PHIRE

Section 508 Compliance - Voluntary Product Accessibility Template (VPAT)

Name of Product: Phire version 12

Last Updated: August 01, 2017

Minimum Version: This Voluntary Product Accessibility Template (VPAT) pertains to the generated HTML output generated by Phire (version 12). This VPAT does not pertain to the coding of the development platform (Enterprise PeopleTools 8.4x or 8.5x) provided by Oracle corporation.

The HTML generated by Phire is of very high quality and coded to industry standards. Standard HTML is easier to interpret for assistive technologies. See the detailed table for more information.

Phire's internet architecture is meta-data driven. HTML is generated centrally by Phire, rather than being coded manually page by page. Coding for most of the technical standards in this subsection was achieved by making changes centrally.

NOTE: The HTML Area control and the i-scripts are different from other Phire page controls in that they enable application developers to write their own HTML. With other controls, the Phire automatically generates the HTML code. The HTML code for an HTML Area or i-script is inserted into the dynamically generated HTML code at runtime. HTML Areas and i-scripts are seldom used in Phire products.

For more information regarding the accessibility status of this product or other Phire products, please contact: support@phire-soft.com

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Section 1194.21 Software Applications and Operating Systems

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)
1194.21(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.	Not Applicable	This section is filled out as Not Applicable, because this VPAT pertains only to the HTML-based Applications generated by Phire, and not to any thick clients. All questions are therefore answered in the next section, 1194.22.
1194.21(b) Applications shall not disrupt or disable activated features of other products that are identified as accessibility features, where those	Not Applicable	

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.		
1194.21(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.	Not Applicable	
1194.21(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 available in text.	Not Applicable	
1194.21(e) When bitmap images are used to identify controls, status indicators, or other programmatic elements, the meaning assigned to those images shall be consistent throughout an application's performance.	Not Applicable	
1194.21(f) Textual information shall be provided through operating system functions for displaying text. The minimum information that shall be made available is text content, text input caret location, and text attributes.	Not Applicable	
1194.21(g) Applications shall not override user selected contrast and color selections and other individual display attributes.	Not Applicable	
1194.21(h) When animation is displayed, the information shall be displayable in at least one non-animated presentation mode at the option of the user.	Not Applicable	
1194.21(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.	Not Applicable	
1194.21(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.	Not Applicable	
1194.21(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.	Not Applicable	
1194.21(l) When electronic forms are used, the form shall allow people using assistive technology to access the information, field elements, and functionality required for completion and submission of the form, including all directions and cues.	Not Applicable	

Section 1194.22 Web-based Internet Information and Applications

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)
1194.22(a) A text equivalent for every non-text element shall be provided (e.g., via "alt", "longdesc", or in element content).	Product has been coded to meet this standard subject to the remarks on the right.	Phire enables associating a text equivalent to non-text elements. Labels can be associated with all images. The labels are presented to end-users as an ALT attribute on IMG tags. Phire's application development standards specifically require that all functional images have labels and that the labels effectively communicate the purpose of the image.

		The standards also require that ornamental images not have labels. Phire applications do not use non-text elements like Java applets, audio or video. Additionally, images contained within HTML Areas should be appropriately labeled, provided application developers follow Phire's application development standards.
1194.22(b) Equivalent alternatives for any multimedia presentation shall be synchronized with the presentation.	Not Applicable	Phire applications do not use multimedia presentations
1194.22(c) Web pages shall be designed so that all information conveyed with color is also available without color, for example from context or markup.	Product has been coded to meet this standard subject to the remarks on the right.	Phire's application development standards specifically require that if color is used to convey meaning, the information must also be presented in another way (e.g. with text or with shape). Phire Applications are coded to meet this standard, provided application developers follow Phire's application development standards.
1194.22(d) Documents shall be organized so they are readable without requiring an associated style sheet.	Product has been coded to meet this standard subject to the remarks on the right.	It should be noted that pages are less attractive without their stylesheets but they are readable. If end-users want, they can associate their own stylesheet with Phire pages using the accessibility options on their web browser. For example, in Microsoft Internet Explorer 5.5: 1. In Tools, Internet Options ..., click on the "Accessibility..." button. 2. Select the "Use my style sheet" option and choose a style sheet. 3. Click OK. Coding for this standard is handled centrally by Phire, except for HTML Areas.
1194.22(e) Redundant text links shall be provided for each active region of a server-side image map.	Not Applicable	Phire applications do not use server-side image maps.
1194.22(f) Client-side image maps shall be provided instead of server-side image maps except where the regions cannot be defined with an available geometric shape.	Product has been coded to meet this standard subject to the remarks on the right.	All image maps are client-side image maps. The image maps used in Phire products include: ▪ The calendar control for choosing a date.
1194.22(g) Row and column headers shall be identified for data tables.	Product has been coded to meet this standard subject to the remarks on the right.	Column Headers: Phire enables having a column header for data tables. The HTML generated by Phire for column headers uses the TH tag and the scope="col" attribute. Row Headers: Rows in Phire data tables typically do not have a conceptual row header because of compound keys. That is, every column in a data table is usually a data column, not a header. In the rare cases where a data table does have a conceptual row header, Phire applications do not currently mark the headers using the scope="row" attribute. This issue is

