

## Oracle Voluntary Product Accessibility Template

### Name of Product: PeopleSoft Financials Applications 9.2x

Last Updated: 08-Apr-2013

This VPAT summarizes the PeopleSoft Asset Lifecycle Management, ESA and Financials Applications version 9.2x and is dependent on the PeopleSoft Enterprise Tools VPAT.

The following aspects are specifically excluded from the VPAT:

1. Use of third-party products often configured with PeopleSoft Asset Lifecycle Management, ESA or Financials.
2. Mobile applications. The content delivered for mobile devices may be obtained and viewed through an alternative accessible means such as on a desktop or laptop computer.
3. Delivered application SQR and Crystal reports are considered to be samples. These reports are intended for printing purposes only and therefore are not accessible. The content contained within these delivered reports may be obtained and viewed through an alternative accessible means such as an online page or query.
4. Delivered BI Publisher (XMLP) reports are considered to be samples. The majority of these reports are intended for printing purposes only and therefore are not accessible. The content contained within these delivered reports may be obtained and viewed through an alternative accessible means such as an online page or query.
5. Organization Chart Hierarchies such as, Supplier, Customer and Work Order Hierarchy are not accessible. The content contained within these charts may be obtained and viewed through an alternative accessible means such as an online page or query.

The information below describes this product's ability to support the applicable U.S. Section 508 standards, subject to Oracle's interpretation of those standards and the remarks in this document.

For more information regarding the accessibility status of this product or other Oracle products, see <http://www.oracle.com/us/corporate/accessibility> or contact: [mailto:%20accessible\\_ww@oracle.com](mailto:%20accessible_ww@oracle.com).

- Section 1194.21 - Software Applications and Operating Systems
- Section 1194.22 - Web-based intranet information and applications
- Section 1194.23 - Telecommunication Products
- Section 1194.24 - Video and Multi-media Products
- Section 1194.25 - Self-Contained, Closed Products
- Section 1194.26 - Desktop and Portable Computers
- Section 1194.31 - Functional Performance Criteria
- Section 1194.41 - Information, Documentation and Support

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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)
		The product was tested for: <ul style="list-style-type: none"> <li>● Logical tab order through</li> </ul>

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.	Product has been developed to conform to this standard subject to the remarks on the right.	<p>the product controls and selectable elements.</p> <ul style="list-style-type: none"> <li>● Consistent use of keyboard keys to perform selection and action. <ul style="list-style-type: none"> <li>○ Hotkeys/keyboard shortcuts available to skip elements.</li> </ul> </li> </ul>
1194.21(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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product does not disrupt the features related to accessibility on the end users platform.
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.	Product has been developed to conform to this standard subject to the remarks on the right.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>● Visual cue or feedback to the position of the cursor within the product.</li> <li>● AT product successfully tracks cursor focus.</li> </ul>
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.	Product has been developed to conform to this standard subject to the remarks on the right.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>● Meaningful icon/image/object identification.</li> </ul>
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for meaningful image descriptions.
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.	Product has been developed to conform to this standard subject to the remarks on the right.	Textual information is provided through standard HTML markup and controls. The browser is responsible for making operating system function calls.
1194.21(g) Applications shall not override user selected contrast and color selections and other individual display attributes.	Product has been developed to conform to this standard subject to the remarks on the right.	This Application color's are specified by a style sheet that can be changed and can be overridden by the browser.
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	The product contains no animation.
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.	Product has been developed to conform to this standard subject to the remarks on the right.	This product does not use color as the only means of providing information.
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.	Product has been developed to conform to this standard subject to the remarks	The product allows the ability to change colors in the style sheet.

	on the right.	
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>elements that flash or blink between 2 Hz and 55 Hz.</li> </ul>
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>Reading of screen text.</li> <li>Screen elements under magnification retain readability and are recognizable.</li> <li>AT product successfully tracks cursor focus.</li> </ul>

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**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 developed to conform to this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>Meaningful icon/image/object identification</li> </ul>
1194.22(b) Equivalent alternatives for any multimedia presentation shall be synchronized with the presentation.	Not Applicable	The product has no multimedia.
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 developed to conform to this standard subject to the remarks on the right.	This product does not use color as the only means of providing information.
1194.22(d) Documents shall be organized so they are readable without requiring an associated style sheet.	Product has been developed to conform to this standard subject to the remarks on the right.	No information is solely conveyed through the style sheet.
1194.22(e) Redundant text links shall be provided for each active region of a server-side image map.	Not Applicable	This product does not have any 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 developed to conform to this standard subject to the remarks on the right.	This product was tested for client side image maps: <ul style="list-style-type: none"> <li>In Charting image maps are used which do not have alt text associated with them.</li> </ul>
1194.22(g) Row and column headers shall be identified for data tables.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>Column and Row headers on Data tables.</li> </ul>
		The product was tested for:

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 developed to conform to this standard subject to the remarks on the right.	<ul style="list-style-type: none"> <li>• Column and Row headers on Data tables.</li> </ul>
1194.22(i) Frames shall be titled with text that facilitates frame identification and navigation.	Product has been developed to conform to this standard subject to the remarks on the right.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• HTML frame identification.</li> </ul>
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 developed to conform to this standard subject to the remarks on the right.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Elements that flash or blink between 2 Hz and 55 Hz.</li> </ul>
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product does not utilize text-only pages.
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 developed to conform to this standard subject to the remarks on the right.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Reading of screen text.</li> <li>• Screen elements under magnification retain readability and are recognizable.</li> <li>• AT product successfully tracks cursor focus.</li> </ul>
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 applet that complies with §1194.21(a) through (l).	Not Applicable	The product has no required applets or plug-ins.
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 developed to conform to this standard subject to the remarks on the right.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Reading of screen text.</li> <li>• Screen elements under magnification retain readability and are recognizable.</li> <li>• AT product successfully tracks cursor focus.</li> </ul>
1194.22(o) A method shall be provided that permits users to skip repetitive navigation links.	Product has been developed to conform to this standard subject to the remarks on the right.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Skip repetitive navigation links.</li> <li>• Use of Header markup on tables.</li> </ul>
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 developed to conform to this standard subject to the remarks on the	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Inactivity timeout options to continue or exit.</li> </ul>

