

Accessibility Conformance Report WCAG 2.0, 2.1 and 2.2 Checklist

Name of Product:	Active Roles
Report Date:	2025.06.25
Evaluation Methods Used:	Manual testing, Developer review, Accessibility Insights
Contact:	Legal@Quest.com

Terms

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

Term	Explanation
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 functions of the product do 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 criteria. This can only be used in WCAG Level AAA criteria.
ADTC	Anticipated calendar quarter (and year) when this accessibility feature is expected to be corrected.



WCAG Conformance Levels

Three levels of WCAG conformance exist: A, AA, and AAA. Each level is built on the prior level. To meet level AA, a product must meet all level A; to meet AAA, a product must meet all of level AA.

		Conformance Criteria						
	Level	WCAG 2.0	WCAG 2.1	WCAG 2.2	Total (all versions)			
А	Minimum accessibility	25	5	2	32			
AA	More accessible	13	7	4	24			
AAA	Even more accessible (not applicable to all experiences)	23	5	3	31			
	Total	61	17	9	86*			



Criterion	Description	Conformance Level	ADTC (Q/YY)	Remarks
<u>1.1.1 – Non-text Content</u> (WCAG 2.0)	Text alternatives are provided for non-text content.	SW: Supports		SW: Text alternatives are provided for non-text content.
		Electronic docs: Partially supports		Electronic docs: Some icons in the documentation have text alternatives but some do not. All screenshots have figure captions, but they cannot be considered as text alternatives.
<u>1.2.1 – Audio-only and Video-only</u> (Pre-recorded)	A transcript is provided for audio-only content and a transcript or audio description is provided for video-only	SW: Not Applicable		SW: It doesn't use audio-only or video-only media.
(WCAG 2.0)	content.	Electronic docs: Not Applicable		Electronic Docs: Electronic docs do not contain such audio-only or video-only media.
<u>1.2.2 – Captions (Pre-recorded)</u> (WCAG 2.0)	Captions are provided for video with audio.	SW: Not Applicable		SW: It doesn't use audio/video media.
		Electronic docs: Not Applicable		Electronic Docs: Electronic docs do not contain such audio-only or video-only media.
<u>1.2.3 – Audio Description or Media</u>	A transcript and / or audio	SW:		SW: It doesn't use audio/video media.
<u>Alternative (Pre-recorded)</u> (WCAG 2.0)	descriptions are provided for video with audio.	Not Applicable Electronic docs:		Electronic Docs: Electronic docs do not contain such audio-only or video-only media.
1.3.1 – Info and Relationships	Information and content relationships	SW:		SW: It uses different heading types, bullet lists,
(WCAG 2.0)	implied by formatting are	Supports		table captions, table headings.
	communicated in text or in a way that works with assistive technology.	Electronic docs: Supports		Electronic Docs: The electronic documentation uses different heading types, bulleted lists, procedure paragraphs, bolding, navigation path chevrons, figures and table captions, bolded table headings.
<u>1.3.2 – Meaningful Sequence</u>	The reading order of content is meaningful,	SW:		SW: Its content is meaningfully structured.
(WCAG 2.0)	no matter how a user accesses or consumes it.	Supports Electronic docs: Supports		Electronic Docs: Electronic docs and topics are structured meaningfully, and sequences are easy to follow.



