Crow Canyon Accessibility Conformance Report

Revised Section 508 Edition

(Based on VPAT® Version 2.4)

Name of Product/Version: NITRO Studio v1.1.0.207

Report Date: Version 2.4

Product Description: Business Process Automation Platform

Contact Information:

Ryan Stefani

Ryan.stefani@crowcanyon.com

925-476-3110

Notes: www.crowcanyon.help

Evaluation Methods Used: Testing is based on SharePoint and InfoPath product knowledge.

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

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Standard/Guideline	Included In Report
Web Content Accessibility Guidelines 2.0	Level A (Yes)
	Level AA (Yes)
	Level AAA (No)
Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018	(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 2.0 Level AAA.

WCAG 2.0 Report

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

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

Note: When reporting on conformance with the WCAG 2.0 Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the WCAG 2.0 Conformance Requirements.

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.1.1 Non-text Content (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	https://support.microsoft.com/en-us/topic/make-your-sharepoint-site-accessible-to-people-with-disabilities-53707eb5-b7b8-4ee0-ae82-9d4d916f7fe1
1.2.1 Audio-only and Video-only (Prerecorded) (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	SharePoint OOTB. https://sway.office.com/vAdiAMXOJEQGVbqX
1.2.2 Captions (Prerecorded) (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	SharePoint OOTB. https://sway.office.com/vAdiAMXOJEQGVbqX
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	SharePoint OOTB. https://sway.office.com/vAdiAMXOJEQGVbqX
1.3.1 Info and Relationships (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool)	Supports	SharePoint OOTB. https://sway.office.com/vAdiAMXOJEQGVbqX

Criteria	Conformance Level	Remarks and Explanations
• 602.3 (Support Docs)		
1.3.2 Meaningful Sequence (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	SharePoint OOTB. https://sway.office.com/vAdiAMXOJEQGVbqX
1.3.3 Sensory Characteristics (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	SharePoint OOTB. https://sway.office.com/vAdiAMXOJEQGVbqX
1.4.1 Use of Color (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	SharePoint OOTB. https://sway.office.com/vAdiAMXOJEQGVbqX
1.4.2 Audio Control (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	SharePoint OOTB. https://sway.office.com/vAdiAMXOJEQGVbqX
2.1.1 Keyboard (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	SharePoint OOTB. https://sway.office.com/vAdiAMXOJEQGVbqX
2.1.2 No Keyboard Trap (Level A)		Web:

Criteria	Conformance Level	Remarks and Explanations
Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Supports	SharePoint OOTB. https://sway.office.com/vAdiAMXOJEQGVbqX
2.2.1 Timing Adjustable (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Not applicable	The software provided is not timer based. Timer based workflows can be create to users' specifications.
2.2.2 Pause, Stop, Hide (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Not applicable	No scrolling, blinking or moving starts automatically
2.3.1 Three Flashes or Below Threshold (Level A) Also applies to: Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Supports	The software does not contain anything that flashes more than three times in any one second period
2.4.1 Bypass Blocks (Level A) Also applies to: Revised Section 508 501 (Web)(Software) – Does not apply to non-web software 504.2 (Authoring Tool) 602.3 (Support Docs) – Does not apply to non-web docs	Supports	Links can be added to any form or page to route the user to the main page. SharePoint OOTB.
2.4.2 Page Titled (Level A) Also applies to: Revised Section 508 501 (Web)(Software)	Supports	All SharePoint pages can be named and described. SharePoint OOTB.