	right.	<ul style="list-style-type: none"> <li>Inactivity timeout length is configurable by the Administrator.</li> </ul>
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Note to 1194.22: The Board interprets paragraphs (a) through (k) of this section as consistent with the following priority 1 Checkpoints of the Web Content Accessibility Guidelines 1.0 (WCAG 1.0) (May 5 1999) published by the Web Accessibility Initiative of the World Wide Web Consortium: Paragraph (a) - 1.1, (b) - 1.4, (c) - 2.1, (d) - 6.1, (e) - 1.2, (f) - 9.1, (g) - 5.1, (h) - 5.2, (i) - 12.1, (j) - 7.1, (k) - 11.4.

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### **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	
1194.23(b) Telecommunications products which include voice communication functionality shall support all commonly used cross-manufacturer non-proprietary standard TTY signal protocols.	Not Applicable	
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	Not Applicable	

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.		
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	

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**Section 1194.24 Video and Multimedia 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 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.	Not Applicable	
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	

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**Section 1194.25 Self Contained, Closed Products**

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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 conveying information, indicating an action, prompting a response, or distinguishing a visual element.	Not Applicable	
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	

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**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	

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**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 developed to conform to 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 developed to conform to 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	
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	
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	



<p>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.</p>	<p>Yes</p>	<p>Subject to the information provided in this document, this product has been developed to conform to the applicable technical provisions of the 508 standards.</p>
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### Section 1194.41 Information, Documentation and Support

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)
<p>1194.41(a) Product support documentation provided to end-users shall be made available in alternate formats upon request, at no additional charge.</p>	<p>Documentation for this product is available in accessible electronic format.</p>	
<p>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.</p>	<p>Documentation for this product is available in accessible electronic format.</p>	
<p>1194.41(c) Support services for products shall accommodate the communication needs of end-users with disabilities.</p>	<p>Oracle customers have access to electronic support through My Oracle Support or by calling Oracle Support at 1.800.223.1711. Hearing-impaired customers in the U.S. who wish to speak to an Oracle Support representative may use a telecommunications relay service (TRS). Information about the TRS is available at <a href="http://www.fcc.gov/cgb/consumerfacts/trs.html">http://www.fcc.gov/cgb/consumerfacts/trs.html</a>, and a list of telephone numbers is available at <a href="http://www.fcc.gov/cgb/dro/trsphonebk.html">http://www.fcc.gov/cgb/dro/trsphonebk.html</a>. International hearing-impaired customers should use the TRS at +1.605.224.1837. An Oracle Support engineer will respond to technical issues according to the standard service request process.</p>	

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### Dependent Products

This product interacts with or is built with the other Oracle products listed in this section. Click below to view information about the accessibility of these dependent products. Products listed are the versions available at the time of publication of this VPAT; newer VPATs may be available that supersede these versions.

- PeopleSoft Enterprise PeopleTools 8.53

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## Oracle Voluntary Product Accessibility Template

### Name of Product: PeopleSoft HCM Applications 9.1x Feature Pack 2 (Oct-2012)

Last Updated: 07-Nov-2012

This VPAT summarizes the PeopleSoft HCM Applications version 9.1, Feature Pack 2 and is dependent on the PeopleSoft Enterprise Tools VPAT.

The following aspects are specifically excluded from the VPAT:

1. Use of third-party products often configured with PeopleSoft Talent Acquisition Manager and Candidate Gateway.
2. Mobile applications
3. Delivered application SQR and Crystal reports are considered to be samples. These reports are intended for printing purposes only and therefore are not accessible. The content contained within these delivered reports may be obtained and viewed through an alternative accessible means such as an online page or query.

Accessible Mode is configured in PeopleSoft products on a per user basis. Each individual user configures the mode in which they operate, whether it be standard user mode or accessible user mode via their preferences in PeopleTools Personalizations. To set accessible mode the user navigates to 'My Personalizations' and then selects 'Personalize General Options.' The next step is to set the Accessibility Features Personalization Option to 'Use Accessible Layout'.

The information below describes this product's ability to support the applicable U.S. Section 508 standards, subject to Oracle's interpretation of those standards and the remarks in this document.

For more information regarding the accessibility status of this product or other Oracle products, see <http://www.oracle.com/us/corporate/accessibility> or contact: [mailto:%20accessible\\_ww@oracle.com](mailto:%20accessible_ww@oracle.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	Product has been developed to conform	The product was tested for: <ul style="list-style-type: none"> <li>• Logical tab order through the product controls and selectable elements.</li> <li>• Consistent use of keyboard keys to perform selection and action.                             <ul style="list-style-type: none"> <li>○ Hotkeys/keyboard</li> </ul> </li> </ul>

from a keyboard where the function itself or the result of performing a function can be discerned textually.	to this standard subject to the remarks on the right.	shortcuts available to skip elements.  During testing a small number of issues were discovered with logical tab order in the application.
1194.21(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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product does not disrupt the features related to accessibility on the end users platform.
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>Visual cues or feedback to the position of the cursor within the product.</li> <li>AT product successfully tracks cursor focus.</li> </ul>
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>Meaningful icon/image/object identification.</li> </ul>
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for meaningful image descriptions.
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.	Product has been developed to conform to this standard subject to the remarks on the right.	Textual information is provided through standard HTML markup and controls. The browser is responsible for making operating system function calls.
1194.21(g) Applications shall not override user selected contrast and color selections and other individual display attributes.	Product has been developed to conform to this standard subject to the remarks on the right.	This Application color's are specified by a style sheet that can be changed and can be overridden by the browser.
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	The product contains no animation.
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.	Product has been developed to conform to this standard subject to the remarks on the right.	This product does not use color as the only means of providing information.
1194.21(j) When a product permits a user to adjust color and contrast settings, a variety of color selections capable	Product has been developed to conform to this standard	The product allows the ability to change colors in the style sheet.

