



# Docebo Accessibility Conformance Report

International Edition - (Based on VPAT® Version 2.4)

## **Docebo Voluntary Product Accessibility Template (VPAT)**

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Legal Disclaimer

# Docebo Voluntary Product Accessibility Template (VPAT)

**Name of Product/Version:** Docebo Learn Version 2020.3

**Report Date:** 30 June, 2020

**Document Version:** 1.0

**Product Description:** Docebo is an easy-to-use, highly configurable and affordable learning platform with the end-to-end capabilities and critical functionality needed to train internal and external workforces, partners and customers.

**Contact Email:** [accessibility@docebo.com](mailto:accessibility@docebo.com)

## Scope of This Document

This voluntary model of product accessibility, or VPAT, is a document that Docebo makes available publicly to clearly identify the state of compliance of the platform with WCAG 2.1 standards, level AA (with references also to European Telecommunications Standards Institute EN 301 549 and US Federal Government Revised 508 Standards).

This VPAT applies to the Learner role only, since the platform is accessible from the learner's point of view only. It does not apply to the content providers and platform administration.

As for the learner role, we consider the platform core functionality in terms of accessing and attending the courses included in the learner's learning path. At the moment, other learner features are explicitly excluded. Accessibility has been implemented for Docebo 7.0, and it is not available on Docebo 6.9.

Docebo's journey towards accessibility has just begun. The first sections that have undergone structural changes are the following areas:

- Login page
- Self-registration page
- Reset Password page
- Legal agreements: Privacy Policy, Cookie Policy and Terms & Condition
- Header (including the global search box and the related quick results window), user menu, notifications and gamification panels

- Footer

Docebo has developed these areas of the platform with accessibility in mind, so that they can be used by anyone, in any condition, and in any situation. Docebo keeps working on other areas of the learner experience of the Docebo learning platform in order to extend the areas covered by accessibility over time.

For any general inquiry related to accessibility, or if you have any ideas you would like to share with us, we are glad to hear from you. Do not hesitate to contact our accessibility program manager at [accessibility@docebo.com](mailto:accessibility@docebo.com)

## Evaluation Methods Used

Testing Docebo Learn 20.3 involved:

- Manual test: Manual functionality Inspection, JAWS, NVDA, Keyboard navigation.
- Test Environment: Windows 10, Mac OSX.
- Automated test: keyboard navigation.
- Semi-Automated test: WAVE Evaluation Tool.

## 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 - Level AA
<a href="#">Web Content Accessibility Guidelines 2.1</a>	Level A - Level AA
<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</a> , - V2.1.2 (2018-08)	Yes

## Terms

The terms used in the Conformance Level information are defined as follows:

- **Supports:** The functionality of the product has at least one method that meets the criterion without known defects or meets with equivalent facilitation.
- **Partially Supports:** Some functionality of the product does not meet the criterion.
- **Does Not Support:** The majority of product functionality does not meet the criterion.
- **Not Applicable:** The criterion is not relevant to the product.
- **Not Evaluated:** The product has not been evaluated against the criterion.  
This can be used only in WCAG 2.1 Level AAA.

## WCAG 2.1 Report

Tables 1 and 2 also document conformance with:

- **EN 301 549:** Chapter 9 - Web, Sections 10.1-10.4 of Chapter 10 - Non-Web documents, and Sections 11.1-11.4 and 11.8.2 of Chapter 11 - Non-Web Software (open and closed functionality), and Sections 12.1.2 and 12.2.4 of Chapter 12 – Documentation
- **Revised Section 508:** Chapter 5 – 501.1 Scope, 504.2 Content Creation or Editing, and Chapter 6 – 602.3 Electronic Support Documentation.

**Note:** When reporting on conformance with the WCAG 2.1 Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the [WCAG 2.1 Conformance Requirements](#).

**Table 1: Success Criteria, Level A**

Criteria	Conformance Level	Remarks And Explanations
<p><a href="#">1.1.1 Non-text Content</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.1.1 (Web)</li> <li>● 10.1.1.1 (Non-web document)</li> <li>● 11.1.1.1.1 (Open Functionality Software)</li> <li>● 11.1.1.1.2 (Closed Functionality Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>Most of the content available in the learner path is presented in a meaningful reading sequence. However, here are some exceptions of elements where the alternative text is not available:</p> <ul style="list-style-type: none"> <li>● Some icon buttons in widgets, my profile area, cards’ lists, and course pages</li> <li>● Rating buttons</li> <li>● Badge images</li> <li>● The course locked status info is not visible for users that rely only on keyboard navigation</li> <li>● Some pieces of decoration non-text content - such as blank slate images - are implemented in a way that they</li> </ul>

