to be duplicated it will be prepopulated unless duplicate entry is required to guarantee accuracy or security purposes.
<u>4.1.1 Parsing</u> (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.
<u>4.1.2 Name, Role, Value</u> (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	Web: All TMU© content implemented using markup languages, elements have complete start and end tags, elements are nested according to their specifications, elements do not contain duplicate attributes, and any IDs are unique, except where the specifications allow these features. Electronic Docs: In all documents using markup languages, elements have complete start and end tags,

Criteria	Conformance Level	Remarks and Explanations
		elements are nested according to their specifications, elements do not contain duplicate attributes, and any IDs are unique, except where the specifications allow these features. Software: All TMU© content implemented using markup languages, elements have complete start and end tags, elements are nested according to their specifications, elements do not contain duplicate attributes, and any IDs are unique, except where the specifications allow these features. Authoring Tool: All TMU© content implemented using markup languages, elements have complete start and end tags, elements are nested according to their specifications, elements do not contain duplicate attributes, and any IDs are unique, except where the specifications allow these features.

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: NA Electronic Docs: NA Software: NA Authoring Tool: NA	Web: There is no live content provided or delivered via TMU©. In the event there were a live webinar outside of TMU© Closed Captioning is available. Electronic Docs: There is no live content provided or delivered via electronic docs. In the event there were a live webinar outside of TMU© Closed Captioning is available. Software: There is no live content provided or delivered via TMU©. In the event there were a live webinar outside of TMU© Closed Captioning is available.

Criteria	Conformance Level	Remarks and Explanations
		Authoring Tool: There is no live content provided or delivered via TMU©. In the event there were a live webinar outside of TMU© Closed Captioning is available.
<u>1.2.5 Audio Description (Prerecorded)</u> (Level AA) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: NA Electronic Docs: NA Software: NA Authoring Tool: NA	Web: There is no video content provided or delivered via TMU©. In the event there were video content delivered outside of TMU©. There would be synchronized audio included with it. Electronic Docs: There is no video content provided or delivered via electronic documents. Software: There is no video content provided or delivered via TMU©. In the event there were video content delivered outside of TMU©. There would be synchronized audio included with it. Authoring Tool: There is no video content provided or delivered via TMU©. In the event there were video content delivered outside of TMU©. There would be synchronized audio included with it.
<u>1.3.4 Orientation</u> (Level AA 2.1 and 2.2) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	All: TMU© Content does not restrict its view and operation to a single display orientation, such as portrait or landscape, unless a specific display orientation is essential.
<u>1.3.5 Identify Input Purpose</u> (Level AA 2.1 and 2.2) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	ALL: All of our media platforms meet these criteria
<u>1.4.3 Contrast (Minimum)</u> (Level AA)	Web: Supports Electronic Docs: Supports Software: Supports	ALL: All of our media platforms meet these criteria

Criteria	Conformance Level	Remarks and Explanations
	Authoring Tool: Supports	
1.4.4 Resize text (Level AA)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	ALL: All of our media platforms meet these criteria
1.4.5 Images of Text (Level AA)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	ALL: All of our media platforms meet these criteria
1.4.10 Reflow (Level AA 2.1 and 2.2)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	ALL: All of our media platforms meet these criteria
1.4.11 Non-text Contrast (Level AA 2.1 and 2.2)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	ALL: All of our media platforms meet these criteria
1.4.12 Text Spacing (Level AA 2.1 and 2.2)	Web: Supports Electronic Docs: Supports Software: Supports Authoring Tool: Supports	ALL: All of our media platforms meet these criteria
1.4.13 Content on Hover or Focus (Level AA 2.1 and 2.2)	Web: Supports Electronic Docs: Supports	Web and documents meet these criteria
2.4.5 Multiple Ways (Level AA)	Web: Supports	There are multiple ways to navigate to any view in TMU© and hdmaster.com
2.4.6 Headings and Labels (Level AA)	Web: Supports Electronic Docs: Supports	All headings and labels describe topic or purpose in our development.
2.4.7 Focus Visible (Level AA)	Web: Supports	All elements in our web apps have a visible indicator to show keyboard focus.
2.4.11 Focus Not Obscured (Minimum) (Level AA 2.2 only)	Web: Supports	There is no area where user created content could obscure keyboard focus indicators.