of producing a range of contrast levels shall be provided.	subject to the remarks on the right.	
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>elements that flash or blink between 2 Hz and 55 Hz.</li> </ul>
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>Reading of screen text.</li> <li>Screen elements under magnification retain readability and are recognizable.</li> <li>AT product successfully tracks cursor focus.</li> </ul>

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**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 developed to conform to this standard subject to the remarks on the right.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>Meaningful icon/image/object identification</li> </ul> <p>During testing a small number of decorative graphics were found to be missing Alternate Text attributes. In addition, during testing, the following issues were discovered:</p> <ul style="list-style-type: none"> <li>one page in Stock Administration utilizes a chart to display summary information for which there is not a textual equivalent. This issue has been reported in bug 13588753</li> <li>one page in Recruiting Solutions and one in Monitor Absence which displays a virtual calendar does not provide textual elements to identify the calendar days and the elements contained within them</li> </ul>

		<p>properly. This issue has been reported in bug 12418597</p> <ul style="list-style-type: none"> <li>• several hidden fields that are utilized by the folder tab framework (bug 13588773) and the toolbar framework (bug 13580109) are being read and are missing alt text</li> <li>• pagelets in the manager dashboard and talent summary contain graphs for which there is not a textual equivalent. These issues have been reported in bug 13580016</li> </ul>
1194.22(b) Equivalent alternatives for any multimedia presentation shall be synchronized with the presentation.	Not Applicable	The product has no multimedia.
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 developed to conform to this standard subject to the remarks on the right.	This product does not use color as the only means of providing information.
1194.22(d) Documents shall be organized so they are readable without requiring an associated style sheet.	Product has been developed to conform to this standard subject to the remarks on the right.	No information is solely conveyed through the style sheet.
1194.22(e) Redundant text links shall be provided for each active region of a server-side image map.	Not Applicable	This product does not have any 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 developed to conform to this standard subject to the remarks on the right.	<p>This product was tested for client side image maps:</p> <ul style="list-style-type: none"> <li>• In Charting image maps are used which do not have alt text associated with them.</li> </ul>
1194.22(g) Row and column headers shall be identified for data tables.	Product has been developed to conform to this standard subject to the remarks on the right.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Column and Row headers on Data tables.</li> </ul> <p>During testing the following issues were found:</p> <ul style="list-style-type: none"> <li>• a small number of tables were found to have rows without row headers</li> <li>• several tables in the manager dashboard and talent summary features are missing a table summary.</li> </ul>

		<p>These issues have been reported in bug 13580206</p> <ul style="list-style-type: none"> <li>• several tables in the manager dashboard and talent summary features have columns which are missing headings. These issues have been reported in bug 13583919</li> </ul>
<p>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.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Column and Row headers on Data tables.</li> </ul> <p>During testing several issues were identified:</p> <ul style="list-style-type: none"> <li>• In the Self-Service / Benefits Enrollment component an issue was found with table data not being correctly marked up. A scroll area with multiple rows is currently being used to construct a table-like grid of data on the component pages.</li> <li>• In the Org Viewer an issue was found where data represented in a table like fashion is not being marked up as a table. This issue has been reported in bug 13588793.</li> </ul>
<p>1194.22(i) Frames shall be titled with text that facilitates frame identification and navigation.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• HTML frame identification.</li> </ul>
<p>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.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Elements that flash or blink between 2 Hz and 55 Hz.</li> </ul>
<p>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.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product does not utilize text-only pages.</p>
		<p>The product was tested for:</p>

<p>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.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<ul style="list-style-type: none"> <li>● Reading of screen text.</li> <li>● Screen elements under magnification retain readability and are recognizable.</li> <li>● AT product successfully tracks cursor focus.</li> </ul>
<p>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 applet that complies with §1194.21(a) through (l).</p>	<p>Not Applicable</p>	<p>The product has no required applets or plug-ins.</p>
<p>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.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>● Reading of screen text.</li> <li>● Screen elements under magnification retain readability and are recognizable.</li> <li>● AT product successfully tracks cursor focus.</li> </ul>
<p>1194.22(o) A method shall be provided that permits users to skip repetitive navigation links.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>● Skip repetitive navigation links.</li> <li>● Use of Header markup on tables.</li> </ul>
<p>1194.22(p) When a timed response is required, the user shall be alerted and given sufficient time to indicate more time is required.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>● Inactivity timeout options to continue or exit.</li> <li>● Inactivity timeout length is configurable by the Administrator.</li> </ul>

Note to 1194.22: The Board interprets paragraphs (a) through (k) of this section as consistent with the following priority 1 Checkpoints of the Web Content Accessibility Guidelines 1.0 (WCAG 1.0) (May 5 1999) published by the Web Accessibility Initiative of the World Wide Web Consortium: Paragraph (a) - 1.1, (b) - 1.4, (c) - 2.1, (d) - 6.1, (e) - 1.2, (f) - 9.1, (g) - 5.1, (h) - 5.2, (i) - 12.1, (j) - 7.1, (k) - 11.4.