		currently scheduled to be addressed in a future release.
		Phire's application development standards specifically require that all Grid control column headers be labeled and that all Grid and Scroll Area controls have titles. Phire applications are coded to meet this standard, provided that application developers populate data table column headers.
1194.22(h) Markup shall be used to associate data cells and header cells for data tables that have two or more logical levels of row or column headers.	Product has been coded to meet this standard subject to the remarks on the right.	Phire' Grid control, which is used by application developers to generate data tables, does not allow two or more logical levels of row or column headers. Phire' Scroll Area controls have sometimes been used to approximate the behavior of data tables. These are being handled on a case-by-case basis. Where, as mentioned above in 1194.22(g), when conceptual row headers are used, scope="row" is not currently attributed to those headers. This issue is currently scheduled to be addressed in a future release.
1194.22(i) Frames shall be titled with text that facilitates frame identification and navigation.	Product has been coded to meet this standard subject to the remarks on the right.	Coding for this standard is handled centrally by Phire, except for portal frame-based templates. The frames in Phire products are titled with meaningful text labels using the NAME attribute on the FRAME tag. Assistive technologies, like WindowEyes by GW Micro, successfully read this label. To broaden support for assistive technologies even further, TITLE attributes will be added to frames in a future release.
1194.22(j) Pages shall be designed to avoid causing the screen to flicker with a frequency greater than 2 Hz and lower than 55 Hz.	Product has been coded to meet this standard subject to the remarks on the right.	In general, the animation used in Phire products is the blinking Processing image. It blinks at a rate of 1 Hz and only for brief periods of time.
1194.22(k) A text-only page, with equivalent information or functionality, shall be provided to make a web site comply with the provisions of this part, when compliance cannot be accomplished in any other way. The content of the text-only page shall be updated whenever the primary page changes.	Not Applicable	This standard requires an alternative text-only page if that is the only way to make the primary pages compliant with 1194.22(a) through (p). In Phire applications' case, the pages meet the requirements of 1194.22(a) through (p), or at least provide equivalent facilitation to the extent described in this VPAT. In addition, a text-only page would not associate a data cell with a row header in a grid table.
1194.22(l) When pages utilize scripting languages to display content, or to create interface elements, the information provided by the script shall be identified with functional text that can be read by assistive technology.	Product has been coded to meet this standard subject to the remarks on the right.	Phire generates JavaScript to facilitate processing. It does not affect the display of pages. The JavaScript is usually initiated from text or image hyperlinks. The image hyperlinks have a text equivalent (ALT attribute on the IMG tag) that makes them accessible to Assistive Technologies. Coding for this standard is handled centrally by Phire, except in HTML Areas.
1194.22(m) When a web page requires that an applet, plug-in or other application be present on the client system to interpret page content, the page must provide a link to a plug-in or	Not Applicable	There are no applets, plug-ins, or other applications used within HTML Areas in Phire applications. However, because HTML Areas permit application developers

applet that complies with Section 1194.21 (a) through (l).		to write their own HTML code, such areas could contain applets, plug-ins or other applications. If so, this functionality would have to be evaluated separately.
1194.22(n) When electronic forms are designed to be completed on-line, the form shall allow people using assistive technology to access the information, field elements, and functionality required for completion and submission of the form, including all directions and cues.	Product has been coded to meet this standard subject to the remarks on the right.	Phire electronic forms are generated by Phire using standard HTML form markup. Information in the form (e.g. instructional text) is simple HTML text. Form field elements are generated by Phire as standard HTML form objects. Functionality for completion and submission of the form is provided with standard HTML markup and JavaScript. The Guide to the Access Board's Standards recommends placing labels in close proximity to fields. Phire's application development standards specifically require that all form data entry fields have labels near the field. The Guide also recommends using the LABEL tag with FOR and ID attributes to explicitly associate fields with their labels. This is exactly what Phire does when generating HTML form field elements. Phire applications are coded to meet this standard, provided that application developers place fields in close proximity to form field elements.
1194.22(o) A method shall be provided that permits users to skip repetitive navigation links.	Product has been coded to meet this standard subject to the remarks on the right.	Phire pages have a hyperlink on an invisible page element (a gif image with ALT text) at the top of the page that skips over repetitive navigation links, and jumps to the beginning of the page's content. This satisfies the needs of visually impaired users using assistive technology without cluttering the page for sighted users. In addition, users can use the "my favorites" function to easily navigate to frequently accessed folders and content.
1194.22(p) When a timed response is required, the user shall be alerted and given sufficient time to indicate more time is required.	Product has been coded to meet this standard subject to the remarks on the right.	