		<p>cannot be ignored by assistive technology</p> <ul style="list-style-type: none"> <li>• Graphs and charts are visible to the screen reader and do not have alternative text. However, the key information is provided by a description alongside.</li> <li>• Course player controls don't have alternative text.</li> </ul>
<p><a href="#">1.2.1 Audio-only and Video-only (Prerecorded)</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.2.1 (Web)</li> <li>• 10.1.2.1 (Non-web document)</li> <li>• 11.1.2.1.1 (Open Functionality Software)</li> <li>• 11.1.2.1.2.1 and 11.1.2.1.2.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>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>	<b>Supports</b>	<p>Docebo Learn does not provide pre-recorded content within platforms. Content can be uploaded by content authors which are the sole responsible for the accessibility of the content they upload.</p>
<p><a href="#">1.2.2 Captions (Prerecorded)</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.1.2.2 (Web)</li> <li>• 10.1.2.2 (Non-web document)</li> <li>• 11.1.2.2 (Open Functionality Software)</li> <li>• 11.1.2.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> </ul>	<b>Supports</b>	<p>Docebo Learn does not provide pre-recorded content within the platforms. Closed captioning is supported and available for by content authors. Closed captioning is referred to as <i>subtitles</i> in the platform.</p>

<ul style="list-style-type: none"> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><a href="#">1.2.3 Audio Description or Media Alternative (Prerecorded)</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.2.3 (Web)</li> <li>● 10.1.2.3 (Non-web document)</li> <li>● 11.1.2.3.1 (Open Functionality Software)</li> <li>● 11.1.2.3.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Supports</b></p>	<p>Docebo Learn does not provide pre-recorded content within the platforms. Content can be uploaded by content authors which are the sole responsible for the accessibility of the content they upload.</p>
<p><a href="#">1.3.1 Info and Relationships</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.3.1 (Web)</li> <li>● 10.1.3.1 (Non-web document)</li> <li>● 11.1.3.1.1 (Open Functionality Software)</li> <li>● 11.1.3.1.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p>	<p><b>Partially Supports</b></p>	<p>Docebo uses standard HTML markup for headings, form labels, links, buttons, tables, lists, etc. when possible. When not possible, ARIA and/or descriptive text is used to indicate the various types of content and controls, and the relationships between them.</p> <p>A rating of <i>Partially Supports</i> has been given for the following reasons:</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>		<ul style="list-style-type: none"> <li>● Some instructions in the content card listing, widgets, and in the course page are missing or are incomplete.</li> <li>● Some statuses and information on content card listing are not conveyed to screen-readers.</li> <li>● The date picker calendar is not accessible.</li> </ul>
<p><a href="#">1.3.2 Meaningful Sequence</a> (Level A) Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.3.2 (Web)</li> <li>● 10.1.3.2 (Non-web document)</li> <li>● 11.1.3.2.1 (Open Functionality Software)</li> <li>● 11.1.3.2.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>Most of the content available in the learner path is presented in a meaningful reading sequence. A rating of <i>Partially Supports</i> has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>● Data browser components and course pages need some semantic improvements.</li> <li>● The course title in the course pages is placed after the content.</li> </ul> <p>Also: Multi-language content can be added by content authors which are the sole responsible for the accessibility of the content itself.</p>
<p><a href="#">1.3.3 Sensory Characteristics</a> (Level A) Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.3.3 (Web)</li> <li>● 10.1.3.3 (Non-web document)</li> <li>● 11.1.3.3 (Open Functionality Software)</li> <li>● 11.1.3.3 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul>	<p><b>Supports</b></p>	<p>Docebo does not present content that relies solely on sensory characteristics.</p>

<p>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><a href="#">1.4.1 Use of Color</a> (Level A)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.4.1 (Web)</li> <li>● 10.1.4.1 (Non-web document)</li> <li>● 11.1.4.1 (Open Functionality Software)</li> <li>● 11.1.4.1 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>Most of the content available in the learner path does not use color as a unique visual means to convey information, show an action, prompt for a response, or distinguish a visual element. However, a rating of <i>Partially Supports</i> has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>● Some links are identified only with colors. We are working to fix it.</li> <li>● In the My Courses &amp; Learning Plans page and in the Course page, some errors are identified only with color.</li> <li>● In the notification panel, the status <i>Read/Unread</i> is identified only with colors.</li> </ul> <p>All changes applied by the Admin via custom CSS are under his/her sole responsibility.</p>
<p><a href="#">1.4.2 Audio Control</a> (Level A)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.4.2 (Web)</li> <li>● 10.1.4.2 (Non-web document)</li> <li>● 11.1.4.2 (Open Functionality Software)</li> <li>● 11.1.4.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul>	<p><b>Does not Support</b></p>	<p>By default, Docebo does not present content that plays automatically for more than 3 seconds, but the content author can turn on the autoplay media options. At the moment it is possible to turn off the autoplay content only by using the mouse.</p>