Criteria	Conformance Level	Remarks and Explanations
2.5.7 Dragging Movements (Level AAA)	Web: Supports	The size of the target for pointer inputs is at least 44 by 44 CSS Pixels. (AAA)
2.5.8 Target Size (Minimum) (Level AA 2.2 only)	Web: Supports Electronic Docs: Supports	The size of the target for pointer inputs is at least 24 by 24 CSS Pixels.
3.1.2 Language of Parts (Level AA)	Web: NA Electronic Docs: NA	There is no place in our web or documentation where the entire document or view, less exceptions, is not translated to the primary language of the document.
3.2.3 Consistent Navigation (Level AA)	Web: Supports Electronic Docs: Supports	Navigational mechanisms that are repeated on multiple web pages withing a set of web pages occur in the same relative order each time the are repeated.
3.2.4 Consistent Identification (Level AA)	Web: Supports Electronic Docs: Supports	Components that have the same functionality within a set of views are identified consistently.
3.3.3 Error Suggestion (Level AA)	Web: Supports	If an input error is automatically detected and suggestions for correction are known, then the suggestions are provided to the user, unless it would jeopardize the security of purpose of the content.
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)	Web: NA	No transactions of these types occur within our software.
3.3.8 Accessible Authentication (Minimum) (Level AA 2.2 only)	Web: Supports	A cognitive function test is not required for any step in an authentication process.
4.1.3 Status Messages (Level AA 2.1 and 2.2)	Web: Supports Electronic Docs: Supports	Content implemented using markup languages, status messages can be programmatically determined through role or properties

Table 3: Success Criteria, Level AAA

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.2.6 Sign Language (Prerecorded) (Level AAA)	Web: NA	TMU© does not deliver any prerecorded audio excepting as a text alternative.
1.2.7 Extended Audio Description (Prerecorded) (Level AAA)	Web: NA	TMU© does not deliver any prerecorded video content.
1.2.8 Media Alternative (Prerecorded) (Level AAA)	Web: NA	TMU© does not deliver any prerecorded synchronized media or prerecorded video only media.
1.2.9 Audio-only (Live) (Level AAA)	Web: NA	TMU© does not deliver any live audio only content.
1.3.6 Identify Purpose (Level AAA 2.1 and 2.2)	Web: Supports	In content implemented using markup languages, the purpose of the interface components, icons and regions can be programmatically determined.
1.4.6 Contrast (Enhanced) (Level AAA)	Web: Supports	TMU© has a user selectable dark mode that conforms to WCAG 2.0 AAA contrast standards.
1.4.7 Low or No Background Audio (Level AAA)	Web: Supports	All audio presented as text alternative is computer generated and has no background noise.
1.4.8 Visual Presentation (Level AAA)	Web: Supports	All text is displayed in a conventional manner with ample white space for easy readability.
1.4.9 Images of Text (No Exception) (Level AAA)	Web: Supports	Images of text are used for decoration only. All necessary text is real and resizable up to 200%.
2.1.3 Keyboard (No Exception) (Level AAA)	Web: Supports	All functionality of the content is operable through a keyboard interface without requiring specific timings for individual keystrokes. A mouse can also be used.
2.2.3 No Timing (Level AAA)	Web: Supports with exceptions	Timing is not an essential part of the event or activity presented by the content, except for competency testing time limits (which can be adjusted
2.2.4 Interruptions (Level AAA)	Web: Supports	TMU© is designed so that any update is automatically postponed until a user has logged out of their current session.
2.2.5 Re-authenticating (Level AAA)	Web: Supports with exceptions	In the of an accidental loss of power or session expiration during a competency evaluation all answers

