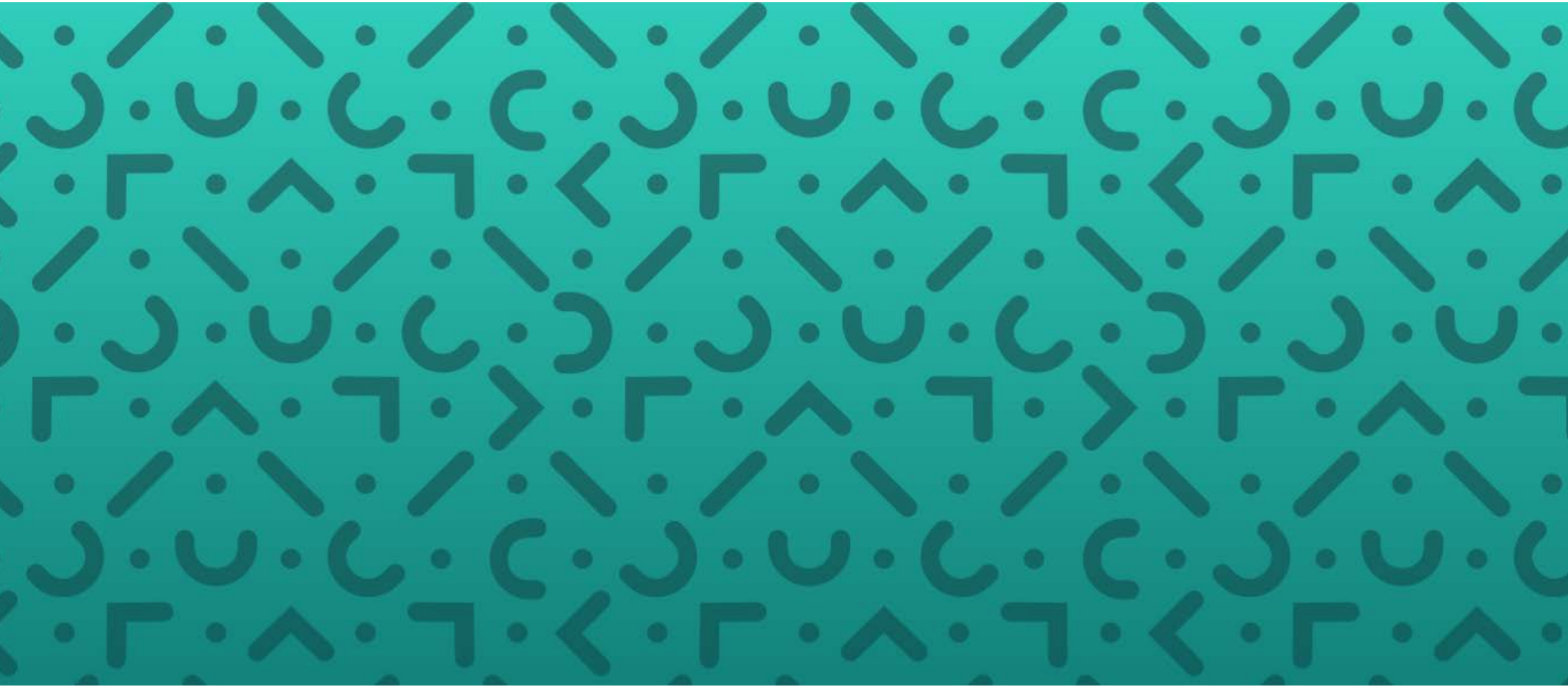


# UKG Dimensions Accessibility Conformance Report

Release 8 Update 1 /October 2021



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The source code for Equinox is available for free download at [www.eclipse.org](http://www.eclipse.org).

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Document Revision	Release Date
A	October 2021

# UKG Dimensions Accessibility Conformance Report

## International Edition

(Based on VPAT® Version 2.4)

**Name of Product/Version:** UKG Dimensions Release 8 Update 1

**Report Date:** October 2021

**Product Description:** UKG Dimensions provides AI-powered workforce management solutions that help streamline scheduling, time, attendance, and more for greater insights and better business outcomes.