<p>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><a href="#">2.1.1 Keyboard</a> (Level A)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.1.1 (Web)</li> <li>• 10.2.1.1 (Non-web document)</li> <li>• 11.2.1.1.1 (Open Functionality Software)</li> <li>• 11.2.1.1.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>Most of the content available in the learner path is operable through keyboard navigation. However, a rating of <i>Partially Supports</i> has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• In the card listing pages, in the my profile page, and widgets, there are some interactive elements that are not visible and that receive keyboard focus.</li> <li>• In the card listing pages, in the My Profile page, and widgets, there are some interactive elements that do not receive keyboard focus.</li> </ul>
<p><a href="#">2.1.2 No Keyboard Trap</a> (Level A)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.2.1.2 (Web)</li> <li>• 10.2.1.2 (Non-web document)</li> <li>• 11.2.1.2 (Open Functionality Software)</li> <li>• 11.2.1.2 (Closed Software)</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>Docebo prevents users from tabbing out of foreground elements, but it does not force them inside by providing a Close or a Cancel button and accepting ESC keystrokes. Some dialogs need keyboard navigation improvement.</p>

<p><a href="#">2.1.4 Character Key Shortcuts</a> (Level A 2.1 only)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.1.4 (Web)</li> <li>● 10.2.1.4 (Non-web document)</li> <li>● 11.2.1.4.1 (Open Functionality Software)</li> <li>● 11.2.1.4.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p>	<p><b>Not Applicable</b></p>	<p>Docebo does not use character-key shortcuts.</p>
<p><a href="#">2.2.1 Timing Adjustable</a> (Level A)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.2.1 (Web)</li> <li>● 10.2.2.1 (Non-web document)</li> <li>● 11.2.2.1 (Open Functionality Software)</li> <li>● 11.2.2.1 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Supports</b></p>	<p>Docebo Learn does not contain any task or content that is time sensitive or requires time adjustments. All timed activities, such as quizzes, can have their deadlines adjusted by Instructors, administrators, or other custom roles who have the proper permissions in the given course.</p>
<p><a href="#">2.2.2 Pause, Stop, Hide</a> (Level A)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.2.2 (Web)</li> <li>● 10.2.2.2 (Non-web document)</li> <li>● 11.2.2.2 (Open Functionality Software)</li> <li>● 11.2.2.2 (Closed Software)</li> </ul>	<p><b>Does not Support</b></p>	<p>At the moment, Docebo provides some animations and auto-updated content but does not provide any mechanism for the user to pause, stop, or hide them. Also, some content is presented in parallel with other content.</p>

<ul style="list-style-type: none"> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><a href="#">2.3.1 Three Flashes or Below Threshold</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.3.1 (Web)</li> <li>● 10.2.3.1 (Non-web document)</li> <li>● 11.2.3.1 (Open Functionality Software)</li> <li>● 11.2.3.1 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Supports</b></p>	<p>Docebo Learn does not provide flashing content within the platform. Content can be uploaded by content authors which are the sole responsible for the accessibility of the content itself.</p> <p>All changes applied by the Admin via custom CSS are under his/her sole responsibility.</p>
<p><a href="#">2.4.1 Bypass Blocks</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.4.1 (Web)</li> <li>● 10.2.4.1 (Non-web document) – Does not apply</li> <li>● 11.2.4.1 (Open Functionality Software) – Does not apply</li> <li>● 11.2.4.1 (Closed Software) – Does not apply</li> <li>● 11.8.2 (Authoring Tool)</li> </ul>	<p><b>Does not support</b></p>	<p>We are currently working on supporting this requirement.</p>

<ul style="list-style-type: none"> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><a href="#">2.4.2 Page Titled</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.4.2 (Web)</li> <li>● 10.2.4.2 (Non-web document)</li> <li>● 11.2.4.2 (Open Functionality Software) - Does not apply</li> <li>● 11.2.4.2 (Closed Software) – Does not apply</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>Most of the content available in the learner path has a proper page title. However, a rating of <i>Partially Supports</i> has been given for the following reason:</p> <ul style="list-style-type: none"> <li>● The titles of the courses pages do not describe topic or purpose.</li> </ul>
<p><a href="#">2.4.3 Focus Order</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.4.3 (Web)</li> <li>● 10.2.4.3 (Non-web document)</li> <li>● 11.2.4.3 (Open Functionality Software)</li> <li>● 11.2.4.3 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> </ul>	<p><b>Partially Supports</b></p>	<p>Most of the Docebo components available in the learner path contain focusable components that receive focus in an order that preserves meaning and operability. A rating of <i>Partially Supports</i> has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>● When closing some dialogs, instead of moving the focus back to the</li> </ul>