Criteria	Conformance Level	Remarks and Explanations
• 504.2 (Authoring Tool) • 602.3 (Support Docs)		

2.4.3 Focus Order (Level A)
Also applies to:
Revised Section 508
    • 501 (Web)(Software)
    • 504.2 (Authoring Tool)
    • 602.3 (Support Docs)
	Not applicable	

2.4.4 Link Purpose (In Context) (Level A)
Also applies to:
Revised Section 508
    • 501 (Web)(Software)
    • 504.2 (Authoring Tool)
    • 602.3 (Support Docs)
	Supports	The purpose of each link can be determined from the link text alone or from the link text together with its programmatically determined link context, except where the purpose of the link would be ambiguous to users in general

3.1.1 Language of Page (Level A)
Also applies to:
Revised Section 508
    • 501 (Web)(Software)
    • 504.2 (Authoring Tool)
    • 602.3 (Support Docs)
	Supports	The default human language of each Web page can be programmatically determined.

3.2.1 On Focus (Level A)
Also applies to:
Revised Section 508
    • 501 (Web)(Software)
    • 504.2 (Authoring Tool)
    • 602.3 (Support Docs)
	Partially Supports	When any user interface component receives focus, it does not initiate a change of context

3.2.2 On Input (Level A)
Also applies to:
Revised Section 508
    • 501 (Web)(Software)
    • 504.2 (Authoring Tool)
    • 602.3 (Support Docs)
	Partially Supports	The admins of the of application will be responsible for the user interface

Criteria	Conformance Level	Remarks and Explanations
3.3.1 Error Identification (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	If an input error is automatically detected, the item that is in error is identified and the error can be described to the user in text.
3.3.2 Labels or Instructions (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	NITRO Forms can add rich text to any form.
4.1.1 Parsing (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Not applicable	This will be specific to the SharePoint environment.
4.1.2 Name, Role, Value (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	All forms interface components can be set programmatically and the users can be notified if they are changed.

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA) Also applies to:	Not applicable	No live content provided with the software

Criteria	Conformance Level	Remarks and Explanations
Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
1.2.5 Audio Description (Prerecorded) (Level AA) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	Audio description can be added to the training videos.
1.4.3 Contrast (Minimum) (Level AA) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	The visual presentation of text and images of text has a contrast ratio of at least 4.5:1, except for the following: (Level AA) • **Large Text:** Large-scale text and images of large-scale text have a contrast ratio of at least 3:1; • **Incidental:** Text or images of text that are part of an inactive user interface component, that are pure decoration, that are not visible to anyone, or that are part of a picture that contains significant other visual content, have no contrast requirement. • **Logotypes:** Text that is part of a logo or brand name has no minimum contrast requirement.
1.4.4 Resize text (Level AA) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	Except for captions and images of text, text can be resized without assistive technology up to 200 percent without loss of content or functionality
1.4.5 Images of Text (Level AA) Also applies to: Revised Section 508	Supports	The form tool can handle images as text

Criteria	Conformance Level	Remarks and Explanations
• 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
2.4.5 Multiple Ways (Level AA) Also applies to: Revised Section 508 • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs	Not applicable	
2.4.6 Headings and Labels (Level AA) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	All NITRO features can have their headings and labels describe the topic or purpose.
2.4.7 Focus Visible (Level AA) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Not applicable	
3.1.2 Language of Parts (Level AA) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	The human language of each passage or phrase in the content can be programmatically determined except for proper names, technical terms, words of indeterminate language, and words or phrases that have become part of the vernacular of the immediately surrounding text
3.2.3 Consistent Navigation (Level AA) Also applies to: Revised Section 508 • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs	Not applicable	The navigation of the SharePoint structure will be controlled by the client.

Criteria	Conformance Level	Remarks and Explanations
3.2.4 Consistent Identification (Level AA) Also applies to: Revised Section 508 • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs	Not applicable	
3.3.3 Error Suggestion (Level AA) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Supports	If an input error is detected suggestions for correction can be made available through rich text.
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Not applicable	NITRO Studio is an add-on to your SharePoint farm.

Table 3: Success Criteria, Level AAA

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.2.6 Sign Language (Prerecorded) (Level AAA) Revised Section 508 – Does not apply	Not applicable	This is a SharePoint add-on.
1.2.7 Extended Audio Description (Prerecorded) (Level AAA) Revised Section 508 – Does not apply	Not applicable	This is a SharePoint add-on.
1.2.8 Media Alternative (Prerecorded) (Level AAA) Revised Section 508 – Does not apply	Not applicable	This is a SharePoint add-on.
1.2.9 Audio-only (Live) (Level AAA) Revised Section 508 – Does not apply	Not applicable	This is a SharePoint add-on.

