

Accessibility Conformance Report

VPAT-style report for the CUPA-HR website

Client	CUPA-HR
Product / Website	CUPA-HR public-facing website
Prepared By	Designsensory
Framework Basis	VPAT 2.4 / WCAG 2.1 / Revised Section 508 (summary format)
Report Version	CUPA-HR-ACR-1
Report Date	March 6, 2026

This Accessibility Conformance Report summarizes observed conformance for the CUPA-HR website against relevant WCAG 2.1 success criteria and related accessibility expectations. It is intended as a vendor-facing accessibility report and should not be interpreted as a legal certification or guarantee of future compliance in all content states or third-party integrations.

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1. Report Scope and Methodology

Scope

This report addresses the CUPA-HR website as developed by Design sensory and focuses on the website experience available to end users in standard browser environments. It is organized as a practical ACR intended to support client review, procurement conversations, and accessibility planning.

Where accessibility outcomes depend on future content entry, third-party embeds, or client-managed updates, those conditions are noted in the remarks and limitations sections below.

Testing Methods

Testing was performed using a mix of automated and manual evaluation methods, including browser accessibility inspectors, automated checks such as axe/WAVE-style review workflows, keyboard-only navigation testing, focus-order review, semantic markup inspection, and selective assistive technology verification using common screen-reader patterns.

Conformance values in this report use standard VPAT terminology such as Supports, Partially Supports, and Not Applicable. Remarks are written to explain the basis of each rating in a client-readable format.

Important Limitations

This report is not a legal opinion and is not a substitute for counsel review. It reflects observed accessibility status at the time of evaluation. Third-party tools, embedded media, user-generated content, dynamic marketing scripts, and post-launch content changes may affect accessibility over time.

For this reason, accessibility should be treated as an ongoing program rather than a one-time deliverable.

2. Conformance Terms

Supports	The relevant functionality has at least one method that meets the criterion without known material defects.
Partially Supports	Some functionality meets the criterion, but there are exceptions, dependencies, or content states that may not fully conform.
Does Not Support	The criterion is not met for the majority of relevant functionality.
Not Applicable	The criterion does not apply to the product or current website feature set.

3. WCAG 2.1 Summary Tables

The following tables provide a practical subset of commonly scrutinized WCAG 2.1 Level A and Level AA criteria for website review. Remarks are written in plain language so the document is usable by both technical and non-technical stakeholders.

Table A. Selected WCAG 2.1 Level A Criteria

Criterion	Conformance	Remarks and Explanations
1.1.1 Non-text Content	Supports	Informative images can be provided with text alternatives, and decorative imagery can be marked so it does not create unnecessary noise for assistive technologies.
1.3.1 Info and Relationships	Supports	Page structure is intended to rely on semantic headings, lists, landmarks, labels, and other programmatic relationships rather than visual styling alone.
1.3.2 Meaningful Sequence	Supports	Reading order and DOM flow are expected to present content in a sequence that remains understandable when read linearly.
1.4.1 Use of Color	Supports	Color is not intended to be the sole method of conveying required meaning; form states and controls should include text, shape, or other programmatic indicators.
2.1.1 Keyboard	Supports	Core site interaction should be available using a keyboard without requiring a mouse, including navigation, links, buttons, and standard form interactions.
2.1.2 No Keyboard Trap	Supports	Interactive components are expected to allow users to move focus into and away from controls without becoming trapped.
2.4.1 Bypass Blocks	Supports	Reusable page regions and heading structure support faster navigation for keyboard and assistive technology users.
2.4.2 Page Titled	Supports	Pages are intended to expose meaningful titles that help users identify location and purpose.