Criteria	Conformance Level	Remarks and Explanations
		will be saved up to the point of the loss. Upon re-authentication the test candidate will be able to resume form where they left off as long as the time limit has not been reached for the exam. In all other cases a session expiration will result in starting back at the home page, however anything saved during the previous session will still be saved.
2.2.6 Timeouts (Level AAA 2.1 and 2.2)	Web: Supports	Users are warned of the duration of any user inactivity that could cause data loss.
2.3.2 Three Flashes (Level AAA)	Web: Supports	Web pages do not contain anything that flashes more than three times in any one second period.
2.3.3 Animation from Interactions (Level AAA 2.1 and 2.2)	Web: Supports	Motion animation triggered by interaction can be disabled, unless the animation is essential to the functionality of the information being conveyed.
2.4.8 Location (Level AAA)	Web: Supports	TMU© displays a breadcrumb trail at the top of each view showing exactly where you reside in the navigation string.
2.4.9 Link Purpose (Link Only) (Level AAA)	Web: Supports	The text for each link and button label identifies exactly what each will do and in addition to that there is a banner that displays on a mouse over event that gives additional detail.
2.4.10 Section Headings (Level AAA)	Web: Supports	TMU© uses section headings to help organize the content.
2.4.12 Focus Not Obscured (Enhanced) (Level AAA 2.2 only)	Web: Supports	When the user interface component receives keyboard focus, no part of the component is hidden by the author-created content.
2.4.13 Focus Appearance (Level AAA 2.2 only)	Web: Supports	When the keyboard focus indicator is visible, an area of the focus indicator is at least as large as the area of a 2 CSS pixel thick perimeter of the unfocused component or sub-component and a has a contrast ratio of at least 3:1 between the same pixels in the focused and unfocused states.
2.5.5 Target Size (Level AAA 2.1 and 2.2)	Web: Supports	

Criteria	Conformance Level	Remarks and Explanations
		The size of the target for pointer inputs is at least 44 by 44 CSS pixels.
2.5.6 Concurrent Input Mechanisms (Level AAA 2.1 and 2.2)	Web: Supports	Web content does not restrict use of input modalities available on a platform except where the restriction is essential, required to ensure the security of the content, or required to respect user settings.
3.1.3 Unusual Words (Level AAA)	Web: Does not support	TMU© developers do not use any words out of context in a fashion that would require something like this.
3.1.4 Abbreviations (Level AAA)	Web: Does not support	TMU© limits the use of abbreviations to those that are very common and therefore has no need of such functionality.
3.1.5 Reading Level (Level AAA)	Web: Supports	TMU© content is written to an 8 th grade or below reading level.
3.1.6 Pronunciation (Level AAA)	Web: Does not support	There is currently no provision for this in TMU©. If deemed necessary it is something that could be developed.
3.2.5 Change on Request (Level AAA)	Web: Supports	No change of content is initiated by any event other than one requiring consent or positive action from the user.
3.3.5 Help (Level AAA)	Web: Supports	TMU© provides visual cues such as mouse over banners as well as FAQ and contact information for the live phone support on every page. Live support is available from 7am to 6pm central Monday thru Friday with additional live phone support for test observers on the weekends.
3.3.6 Error Prevention (All) (Level AAA)	Web: Supports	In all cases where data submission is required, there is at least one opportunity to review your submitted data and edit if it is incorrect. In some cases, the data is verified several times. A candidate will verify their data many times through the course of their training and competency testing.

Criteria	Conformance Level	Remarks and Explanations
3.3.9 Accessible Authentication (Enhanced) (Level AAA 2.2 only)	Web: Supports	A cognitive function test is not required for any step in an authentication process.

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Notes:

Chapter 3: [Functional Performance Criteria \(FPC\)](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Supports with assistive technology.	TMU© functions good with a screen reader. Knowledge testing also has audio for a text alternative to reading the text questions.
302.2 With Limited Vision	Supports with assistive technology	TMU© functions good with a screen reader. Knowledge testing also has audio for a text alternative to reading the text questions.
302.3 Without Perception of Color	Supports	TMU© does not require user perception of color to operate.
302.4 Without Hearing	NA	TMU© presents no audio content it is text only based, except where audio is presented as a text alternative.
302.5 With Limited Hearing	NA	TMU© presents no audio content it is text only based, except where audio is presented as a text alternative.
302.6 Without Speech	NA	TMU© requires no speech input for operation.

Criteria	Conformance Level	Remarks and Explanations
302.7 With Limited Manipulation	Supports	Input via a mouse or keyboard alternative is acceptable for TMU© operation.
302.8 With Limited Reach and Strength	Supports	Input via mouse, keyboard or similar alternative interface is all that is required to operate TMU©.
302.9 With Limited Language, Cognitive, and Learning Abilities	Supports partially	Anyone with the cognitive ability to attend and pass a CNA training program will be able to operate TMU©

Chapter 4: [Hardware](#)

Notes: TMU© is a cloud-based application and Chapter 4 Hardware does not apply.

