



Voluntary Product Accessibility Template (VPAT)

Product Name: Intelligent Talent Platform

Version: 1.02

Date: May, 2024

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Vendor: Clapself, Inc.

Section 1: Summary Table

Criteria	Status	Remarks and Explanations
WCAG 2.1 Level A	Partially Compliant	Most Level A criteria are met, with ongoing improvements.
WCAG 2.1 Level AA	Partially Compliant	Some criteria met; specific details are outlined below.
Section 508 (Revised 2017)	Partially Compliant	Most criteria met; accessible design maintained with exceptions.

Note: "Partially Compliant" refers to criteria where some, but not all, elements are fully accessible.

Section 2: Detailed Compliance Table

Each table row below provides a detailed look at specific success criteria under WCAG and Section 508 standards, along with an explanation of the platform's compliance level.

1. Perceivable

Criteria	Level	Compliance Status	Remarks and Explanations
1.1.1 Non-text Content	A	Compliant	All images and non-text elements have descriptive alt text.
1.2.1 Audio-only and Video-only	A	Compliant	Video content includes captions and transcripts.
1.4.3 Contrast (Minimum)	AA	Partially Compliant	Color contrast adjustments are ongoing to meet 4.5:1 ratio.

2. Operable

Criteria	Level	Compliance Status	Remarks and Explanations
2.1.1 Keyboard	A	Compliant	Fully navigable via keyboard for all key workflows.
2.2.1 Timing Adjustable	A	Compliant	Users can control or extend session timeout warnings.
2.4.3 Focus Order	A	Compliant	Logical focus order supported across pages.

3. Understandable

Criteria	Level	Compliance Status	Remarks and Explanations
3.1.1 Language of Page	A	Compliant	Language of each page specified in HTML.
3.2.2 On Input	A	Partially Compliant	Some form fields require improved labeling for screen readers.

4. Robust

Criteria	Level	Compliance Status	Remarks and Explanations
4.1.1 Parsing	A	Compliant	HTML is validated and structured for accessibility.
4.1.2 Name, Role, Value	A	Partially Compliant	Some interactive elements need additional labeling for AT.

Section 3: Additional Information

Assistive Technology Compatibility

Our platform is tested with the following assistive technologies:

- Screen readers (JAWS, NVDA)
- Voice recognition software
- Keyboard-only navigation tools



Ongoing Improvements

The Intelligent Talent Platform team is committed to continuous improvement. Accessibility audits are conducted quarterly, and feedback from users is actively sought to identify and address any issues.

Exceptions and Limitations

Currently, some features have partial compliance due to technological limitations. We are working on the following areas:

- Enhanced screen reader compatibility for dynamic content.
- Improvements in color contrast for text and interactive elements.

Feedback

We encourage users to share any accessibility challenges or recommendations with us at contactus@clapself.com.