<ul style="list-style-type: none"> <li>● 12.2.4 (Support Docs)</li> </ul> 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>		<p>triggering element, the focus moves to the top of the page.</p> <ul style="list-style-type: none"> <li>● The data browser search displays the confirmation button before the input field</li> </ul>
<p><a href="#">2.4.4 Link Purpose (In Context)</a> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.4.4 (Web)</li> <li>● 10.2.4.4 (Non-web document)</li> <li>● 11.2.4.4 (Open Functionality Software)</li> <li>● 11.2.4.4 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>The learner experience in the Docebo platform mostly contains links that clearly indicate their purpose, in context. A rating of <i>Partially Supports</i> has been given for the following reason:</p> <ul style="list-style-type: none"> <li>● Some links included in the content card listing, widgets, and page course do not respect the accessible purpose declaration.</li> </ul> <p>Also, content can be included in the platform by content authors which are the sole responsible for the accessibility of the content itself.</p>
<p><a href="#">2.5.1 Pointer Gestures</a> (Level A 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.5.1 (Web)</li> <li>● 10.2.5.1 (Non-web document)</li> <li>● 11.2.5.1 (Open Functionality Software)</li> <li>● 11.2.5.1 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p>	<p><b>Not Applicable</b></p>	<p>In the classroom page, it is possible to navigate the location by using Google maps. For more information refer to <a href="#">Accessibility in Google Maps</a></p>

<p><a href="#">2.5.2 Pointer Cancellation</a> (Level A 2.1 only)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.5.2 (Web)</li> <li>● 10.2.5.2 (Non-web document)</li> <li>● 11.2.5.2 (Open Functionality Software)</li> <li>● 11.2.5.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p>	<p><b>Not Applicable</b></p>	<p>In the classroom page, it is possible to navigate the location by using Google maps. For more information refer to <a href="#">Accessibility in Google Maps</a></p>
<p><a href="#">2.5.3 Label in Name</a> (Level A 2.1 only)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.5.3 (Web)</li> <li>● 10.2.5.3 (Non-web document)</li> <li>● 11.2.5.3.1 (Open Functionality Software)</li> <li>● 11.2.5.3.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p>	<p><b>Partially Supports</b></p>	<p>The learner experience in the Docebo platform generally includes user interface components with labels. However, a rating of <i>Partially Supports</i> has been given for the following reason:</p> <ul style="list-style-type: none"> <li>● The widgets Search input field has no valid label.</li> </ul>
<p><a href="#">2.5.4 Motion Actuation</a> (Level A 2.1 only)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.5.4 (Web)</li> <li>● 10.2.5.4 (Non-web document)</li> <li>● 11.2.5.4 (Open Functionality Software)</li> <li>● 11.2.5.4 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul>	<p><b>Not Applicable</b></p>	<p>Docebo does not use user interface components that require device or user motion.</p>



Revised Section 508 – Does not apply		
<p><a href="#">3.1.1 Language of Page</a> (Level A)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.3.1.1 (Web)</li> <li>● 10.3.1.1 (Non-web document)</li> <li>● 11.3.1.1.1 (Open Functionality Software)</li> <li>● 11.3.1.1.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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>	<b>Supports</b>	The default language is set on the HTML tag of all the pages of the Docebo platform. The language of the Docebo Interface can be set by Administrators.
<p><a href="#">3.2.1 On Focus</a> (Level A)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.3.2.1 (Web)</li> <li>● 10.3.2.1 (Non-web document)</li> <li>● 11.3.2.1 (Open Functionality Software)</li> <li>● 11.3.2.1 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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>	<b>Supports</b>	The learner experience in the Docebo platform does not initiate a change in context as a result of any component receiving focus.

<p><a href="#">3.2.2 On Input</a> (Level A)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.3.2.2 (Web)</li> <li>● 10.3.2.2 (Non-web document)</li> <li>● 11.3.2.2 (Open Functionality Software)</li> <li>● 11.3.2.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>Generally, the learner experience in the Docebo platform does not initiate a change in context on user input.</p> <p>Some content gets loaded on user input.</p>
<p><a href="#">3.3.1 Error Identification</a> (Level A)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.3.3.1 (Web)</li> <li>● 10.3.3.1 (Non-web document)</li> <li>● 11.3.3.1.1 (Open Functionality Software)</li> <li>● 11.3.3.1.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>The learner experience in the Docebo platform provides a clear indication of the fields in error. A rating of <i>Partially Supports</i> has been given for the following reason:</p> <ul style="list-style-type: none"> <li>● The My Profile page has some input forms that provide generic instructions. When errors are displayed, they do not always clearly identify the error and how to remediate the error.</li> </ul>
<p><a href="#">3.3.2 Labels or Instructions</a> (Level A)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.3.3.2 (Web)</li> </ul>	<p><b>Partially Supports</b></p>	<p>The Docebo platform generally contains user interface components with labels. However, a rating of <i>Partially Supports</i> has been given for the following reason:</p>