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**Section 1194.23 Telecommunications Products**

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)
<p>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</p>	<p>Not Applicable</p>	

capable of being turned on and off to allow the user to intermix speech with TTY use.		
1194.23(b) Telecommunications products which include voice communication functionality shall support all commonly used cross-manufacturer non-proprietary standard TTY signal protocols.	Not Applicable	
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	

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**Section 1194.24 Video and Multimedia 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 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.	Not Applicable	
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	

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**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 conveying information, indicating an action, prompting a response, or distinguishing a visual element.	Not Applicable	
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	

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**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	Not Applicable	

industry standards.		
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**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 developed to conform to 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 developed to conform to 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	
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	
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	
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 developed to conform to the applicable technical provisions of the 508 standards.

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**Section 1194.41 Information, Documentation and Support**

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)

<p>1194.41(a) Product support documentation provided to end-users shall be made available in alternate formats upon request, at no additional charge.</p>	<p>Documentation for this product is available in accessible electronic format.</p>	
<p>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.</p>	<p>Documentation for this product is available in accessible electronic format.</p>	
<p>1194.41(c) Support services for products shall accommodate the communication needs of end-users with disabilities.</p>	<p>Oracle customers have access to electronic support through My Oracle Support or by calling Oracle Support at 1.800.223.1711. Hearing-impaired customers in the U.S. who wish to speak to an Oracle Support representative may use a telecommunications relay service (TRS). Information about the TRS is available at <a href="http://www.fcc.gov/cgb/consumerfacts/trs.html">http://www.fcc.gov/cgb/consumerfacts/trs.html</a>, and a list of telephone numbers is available at <a href="http://www.fcc.gov/cgb/dro/trsphonebk.html">http://www.fcc.gov/cgb/dro/trsphonebk.html</a>. International hearing-impaired customers should use the TRS at +1.605.224.1837. An Oracle Support engineer will respond to technical issues according to the standard service request process.</p>	

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### Dependent Products

This product interacts with or is built with the other Oracle products listed in this section. Click below to view information about the accessibility of these dependent products. Products listed are the versions available at the time of publication of this VPAT; newer VPATs may be available that supersede these versions.

- PeopleSoft Enterprise PeopleTools 8.52

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## Oracle Product Accessibility Status

### Name of Product: PeopleSoft Campus Solutions Applications, versions 9.0x

Last Updated: 17-SEP-09

**Minimum Version:** This VPAT summarizes the PeopleSoft Campus Solutions Applications version 9.0 and is dependent on the PeopleSoft Enterprise Tools VPAT.

The following aspects are specifically excluded from the VPAT:

1. Use of third-party products often configured with PeopleSoft Campus Solutions.

The information below describes PeopleSoft Campus Solutions Applications, versions 9.0x's ability to support the applicable U.S. Section 508 standards, subject to Oracle's interpretation of those standards and the remarks in this document.

For more information regarding the accessibility status of this product or other Oracle products, please contact: [mailto:%20accessible\\_ww@oracle.com](mailto:%20accessible_ww@oracle.com).

- Section 1194.21 - Software Applications and Operating Systems
- Section 1194.22 - Web-based intranet information and applications
- Section 1194.23 - Telecommunication Products
- Section 1194.24 - Video and Multi-media Products
- Section 1194.25 - Self-Contained, Closed Products
- Section 1194.26 - Desktop and Portable Computers
- Section 1194.31 - Functional Performance Criteria
- Section 1194.41 - Information, Documentation and Support
- Dependent Products

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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.	Product has been coded to meet this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>● Logical tab order through the product controls and selectable elements.</li> <li>● Consistent use of keyboard keys to perform selection and action.                             <ul style="list-style-type: none"> <li>○ Hotkeys/keyboard shortcuts available to skip elements.</li> </ul> </li> </ul>
1194.21(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	Product has been coded to meet this standard subject to the remarks on the right.	The product does not disrupt the features related to accessibility on the end users platform.

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.	Product has been coded to meet this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>• Visual cue or feedback to the position of the cursor within the product.</li> <li>• AT product successfully tracks cursor focus.</li> </ul>
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.	Product has been coded to meet this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>• Meaningful icon/image/object identification.</li> </ul>
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.	Product has been coded to meet this standard subject to the remarks on the right.	The product was tested for meaningful image descriptions.
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.	Product has been coded to meet this standard subject to the remarks on the right.	Textual information is provided through standard HTML markup and controls. The browser is responsible for making operating system function calls.
1194.21(g) Applications shall not override user selected contrast and color selections and other individual display attributes.	Product has been coded to meet this standard subject to the remarks on the right.	This Application color's are specified by a style sheet that can be changed and can be overridden by the browser.
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.	Product has been coded to meet this standard subject to the remarks on the right.	The product contains no animation.
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.	Product has been coded to meet this standard subject to the remarks on the right.	This product does not use color as the only means of providing information.
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.	Product has been coded to meet this standard subject to the remarks on the right.	The product allows the ability to change colors in the style sheet.
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.	Product has been coded to meet this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>• elements that flash or blink between 2 Hz and 55 Hz.</li> </ul>
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.	Product has been coded to meet this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>• Reading of screen text.</li> <li>• Screen elements under</li> </ul>