Criterion	Description	Conformance Level	ADTC (Q/YY)	Remarks
<u>1.3.3 – Sensory Characteristics</u> (WCAG 2.0)	Instructions rely on more than one sense.	SW: Partially supports		SW: UI contains some elements without additional explanation about its function.
		Electronic docs: Partially supports		Electronic Docs: Electronic docs contain some shapes or icons without additional explanation about its function.
<u>1.4.1 – Use of Color</u> (WCAG 2.0)	Color is not the only way used to distinguish an element, convey meaning, indicate an action, or prompt	SW: Supports		SW: It uses various ways: visual separators, tabs, fonts, location to distinguish elements.
	a response.	Electronic docs: Supports		Electronic Docs: Electronic Docs support this in various ways, for example, visual separators (different font, font size, border, indentation, icon, etc. for cautions, warnings, tips, code snippets, etc.).
<u>1.4.2 – Audio Control</u>	A mechanism is provided to control audio that plays on	SW:		SW: It doesn't use audio at all.
(WCAG 2.0)	page automatically for more than three seconds.	Not Applicable Electronic docs: Not Applicable		Electronic Docs: Electronic docs do not use audio formats at all.
$\frac{2.1.1 - Keyboard}{(WCACC2.20)}$	All functionality is operable using a keyboard (with	SW: Partially Support		SW: Active Roles supports most of the general
(WCAG 2.0)	exceptions).	Electronic docs: Supports		keyboard navigation functionality. Some forms and interfaces do not support keyboard usage only. You are unable to navigate to and from grid view and invoke context menus and actions via the keyboard. A pointing device is required.
				Electronic Docs: All functionalities of the electronic docs are accessible via keyboard.
<u>2.1.2 – No Keyboard Trap</u> (WCAG 2.0)	The focus does not get trapped on any element in keyboard-only navigation.	SW: Supports		SW: Product doesn't trap the focus.
		Electronic docs: Supports		Electronic Docs: Electronic docs do not trap keyboard focus.



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2.1.4 – Character Key Shortcuts	No single-key shortcuts are used, or a way to turn them	SW:		SW: It doesn't have any single-key shortcut.
(WCAG 2.1)	off or change them is provided.	Supports		
		Electronic docs:		Electronic Docs: Do not have any single-key
		Supports		shortcut.
2.2.1 – Timing Adjustable	If a page has a time limit, users can turn the time limit	SW:		SW: It doesn't have time limitations.
(WCAG 2.0)	off, adjust it, or extend it.	Not Applicable		
				Electronic Docs: Electronic docs do not have time
		Electronic docs: Not Applicable		limitations.
2.2.2 – Pause, Stop, Hide	User controls are provided for moving or dynamically	SW:		SW: doesn't have such elements.
(WCAG 2.0)	changing content.	Not Applicable		Sw. doesn't have such clements.
				Electronic Docs: Electronic docs do not have such
		Electronic docs:		elements.
	.	Not Applicable		
2.3.1 – Three Flashes or Below	No content flashes more than three times per second,	SW:		SW: doesn't have such elements.
(WCAG 2.0)	or the flash is below flash thresholds.	Not Applicable		Electronic De con Electronic de contenent have conte
		Electronic docs:		Electronic Docs: Electronic docs do not have such elements.
		Not Applicable		elements.
2.4.1 – Bypass Blocks	When blocks of content are repeated on multiple pages,	SW:		SW: Not Applicable. It doesn't provide content on
(WCAG 2.0)	a mechanism is provided to bypass / skip them.	Not Applicable		multiple pages.
		Electronic docs:		Electronic docs: On the documentation portal, the
		Partially supports		video carousel object cannot be easily bypassed. It
				gets stuck until you Tab through the videos. After
				you reach the end of the carousel, it skips back to a
				previous block on the page. Only then does it skip
				to the Company, Resources, etc. bottom block.
2.4.2 – Page Titled	Page titles clearly describe the topic or purpose of the	SW:		SW: It uses titles to clearly describe the purpose of
(WCAG 2.0)	page.	Supports		the pages.
		Electronic docs:		Electronic Docs: Electronic docs have titles that
		Supports		describe topic or purpose.



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<u>2.4.3 – Focus Order</u>	The tabbing order of the content is meaningful and	SW:		SW: Tab orders are meaningfully set up to support
(WCAG 2.0)	supports operation.	Supports		operation logically.
		Electronic docs: Supports		Electronic Docs: Electronic docs enable users to navigate sequentially through content and encounter information in an order that is consistent with the meaning of the content and can be operated from the keyboard.
<u>2.4.4 – Link Purpose (In Context)</u>	The purpose of each link can be determined from the	SW:		SW: Links have labels to describe their purpose of
(WCAG 2.0)	link text alone or from the link text and its related context.	Supports		them.
		Electronic docs:		Electronic Docs: In most cases, electronic docs use
		Supports		in context links that have meaningful descriptions
				but here are some links that do not have
				meaningful descriptions.
<u>2.5.1 – Pointer Gestures</u>	A single pointer alternative to complex pointer or	SW:		SW: Doesn't have multi-touch features.
(WCAG 2.1)	touch gestures is provided.	Not Applicable		Electronic Docs: Do not have multi-touch features.
		Electronic docs:		
		Not Applicable		
2.5.2 - Pointer Cancellation	For functionality that is operated by a single pointer, a	SW:		SW: Supports by removing the pointer from the
(WCAG 2.1)	way to cancel the pointer input is provided.	Supports		control or by hitting the Esc-key.
		Electronic docs:		Electronic Docs: Supports pointer cancellation.
		Supports		
2.5.3 – Label in Name	The programmatic name contains the text that is	SW: Supports		SW: Programmatic names contain the visually
(WCAG 2.1)	presented visually.	Electronic docs:		presented text.
		Partially supports		Electronic Docs: Missing or not matching name fields.