<ul style="list-style-type: none"> <li>● 10.3.3.2 (Non-web document)</li> <li>● 11.3.3.2 (Open Functionality Software)</li> <li>● 11.3.3.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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>		<ul style="list-style-type: none"> <li>● The My Profile page has some input forms that provide generic instruction.</li> </ul>
<p><a href="#">4.1.1 Parsing</a> (Level A) Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.4.1.1 (Web)</li> <li>● 10.4.1.1 (Non-web document)</li> <li>● 11.4.1.1.1 (Open Functionality Software)</li> <li>● 11.4.1.1.2 (Closed Software) – Does not apply</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>Docebo properly uses the markup language. However, a rating of <i>Partially Supports</i> has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>● Doctype is not declared.</li> <li>● Some IDs are not unique.</li> </ul>
<p><a href="#">4.1.2 Name, Role, Value</a> (Level A) Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.4.1.2 (Web)</li> <li>● 10.4.1.2 (Non-web document)</li> <li>● 11.4.1.2.1 (Open Functionality Software)</li> <li>● 11.4.1.2.2 (Closed Software) – Not required</li> <li>● 11.8.2 (Authoring Tool)</li> </ul>	<p><b>Partially Supports</b></p>	<p>Docebo platform controls' name, role, state, and value is exposed to assistive technology. However, a rating of <i>Partially Supports</i> has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>● Frame titles are not meaningful.</li> <li>● Data browser form fields do not have a valid label.</li> </ul>

<ul style="list-style-type: none"> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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>		<ul style="list-style-type: none"> <li>● Form field's constraints and errors are not associated with their corresponding field.</li> <li>● Some modal dialogs do not have a proper structure.</li> <li>● Some custom controls do not provide the proper textual name, role, and state information.</li> <li>● The chat feature does not notify users of changes in content at all.</li> </ul>
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**Table 2: Success Criteria, Level AA**

Criteria	Conformance Level	Remarks And Explanations
<p><a href="#">1.2.4 Captions (Live)</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.2.4 (Web)</li> <li>● 10.1.2.4 (Non-web document)</li> <li>● 11.1.2.4 (Open Functionality Software)</li> <li>● 11.1.2.4 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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>	<b>Not Applicable</b>	Docebo does not directly provide any live media through the platform. Closed captioning can be added through video providers.
<p><a href="#">1.2.5 Audio Description (Prerecorded)</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.2.5 (Web)</li> </ul>	<b>Does not support</b>	Docebo does not directly provide any pre-recorded media through the platform. Closed captioning can be added through video providers.

<ul style="list-style-type: none"> <li>● 10.1.2.5 (Non-web document)</li> <li>● 11.1.2.5 (Open Functionality Software)</li> <li>● 11.1.2.5 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><a href="#">1.3.4 Orientation</a> (Level AA 2.1 only)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.3.4 (Web)</li> <li>● 10.1.3.4 (Non-web document)</li> <li>● 11.1.3.4 (Open Functionality Software)</li> <li>● 11.1.3.4 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p>	<p><b>Does not support</b></p>	<p>Docebo is currently working not to restrict its view and operation to a single display orientation and ensure that the experience is accessible and usable for all users.</p> <p>All the fixes that Docebo has already done are aimed at allowing the interface zoom for the learner role.</p>
<p><a href="#">1.3.5 Identify Input Purpose</a> (Level AA 2.1 only)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.3.5 (Web)</li> <li>● 10.1.3.5 (Non-web document)</li> <li>● 11.1.3.5.1 (Open Functionality Software)</li> <li>● 11.1.3.5.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p>	<p><b>Partially Supports</b></p>	<p>The name, role, state, and value of the Docebo platform controls are exposed to assistive technology. However, a rating of <i>Partially Supports</i> has been given for the following reason:</p> <ul style="list-style-type: none"> <li>● Data browser filters form fields that need some accessibility fix.</li> </ul>

<p><a href="#">1.4.3 Contrast (Minimum)</a> (Level AA)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.4.3 (Web)</li> <li>● 10.1.4.3 (Non-web document)</li> <li>● 11.1.4.3 (Open Functionality Software)</li> <li>● 11.1.4.3 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Does not Support</b></p>	<p>We are currently working to change colors to ensure that the experience is accessible and usable for all users.</p>
<p><a href="#">1.4.4 Resize text</a> (Level AA)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.4.4 (Web)</li> <li>● 10.1.4.4 (Non-web document)</li> <li>● 11.1.4.4.1 (Open Functionality Software)</li> <li>● 11.1.4.4.2 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>The widget content is cut off when users resize text.</p>
<p><a href="#">1.4.5 Images of Text</a> (Level AA)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.4.5 (Web)</li> </ul>	<p><b>Supports</b></p>	<p>Docebo does not provide images of text content within the platform. Content can be uploaded by content authors which are the</p>

<ul style="list-style-type: none"> <li>● 10.1.4.5 (Non-web document)</li> <li>● 11.1.4.5.1 (Open Functionality Software)</li> <li>● 11.1.4.5.2 (Closed Software) – Does not apply</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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>sole responsible for the accessibility of the content itself.</p>
<p><a href="#">1.4.10 Reflow</a> (Level AA 2.1 only)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.4.10 (Web)</li> <li>● 10.1.4.10 (Non-web document)</li> <li>● 11.1.4.10 (Open Functionality Software)</li> <li>● 11.1.4.10 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p>	<p><b>Does not Support</b></p>	<p>Docebo is currently working to change the structure of the platform and presents content without loss of information or functionality with one-dimensional scrolling, and without requiring scrolling in two dimensions.</p>
<p><a href="#">1.4.11 Non-text Contrast</a> (Level AA 2.1 only)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.4.11 (Web)</li> <li>● 10.1.4.11 (Non-web document)</li> <li>● 11.1.4.11 (Open Functionality Software)</li> <li>● 11.1.4.11 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p>	<p><b>Does not Support</b></p>	<p>We are currently working to change colors to ensure that the experience is accessible and usable for all users.</p>