**Contact Information:** [accessibility@ukg.com](mailto:accessibility@ukg.com)

**Notes:**

### Evaluation Methods Used:

Testing is based on general product knowledge and included testing with:

- various screen reader and browser combinations
- keyboard only
- color contrast checkers

### Applicable Standards/Guidelines

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

Standard/Guideline	Included In Report
<a href="#">Web Content Accessibility Guidelines 2.0</a>	Level A: Yes Level AA : Yes Level AAA: No
<a href="#">Web Content Accessibility Guidelines 2.1</a>	Level A: Yes Level AA : Yes Level AAA: No
<a href="#">Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018</a>	Yes
<a href="#">EN 301 549 Accessibility requirements suitable for public procurement of ICT products and services in Europe, - V3.1.1 (2019-11)</a>	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.

Note: When filling in the WCAG tables, a response may use 'Supports' where one might otherwise be inclined to use 'Not Applicable'. This is in keeping with [WCAG 2.0 Understanding Conformance](#): This means that if there is no content to which a success criterion applies, the success criterion is satisfied.

- **Not Evaluated:** The product has not been evaluated against the criterion. This can be used only in WCAG 2.1 Level AAA.

## Overview

The UKG Dimensions™ solution is an enterprise web application that serves many different types of users, in many industries. Different customers license and configure the products in many ways. Where there are exceptions below, they may not affect all product areas. There are some known functional areas that will not support accessibility and are not included in the WCAG report below.

- Application Setup and Maintenance pages are typically opened in a new browser window and are not currently accessible to keyboard and screen reader users.
  - People Editor is considered part of system Maintenance. People records are typically maintained and imported from external systems.
  - HyperFind Editor is considered an application setup page. Users are still able to select pre-configured HyperFinds using the HyperFind Selector.
  - Source Policy dialog window in Attendance and the Leave Rule dialog window in Leave are also application setup-related pages. The "Edit Rules" function, which relies on the Leave Rule dialog window, is not currently accessible.
- Schedule Gantt view - The Gantt view is not recommended to be used with screen readers. The tabular view has been optimized to provide accessible, equivalent functionality.
- Timecard grid view - The grid view is not recommended to be used with screen readers. The list view has been optimized to provide accessible, equivalent functionality.
- Timecard add-ons for Audits, Historical Edits, and Target Hours are not currently accessible.
- Scheduling add-ons for Indicators, Coverage, Daily Coverage, and Metrics are not currently accessible.
- Workforce-Planning Audit add-on is not currently accessible.
- Employee Self Scheduling/My Calendar - The calendar view is not recommended for use with screen readers. The Events/Request lists offer accessible equivalent functionality. There are also gray on gray and black on gray background and foreground colors that may be difficult to read. Indicators in this calendar may not display using inverted colors.
- Information Access – Interactive Reports are not recommended to be used with screen readers. Equivalent information can be displayed via Dataviews or exported via accessible PDF format.
- Forecasting Planner and Workload Planner are not currently accessible with screen readers or keyboard only.
- Forecasting: The calendar component is not currently accessible with screen reader or keyboard only.
- The Color by Job feature contains a typical color palette that contains color selections that may reduce contrast visibility if selected
- UKG Dimensions was originally developed and tested only with the NVDA screen reader in the Firefox browser. Support for JAWS with the Chrome browser has been introduced in R8. There may still be some areas that do not work well with JAWS. The Business Structure Component is one example. Work is continuing for full JAWS support.