Criterion	Description	Conformance Level	ADTC (Q/YY)	Remarks
2.5.4 – Motion Actuation (WCAG 2.1)	For functions that are triggered by moving a device or by gesturing toward a device, an alternative way of	SW: Not Applicable		SW: It doesn't use such features.
	triggering the response is provided.	Electronic docs: Not Applicable		Electronic Docs: There are not any features implemented in the electronic documentation that requires any device motion.
<u>3.1.1 – Language of Page</u> (WCAG 2.0)	Each page has a human language assigned.	SW: Not applicable		SW: It doesn't use multilingual pages. Language can be set at the product level.
		Electronic docs: Supports		Electronic Docs: <lang> tag is always used in the HTML code (all pages are implemented in English and/or German).</lang>
<u>3.2.1 – On Focus</u> (WCAG 2.0)	Interactive elements receiving focus do not trigger any functionality.	SW: Supports		SW: Interactive elements receiving focus do not trigger any functionality.
		Electronic docs: Supports		Electronic Docs: Interactive elements receiving focus do not trigger any functionality.
<u>3.2.2 – On Input</u> (WCAG 2.0)	Interactive elements receiving input do not trigger any functionality.	SW: Supports		SW: Interactive elements receiving input do not trigger any functionality.
		Electronic docs: Supports		Electronic Docs: Interactive elements receiving input do not trigger any functionality.
<u>3.2.6 – Consistent Help</u> (WCAG 2.2)	Help options provided are consistently available and in the same relative place throughout.	SW: Supports		SW: Help options are in the same order and same position.
		Electronic docs: Supports		Electronic Docs: Help options are in the same order and same position.
3.3.1 – Error Identification (WCAG 2.0)	When input error is detected, the user is notified, and the error is described.	SW: Supports		SW: In case of error a meaningful message is presented to the users.
		Electronic docs: Supports		Electronic Docs: When input error is detected, the user is notified, and the error is described.



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3.3.2 – Labels or Instructions (WCAG 2.0)	A persistent visible label and / or instructions are provided for elements that require user input.	SW: Supports		SW: All input elements that require user input have persistent and visible labels.
		Electronic docs: Supports		Electronic Docs: All input elements that require user input have persistent and visible labels.
3.3.7 – Redundant Entry	Information that the user has already entered during a	SW:		SW: No information is asked twice. All relevant
(WCAG 2.2)	process is made available to them.	Supports Electronic docs: Supports		information is presented on the same page. Electronic Docs: The search results page pre-fills the search input with the previously entered search term in the same process.
4.1.1 – Parsing	HTML code is clean and well formed in a way it can be	SW:		
(WCAG 2.0)	interpreted by browsers and assistive technology. *Note: Criterion 4.1.1 – Parsing, has been removed in	Supports		
	version 2.2 and is considered automatically met for	Electronic docs:		
	versions 2.1 and 2.0.	Supports		
<u>4.1.2 – Name, Role, Value</u> (WCAG 2.0)	All user interface components communicate their accessibility properties and actions to assistive technology.	SW: Supports		SW: All components have names, roles, states, properties to support assistive technologies.
		Electronic docs: Partially supports		Electronic docs: Electronic docs use standard HTML elements which support the criteria, but some special characters (for example, quotation marks, chevrons) are unreadable for assistive technologies.