<p><a href="#">1.4.12 Text Spacing</a> (Level AA 2.1 only)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.4.12 (Web)</li> <li>● 10.1.4.12 (Non-web document)</li> <li>● 11.1.4.12 (Open Functionality Software)</li> <li>● 11.1.4.12 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p>	<p><b>Partially Supports</b></p>	<p>In some areas, the line-height is fixed. We are currently working to provide a complimentary text spacing to ensure that the experience is accessible and usable for all users.</p>
<p><a href="#">1.4.13 Content on Hover or Focus</a> (Level AA 2.1 only)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.1.4.13 (Web)</li> <li>● 10.1.4.13 (Non-web document)</li> <li>● 11.1.4.13 (Open Functionality Software)</li> <li>● 11.1.4.13 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p>	<p><b>Partially Supports</b></p>	<p>The name, role, state, and value of the Docebo platform controls are exposed to assistive technology. However, a rating of <i>Partially Supports</i> has been given for the following reason:</p> <ul style="list-style-type: none"> <li>● There are some tooltips on info icons that are usable only by using the mouse.</li> </ul>
<p><a href="#">2.4.5 Multiple Ways</a> (Level AA)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.4.5 (Web)</li> <li>● 10.2.4.5 (Non-web document) – Does not apply</li> <li>● 11.2.4.5 (Open Functionality Software) – Does not apply</li> <li>● 11.2.4.5 (Closed Software) – Does not apply</li> <li>● 11.8.2 (Authoring Tool)</li> </ul>	<p><b>Supports</b></p>	



<ul style="list-style-type: none"> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><a href="#">2.4.6 Headings and Labels</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.4.6 (Web)</li> <li>● 10.2.4.6 (Non-web document)</li> <li>● 11.2.4.6 (Open Functionality Software)</li> <li>● 11.2.4.6 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Does not support</b></p>	<p>Docebo is currently working to change the structure of the platform in order to present the headings in the right order.</p> <p>At the moment some headings do not follow the right order.</p>
<p><a href="#">2.4.7 Focus Visible</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.2.4.7 (Web)</li> <li>● 10.2.4.7 (Non-web document)</li> <li>● 11.2.4.7 (Open Functionality Software)</li> <li>● 11.2.4.7 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul>	<p><b>Partially Supports</b></p>	<p>Docebo strives to ensure that the focus indicator is always visible and has good contrast with the surrounding content and background.</p> <p>However, a rating of <i>Partially Supports</i> has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>● The Data browser filters button and radio button do not have a visible focus.</li> </ul>

<p>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>		<ul style="list-style-type: none"> <li>• The course page also needs visible focus improvements.</li> </ul>
<p><a href="#">3.1.2 Language of Parts</a> (Level AA)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.3.1.2 (Web)</li> <li>• 10.3.1.2 (Non-web document)</li> <li>• 11.3.1.2 (Open Functionality Software) – Does not apply</li> <li>• 11.3.1.2 (Closed Software) – Does not apply</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>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><b>Does not Support</b></p>	<p>In the Docebo platform, the language of a page can be programmatically determined. However, at the moment there is no mechanism to specify different languages for subsets or parts of a page.</p>
<p><a href="#">3.2.3 Consistent Navigation</a> (Level AA)  Also applies to:  EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>• 9.3.2.3 (Web)</li> <li>• 10.3.2.3 (Non-web document) – Does not apply</li> <li>• 11.3.2.3 (Open Functionality Software) – Does not apply</li> <li>• 11.3.2.3 (Closed Software) – Does not apply</li> <li>• 11.8.2 (Authoring Tool)</li> <li>• 12.1.2 (Product Docs)</li> <li>• 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508</p>	<p><b>Supports</b></p>	<p>The Docebo platform offers a consistent navigation order across the site.</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><a href="#">3.2.4 Consistent Identification</a> (Level AA)</p> <p>Also applies to:</p> <ul style="list-style-type: none"> <li>● EN 301 549 Criteria</li> <li>● 9.3.2.4 (Web)</li> <li>● 10.3.2.4 (Non-web document) – Does not apply</li> <li>● 11.3.2.4 (Open Functionality Software) – Does not apply</li> <li>● 11.3.2.4 (Closed Software) – Does not apply</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>Docebo mostly has a consistent identification method. However, a rating of <i>Partially Supports</i> has been given for the following reason:</p> <ul style="list-style-type: none"> <li>● Some components having the same functionality are identified in different ways.</li> </ul>
<p><a href="#">3.3.3 Error Suggestion</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.3.3.3 (Web)</li> <li>● 10.3.3.3 (Non-web document)</li> <li>● 11.3.3.3 (Open Functionality Software)</li> <li>● 11.3.3.3 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> </ul>	<p><b>Partially Supports</b></p>	<p>When possible, errors are automatically detected, and users are informed about them in an accessible manner. However, a rating of <i>Partially Supports</i> has been given for the following reason:</p> <ul style="list-style-type: none"> <li>● My Profile and Data browser Search need some improvements to convey the screen reader experience.</li> </ul>