Section 1194.23 Telecommunications Products

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)
1194.23(a) Telecommunications products or systems which provide a function allowing voice communication and which do not themselves provide a TTY functionality shall provide a standard non-acoustic connection point for TTYs. Microphones shall be capable of being turned on and off to allow the user to intermix speech with TTY use.	Not Applicable	Phire Applications do not have any telecommunications functionality to them, and therefore this section is Not Applicable.
1194.23(b) Telecommunications products which include voice communication functionality shall support all commonly used cross-	Not Applicable	

manufacturer non-proprietary standard TTY signal protocols.		
1194.23(c) Voice mail, auto-attendant, and interactive voice response telecommunications systems shall be usable by TTY users with their TTYs.	Not Applicable	
1194.23(d) Voice mail, messaging, auto-attendant, and interactive voice response telecommunications systems that require a response from a user within a time interval, shall give an alert when the time interval is about to run out, and shall provide sufficient time for the user to indicate more time is required.	Not Applicable	
1194.23(e) Where provided, caller identification and similar telecommunications functions shall also be available for users of TTYs, and for users who cannot see displays.	Not Applicable	
1194.23(f) For transmitted voice signals, telecommunications products shall provide a gain adjustable up to a minimum of 20 dB. For incremental volume control, at least one intermediate step of 12 dB of gain shall be provided.	Not Applicable	
1194.23(g) If the telecommunications product allows a user to adjust the receive volume, a function shall be provided to automatically reset the volume to the default level after every use.	Not Applicable	
1194.23(h) Where a telecommunications product delivers output by an audio transducer which is normally held up to the ear, a means for effective magnetic wireless coupling to hearing technologies shall be provided.	Not Applicable	
1194.23(i) Interference to hearing technologies (including hearing aids, cochlear implants, and assistive listening devices) shall be reduced to the lowest possible level that allows a user of hearing technologies to utilize the telecommunications product.	Not Applicable	
1194.23(j) Products that transmit or conduct information or communication, shall pass through cross-manufacturer, non-proprietary, industry-standard codes, translation protocols, formats or other information necessary to provide the information or communication in a usable format. Technologies which use encoding, signal compression, format transformation, or similar techniques shall not remove information needed for access or shall restore it upon delivery.	Not Applicable	
1194.23(k)(1) For products which have mechanically operated controls or keys, controls and keys shall be tactilely discernible without activating the controls or keys.	Not Applicable	
1194.23(k)(2) For products which have mechanically operated controls or keys, controls do not require tight grasping, pinching or twisting of the wrist to operate.	Not Applicable	
1194.23(k)(3) If key repeat is supported, the delay before repeat shall be adjustable to at least 2 seconds. Key repeat rate shall be adjustable to 2 seconds per character.	Not Applicable	
1194.23(k)(4) The status of all locking or toggle controls or keys shall be visually discernible, and discernible either through touch or sound.	Not Applicable	

Section 1194.24 Video and Multi-media Products

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)
1194.24(a) All analog television displays 13 inches and larger, and	Not Applicable	

computer equipment that includes analog television receiver or display circuitry, shall be equipped with caption decoder circuitry which appropriately receives, decodes, and displays closed captions from broadcast, cable, videotape, and DVD signals. As soon as practicable, but not later than July 1, 2002, widescreen digital television (DTV) displays measuring at least 7.8 inches vertically, DTV sets with conventional displays measuring at least 13 inches vertically, and stand-alone DTV tuners, whether or not they are marketed with display screens, and computer equipment that includes DTV receiver or display circuitry, shall be equipped with caption decoder circuitry which appropriately receives, decodes, and displays closed captions from broadcast, cable, videotape, and DVD signals.		
1194.24(b) Television tuners, including tuner cards for use in computers, shall be equipped with secondary audio program playback circuitry.	Not Applicable	
1194.24(c) All training and informational video and multimedia productions which support the agency's mission, regardless of format, that contain speech or other audio information necessary for the comprehension of the content, shall be open or closed captioned.	Not Applicable	
1194.24(d) All training and informational video and multimedia productions which support the agency's mission, regardless of format, that contain visual information necessary for the comprehension of the content, shall be audio described.	Not Applicable	
1194.24(e) Display or presentation of alternate text presentation or audio descriptions shall be user-selectable unless permanent.	Not Applicable	