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<u>1.2.4 – Captions (Live)</u> (WCAG 2.0)	Synchronized captions are provided for live videos containing audio.	SW: Not Applicable Electronic docs: Not Applicable		SW: No video is in the product. Electronic Docs: Electronic docs do not contain such media elements.
<u>1.2.5 – Audio Description (Pre-</u> <u>recorded)</u> (WCAG 2.0)	If there is important visual content in a video that is not presented in the accompanying audio, an audio description is provided.	SW: Not Applicable Electronic docs: Not Applicable		SW: No audio is in the product. Electronic Docs: Electronic docs do not contain such media elements.
<u>1.3.4 – Orientation</u> (WCAG 2.1)	Screen orientation is not restricted unless the orientation is considered essential.	SW: Supports Electronic docs: Supports		SW: Screen orientation is not restricted. Electronic Docs: Screen orientation is not restricted.
<u>1.3.5 – Identify Input Purpose</u> (WCAG 2.1)	For each form field collecting user information, the purpose of the field is programmatically declared.	SW: Supports Electronic docs: Supports		SW: Each input field collecting information can be programmatically determined.Electronic Docs: Fields that collect user information declares the purpose of the field programmatically.
<u>1.4.3 – Contrast (Minimum)</u> (WCAG 2.0)	The contrast ratio between regular-sized, nondecorative text and its background is at least 4.5:1.	SW: Partially supports Electronic docs: Partially supports		 SW: The contrast ratio between regular-sized, nondecorative text and its background is at least 4.5:1. Electronic Docs: Minimum contrast (4.5:1) is not reached in several places.
<u>1.4.4 – Resize Text</u> (WCAG 2.0)	Text can be resized up to 200% without loss of content or function.	SW: Supports Electronic docs: Supports		 SW: Text can be resized up to 200% without loss of content or function. Electronic Docs: All the content scales uniformly, and the browser provides scroll bars, if necessary. The footer pane is left-aligned but it does not cause content or function loss.



Criterion	Description	Conformance Level	ADTC (Q/YY)	Remarks
<u>1.4.5 – Images of Text</u> (WCAG 2.0)	Aside from a few specific exceptions, there are no images of text.	SW: Supports Electronic docs: Does Not Support		SW: Images of text are not used in the product. Electronic Docs: Does Not Support. The electronic documentation contains screenshots and other graphic content that are images of text.
<u>1.4.10 – Reflow</u> (WCAG 2.1)	Content presentation is responsive and doesn't require scrolling in two dimensions.	SW: Supports Electronic docs: Supports		SW: No scrolling in 2 dimensions is needed. Electronic Docs: The code examples do not require scrolling in two dimensions.
<u>1.4.11 – Non-Text Contrast</u> (WCAG 2.1)	The contrast ratio between non-text elements (including any states) and their background is at least 3:1.	SW: Supports Electronic docs: Partially Supports		SW: The contrast ratio between non-text elements and their background is at least 3:1. Electronic Docs: Minimum contrast (3:1) is not reached in some places.
<u>1.4.12 – Text Spacing</u> (WCAG 2.1)	Text spacing can be overridden to improve the reading experience.	SW: Supports Electronic docs: Supports		SW: Custom text spacing is not supported, therefore the content is always readable and operable. Electronic Docs: Users cannot adjust text spacing.
<u>1.4.13 – Content on Hover Focus</u> (WCAG 2.1)	When additional content is presented on hover or on focus, the new content is persistent and dismissible.	SW: Supports Electronic docs: Does Not Support		SW: On hover, on focus contents are dismissible and persistent.Electronic Docs: Tooltips are not persistent nor dismissible.
<u>2.4.5 – Multiple Ways</u> (WCAG 2.0)	There is more than one way to reach each page.	SW: Supports Electronic docs: Supports		SW: UI is designed to reach every page in multiple ways. Electronic Docs: There are multiple ways to reach each page.