<ul style="list-style-type: none"> <li>● 12.2.4 (Support Docs)</li> </ul> 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>		
<p><a href="#">3.3.4 Error Prevention (Legal, Financial, Data)</a> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.3.3.4 (Web)</li> <li>● 10.3.3.4 (Non-web document)</li> <li>● 11.3.3.4 (Open Functionality Software)</li> <li>● 11.3.3.4 (Closed Software)</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>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><b>Partially Supports</b></p>	<p>Docebo provides checks for input errors and provides an opportunity to correct them for learners modifying or deleting user-controllable data responses. All the Actions have a mechanism for reviewing, confirming, and correcting information before finalizing the submission.</p> <p>At the moment, all of the steps to review, confirm, and correct information before finalizing the submission do not convey to screen-readers.</p>
<p><a href="#">4.1.3 Status Messages</a> (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> <li>● 9.4.1.3 (Web)</li> <li>● 10.4.1.3 (Non-web document)</li> <li>● 11.4.1.3 (Open Functionality Software)</li> <li>● 11.4.1.3 (Closed Software) – Does not apply</li> <li>● 11.8.2 (Authoring Tool)</li> <li>● 12.1.2 (Product Docs)</li> <li>● 12.2.4 (Support Docs)</li> </ul> <p>Revised Section 508 – Does not apply</p>	<p><b>Supports</b></p>	<p>Docebo Platform status messages can be programmatically determined through roles or properties, such that they can be presented to the user by assistive technology without receiving focus.</p>

### Table 3: Success Criteria, Level AAA

**Notes:** Docebo is working to try to cover also the Level AAA for the success criteria, where applicable.

Criteria	Conformance Level	Remarks and Explanations
<a href="#">1.2.6 Sign Language (Prerecorded)</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Not Evaluated</b>	
<a href="#">1.2.7 Extended Audio Description (Prerecorded)</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Not Evaluated</b>	
<a href="#">1.2.8 Media Alternative (Prerecorded)</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Not Evaluated</b>	
<a href="#">1.2.9 Audio-only (Live)</a> (Level AAA) EN 301 549 Criteria– Does not apply Revised Section 508 – Does not apply	<b>Not Evaluated</b>	
<a href="#">1.3.6 Identify Purpose</a> (Level AAA 2.1 only) EN 301 549 Criteria– Does not apply Revised Section 508 – Does not apply	<b>Does not support</b>	We are working to cover this criterion
<a href="#">1.4.6 Contrast (Enhanced)</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Does not support</b>	We are working to cover this criterion
<a href="#">1.4.7 Low or No Background Audio</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Supports</b>	Docebo does not provide background audio content within the platform. Content can be uploaded by content authors which are the

		sole responsible for the accessibility of the content itself.
<a href="#">1.4.8 Visual Presentation</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Does not support</b>	We are working to cover this criterion
<a href="#">1.4.9 Images of Text (No Exception)</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Does not support</b>	We are working to cover this criterion
<a href="#">2.1.3 Keyboard (No Exception)</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Does not support</b>	We are working to cover this criterion
<a href="#">2.2.3 No Timing</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Supports</b>	All timed activities, such as quizzes, can have their deadlines adjusted by Instructors, administrators, or other custom roles who have the proper permissions in the given course.
<a href="#">2.2.4 Interruptions</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Not Evaluated</b>	
<a href="#">2.2.5 Re-authenticating</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Not Evaluated</b>	
<a href="#">2.2.6 Timeouts</a> (Level AAA 2.1 only) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Not Evaluated</b>	
<a href="#">2.3.2 Three Flashes</a> (Level AAA) EN 301 549 Criteria – Does not apply	<b>Supports</b>	Docebo Learn does not provide flashing content within the platform. Content can be