Criteria	Conformance Level	Remarks and Explanations
1.4.6 Contrast (Enhanced) (Level AAA) Revised Section 508 – Does not apply	Supports	Text and images can have a contract ratio of 7:1
1.4.7 Low or No Background Audio (Level AAA) Revised Section 508 – Does not apply	Not applicable	
1.4.8 Visual Presentation (Level AAA) Revised Section 508 – Does not apply	Supports	Visual presentation is determined by the client.
1.4.9 Images of Text (No Exception) (Level AAA) Revised Section 508 – Does not apply	Supports	Images of text can be used for pure decoration or where a particular presentation of text is essential to the information being conveyed
2.1.3 Keyboard (No Exception) (Level AAA) Revised Section 508 – Does not apply	Not applicable	This is a SharePoint add-on.
2.2.3 No Timing (Level AAA) Revised Section 508 – Does not apply	Not applicable	
2.2.4 Interruptions (Level AAA) Revised Section 508 – Does not apply	Not applicable	
2.2.5 Re-authenticating (Level AAA) Revised Section 508 – Does not apply	Supports	This is OOTB SharePoint feature.
2.3.2 Three Flashes (Level AAA) Revised Section 508 – Does not apply	Supports	
2.4.8 Location (Level AAA) Revised Section 508 – Does not apply	Supports	Version history is available for all SharePoint list items
2.4.9 Link Purpose (Link Only) (Level AAA) Revised Section 508 – Does not apply	Supports	Feature of our tiles webpart
2.4.10 Section Headings (Level AAA) Revised Section 508 – Does not apply	Supports	
3.1.3 Unusual Words (Level AAA) Revised Section 508 – Does not apply	Supports	Any language can be displayed or restricted based on the users' preferences
3.1.4 Abbreviations (Level AAA) Revised Section 508 – Does not apply	Supports	Any language can be displayed or restricted based on the users' preferences
3.1.5 Reading Level (Level AAA) Revised Section 508 – Does not apply	Supports	Clients' preference
3.1.6 Pronunciation (Level AAA)	Supports	Clients' preference

Criteria	Conformance Level	Remarks and Explanations
Revised Section 508 – Does not apply		
3.2.5 Change on Request (Level AAA) Revised Section 508 – Does not apply	Supports	Changes of context are initiated only by user request or a mechanism is available to turn off such changes
3.3.5 Help (Level AAA) Revised Section 508 – Does not apply	Supports	
3.3.6 Error Prevention (All) (Level AAA) Revised Section 508 – Does not apply	Supports	This is a SharePoint feature

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Notes:

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

Notes:

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	AAA	
302.2 With Limited Vision	AAA	
302.3 Without Perception of Color	AAA	
302.4 Without Hearing	AAA	
302.5 With Limited Hearing	AAA	
302.6 Without Speech	AAA	
302.7 With Limited Manipulation	AAA	
302.8 With Limited Reach and Strength	AAA	
302.9 With Limited Language, Cognitive, and Learning Abilities	AAA	

Chapter 4: [Hardware](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
402 Closed Functionality	Heading cell – no response required	Heading cell – no response required
402.1 General	Heading cell – no response required	Heading cell – no response required
402.2 Speech-Output Enabled	Heading cell – no response required	Heading cell – no response required
402.2.1 Information Displayed On-Screen	No hardware provided – Not applicable	
402.2.2 Transactional Outputs	No hardware provided – Not applicable	
402.2.3 Speech Delivery Type and Coordination	No hardware provided – Not applicable	
402.2.4 User Control	No hardware provided – Not applicable	
402.2.5 Braille Instructions	No hardware provided – Not applicable	