## WCAG 2.1 Report

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.1.1 Non-text Content</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Supports Electronic Docs: Supports</p>	<p>Any graphics within the application have proper textual alternatives. Charts have equivalent facilitation via links to the data source.</p>
<p><b><u>1.2.1 Audio-only and Video-only (Prerecorded)</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Supports Electronic Docs: Supports</p>	<p>The product does not contain prerecorded audio-only or video-only media.</p> <p>The external help system does not contain any prerecorded audio only media. A descriptive transcript is provided for any video-only media.</p>
<p><b><u>1.2.2 Captions (Prerecorded)</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Supports Electronic Docs: Supports</p>	<p>The product does not contain prerecorded synchronized media.</p> <p>External help videos contain a mechanism to enable or disable captions.</p> <p>Electronic Docs: All of the videos within the help system have captions.</p>
<p><b><u>1.2.3 Audio Description or Media Alternative (Prerecorded)</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> </ul>	<p>Software: Supports Electronic Docs: Supports</p>	<p>The product does not contain prerecorded content.</p> <p>Electronic Docs: Information is described within standard audio and included within the</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>		captions so that no separate audio description is needed. A transcript is available for all videos.
<p><b>1.3.1 Info and Relationships</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Software: Partially Supports Electronic Docs: Supports	<p>The information, structure, and relationships for most items in the application can be programmatically determined. There are instances of some controls missing programmatic labels or clear roles, but these can generally be determined from the context. Examples include:</p> <ul style="list-style-type: none"> <li>• There are instances where grouped radio buttons are not announced properly.</li> <li>• There are screen reader issues with the date pickers where the column headers are not announced. The user has the option of entering the date via a text field.</li> <li>• There are several issues on the Create Notice panels dataview.</li> <li>• See the notes section for feature level exclusions.</li> <li>• The column headers in the grid within the schedule pattern dialog are not announced.</li> <li>• When saving a schedule or workload pattern the name field has no label announcement.</li> <li>• Within the Grant Leave panel the Amount entry field label is not announced.</li> </ul>
<p><b>1.3.2 Meaningful Sequence</b> (Level A)</p> <p>Also applies to: Revised Section 508</p>	Software: Partially Supports Electronic Docs: Supports	The application has a logical reading order that correspondsto the focus order of the page.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>		<ul style="list-style-type: none"> <li>• There are some instances of incorrect focus order within panels. The general design is to focus the Apply button (visually located to the right) before the Cancel or Done button to its left.</li> </ul>
<p><b><u>1.3.3 Sensory Characteristics</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Software: Supports Electronic Docs: Supports	Understanding and operating content within the application does not rely solely on sensory characteristics of components, such as shape, size, visual location, orientation, or sound.
<p><b><u>1.4.1 Use of Color</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Software: Partially Supports Electronic Docs: Supports	Color is not the only visual means of identifying information or distinguishing a visual element in the application. Generally, where color has been used there is also an additional icon or pattern. Exceptions: <ul style="list-style-type: none"> <li>• Color indicators within Shift Availability panels and grid may pose difficulty for color blind and low vision individuals.</li> <li>• Charts and graphs use colors that may be difficult to discern for color blind individuals.</li> <li>• Change Schedule Tag and Change Job Color dialog does not display color swatches in windows high contrast mode. Colors are identified via hex code only.</li> </ul>
<p><b><u>1.4.2 Audio Control</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul>	Software: Supports Electronic Docs: Supports	There is no audio within the product or help that plays automatically for more than 3 seconds.



Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>602.3 (Support Docs)</li> </ul>		
<p><b>2.1.1 Keyboard</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	<p>Software: Partially Supports Electronic Docs: Supports</p>	<p>Most elements within the application are focusable and actionable using the keyboard without requiring timings for individual keystrokes. Exceptions include:</p> <ul style="list-style-type: none"> <li>When selecting an Open Shift, Self-Schedule, Call List, and Shift Swap, the calendar component is not accessible with keyboard or screen reader. There is accessible equivalent functionality in list format to complete these tasks.</li> <li>There are issues using an external keyboard with a mobile device. These are continuing to be addressed and fixed.</li> <li>There is no mechanism to rearrange tiles on the home page via the keyboard.</li> </ul>
<p><b>2.1.2 No Keyboard Trap</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	<p>Software: Supports Electronic Docs: Supports</p>	<p>There are no known keyboard traps.</p>
<p><b>2.1.4 Character Key Shortcuts</b> (Level A 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	<p>Software: Partially Supports Electronic Docs: Supports</p>	<p>Scheduling pages have a single letter character keyboard shortcut, T, to move focus between the action bar, planner grid, and add-on. There is no mechanism to disable or change the shortcut. There are no other key shortcuts in the product.</p> <p>Electronic Docs: There are no character key shortcuts.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b>2.2.1 Timing Adjustable</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Partially Supports Electronic Docs: Supports</p>	<p>There is a security timeout within the product to automatically sign the user out after 30 minutes of inactivity. There is an alert with option to stay logged in. However, if the time limit is exceeded without intervention the user will be logged out.</p> <p>Kiosk pages the lead to activity forms and punch pages have a default time limit of 15 seconds before logging the user out without a warning. The duration can be extended within product setup.</p>
<p><b>2.2.2 Pause, Stop, Hide</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Supports</p>	<p>There is no moving, blinking, scrolling, or auto-updating information within the product.</p> <p>Electronic Docs: The only moving content within the helps system are videos which do not auto-start and can be paused and stopped.</p>
<p><b>2.3.1 Three Flashes or Below Threshold</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Supports Electronic Docs: Supports</p>	<p>There is no flashing content within the product or help.</p>
<p><b>2.4.1 Bypass Blocks</b> (Level A)</p> <p>Also applies to: Revised Section 508</p>	<p>Software: Partially Supports Electronic Docs: Supports</p>	<ul style="list-style-type: none"> <li>• There are no skip to content links.</li> <li>• There is a main landmark on most pages.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>501 (Web)(Software) – Does not apply to non-web software</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>		<ul style="list-style-type: none"> <li>Within the application. Keyboard users must tab to sections of the page and screen reader users can use landmarks or headings.</li> </ul> <p>Electronic Docs: The documentation pages have skip to main links.</p>
<p><b>2.4.2 Page Titled</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	<p>Software: Partially Supports Electronic Docs: Supports</p>	<p>Most pages in the product have descriptive titles.</p> <ul style="list-style-type: none"> <li>Authentication pages are lacking page titles.</li> <li>Attendance page titles are generic.</li> </ul>
<p><b>2.4.3 Focus Order</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	<p>Software: Partially Supports Electronic Docs: Supports</p>	<p>Most pages can be navigated sequentially with the following exceptions:</p> <ul style="list-style-type: none"> <li>When interacting with notifications in Control Center, focus does not land in the Details panel when the details button is activated if there are multiple notifications in the list.</li> <li>After closing out of the Refine panel in the Report Library, focus lands on the Schedule Report button instead of returning back to the Refine button.</li> <li>There are instances where the apply or submit button comes before the cancel button in the tab sequence. This is being corrected throughout the product to make the tab order match the visible and source code order.</li> <li>In some grids the filter menu is in tab sequence before the column headers even though it is visually after them.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<b><u>2.4.4 Link Purpose (In Context)</u></b> (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Software: Supports Electronic Docs: Supports	The purpose of the links in the application can be determined from link text alone, or from the link text together with its programmatically linked context in the application
<b><u>2.5.1 Pointer Gestures</u></b> (Level A 2.1 only) Also applies to: Revised Section 508 – Does not apply	Software: Supports Electronic Docs: Supports	There are no multipoint or path gestures within the product or help system.
<b><u>2.5.2 Pointer Cancellation</u></b> (Level A 2.1 only) Also applies to: Revised Section 508 – Does not apply	Software: Supports Electronic Docs: Supports	There are no single pointer interactions that complete on the down event, or an undo action is provided.
<b><u>2.5.3 Label in Name</u></b> (Level A 2.1 only) Also applies to: Revised Section 508 – Does not apply	Software: Supports Electronic Docs: Supports	For components that have labels with text or images of text, the name contains the visible text. The product has not been tested with voice input.
<b><u>2.5.4 Motion Actuation</u></b> (Level A 2.1 only) Also applies to: Revised Section 508 – Does not apply	Software: Supports Electronic Docs: Supports	There is no functionality in the product that relies upon device motion to operate.
<b><u>3.1.1 Language of Page</u></b> (Level A) Also applies to: Revised Section 508	Software: Does Not Support Electronic Docs: Supports	Within the product the language of the page is not declared in this release. This has been fixed for the next release.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>		
<p><b>3.2.1 On Focus</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Supports Electronic Docs: Supports</p>	<p>There are no components that initiate a change of context upon focus.</p>
<p><b>3.2.2 On Input</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Partially Supports Electronic Docs: Supports</p>	<p>There are instances within the product where the page is updated when the user makes a selection from a dropdown selector. Examples include:</p> <ul style="list-style-type: none"> <li>• Dataview selector</li> <li>• Timeframe selector</li> <li>• Locations &amp; Hyperfind Selector</li> <li>• Various radio groups</li> <li>• Some Search fields immediately display results after typing a set number of characters</li> <li>• Within the Tiles panel after making a selection from the Select Tiles dropdown, focus jumps to the Tiles list.</li> </ul>
<p><b>3.3.1 Error Identification</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Partially Supports Electronic Docs: Supports</p>	<p>Form controls in the application explicitly identify errors that are present when submitting a form. Some are not announced:</p> <ul style="list-style-type: none"> <li>• Errors in the Report Parameters panel are not announced by the screen reader.</li> <li>• Changing password errors within the edit profile are not announced.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<p><b>3.3.2 Labels or Instructions</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Partially Supports Electronic Docs: Supports</p>	<p>Most elements in the application have proper labels. For elements that do not contain a visible label, programmatically determined label is present. Exceptions include:</p> <ul style="list-style-type: none"> <li>• Many checkboxes within grids do not have labels. This is currently being addressed.</li> <li>• Dialog titles are not announced for the following: <ul style="list-style-type: none"> <li>• Within Dataview accruals and people actions</li> <li>• Timecard comments for punch and exceptions.</li> </ul> </li> <li>• Manage Schedule tile has several unlabeled buttons. This is being addressed for the next update.</li> </ul>
<p><b>4.1.1 Parsing</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Partially Supports Electronic Docs: Supports</p>	<p>Elements in the application contain start and end tags, and elements do not contain duplicate attributes. There may be duplicate IDs but they do not interfere with assistive technology use of the product.</p>
<p><b>4.1.2 Name, Role, Value</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Partially Supports Electronic Docs: Supports</p>	<ul style="list-style-type: none"> <li>• The Time off and Scheduling request sequential panels have non-specific titles.</li> <li>• Dropdown selectors do not always announce with the proper listbox or combobox role.</li> <li>• When selecting an option from the hamburger menu, the screen reader does not announce that a selection has been made. This is being updated for a future release.</li> <li>• When interacting with the New Feature dialog, page numbers are not being</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
		<p>announced when navigating through the next and previous buttons.</p> <ul style="list-style-type: none"> <li>• There are cases where the apply button is enabled but a user cannot activate it because required data is missing.</li> <li>• Panel names for Assign and Unassign Employment Terms are the same for both panels. Each panel is announced as Employment Terms.</li> <li>• The check boxes and date input fields are not announced as required when selecting report recurrence parameters when scheduling a report within Information Access.</li> <li>• When navigating through the Report Library, the In- progress, Complete, and Upcoming buttons are not being announced as collapsed or expanded by screen reader within Information Access.</li> <li>• Within Workload patter and Select Locations &amp; Hyperfind, the associated info buttons are not announced.</li> <li>• Some radio buttons are not announced as selected.</li> </ul>