		<p>magnification retain readability and are recognizable.</p> <ul style="list-style-type: none"> <li>• AT product successfully tracks cursor focus.</li> </ul>
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## 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.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Meaningful icon/image/object identification</li> </ul> <p>During testing a small number of decorative graphics were found to be missing Alternate Text attributes.</p>
1194.22(b) Equivalent alternatives for any multimedia presentation shall be synchronized with the presentation.	Not Applicable	The product has no multimedia.
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.	This product does not use color as the only means of providing information.
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.	No information is solely conveyed through the style sheet.
1194.22(e) Redundant text links shall be provided for each active region of a server-side image map.	Not Applicable	This product does not have any 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.	<p>This product was tested for client side image maps:</p> <ul style="list-style-type: none"> <li>• In Charting image maps are used which do not have alt text associated with them.</li> </ul>
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.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Column and Row headers on Data tables.</li> </ul>
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.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Column and Row headers on Data tables.</li> </ul>
1194.22(i) Frames shall be titled with text that facilitates	Product has been	The product was tested for:

frame identification and navigation.	coded to meet this standard subject to the remarks on the right.	<ul style="list-style-type: none"> <li>HTML frame identification.</li> </ul>
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.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>Elements that flash or blink between 2 Hz and 55 Hz.</li> </ul>
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.	Product has been coded to meet this standard subject to the remarks on the right.	The product does not utilize text-only pages.
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.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>Reading of screen text.</li> <li>Screen elements under magnification retain readability and are recognizable.</li> <li>AT product successfully tracks cursor focus.</li> </ul>
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 applet that complies with Section 1194.21 (a) through (l).	Not Applicable	The product has no required applets or plug-ins.
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.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>Reading of screen text.</li> <li>Screen elements under magnification retain readability and are recognizable.</li> <li>AT product successfully tracks cursor focus.</li> </ul> <p>During testing a small number of editable fields and/or controls were found to not have labels associated with them.</p>
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.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>Skip repetitive navigation links.</li> </ul>
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.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>Inactivity timeout options to continue or exit.</li> </ul>



- Inactivity timeout length is configurable by the Administrator.

Note to 1194.22: The Board interprets paragraphs (a) through (k) of this section as consistent with the following priority 1 Checkpoints of the Web Content Accessibility Guidelines 1.0 (WCAG 1.0) (May 5 1999) published by the Web Accessibility Initiative of the World Wide Web Consortium: Paragraph (a) - 1.1, (b) - 1.4, (c) - 2.1, (d) - 6.1, (e) - 1.2, (f) - 9.1, (g) - 5.1, (h) - 5.2, (i) - 12.1, (j) - 7.1, (k) - 11.4.

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## 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	
1194.23(b) Telecommunications products which include voice communication functionality shall support all commonly used cross-manufacturer non-proprietary standard TTY signal protocols.	Not Applicable	
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	Not Applicable	

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.		
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	

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**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 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.	Not Applicable	
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	

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**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 conveying information, indicating an action, prompting a response, or distinguishing a visual element.	Not Applicable	
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	
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### 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	

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### 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.

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### 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 Oracle products is available in HTML format at <a href="http://www.oracle.com/accessibility">www.oracle.com/accessibility</a> .	
1194.41(c) Support services for products shall accommodate the communication needs of end-users with disabilities.	Oracle customers have access to electronic support through My Oracle Support or by calling Oracle Support at 1.800.223.1711. Hearing-impaired customers in the U.S. who wish to speak to an Oracle Support representative may use a telecommunications relay service (TRS). Information about the TRS is available at <a href="http://www.fcc.gov/cgb/consumerfacts/trs.html">http://www.fcc.gov/cgb/consumerfacts/trs.html</a> , and a list of telephone numbers is available at <a href="http://www.fcc.gov/cgb/dro/trsphonebk.html">http://www.fcc.gov/cgb/dro/trsphonebk.html</a> . International hearing-impaired customers should use the TRS at +1.605.224.1837. An Oracle Support engineer will respond to technical issues according to the standard service request process.	

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### Dependent Products

This product interacts with or is built with the other Oracle products listed in this section. Click below to view information about the accessibility of these dependent products.

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Products
<input type="checkbox"/> PeopleTools 8.49 VPAT: PeopleSoft Enterprise PeopleTools
<input type="checkbox"/> PeopleTools 8.50 VPAT: PeopleSoft Enterprise PeopleTools

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## Oracle Voluntary Product Accessibility Template

### Name of Product: PeopleSoft HCM Applications 9.1x Feature Pack 2

Last Updated: 12-Jan-2012

This VPAT applies to only version 9.1x Feature Pack 2 prior to October 2012. It does not apply to any versions of PeopleSoft HCM Applications after this.

This VPAT has been superseded by PeopleSoft HCM Applications 9.1x Feature Pack 2 (Oct-2012)

This VPAT summarizes the PeopleSoft HCM Applications version 9.1, Feature Pack 2 and is dependent on the PeopleSoft Enterprise Tools VPAT.

The following aspects are specifically excluded from the VPAT:

1. Use of third-party products often configured with PeopleSoft HCM.

Accessible Mode is configured in PeopleSoft products on a per user basis. Each individual user configures the mode in which they operate, whether it be standard user mode or accessible user mode via their preferences in PeopleTools Personalizations. To set accessible mode the user navigates to 'My Personalizations' and then selects 'Personalize General Options.' The next step is to set the Accessibility Features Personalization Option to 'Use Accessible Layout'.

The information below describes this product's ability to support the applicable U.S. Section 508 standards, subject to Oracle's interpretation of those standards and the remarks in this document.

For more information regarding the accessibility status of this product or other Oracle products, see <http://www.oracle.com/us/corporate/accessibility> or contact: [mailto:%20accessible\\_ww@oracle.com](mailto:%20accessible_ww@oracle.com).