Chapter 5: [Software](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.0 AA	See WCAG 2.0 section	See information in WCAG 2.0 section
502 Interoperability with Assistive Technology	Heading cell – no response required	Heading cell – no response required
502.2.1 User Control of Accessibility Features	Supports	As TMU© is cloud base the user has complete control over accessibility and assistive technology that is used.
502.2.2 No Disruption of Accessibility Features	Supports	TMU© does not block any accessibility features.
502.3 Accessibility Services	Heading cell – no response required	Heading cell – no response required
502.3.1 Object Information	Supports	Object roles are programmatically determinable.
502.3.2 Modification of Object Information	Supports	States and properties will be able to be managed by assistive technology as well as the user.
502.3.3 Row, Column, and Headers	Supports	Within TMU© Row and column headers are programmatically determinable.

Criteria	Conformance Level	Remarks and Explanations
502.3.4 Values	Supports	Within TMU© any current value(s), and any set or range of allowable values associated with an object, shall be programmatically determinable.
502.3.5 Modification of Values	Supports	Within TMU© values can be set by the user and are capable of being set programmatically, including through assistive technology.
502.3.6 Label Relationships	Supports	Within TMU© any relationship that a component has as a label for another component, or of being labeled by another component, is programmatically determinable.
502.3.7 Hierarchical Relationships	Supports	Within TMU© all hierarchical (parent-child) relationship that a component has as a container for, or being contained by, another component is programmatically determinable.
502.3.8 Text	Supports	Within TMU© the content of text objects, text attributes, and the boundary of text rendered to the screen, is programmatically determinable.
502.3.9 Modification of Text	NA	There are no options for modifying text in TMU©.
502.3.10 List of Actions	Supports	Within TMU© all actions that can be executed on an object are programmatically determinable.
502.3.11 Actions on Objects	Supports	Within TMU© there is nothing that would prevent any assistive technology from manipulating objects.
502.3.12 Focus Cursor	Supports	TMU© exposes information and mechanisms necessary to track focus, text insertion point, and selection attributes of user interface components.
502.3.13 Modification of Focus Cursor	Supports	Within TMU© focus, text insertion points, and selection attributes can be set by the

Criteria	Conformance Level	Remarks and Explanations
		user or programmatically, including through the use of assistive technology.
502.3.14 Event Notification	Supports	Notification of events relevant to user interactions, including but not limited to, changes in the component's state(s), value, name, description, or boundary, are available to assistive technology.
502.4 Platform Accessibility Features	NA	TMU© is a cloud-based application
<u>503 Applications</u>	Heading cell – no response required	Heading cell – no response required
503.2 User Preferences	NA	TMU© is a cloud-based application
503.3 Alternative User Interfaces	NA	TMU© is a cloud-based application
<i>503.4 User Controls for Captions and Audio Description</i>	Heading cell – no response required	Heading cell – no response required
503.4.1 Caption Controls	NA	TMU© is a cloud-based application
503.4.2 Audio Description Controls	NA	TMU© is a cloud-based application
<u>504 Authoring Tools</u>	Heading cell – no response required	Heading cell – no response required
504.2 Content Creation or Editing (if not authoring tool, enter “not applicable”)	See WCAG 2.0 section	See information in WCAG 2.0 section
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	Supports	TMU©'s Authoring tool, when converting content from one format to another or saving content in multiple formats, preserves the information required for accessibility to the extent that the information is supported by the destination format.
504.2.2 PDF Export	NA	TMU© does not currently export any data in PDF format.
504.3 Prompts	NA	TMU©'s authoring tool does not create any web content it is a plain text editor only.
504.4 Templates	NA	There are no templates provided in TMU© for authoring.

Chapter 6: Support Documentation and Services

Notes:

Criteria	Conformance Level	Remarks and Explanations
601.1 Scope	Heading cell – no response required	Heading cell – no response required
<u>602 Support Documentation</u>	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	Supports	Documentation shall list and explain how to use the accessibility and compatibility features required by Chapters 4 and 5. Documentation shall include accessibility features that are built-in and accessibility features that provide compatibility with assistive technology.
602.3 Electronic Support Documentation	See WCAG 2.0 section	See information in WCAG 2.0 section
602.4 Alternate Formats for Non-Electronic Support Documentation	NA	D&SDT and TMU© uses no non-electronic support documentation.
<u>603 Support Services</u>	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	Supports	Documentation will be published pursuant to 602.2
603.3 Accommodation of Communication Needs	Supports	TMU© provides visual cues such as mouse over banners as well as FAQ and contact information for the live phone support on every page. Live support is available from 7am to 6pm central Monday thru Friday with additional live phone support for test observers on the weekends.

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