Criteria	Conformance Level	Remarks and Explanations
402.3 Volume	Heading cell – no response required	Heading cell – no response required
402.3.1 Private Listening	No hardware provided – Not applicable	
402.3.2 Non-private Listening	No hardware provided – Not applicable	
402.4 Characters on Display Screens	No hardware provided – Not applicable	
402.5 Characters on Variable Message Signs	No hardware provided – Not applicable	
[403 Biometrics](#)	Heading cell – no response required	Heading cell – no response required
403.1 General	No hardware provided – Not applicable	
[404 Preservation of Information Provided for Accessibility](#)	Heading cell – no response required	Heading cell – no response required
404.1 General	No hardware provided – Not applicable	
[405 Privacy](#)	Heading cell – no response required	Heading cell – no response required
405.1 General	No hardware provided – Not applicable	
[406 Standard Connections](#)	Heading cell – no response required	Heading cell – no response required
406.1 General	No hardware provided – Not applicable	
[407 Operable Parts](#)	Heading cell – no response required	Heading cell – no response required
407.2 Contrast	No hardware provided – Not applicable	
407.3 Input Controls	Heading cell – no response required	Heading cell – no response required
407.3.1 Tactilely Discernible	No hardware provided – Not applicable	
407.3.2 Alphabetic Keys	No hardware provided – Not applicable	
407.3.3 Numeric Keys	No hardware provided – Not applicable	
407.4 Key Repeat	No hardware provided – Not applicable	
407.5 Timed Response	No hardware provided – Not applicable	
407.6 Operation	No hardware provided – Not applicable	
407.7 Tickets, Fare Cards, and Keycards	No hardware provided – Not applicable	
407.8 Reach Height and Depth	Heading cell – no response required	Heading cell – no response required
407.8.1 Vertical Reference Plane	No hardware provided – Not applicable	
407.8.1.1 Vertical Plane for Side Reach	No hardware provided – Not applicable	
407.8.1.2 Vertical Plane for Forward Reach	No hardware provided – Not applicable	
407.8.2 Side Reach	No hardware provided – Not applicable	
407.8.2.1 Unobstructed Side Reach	No hardware provided – Not applicable	
407.8.2.2 Obstructed Side Reach	No hardware provided – Not applicable	

Criteria	Conformance Level	Remarks and Explanations
407.8.3 Forward Reach	No hardware provided – Not applicable	
407.8.3.1 Unobstructed Forward Reach	No hardware provided – Not applicable	
407.8.3.2 Obstructed Forward Reach	No hardware provided – Not applicable	
407.8.3.2.1 Operable Part Height for ICT with Obstructed Forward Reach	No hardware provided – Not applicable	
407.8.3.2.2 Knee and Toe Space under ICT with Obstructed Forward Reach	No hardware provided – Not applicable	
408 Display Screens	Heading cell – no response required	Heading cell – no response required
408.2 Visibility	No hardware provided – Not applicable	
408.3 Flashing	No hardware provided – Not applicable	
409 Status Indicators	Heading cell – no response required	Heading cell – no response required
409.1 General	No hardware provided – Not applicable	
410 Color Coding	Heading cell – no response required	Heading cell – no response required
410.1 General	No hardware provided – Not applicable	
411 Audible Signals	Heading cell – no response required	Heading cell – no response required
411.1 General	No hardware provided – Not applicable	
412 ICT with Two-Way Voice Communication	Heading cell – no response required	Heading cell – no response required
412.2 Volume Gain	Heading cell – no response required	Heading cell – no response required
412.2.1 Volume Gain for Wireline Telephones	No hardware provided – Not applicable	
412.2.2 Volume Gain for Non-Wireline ICT	No hardware provided – Not applicable	
412.3 Interference Reduction and Magnetic Coupling	Heading cell – no response required	Heading cell – no response required
412.3.1 Wireless Handsets	No hardware provided – Not applicable	
412.3.2 Wireline Handsets	No hardware provided – Not applicable	
412.4 Digital Encoding of Speech	No hardware provided – Not applicable	
412.5 Real-Time Text Functionality	Reserved for future	Reserved for future
412.6 Caller ID	No hardware provided – Not applicable	
412.7 Video Communication	No hardware provided – Not applicable	
412.8 Legacy TTY Support	Heading cell – no response required	Heading cell – no response required
412.8.1 TTY Connectability	No hardware provided – Not applicable	
412.8.2 Voice and Hearing Carry Over	No hardware provided – Not applicable	
412.8.3 Signal Compatibility	No hardware provided – Not applicable	
412.8.4 Voice Mail and Other Messaging Systems	No hardware provided – Not applicable	