- Section 1194.21 - Software Applications and Operating Systems
- Section 1194.22 - Web-based intranet information and applications
- Section 1194.23 - Telecommunication Products
- Section 1194.24 - Video and Multi-media Products
- Section 1194.25 - Self-Contained, Closed Products
- Section 1194.26 - Desktop and Portable Computers
- Section 1194.31 - Functional Performance Criteria
- Section 1194.41 - Information, Documentation and Support

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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	Product has been developed to conform to this standard	The product was tested for: <ul style="list-style-type: none"> <li>• Logical tab order through the product controls and selectable elements.</li> <li>• Consistent use of keyboard keys to perform selection and action.                             <ul style="list-style-type: none"> <li>○ Hotkeys/keyboard</li> </ul> </li> </ul>

from a keyboard where the function itself or the result of performing a function can be discerned textually.	subject to the remarks on the right.	shortcuts available to skip elements.  During testing a small number of issues were discovered with logical tab order in the application.
1194.21(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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product does not disrupt the features related to accessibility on the end users platform.
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>● Visual cues or feedback to the position of the cursor within the product.</li> <li>● AT product successfully tracks cursor focus.</li> </ul>
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>● Meaningful icon/image/object identification.</li> </ul>
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for meaningful image descriptions.
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.	Product has been developed to conform to this standard subject to the remarks on the right.	Textual information is provided through standard HTML markup and controls. The browser is responsible for making operating system function calls.
1194.21(g) Applications shall not override user selected contrast and color selections and other individual display attributes.	Product has been developed to conform to this standard subject to the remarks on the right.	This Application color's are specified by a style sheet that can be changed and can be overridden by the browser.
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	The product contains no animation.
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.	Product has been developed to conform to this standard subject to the remarks on the right.	This product does not use color as the only means of providing information.
1194.21(j) When a product permits a user to adjust color and contrast settings, a variety of color selections capable	Product has been developed to conform to this standard	The product allows the ability to change colors in the style sheet.



of producing a range of contrast levels shall be provided.	subject to the remarks on the right.	
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>elements that flash or blink between 2 Hz and 55 Hz.</li> </ul>
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.	Product has been developed to conform to this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>Reading of screen text.</li> <li>Screen elements under magnification retain readability and are recognizable.</li> <li>AT product successfully tracks cursor focus.</li> </ul>

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### 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 developed to conform to this standard subject to the remarks on the right.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>Meaningful icon/image/object identification</li> </ul> <p>During testing a small number of decorative graphics were found to be missing Alternate Text attributes. In addition, during testing, the following issues were discovered:</p> <ul style="list-style-type: none"> <li>one page in Stock Administration utilizes a chart to display summary information for which there is not a textual equivalent. This issue has been reported in bug 13588753</li> <li>one page in Recruiting Solutions and one in Monitor Absence which displays a virtual calendar does not provide textual elements to identify the calendar days and the elements contained within them</li> </ul>

		<p>properly. This issue has been reported in bug 12418597</p> <ul style="list-style-type: none"> <li>• several hidden fields that are utilized by the folder tab framework (bug 13588773) and the toolbar framework (bug 13580109) are being read and are missing alt text</li> <li>• pagelets in the manager dashboard and talent summary contain graphs for which there is not a textual equivalent. These issues have been reported in bug 13580016</li> </ul>
1194.22(b) Equivalent alternatives for any multimedia presentation shall be synchronized with the presentation.	Not Applicable	The product has no multimedia.
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 developed to conform to this standard subject to the remarks on the right.	This product does not use color as the only means of providing information.
1194.22(d) Documents shall be organized so they are readable without requiring an associated style sheet.	Product has been developed to conform to this standard subject to the remarks on the right.	No information is solely conveyed through the style sheet.
1194.22(e) Redundant text links shall be provided for each active region of a server-side image map.	Not Applicable	This product does not have any 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 developed to conform to this standard subject to the remarks on the right.	<p>This product was tested for client side image maps:</p> <ul style="list-style-type: none"> <li>• In Charting image maps are used which do not have alt text associated with them.</li> </ul>
1194.22(g) Row and column headers shall be identified for data tables.	Product has been developed to conform to this standard subject to the remarks on the right.	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Column and Row headers on Data tables.</li> </ul> <p>During testing the following issues were found:</p> <ul style="list-style-type: none"> <li>• a small number of tables were found to have rows without row headers</li> <li>• several tables in the manager dashboard and talent summary features are missing a table summary.</li> </ul>

		<p>These issues have been reported in bug 13580206</p> <ul style="list-style-type: none"> <li>• several tables in the manager dashboard and talent summary features have columns which are missing headings. These issues have been reported in bug 13583919</li> </ul>
<p>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.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Column and Row headers on Data tables.</li> </ul> <p>During testing several issues were identified:</p> <ul style="list-style-type: none"> <li>• In the Self-Service / Benefits Enrollment component an issue was found with table data not being correctly marked up. A scroll area with multiple rows is currently being used to construct a table-like grid of data on the component pages.</li> <li>• In the Org Viewer an issue was found where data represented in a table like fashion is not being marked up as a table. This issue has been reported in bug 13588793.</li> </ul>
<p>1194.22(i) Frames shall be titled with text that facilitates frame identification and navigation.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• HTML frame identification.</li> </ul>
<p>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.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Elements that flash or blink between 2 Hz and 55 Hz.</li> </ul>
<p>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.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product does not utilize text-only pages.</p>
		<p>The product was tested for:</p>

<p>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.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<ul style="list-style-type: none"> <li>• Reading of screen text.</li> <li>• Screen elements under magnification retain readability and are recognizable.</li> <li>• AT product successfully tracks cursor focus.</li> </ul>
<p>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 applet that complies with Â§1194.21(a) through (l).</p>	<p>Not Applicable</p>	<p>The product has no required applets or plug-ins.</p>
<p>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.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Reading of screen text.</li> <li>• Screen elements under magnification retain readability and are recognizable.</li> <li>• AT product successfully tracks cursor focus.</li> </ul>
<p>1194.22(o) A method shall be provided that permits users to skip repetitive navigation links.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Skip repetitive navigation links.</li> <li>• Use of Header markup on tables.</li> </ul>
<p>1194.22(p) When a timed response is required, the user shall be alerted and given sufficient time to indicate more time is required.</p>	<p>Product has been developed to conform to this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>• Inactivity timeout options to continue or exit.</li> <li>• Inactivity timeout length is configurable by the Administrator.</li> </ul>

Note to 1194.22: The Board interprets paragraphs (a) through (k) of this section as consistent with the following priority 1 Checkpoints of the Web Content Accessibility Guidelines 1.0 (WCAG 1.0) (May 5 1999) published by the Web Accessibility Initiative of the World Wide Web Consortium: Paragraph (a) - 1.1, (b) - 1.4, (c) - 2.1, (d) - 6.1, (e) - 1.2, (f) - 9.1, (g) - 5.1, (h) - 5.2, (i) - 12.1, (j) - 7.1, (k) - 11.4.