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2.4.6 – Headings and Labels (WCAG 2.0)	Headings and labels are clear and descriptive.	SW: Supports Electronic docs: Supports		SW: Headings and labels are clear and descriptive. Electronic Docs: Headings and labels are clear and descriptive.
2.4.7 – Focus Visible (WCAG 2.0)	Keyboard focus is clear and visible.	SW: Supports Electronic docs: Supports		SW: The keyboard focus is clear and visible. Keyboard focus is clear and visible except for the video carousel.
2.4.11 – Focus Not Obscured (Minimum) (WCAG 2.2)	When an actionable element receives focus, at least a portion of it remains visible.	SW: Supports Electronic docs: Supports		 SW: When an actionable element receives focus, at least a portion of it remains visible. Electronic Docs: When using tab to navigate on the documentation portal, the item with keyboard focus is displayed and not obscured (only in case of the Filter drop-down list).
2.5.7 – Dragging Movements (WCAG 2.2)	If any part of a website requires a dragging movement, an alternative means of dragging, such as tapping or clicking, is provided.	SW: Partially Supports Electronic docs: Not Applicable		SW: Only the workflow uses dragging, where alternative methods are not supported. Electronic Docs: There is no part of the online documentation that requires a dragging movement.
<u>2.5.8 – Target Size (Minimum)</u> (WCAG 2.2)	The size of a target is at least 24 by 24 CSS pixels (with exceptions).	SW: Supports Electronic docs: Supports		SW: Supports. Electronic Docs: Online documentation targets are at least 24 by 24 CSS pixels.
<u>3.1.2 – Language of Parts</u> (WCAG 2.0)	Assistive technology can distinguish and reflect when the human language on a page changes.	SW: Not Applicable Electronic docs: Supports		SW: Language cannot be changed dynamically. Electronic Docs: <lang> tag is always used in the HTML code. All sections are English. All pages of the product documentation and its parts are implemented in English.</lang>



Criterion	Description	Conformance Level	ADTC (Q/YY)	Remarks
3.2.3 – Consistent Navigation (WCAG 2.0)	Navigational elements are consistently displayed, including their location and the order of their content.	SW: Supports Electronic docs: Supports		 SW: Navigational elements are consistently displayed, including their location and the order of their content. Electronic Docs: Navigational elements are consistent.
<u>3.2.4 – Consistent Identification</u> (WCAG 2.0)	Components with the same functionality are consistently identified.	SW: Supports Electronic docs: Supports		SW: Components with the same functionality are consistently identified. Electronic Docs: Components with the same functionality are consistently identified.
3.3.3 – Error Suggestion (WCAG 2.0)	Users receive helpful / specific suggestions when they make errors.	SW: Supports Electronic docs: Supports		SW: Users receive helpful / specific suggestions when they make errors using tooltips / status messages. Electronic Docs: Useful suggestions are provided.
<u>3.3.4 – Error Prevention (Legal,</u> <u>Financial, Data)</u> (WCAG 2.0)	When users enter financial or legal data, submissions are reversible, and data is checked and confirmed before submission is finalized.	SW: Supports Electronic docs: Not Applicable		SW: Submissions are reversible, and data is checked and confirmed before submission is finalized. Electronic Docs: There is no legal or financial data that could be submitted.
3.3.8 – Accessible Authentication (Minimum) (WCAG 2.2)	When a cognitive function test is used to authenticate a user, an alternative way to authenticate, or a help mechanism to complete the authentication is provided.	SW: Not Applicable Electronic docs: Not Applicable		SW: No cognitive functions are used. Electronic Docs: Users are not required to authenticate to the documentation portal.
4.1.3 – Status Messages (WCAG 2.1)	Status messages can be presented to the user by assistive technology without receiving focus.	SW: Supports Electronic docs: Supports		SW: Status messages can be presented to the user by assistive technology without receiving focus. Electronic Docs: Status messages (snack bars) are accessible for assistive technologies without receiving focus.