**Table 2: Success Criteria, Level AA**

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.2.4 Captions (Live)</u></b> (Level AA) Also applies to:</p>	<p>Software: Supports Electronic Docs: Supports</p>	<p>There are no live videos within the product or help.</p>

Criteria	Conformance Level	Remarks and Explanations
Revised Section 508 <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>		
<u><b>1.2.5 Audio Description (Prerecorded)</b></u> (Level AA) Also applies to: Revised Section 508 <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Software: Supports Electronic Docs: Supports	There is no prerecorded video within the product.  Electronic Docs: Information is described within standard audio and included within the captions so that no separate audio description is needed. A transcript is available for all videos.
<u><b>1.3.4 Orientation</b></u> (Level AA 2.1 only) Also applies to: Revised Section 508 – Does not apply	Software: Partially Supports Electronic Docs: Supports	Landscape is not supported on a phone but is supported on a tablet.  Electronic Docs: Supports portrait and landscape on both phone and tablet.
<u><b>1.3.5 Identify Input Purpose</b></u> (Level AA 2.1 only) Also applies to: Revised Section 508 – Does not apply	Software: Supports Electronic Docs: Supports	There is no personal information requested within the accessible portions of the product. The authentication pages do not support autocomplete for security reasons.
<u><b>1.4.3 Contrast (Minimum)</b></u> (Level AA) Also applies to: Revised Section 508 <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Software: Partially Supports Electronic Docs: Supports	Most text meets the minimum contrast requirements. Some exceptions include: <ul style="list-style-type: none"> <li>• On the Employee Summary page, the red Open Shifts text and Numbers for each column against the grey background.</li> <li>• Approve All button on the Manage Time Cards tile.</li> </ul>