Criteria	Conformance Level	Remarks and Explanations
413 Closed Caption Processing Technologies	Heading cell – no response required	Heading cell – no response required
413.1.1 Decoding and Display of Closed Captions	No hardware provided – Not applicable	
413.1.2 Pass-Through of Closed Caption Data	No hardware provided – Not applicable	
414 Audio Description Processing Technologies	Heading cell – no response required	Heading cell – no response required
414.1.1 Digital Television Tuners	No hardware provided – Not applicable	
414.1.2 Other ICT	No hardware provided – Not applicable	
415 User Controls for Captions and Audio Descriptions	Heading cell – no response required	Heading cell – no response required
415.1.1 Caption Controls	No hardware provided – Not applicable	
415.1.2 Audio Description Controls	No hardware provided – Not applicable	

Chapter 5: Software

Notes:

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.0 AA	See WCAG 2.0 section	See information in WCAG 2.0 section
502 Interoperability with Assistive Technology	Heading cell – no response required	Heading cell – no response required
502.2.1 User Control of Accessibility Features	AAA	
502.2.2 No Disruption of Accessibility Features	AAA	
502.3 Accessibility Services	Heading cell – no response required	Heading cell – no response required
502.3.1 Object Information	AAA	
502.3.2 Modification of Object Information	AAA	
502.3.3 Row, Column, and Headers	AAA	
502.3.4 Values	AAA	
502.3.5 Modification of Values	AAA	
502.3.6 Label Relationships	AAA	
502.3.7 Hierarchical Relationships	AAA	
502.3.8 Text	AAA	
502.3.9 Modification of Text	AAA	
502.3.10 List of Actions	AAA	
502.3.11 Actions on Objects	AAA	

Criteria	Conformance Level	Remarks and Explanations
502.3.12 Focus Cursor	AAA	
502.3.13 Modification of Focus Cursor	AAA	
502.3.14 Event Notification	AAA	
502.4 Platform Accessibility Features	AAA	
503 Applications	Heading cell – no response required	Heading cell – no response required
503.2 User Preferences	AAA	
503.3 Alternative User Interfaces	AAA	
503.4 User Controls for Captions and Audio Description	Heading cell – no response required	Heading cell – no response required
503.4.1 Caption Controls	AAA	
503.4.2 Audio Description Controls	AAA	
504 Authoring Tools	Heading cell – no response required	Heading cell – no response required
504.2 Content Creation or Editing (if not authoring tool, enter "not applicable")	AAA	See information in WCAG 2.0 section
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	AAA	
504.2.2 PDF Export	AAA	
504.3 Prompts	AAA	
504.4 Templates	AAA	

Chapter 6: Support Documentation and Services

Notes:

Criteria	Conformance Level	Remarks and Explanations
601.1 Scope	Heading cell – no response required	Heading cell – no response required
602 Support Documentation	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	AAA	
602.3 Electronic Support Documentation	AAA	See information in WCAG 2.0 section
602.4 Alternate Formats for Non-Electronic Support Documentation	AAA	
603 Support Services	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	AAA	

Criteria	Conformance Level	Remarks and Explanations
603.3 Accommodation of Communication Needs	AAA	

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Include your company legal disclaimer here, if needed.