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### Section 1194.23 Telecommunications Products

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)
<p>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</p>	<p>Not Applicable</p>	

capable of being turned on and off to allow the user to intermix speech with TTY use.		
1194.23(b) Telecommunications products which include voice communication functionality shall support all commonly used cross-manufacturer non-proprietary standard TTY signal protocols.	Not Applicable	
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	

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**Section 1194.24 Video and Multimedia 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 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.	Not Applicable	
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	

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**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 conveying information, indicating an action, prompting a response, or distinguishing a visual element.	Not Applicable	
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	

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### 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	Not Applicable	

industry standards.		
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### 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 developed to conform to 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 developed to conform to 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	
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	
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	
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 developed to conform to the applicable technical provisions of the 508 standards.

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### Section 1194.41 Information, Documentation and Support

Criteria	Supporting Features	Remarks (e.g., definition, equivalent facilitation, scope of support provided)



<p>1194.41(a) Product support documentation provided to end-users shall be made available in alternate formats upon request, at no additional charge.</p>	<p>Documentation for this product is available in accessible electronic format.</p>	
<p>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.</p>	<p>Documentation for this product is available in accessible electronic format.</p>	
<p>1194.41(c) Support services for products shall accommodate the communication needs of end-users with disabilities.</p>	<p>Oracle customers have access to electronic support through My Oracle Support or by calling Oracle Support at 1.800.223.1711. Hearing-impaired customers in the U.S. who wish to speak to an Oracle Support representative may use a telecommunications relay service (TRS). Information about the TRS is available at <a href="http://www.fcc.gov/cgb/consumerfacts/trs.html">http://www.fcc.gov/cgb/consumerfacts/trs.html</a>, and a list of telephone numbers is available at <a href="http://www.fcc.gov/cgb/dro/trsphonebk.html">http://www.fcc.gov/cgb/dro/trsphonebk.html</a>. International hearing-impaired customers should use the TRS at +1.605.224.1837. An Oracle Support engineer will respond to technical issues according to the standard service request process.</p>	

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### Dependent Products

This product interacts with or is built with the other Oracle products listed in this section. Click below to view information about the accessibility of these dependent products. Products listed are the versions available at the time of publication of this VPAT; newer VPATs may be available that supersede these versions.

- PeopleSoft Enterprise PeopleTools 8.50
- PeopleSoft Enterprise PeopleTools 8.51
- PeopleSoft Enterprise PeopleTools 8.52

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## Oracle Product Accessibility Status

### Name of Product: PeopleSoft Financials Applications, versions 9.0x

Last Updated: 17-SEP-09

**Minimum Version:** This VPAT summarizes the PeopleSoft Asset Lifecycle Management, ESA and Financials Applications version 9.0 and is dependent on the PeopleSoft Enterprise Tools VPAT.

The following aspects are specifically excluded from the VPAT:

1. Use of third-party products often configured with PeopleSoft Asset Lifecycle Management, ESA or Financials.

The information below describes PeopleSoft Financials Applications, versions 9.0x's ability to support the applicable U.S. Section 508 standards, subject to Oracle's interpretation of those standards and the remarks in this document.

For more information regarding the accessibility status of this product or other Oracle products, please contact: [mailto:%20accessible\\_ww@oracle.com](mailto:%20accessible_ww@oracle.com).

- Section 1194.21 - Software Applications and Operating Systems
- Section 1194.22 - Web-based intranet information and applications
- Section 1194.23 - Telecommunication Products
- Section 1194.24 - Video and Multi-media Products
- Section 1194.25 - Self-Contained, Closed Products
- Section 1194.26 - Desktop and Portable Computers
- Section 1194.31 - Functional Performance Criteria
- Section 1194.41 - Information, Documentation and Support
- Dependent Products

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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.	Product has been coded to meet this standard subject to the remarks on the right.	The product was tested for: <ul style="list-style-type: none"> <li>● Logical tab order through the product controls and selectable elements.</li> <li>● Consistent use of keyboard keys to perform selection and action.                             <ul style="list-style-type: none"> <li>○ Hotkeys/keyboard shortcuts available to skip elements.</li> </ul> </li> </ul>
1194.21(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	Product has been coded to meet this standard subject to the remarks on the right.	The product does not disrupt the features related to accessibility on the end users platform.