Revised Section 508 – Does not apply		uploaded by content authors which are the sole responsible for the accessibility of the content itself.
<a href="#">2.3.3 Animation from Interactions</a> (Level AAA 2.1 only) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Does not support</b>	We are working to cover this criterion
<a href="#">2.4.8 Location</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Supports</b>	
<a href="#">2.4.9 Link Purpose (Link Only)</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Does not support</b>	We are working to cover this criterion
<a href="#">2.4.10 Section Headings</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Does not support</b>	We are working to cover this criterion
<a href="#">2.5.5 Target Size</a> (Level AAA 2.1 only) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Does not support</b>	The Docebo design is inspired by the material design approach and the size of the target for pointer input is at least 36 by 36 CSS pixels.
<a href="#">2.5.6 Concurrent Input Mechanisms</a> (Level AAA 2.1 only) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Not Evaluated</b>	
<a href="#">3.1.3 Unusual Words</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Supports</b>	Docebo doesn't include unusual words within the platform. Content can be included in the platform by content authors which are

		the sole responsible for the accessibility of the content itself.
<a href="#">3.1.4 Abbreviations</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Supports</b>	Docebo doesn't include abbreviations within the platform. Content can be included in the platform by content authors which are the sole responsible for the accessibility of the content itself.
<a href="#">3.1.5 Reading Level</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Not Evaluated</b>	
<a href="#">3.1.6 Pronunciation</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Not Evaluated</b>	
<a href="#">3.2.5 Change on Request</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Not Evaluated</b>	
<a href="#">3.3.5 Help</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Does not support</b>	At the moment, the platform has some contextual help but it is not accessible.
<a href="#">3.3.6 Error Prevention (All)</a> (Level AAA) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	<b>Does not support</b>	

## Revised Section 508 Report

**Notes:** The evaluation is for a website, so references to other types of content are removed from the form. Also, the product uses best practices beyond the WCAG and there is ongoing work being done to optimize the experience for users of assistive technologies and those with other disabilities.



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

**Notes:** For further details, refer to the [WCAG 2.1 section](#)

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	<b>Partially Supports</b>	
302.2 With Limited Vision	<b>Does not Support</b>	
302.3 Without Perception of Color	<b>Partially Supports</b>	
302.4 Without Hearing	<b>Supports</b>	
302.5 With Limited Hearing	<b>Supports</b>	
302.6 Without Speech	<b>Not Applicable</b>	
302.7 With Limited Manipulation	<b>Partially Supports</b>	
302.8 With Limited Reach and Strength	<b>Partially Supports</b>	
302.9 With Limited Language, Cognitive, and Learning Abilities	<b>Partially Supports</b>	

### Chapter 4: [Hardware](#)

**Notes:** Docebo Learn is a web application and is not subject to the requirements of this section.

### Chapter 5: [Software](#)

**Notes:** Not Applicable - Docebo Learn does not include any software - Removed

## Chapter 6: [Support Documentation and Services](#)

**Note:** This report covers accessibility conformance for the Docebo product and does not discuss Documentation or Support Services. Learner documentation is available in the form of a [learner guide](#). At the moment, this guide is not accessible, but we are working in this direction.

## EN 301 549 Report

**Notes:** The evaluation is for a website, so references to other types of content are removed from the form. Also, the product uses best practices beyond the WCAG and there is ongoing work being done to optimize the experience for users of assistive technologies and those with other disabilities.

## Chapter 4: [Functional Performance Statements \(FPS\)](#)

**Notes:** For details refer to [WCAG 2.1 section](#)

Criteria	Conformance level	Remarks and Explanations
4.2.1 Usage without vision	<b>Partially Supports</b>	
4.2.2 Usage with limited vision	<b>Partially Supports</b>	
4.2.3 Usage without perception of colour	<b>Partially Supports</b>	
4.2.4 Usage without hearing	<b>Supports</b>	
4.2.5 Usage with limited hearing	<b>Supports</b>	
4.2.6 Usage with no or limited vocal capability	<b>Not Applicable</b>	
4.2.7 Usage with limited manipulation or strength	<b>Partially Supports</b>	
4.2.8 Usage with limited reach	<b>Partially Supports</b>	

4.2.9 Minimize photosensitive seizure triggers	<b>Supports</b>	
4.2.10 Usage with limited cognition, language or learning	<b>Partially Supports</b>	
4.2.11 Privacy	<b>Supports</b>	

## **Chapter 5: [Generic Requirements](#)**

**Notes:** Not Applicable - Removed

## **Chapter 6: [ICT with Two-Way Voice Communication](#)**

**Notes:** Not Applicable - Removed

## **Chapter 7: [ICT with Video Capabilities](#)**

**Notes:** Not Applicable - Removed

## **Chapter 8: [Hardware](#)**

**Notes:** Not applicable - Docebo Learn does not include hardware - Removed

## **Chapter 9: [Web](#) (see [WCAG 2.1 Report](#))**

**Notes:** Partially Supported - For more details refer to the [WCAG 2.1 Report](#)

## **Chapter 10: [Non-Web Software](#)**

**Notes:** Not Applicable - Removed

## **Chapter 11: [Software](#)**

**Notes:** Not Applicable - Docebo Learn does not include any Software - Removed

## **Chapter [12: Documentation and Support Services](#)**

**Notes:** This report covers accessibility conformance for the Docebo product and does not discuss Documentation or Support Services. Learner documentation is available in the form of a [learner guide](#). At the moment, this guide is not accessible, but we are working in this direction.

## **Chapter [13: ICT Providing Relay or Emergency Service Access](#)**

Notes: Does not applicable - Removed

## **Legal Disclaimer**

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