Criteria	Conformance Level	Remarks and Explanations
<p><b>1.4.4 Resize text</b> (Level AA)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Supports  Electronic Docs: Partially Supports</p>	<p>Application components can be resized to 200% without the use of assistive technology</p> <p>Electronic Docs: Some of the submenus within the top-level navigation are clipped when browser is zoomed to 200%.</p>
<p><b>1.4.5 Images of Text</b> (Level AA)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Supports  Electronic Docs: Supports</p>	<p>Where a particular presentation of text is essential to the information, the product and help use text to convey information rather than images of text.</p>
<p><b>1.4.10 Reflow</b> (Level AA 2.1 only)  Also applies to:  Revised Section 508 – Does not apply</p>	<p>Software: Does not Support  Electronic Docs: Does Not Support</p>	<p>The product was not designed to support 400% zoom/reflow. Progress is being made to support reflow in a future release.</p> <p>Electronic Docs: Some of the submenus within the top level navigation are clipped when browser is zoomed to 200%.</p>
<p><b>1.4.11 Non-text Contrast</b> (Level AA 2.1 only)  Also applies to:  Revised Section 508 – Does not apply</p>	<p>Software: Supports  Electronic Docs: Supports</p>	<p>All non-text content active items meet 3.1 contrast requirements.</p>
<p><b>1.4.12 Text Spacing</b> (Level AA 2.1 only)  Also applies to:  Revised Section 508 – Does not apply</p>	<p>Software: Partially Supports  Electronic Docs: Supports</p>	<p>There are instances in the product where information is truncated if Text properties are modified. Examples include:</p> <ul style="list-style-type: none"> <li>• Text on the My Notifications Tile</li> <li>• Titles of some tiles.</li> <li>• Employee Attendance details.</li> <li>• Some button labels or values.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<p><b>1.4.13 Content on Hover or Focus</b> (Level AA 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	<p>Partially Software: Supports Electronic Docs: Supports</p>	<p>There is little content that displays on hover or focus other than browser enabled, non-critical title attributes that display on hover that are part of HTML. An exception is the schedule page when the user hovers over a schedule item to get full details, the popup closes when the pointer moves off of the trigger.</p>
<p><b>2.4.5 Multiple Ways</b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software) – Does not apply to non-web software</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>	<p>Software: Partially Supports Electronic Docs: Supports</p>	<p>Users can access domain areas by searching for employees using the search feature, interacting with tiles on the homepage, using a provided GoTo button, or selecting from the hamburger menu. Exceptions include:</p> <ul style="list-style-type: none"> <li>• Forecasting is only available via the main menu.</li> <li>• Staffing is only available via the main menu.</li> </ul> <p>Electronic Docs: The user can navigate via Top level navigation, use breadcrumbs for orientation, and side panel for localized navigation.</p>
<p><b>2.4.6 Headings and Labels</b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Software: Supports Electronic Docs: Supports</p>	<p>Headings and labels indicate sections or purpose.</p>
<p><b>2.4.7 Focus Visible</b> (Level AA)</p> <p>Also applies to: Revised Section 508</p>	<p>Software: Supports Electronic Docs: Supports</p>	<p>Keyboard focus is visible on all components.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>		
<p><b>3.1.2 Language of Parts</b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Software: Supports Electronic Docs: Supports	There are no changes of language within pages except for untranslatable terms.
<p><b>3.2.3 Consistent Navigation</b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software) – Does not apply to non-web software</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>	Software: Supports Electronic Docs: Supports	Navigational mechanisms that are repeated on multiple pages within the application occur in the same relative order unless a change is initiated by the user.
<p><b>3.2.4 Consistent Identification</b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software) – Does not apply to non-web software</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>	Software: Supports Electronic Docs: Supports	Components with the same function are identified consistently.
<p><b>3.3.3 Error Suggestion</b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul>	Software: Partially Supports Electronic Docs: Supports	There are cases where the error messages are generic and do not provide detailed information. Examples include: <ul style="list-style-type: none"> <li>• Some date fields indicate only, “Error date is required,” rather than specific information about the type of date.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> <li>602.3 (Support Docs)</li> </ul>		<ul style="list-style-type: none"> <li>Some required fields indicate only, “This field is required,” without details about the type of contents.</li> <li>Errors on the authentication pages are not descriptive.</li> </ul>
<p><b>3.3.4 Error Prevention (Legal, Financial, Data)</b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	<p>Software: Supports Electronic Docs: Supports</p>	<p>People Editor, which is noted as not accessible in the Overview section, is the only area where this would apply.</p>
<p><b>4.1.3 Status Messages</b> (Level AA 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	<p>Software: Does not Support Electronic Docs: Partially Supports</p>	<p>There are visible status updates within the product that are not programmatically determined and not announced by screen readers. Examples include:</p> <ul style="list-style-type: none"> <li>Screen refresh and refresh time.</li> <li>Visible updates when a filter has been applied or a number of employees selected.</li> <li>Employee Self Service request submission confirmations are not announced.</li> </ul> <p>Electronic Docs: The main navigation menu can be confusing to use with a keyboard only or screen reader. Each top-level navigation item is announced as a button and is not but the next item is an associated menu button that works to expose and navigate the sub menus.</p>

