ORGSYNC
VOLUNTARY PRODUCT
ACCESSIBILITY TEMPLATE

(VPAT)

CONTENT

Date
May 3, 2016

Name of Product
OrgSync

This Voluntary Product Accessibility Template assesses the current level of OrgSync's compliance with 508 standards using the WAVE 4.0 Accessibility Evaluation Tool (along with many others). Accessibility in a web-app that moves as fast as OrgSync is a hard thing to accomplish but that goal is built into every project forare commur

It remains our goal to not only fully meet 508 compliance but also conform to a higher standard: The Web Content Accessibility Guidelines (WCAG) 2.0

WCAG 2.0 covers a wide range of recommendations for making Web content more accessible. Following these guidelines will make content accessible to a wider range of people with disabilities, including blindness and low vision, deafness and hearing loss, learning disabilities, cognitive limitations, limited movement, speech disabilities, photosensitivity and combinations of these. Following these guidelines will also often make our Web content more usable to users in general.

Building a web application that's accessible to people with disabilities is a challenging endeavor. Every day, our design and development teams strive to create engaging and dynamic user functionality for our campus partners. It's also important to us that everyone can benefit from OrgSync regardless of any disabilities they may have.

There is no panacea when it comes to making applications accessible. However, leaving people without functionality because of disabilities is unacceptable for our team. Our solution has been to create an internal task force to educate the entire Company on matters of accessibility and to implement these standards in OrgSync. Through internal trainings we're making sure all members of the design and development teams are up-to-date on ARIA and advanced accessibility techniques. We also have been helping the software community as a whole as we contribute back to

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Software Applications and Operating Systems

Criteria	Supporting Features	Remarks and Explanations
(a) When software is designed to run on a system that has a keyboard, product functions shall be executable from a keyboard where the function itself or the result of performing a function can be discerned textually.	Supports	Tab keys and skip to content navigation shortcuts have been set. Using the tab key will cycle through all elements of the application. Recent Improvement: Popups specifically identify themselves to screenreaders and allow navigation through them.
(b) Applications shall not disrupt or disable activated features of other products that are identified as accessibility features, where those features are developed and documented according to industry standards. Applications also shall not disrupt or disable activated features of any operating system that are identified as accessibility features where the application programming interface for those accessibility features has been documented by the manufacturer of the operating system and is available to the product developer.	Supports	No accessibility features are disabled
(c) A well-defined on-screen indication of the current focus shall be provided that moves among interactive interface elements as the input focus changes. The focus shall be programmatically exposed so that Assistive Technology can track focus and focus changes.	Supports	Browser outlines and tab indexes on all elements. Form elements have tab indexes and text inputs change color on focus as well.
(d) Sufficient information about a user interface element including the identity, operation and state of the element shall be available to Assistive Technology. When an image represents a program element, the information conveyed by the image must also be		

Criteria	Supporting Features	Remarks and Explanations
(g) Applications shall not override user selected contrast and color selections and other individual display attributes.	Supports	The application uses CSS that can be disabled, and does not override user settings
(h) When animation is displayed, the information shall be displayable in at least one non-animated presentation mode at the option of the user.	Supports	There is no information displayed in animations. Animation is minimal.
(i) Color coding shall not be used as the only means of conveying information, indicating an action, prompting a response, or distinguishing a visual element.	Supports	Color coding is used as a convenience mechanism only, the intent of the color can always be read in textual format.
(j) When a product permits a user to adjust color and contrast settings, a variety of color selections capable of producing a range of contrast levels shall be provided.	Supports	Custom colors in our application have a wide variety of contrast and options.
(k) Software shall not use flashing or blinking text, objects, or other elements having a flash or blink frequency greater than 2 Hz and lower than 55 Hz.	Supports	There is no instance of flashing or blinking elements.
(l) When electronic .cen-US Supports		

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Web-Based Internet Information & Applications

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Functional Performance Criteria

Criteria	Supporting Features	Remarks and Explanations
(a) At least one mode of operation and information retrieval that does not require user vision shall be provided, or support for Assistive Technology used by people who are blind or visually impaired shall be provided.	Supports	The entirety of the application is set up to be read by screen reading software or other Assistive Technology.
(b) At least one mode of operation and information retrieval that does not require visual acuity greater than 20/70 shall be provided in audio and enlarged print output working together or independently, or support for Assistive Technology used by people are visually impaired shall be provided.	Supports	The entirety of the application is set up to be read by screen reading software or other Assistive Technology.
(c) At least one mode of operation and information retrieval that does not require user hearing shall be provided, or support for Assistive Technology used by people who are deaf or hard of hearing shall be provided.	Supports	The application does not require user hearing to use since it does not have any sound.
(d) Where audio information is important for the use of a product, at least one mode of operation and information retrieval shall be provided in an enhanced auditory fashion, or support for assistive hearing devices shall be provided.	Not Applicable	The application does not require user hearing to use since it does not have any sound.
(e) At least one mode of operation and information retrieval that does not require user speech shall be provided, or support for Assistive Technology used by people with disabilities should be provided.	Supports	Speech is never required in any part of the application, all information can be retrieved via other methods.
(f) At least one mode of operation and information retrieval that does not require fine motor control or simultaneous actions and that is operable with limited reach and strength shall be provided.rmaen-USl In operable with limited		

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Information, Documentation and Support