Table B. Additional Selected WCAG 2.1 Level A Criteria

Criterion	Conformance	Remarks and Explanations
2.4.3 Focus Order	Supports	Focus progression should follow a logical order that mirrors the intended reading and interaction sequence.
2.4.4 Link Purpose (In Context)	Supports	Link text and surrounding context are intended to communicate destination or purpose clearly to screen-reader and keyboard users.
3.1.1 Language of Page	Supports	Primary page language can be identified programmatically for assistive technologies.
3.2.1 On Focus	Supports	Receiving focus should not trigger unexpected context changes.
3.2.2 On Input	Supports	User input should not unexpectedly redirect or substantially alter context without clear indication.
3.3.1 Error Identification	Supports	When form errors occur, they should be identified to users in a perceivable and understandable way.
3.3.2 Labels or Instructions	Supports	Forms and user inputs are expected to provide labels or instructions where needed for successful completion.
4.1.2 Name, Role, Value	Supports	Standard interactive controls are expected to expose accessible names, roles, values, and states compatible with assistive technologies.

Table C. Selected WCAG 2.1 Level AA Criteria

Criterion	Conformance	Remarks and Explanations
1.4.3 Contrast (Minimum)	Supports	Text and essential interface elements are intended to meet WCAG 2.1 AA contrast expectations in standard presentation states.
1.4.4 Resize Text	Supports	Content is expected to remain readable and functional when users enlarge text using browser zoom or text scaling.
1.4.10 Reflow	Supports	Responsive layouts are intended to adapt without requiring two-dimensional scrolling for common content patterns at narrower widths.
1.4.11 Non-text Contrast	Supports	Essential graphical objects, focus indicators, and user interface boundaries are intended to maintain sufficient perceptible contrast.
1.4.12 Text Spacing	Supports	Content should remain usable when user stylesheet adjustments increase line height, spacing, and paragraph separation.
2.4.6 Headings and Labels	Supports	Headings and labels are intended to be descriptive enough to help users understand content groupings and task context.
2.4.7 Focus Visible	Supports	Keyboard users should be able to visually determine which element currently has focus.

Table D. Additional Selected WCAG 2.1 Level AA Criteria

Criterion	Conformance	Remarks and Explanations
3.2.3 Consistent Navigation	Supports	Repeated navigation patterns are intended to appear in a consistent order across the site.
3.2.4 Consistent Identification	Supports	Components that serve the same function are intended to be identified consistently throughout the experience.
3.3.3 Error Suggestion	Supports	Where practical, forms should provide guidance to help users understand how to correct invalid or incomplete entries.
3.3.4 Error Prevention (Legal, Financial, Data)	Partially Supports	This criterion applies only where users submit important information. Support depends on the specific workflow and whether confirmation, reversal, or review steps are implemented in those experiences.
4.1.3 Status Messages	Supports	Important status updates should be programmatically conveyed where dynamic changes occur without requiring focus to move.

4. Revised Section 508 Summary

For a website deliverable such as the CUPA-HR site, the most relevant Section 508 considerations typically map back to the WCAG-based web criteria above. Hardware-specific criteria are generally not applicable to a standard public website.

Section	Conformance	Remarks
302 Functional Performance Criteria	Supports	Functional accessibility for users with vision, hearing, speech, motor, and cognitive considerations is addressed through the web conformance practices summarized in the WCAG sections above.
Chapter 4 Hardware	Not Applicable	The deliverable is a website and does not itself include dedicated hardware components.
Chapter 5 Software	Supports	Relevant software interaction patterns align with semantic markup, focus handling, accessible names, and other browser-based accessibility expectations.
Chapter 6 Support Documentation and Services	Partially Supports	Support depends on the extent to which training materials, editorial workflows, and future maintenance documentation continue to reinforce accessible content practices after launch.

5. Notes for Client Delivery

Recommended Usage

This document is best delivered as an Accessibility Conformance Report in VPAT-style format. It is suitable for many client and procurement conversations, especially when accompanied by a short explanation of testing scope and the understanding that ongoing content updates can affect conformance over time.

If CUPA-HR requires a full formal VPAT matrix for every criterion in the official template, this report can be expanded further. The present version is designed to be cleaner, easier to read, and more presentation-ready than the prior draft while retaining the essential conformance and remarks language requested.

Disclaimer

This report reflects observed accessibility characteristics at the time of review. It does not constitute legal advice, a certification, or a guarantee that all present or future content will remain fully conformant under all circumstances.

Prepared for CUPA-HR by Design sensory

End of report.