## Revised Section 508 Report

Notes:

### Chapter 3: Functional Performance Criteria (FPC)

Notes:

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Partially Supports	Except as noted in the overview, most functions of the product are usable without vision. See WCAG Success Criteria: 1.3.1 Info and Relationships, 2.1.1 Keyboard, and 4.1.2 Name, Role, Value for exceptions.
302.2 With Limited Vision	Partially Supports	Except as noted in the overview, most functions of the product are usable with low vision. See, 1.4.10 Reflow, 1.4.12 Text Spacing, and 1.4.13 Content on Hover or Focus for exceptions.
302.3 Without Perception of Color	Partially Supports	Except as noted in the overview, most functions of the product are usable with without perception of color. See 1.4.1 Use of Color, 1.4.3 Contrast Minimum, 1.4.11 Non-text contrast for exceptions.
302.4 Without Hearing	Supports	The product does not require the use of hearing.
302.5 With Limited Hearing	Supports	The product does not require the use of hearing.
302.6 Without Speech	Supports	The product does not require speech input or control, so it is usable by people without speech.
302.7 With Limited Manipulation	Partially Supports	Users with limited manipulation who use speech recognition or switch

Criteria	Conformance Level	Remarks and Explanations
		control software will have difficulty navigating to controls due to the exceptions noted in 2.1.1 Keyboard and 4.1.2 Name, Role, Value.
302.8 With Limited Reach and Strength	Supports	The product is functional with limited reach and strength.
302.9 With Limited Language, Cognitive, and Learning Abilities	Supports	The product is functional for users with limited language, cognitive, and learning abilities. The product provides labeling for most controls with on-screen text as well as a mouse enabled tooltip. The context sensitive help provides a legend for icons

#### Chapter 4: Hardware

Notes: The product does not contain hardware, so the table has been removed. See [UKG.com/Accessibility](https://www.ukg.com/accessibility) for the Accessibility compliance report for the InTouch DX hardware that may be used with UKG Dimensions.

#### Chapter 5: Software

Notes:

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.0 AA	See WCAG 2.x section	See information in WCAG 2.x section
<b><i>502 Interoperability with Assistive Technology</i></b>	Heading cell – no response required	Heading cell – no response required
502.2.1 User Control of Accessibility Features	Not Applicable	The product is not platform software.
502.2.2 No Disruption of Accessibility Features	Supports	The product does not disrupt or otherwise impair any of the native accessibility features of the operating system in use.