<p>and is available to the product developer.</p>		
<p>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.</p>	<p>Product has been coded to meet this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>● Visual cue or feedback to the position of the cursor within the product.</li> <li>● AT product successfully tracks cursor focus.</li> </ul>
<p>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.</p>	<p>Product has been coded to meet this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>● Meaningful icon/image/object identification.</li> </ul>
<p>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.</p>	<p>Product has been coded to meet this standard subject to the remarks on the right.</p>	<p>The product was tested for meaningful image descriptions.</p>
<p>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.</p>	<p>Product has been coded to meet this standard subject to the remarks on the right.</p>	<p>Textual information is provided through standard HTML markup and controls. The browser is responsible for making operating system function calls.</p>
<p>1194.21(g) Applications shall not override user selected contrast and color selections and other individual display attributes.</p>	<p>Product has been coded to meet this standard subject to the remarks on the right.</p>	<p>This Application color's are specified by a style sheet that can be changed and can be overridden by the browser.</p>
<p>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.</p>	<p>Product has been coded to meet this standard subject to the remarks on the right.</p>	<p>The product contains no animation.</p>
<p>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.</p>	<p>Product has been coded to meet this standard subject to the remarks on the right.</p>	<p>This product does not use color as the only means of providing information.</p>
<p>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.</p>	<p>Product has been coded to meet this standard subject to the remarks on the right.</p>	<p>The product allows the ability to change colors in the style sheet.</p>
<p>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.</p>	<p>Product has been coded to meet this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>● elements that flash or blink between 2 Hz and 55 Hz.</li> </ul>
<p>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.</p>	<p>Product has been coded to meet this standard subject to the remarks on the right.</p>	<p>The product was tested for:</p> <ul style="list-style-type: none"> <li>● Reading of screen text.</li> <li>● Screen elements under magnification retain</li> </ul>



		readability and are recognizable. ● AT product successfully tracks cursor focus.
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**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.	The product was tested for:  ● Meaningful icon/image/object identification
1194.22(b) Equivalent alternatives for any multimedia presentation shall be synchronized with the presentation.	Not Applicable	The product has no multimedia.
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.	This product does not use color as the only means of providing information.
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.	No information is solely conveyed through the style sheet.
1194.22(e) Redundant text links shall be provided for each active region of a server-side image map.	Not Applicable	This product does not have any 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.	This product was tested for client side image maps:  ● In Charting image maps are used which do not have alt text associated with them.
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.	The product was tested for:  ● Column and Row headers on Data tables.
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.	The product was tested for:  ● Column and Row headers on Data tables.
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.	The product was tested for:  ● HTML frame identification.
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	The product was tested for:  ● Elements that flash or

	remarks on the right.	blink between 2 Hz and 55 Hz.
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.	Product has been coded to meet this standard subject to the remarks on the right.	The product does not utilize text-only pages.
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.	The product was tested for: <ul style="list-style-type: none"> <li>• Reading of screen text.</li> <li>• Screen elements under magnification retain readability and are recognizable.</li> <li>• AT product successfully tracks cursor focus.</li> </ul>
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 applet that complies with Section 1194.21 (a) through (l).	Not Applicable	The product has no required applets or plug-ins.
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.	The product was tested for: <ul style="list-style-type: none"> <li>• Reading of screen text.</li> <li>• Screen elements under magnification retain readability and are recognizable.</li> <li>• AT product successfully tracks cursor focus.</li> </ul> <p>During testing a small number of edittable fields and/or controls were found to not have labels associated with them.</p>
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.	The product was tested for: <ul style="list-style-type: none"> <li>• Skip repetitive navigation links.</li> </ul>
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.	The product was tested for: <ul style="list-style-type: none"> <li>• Inactivity timeout options to continue or exit.</li> <li>• Inactivity timeout length is configurable by the Administrator.</li> </ul>

Note to 1194.22: The Board interprets paragraphs (a) through (k) of this section as consistent with the following priority 1 Checkpoints of the Web Content Accessibility Guidelines 1.0 (WCAG 1.0) (May 5 1999) published by the Web Accessibility Initiative of the World Wide Web Consortium: Paragraph (a) - 1.1, (b) - 1.4, (c) - 2.1, (d) - 6.1, (e) - 1.2, (f) -

9.1, (g) - 5.1, (h) - 5.2, (i) - 12.1, (j) - 7.1, (k) - 11.4.

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**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	
1194.23(b) Telecommunications products which include voice communication functionality shall support all commonly used cross-manufacturer non-proprietary standard TTY signal protocols.	Not Applicable	
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	Not Applicable	

controls or keys, controls and keys shall be tactilely discernible without activating the controls or keys.		
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	

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**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 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.	Not Applicable	
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	

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**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 conveying information, indicating an action, prompting a response, or distinguishing a visual element.	Not Applicable	
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	

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**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	

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**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	Yes	Subject to the information provided in

actions and that is operable with limited reach and strength shall be provided.	this document, this product has been coded to meet the applicable technical provisions of the 508 standards.
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**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 Oracle products is available in HTML format at <a href="http://www.oracle.com/us/corporate/accessibility/index.html">http://www.oracle.com/us/corporate/accessibility/index.html</a> .	
1194.41(c) Support services for products shall accommodate the communication needs of end-users with disabilities.	Oracle customers have access to electronic support through My Oracle Support or by calling Oracle Support at 1.800.223.1711. Hearing-impaired customers in the U.S. who wish to speak to an Oracle Support representative may use a telecommunications relay service (TRS). Information about the TRS is available at <a href="http://www.fcc.gov/cgb/consumerfacts/trs.html">http://www.fcc.gov/cgb/consumerfacts/trs.html</a> , and a list of telephone numbers is available at <a href="http://www.fcc.gov/cgb/dro/trsphonebk.html">http://www.fcc.gov/cgb/dro/trsphonebk.html</a> . International hearing-impaired customers should use the TRS at +1.605.224.1837. An Oracle Support engineer will respond to technical issues according to the standard service request process.	

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**Dependent Products**

This product interacts with or is built with the other Oracle products listed in this section. Click below to view information about the accessibility of these dependent products.

Products
<input checked="" type="checkbox"/> PeopleTools 8.49 VPAT: PeopleSoft Enterprise PeopleTools
<input checked="" type="checkbox"/> PeopleTools 8.50 VPAT: PeopleSoft Enterprise PeopleTools

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