Criterion	Description	Conformance Level	ADTC (Q/YY)	Remarks
<u>1.2.6 – Sign Language (Pre-recorded)</u> (WCAG 2.0)	Sign-language interpretation of audio is provided for pre- recorded videos.	Not Evaluated		
<u>1.2.7 – Extended Audio Description</u> (Pre-recorded) (WCAG 2.0)	Videos without sufficient pauses for audio description are extended so that audio descriptions can be added.	Not Evaluated		
<u>1.2.8 – Media Alternative (Pre-</u> recorded) (WCAG 2.0)	An alternative text, like a descriptive transcript, is provided for all pre-recorded videos with audio.	Not Evaluated		
<u>1.2.9 – Audio-only (Live)</u> (WCAG 2.0)	Live text captioning or a transcript is provided for live audio.	Not Evaluated		
<u>1.3.6 – Identify Purpose</u> (WCAG 2.1)	The purpose of elements is programmatically declared by adding semantics or metadata.	Not Evaluated		
<u>1.4.6 – Contrast (Enhanced)</u> (WCAG 2.0)	The contrast ratio between regular-sized, non-decorative text and its background is at least 7:1.	Not Evaluated		
<u>1.4.7 – Low or No Background Audio</u> (WCAG 2.0)	Audio contains little to no background noise, or background noise can be turned off.	Not Evaluated		
<u>1.4.8 – Visual Presentation</u> (WCAG 2.0)	Users can adjust a range of presentation options.	Not Evaluated		
<u>1.4.9 – Images of Text (No Exception)</u> (WCAG 2.0)	There are no images of text.	Not Evaluated		
2.1.3 – Keyboard (No Exception) (WCAG 2.0)	All page functionality is operable using a keyboard (with no exceptions).	Not Evaluated		
<u>2.2.3 – No Timing</u> (WCAG 2.0)	Except for real-time events, no content requires timed interaction.	Not Evaluated		
<u>2.2.4 – Interruptions</u> (WCAG 2.0)	Interruptions can be postponed, suppressed, or configured.	Not Evaluated		



Criterion	Description	Conformance Level	ADTC (Q/YY)	Remarks
2.2.5 – Re-authenticating (WCAG 2.0)	User data is saved when re-authenticating.	Not Evaluated		
<u>2.2.6 – Timeouts</u> (WCAG 2.1)	Users are warned when extended inactivity could cause data loss.	Not Evaluated		
2.3.2 – Three Flashes (WCAG 2.0)	No content flashes more than three times per second.	Not Evaluated		
2.3.3 – Animation from Interactions (WCAG 2.1)	If an animation is triggered by a user interaction, users can stop the animation.	Not Evaluated		
2.4.8 – Location (WCAG 2.0)	Users can orient themselves within a set of pages.	Not Evaluated		
2.4.9 – Link Purpose (Link Only) (WCAG 2.0)	Every link's purpose is clear from its text.	Not Evaluated		
2.4.10 – Section Headings (WCAG 2.0)	Content is broken by section headings.	Not Evaluated		
2.4.12 – Focus Not Obscured (Enhanced) (WCAG 2.2)	When an actionable element receives focus, the entire component is visible.	Not Evaluated		
2.4.13 – Focus Appearance (WCAG 2.2)	Focus indicators have sufficient color contrast and are sized to be clearly visible.	Not Evaluated		
2.5.5 – Target Size (WCAG 2.1)	The size of the target for pointer inputs is at least 44 x 44 CSS pixels.	Not Evaluated		
2.5.6 – Concurrent Input Mechanism (WCAG 2.1)	Input is not restricted to a specific modality (like keyboard only or touch only).	Not Evaluated		



Criterion	Description	Conformance Level	ADTC (Q/YY)	Remarks
<u>3.1.3 – Unusual Words</u> (WCAG 2.0)	Words or phrases that are ambiguous or unfamiliar are defined.	Not Evaluated		
3.1.4 – Abbreviations (WCAG 2.0)	Abbreviations are explained or offered in expanded form close by.	Not Evaluated		
3.1.5 – Reading Level (WCAG 2.0)	Content is provided at an eighth grade reading level, or an alternative version at or below an eighth grade reading level is provided.	Not Evaluated		
3.1.6 – Pronunciation (WCAG 2.0)	Words that are hard to pronounce are clarified nearby.	Not Evaluated		
3.2.5 – Change on Request (WCAG 2.0)	Content on the page doesn't change unless users initiate it.	Not Evaluated		
<u>3.3.5 – Help</u> (WCAG 2.0)	Contextual instructions or cues are provided to help users complete and submit forms.	Not Evaluated		
3.3.6 – Error Prevention (All) (WCAG 2.0)	For any form where a user submits information, the user can reverse, verify, or confirm changes or deletions.	Not Evaluated		
3.3.9 – Accessible Authentication (Enhanced) (WCAG 2.2)	When a cognitive function test is used to authenticate a user, at least one other authentication method is available which is not a cognitive function test.	Not Evaluated		