Criteria	Conformance Level	Remarks and Explanations
<b>502.3 Accessibility Services</b>	Heading cell – no response required	Heading cell – no response required
502.3.1 Object Information	Partially Supports	The product exposes the name, role and state or value of most objects to assistive technology. See 1.3.1 Info and Relationships and 4.1.2 Name, Role, Value.
502.3.2 Modification of Object Information	Supports	States and properties that can be set by the user are capable of being set programmatically, including through assistive technology.
502.3.3 Row, Column, and Headers	Partially Supports	As noted in the overview section, some grids are not accessible, and an alternative layout is provided.
502.3.4 Values	Partially Supports	The product exposes the value of most objects to assistive technology. See 4.1.2 Name, Role, Value.
502.3.5 Modification of Values	Supports	Values of controls and inputs in the product can be set or modified programmatically by assistive technology.
502.3.6 Label Relationships	Partially Supports	The product UI exposes most label relationships to assistive technologies. See 1.3.1 Info and Relationships and 3.3.2 Labels and Instructions.
502.3.7 Hierarchical Relationships	Partially Supports	The product UI exposes most parent-child relationships to assistive technologies. See 1.3.1 Info and Relationships.

Criteria	Conformance Level	Remarks and Explanations
502.3.8 Text	Supports	The content of text objects, text attributes, and the boundary of text rendered to the screen, are programmatically determinable.
502.3.9 Modification of Text	Supports	Text that can be set by the user is capable of being set programmatically, including through assistive technology.
502.3.10 List of Actions	Partially Supports	The product allows assistive technology to programmatically determine available actions on most objects. See 4.1.2 Name, Role, Value.
502.3.11 Actions on Objects	Supports	The product allows assistive technology to programmatically execute available actions on objects.
502.3.12 Focus Cursor	Partially Supports	The product exposes information and mechanisms necessary to track focus, text insertion point, and selection attributes of most user interface components. See 2.4.7 Focus Visible.
502.3.13 Modification of Focus Cursor	Supports	Focus, text insertion point, and selection attributes that can be set by the user, including using assistive technology.
502.3.14 Event Notification	Partially Supports	The product notifies assistive technology of most user interaction relevant to controls. See 4.1.2 Name, Role, Value. Visible event notifications displayed via dialogs are accessible to assistive technology.



Criteria	Conformance Level	Remarks and Explanations
		Visible information related to change of page is not yet announced by screen readers. See 4.1.3.
502.4 Platform Accessibility Features	Not Applicable	The product is not platform software.
<b><u>503 Applications</u></b>	Heading cell – no response required	Heading cell – no response required
503.2 User Preferences	Not Applicable	The product is Web based.
503.3 Alternative User Interfaces	Not Applicable	The product does not provide an alternative user interface that functions as assistive technology.
<b><i>503.4 User Controls for Captions and Audio Description</i></b>	Heading cell – no response required	Heading cell – no response required
503.4.1 Caption Controls	Supports	The product does not contain video with synchronized audio that requires captions. The Online help system provides synchronized media via an embedded player that provides user controls for the selection of captions at the same menu level as the user controls for volume or program selection.
503.4.2 Audio Description Controls	Not Applicable	There is no synchronized media within the product nor online help system that requires audio description.
<b><u>504 Authoring Tools</u></b>	Heading cell – no response required	Heading cell – no response required
504.2 Content Creation or Editing (if not authoring tool, enter “not applicable”)	Not Applicable	See information in WCAG 2.x section
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	Not Applicable	The product is not an authoring tool and does not convert between formats.

Criteria	Conformance Level	Remarks and Explanations
504.2.2 PDF Export	Supports	Reports output as PDF are accessible.
504.3 Prompts	Not Applicable	This product is not an authoring tool.
504.4 Templates	Not Applicable	This product is not an authoring tool.

## Chapter 6: Support Documentation and Services

Notes:

Criteria	Conformance Level	Remarks and Explanations
<b>601.1 Scope</b>	Heading cell – no response required	Heading cell – no response required
<b><u>602 Support Documentation</u></b>	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	Supports	Details throughout the WCAG 2.x section.
602.3 Electronic Support Documentation	See <a href="#">WCAG 2.x</a> section	See information in WCAG 2.x section
602.4 Alternate Formats for Non-Electronic Support Documentation	Supports	Additional accessibility documentation is provided in accessible PDF format.
<b><u>603 Support Services</u></b>	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	Supports	ICT support services provide information on the accessibility and compatibility features of the product.
603.3 Accommodation of Communication Needs	Supports	Support services accommodate the needs of individuals with disabilities.