Section 1194.25 Self-Contained, Closed Products

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)
1194.25(a) Self contained products shall be usable by people with disabilities without requiring an end-user to attach assistive technology to the product. Personal headsets for private listening are not assistive technology.	Not Applicable	
1194.25(b) When a timed response is required, the user shall be alerted and given sufficient time to indicate more time is required.	Not Applicable	
1194.25(c) Where a product utilizes touchscreens or contact-sensitive controls, an input method shall be provided that complies with Section 1194.23 (k) (1) through (4).	Not Applicable	
1194.25(d) When biometric forms of user identification or control are used, an alternative form of identification or activation, which does not require the user to possess particular biological characteristics, shall also be provided.	Not Applicable	
1194.25(e) When products provide auditory output, the audio signal shall be provided at a standard signal level through an industry standard connector that will allow for private listening. The product must provide the ability to interrupt, pause, and restart the audio at anytime.	Not Applicable	
1194.25(f) When products deliver voice output in a public area, incremental volume control shall be provided with output amplification up to a level of at least 65 dB. Where the ambient noise level of the environment is above 45 dB, a volume gain of at least 20 dB above the ambient level shall be user selectable. A function shall be provided to automatically reset the volume to the default level after every use.	Not Applicable	
1194.25(g) Color coding shall not be used as the only means of	Not Applicable	

conveying information, indicating an action, prompting a response, or distinguishing a visual element.		
1194.25(h) When a product permits a user to adjust color and contrast settings, a range of color selections capable of producing a variety of contrast levels shall be provided.	Not Applicable	
1194.25(i) Products shall be designed to avoid causing the screen to flicker with a frequency greater than 2 Hz and lower than 55 Hz.	Not Applicable	
1194.25(j)(1) The position of any operable control shall be determined with respect to a vertical plane, which is 48 inches in length, centered on the operable control, and at the maximum protrusion of the product within the 48 inch length on products which are freestanding, non-portable, and intended to be used in one location and which have operable controls.	Not Applicable	
1194.25(j)(2) Where any operable control is 10 inches or less behind the reference plane, the height shall be 54 inches maximum and 15 inches minimum above the floor.	Not Applicable	
1194.25(j)(3) Where any operable control is more than 10 inches and not more than 24 inches behind the reference plane, the height shall be 46 inches maximum and 15 inches minimum above the floor.	Not Applicable	
1194.25(j)(4) Operable controls shall not be more than 24 inches behind the reference plane.	Not Applicable	

Section 1194.26 Desktop and Portable Computers

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)
1194.26(a) All mechanically operated controls and keys shall comply with Section 1194.23 (k) (1) through (4).	Not Applicable	
1194.26(b) If a product utilizes touchscreens or touch-operated controls, an input method shall be provided that complies with Section 1194.23 (k) (1) through (4).	Not Applicable	
1194.26(c) When biometric forms of user identification or control are used, an alternative form of identification or activation, which does not require the user to possess particular biological characteristics, shall also be provided.	Not Applicable	
1194.26(d) Where provided, at least one of each type of expansion slots, ports and connectors shall comply with publicly available industry standards.	Not Applicable	

Section 1194.31 Functional Performance Criteria

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)
1194.31(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.	Yes	Subject to the information provided in this document, this product has been coded to meet the applicable technical provisions of

		the 508 standards.
1194.31(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 who are visually impaired shall be provided.	Yes	Subject to the information provided in this document, this product has been coded to meet the applicable technical provisions of the 508 standards.
1194.31(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	Not Applicable	There is no reliance on sound.
1194.31(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	There is no reliance on sound.
1194.31(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 shall be provided.	Not Applicable	There is no reliance on speech input.
1194.31(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.	Yes	Subject to the information provided in this document, this product has been coded to meet the applicable technical provisions of the 508 standards.

Section 1194.41 Information, Documentation and Support

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)
1194.41(a) Product support documentation provided to end-users shall be made available in alternate formats upon request, at no additional charge	Support documentation for this product is available in accessible electronic format.	
1194.41(b) End-users shall have access to a description of the accessibility and compatibility features of products in alternate formats or alternate methods upon request, at no additional charge.	Information about accessibility features of Phire products is available in HTML format at www.phire-soft.com/accessibility.	
1194.41(c) Support services for products shall accommodate the communication needs of end-users with disabilities.	Phire's portfolio of service offerings provides two basic customer interfaces: the Internet, using customer portal, or the phone. While Phire customers have access to electronic support via the customer portal, customers always have the option of calling. TTY access is available using 1877-845-4668 for technical and non-technical questions.	