Docebo S.p.A.

Accessibility Conformance Report - Docebo platform - Course page and training materials ACR (VPAT)

International Edition - (Based on VPAT® Version 2.5)

- **Name of product/version:** Docebo platform version 2024.26.1
- **Report date:** September 29, 2025
- **Document version**: 7.1
- **Product Description:** Docebo is a cloud-based, AI-powered Learning Management System (LMS) designed for organizations to deliver, manage, and measure training programs at scale. It supports both internal (employee onboarding, compliance, skills development) and external (customer, partner, reseller) learning use cases.
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Legal Disclaimer (Docebo S.p.A.)

Scope of this document

This Docebo Accessibility Conformance Report is a document that Docebo publicly undertakes to clearly identify the state of compliance of the platform with WCAG 2.2 standards, level AA (with references also to European Telecommunications Standards Institute EN 301 549 and US Federal Government Revised 508 Standards) for the Docebo platform.

This Docebo Accessibility Conformance Report applies to the training content and learning players for the learner role only, since the platform is accessible from the learner's point of view only. It does not apply to the content providers and platform administration.

As for the learner role, we consider the platform's core functionality in terms of accessing and attending the courses and content included in the learner's learning path. At the moment, other learner features are explicitly excluded. Accessibility has been implemented for Docebo 7.0, and it is not available on Docebo 6.9.

The conformance assessment is based on an audit conducted by UsableNet, combined with Docebo's internal analysis, and applies to the following pages and training materials:

Course catalog

- E-learning courses
- Instructor-Led Training (ITL) courses
- Learning plans
- Content partner widget
- Course details widget
- Skills development widget
- Instructor widget
- Course syllabus widget
- Suggested for you widget

Course player

- E-learning courses
- ITL courses
- Learning plans
- Course player focus mode
- Course details widgets (description, tags, skills, and additional fields)
- Instructor course widget
- Content partner widget
- Lesson details widget (description, tags, skills, and additional fields)
- Iframe widget

Tools and features

- Course with e-signature
- Honorlock test proctoring

Training materials

- SCORM
- AICC
- xAPI (TinCan)
- Videos
- Files
- Elucidat
- Google Drive
- LTI
- HTML pages
- Surveys
- Tests
- Checklists

- Assignments
- Files
- Slides
- Creator lessons
    - Text
    - Single choice
    - Multiple choice
    - True/False
    - Fill in the blank
    - Media images
    - Video
    - Video presenter

Notes

The following elements and functionalities are considered out of scope for this assessment:

- Slides training material: although the slide player is accessible, at the moment, the Docebo platform prevents the upload of accessible slides also if the content author uploads them in an accessible format. Docebo is aware of this issue, and a solution is in evaluation.
- Playlist pages
- Informal content in courses

Docebo is not responsible for:

- Any change applied to colors via custom CSS or via the Configure branding look menu of the platform.
- Content author actions and created content.

Integrations

For information regarding the accessibility of third-party integrations, please refer to their official documentation:

- **Honorlock:** For the accessibility of the Honorlock integration, refer to the Honorlock Accessibility Statement.
- **Froala:** For the accessibility of the Froala integration, refer to the Froala WYSIWYG Editor Software Accessibility documentation.

Evaluation methods used

- **TBT** (Tool-Based Testing): UsableNet AQA automatic evaluations
- **ATP** (Assistive Technology Previews): UsableNet AQA tools helping manual tests grayscale, text spacing, accessibility labels
- **MAT** (Manual Accessibility Testing): Keyboard testing with visual focus; Videos; Screen Reader Testing; Inspection

Applicable standards/guidelines

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

Applicable standards/guidelines table

Standard/Guideline	Included In report
Web Content Accessibility Guidelines 2.0	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.1	Level A (Yes) Level AA (Yes) Level AAA (No)

Standard/Guideline	Included In report
Web Content Accessibility Guidelines 2.2	Level A (Yes) Level AA (Yes) Level AAA (No)

Terms

The terms used in the Conformance Level information are defined as follows:

- **Supports:** The functionality of the product has at least one method that meets the criterion without known defects or meets with equivalent facilitation.
- **Partially supports:** Some functionality of the product does not meet the criterion.
- **Does not support:** The majority of product functionality does not meet the criterion.
- **Not applicable:** The criterion is not relevant to the product.
- **Not evaluated:** The product has not been evaluated against the criterion.
  This can be used only in WCAG 2.1 Level AAA.

WCAG 2.2 report

Tables 1 and 2 also document conformance with:

- **EN 301 549:** Chapter 9 - Web, Sections 10.1-10.4 of Chapter 10 - Non-Web documents, and Sections 11.1-11.4 and 11.8.2 of Chapter 11 - Non-Web Software (open and closed functionality), and Sections 12.1.2 and 12.2.4 of Chapter 12 – Documentation
- **Revised Section 508:** Chapter 5 – 501.1 Scope, 504.2 Content Creation or Editing, and Chapter 6 – 602.3 Electronic Support Documentation.

Note: When reporting on conformance with the WCAG 2.2 Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the WCAG 2.0 Conformance Requirements.

Success summary

Reported on 55 of 55 WCAG 2.2 AA Success Criteria.

33 **Supports** (A AA Criteria)	**21** **Partially supports** (A AA Criteria)	**0** **Does not support** (A AA Criteria)	**1** **Not applicable** (A AA Criteria)	**31** **Not evaluated** (A AA Criteria)

Table 1: Success criteria, level A

WCAG 2.2 success criteria, level A

Criteria	Conformance Level	Docebo Remarks and Explanations
1.1.1 Non-text Content (Level A) Also applies to: EN 301 549 Criteria • 9.1.1.1 (Web)	**Partially supports**	Generally, in the Docebo platform's course pages and training materials, meaningful non-text content is presented to the user with a text alternative that serves an equivalent purpose, while decorative non-text content is hidden to assistive technologies in all of the areas listed in the Scope of this document chapter.

Criteria	Conformance Level	Docebo Remarks and Explanations
• 10.1.1.1 (Non-web document) • 11.1.1.1.1 (Open Functionality Software) • 11.1.1.1.2 (Closed Functionality Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		However, there are a few exceptions: • Informative icons for target blank links are missing the accessible name. • Some decorative images provide role image • Blank slate images are missing the *alt* attributes. • The training material slides do not provide alternative text for images. • Creator lesson images lack meaningful alternative text. • The accessible name of the Fill in the Blank activity form control is not meaningful.
1.2.1 Audio-only and Video-only (Prerecorded) (Level A) Also applies to: EN 301 549 Criteria • 9.1.2.1 (Web) • 10.1.2.1 (Non-web document) • 11.1.2.1.1 (Open Functionality Software) • 11.1.2.1.2.1 and 11.1.2.1.2.2 (Closed Software)	**Supports**	Docebo platform's course pages and training materials do not provide pre-recorded content within the platform. Content can be uploaded by content authors who are the sole responsible for the accessibility of the content they upload. Video content closed captioning is supported and available for content authors. Closed captioning is referred to as subtitles on the platform. Refer to the Docebo knowledge base.

Criteria	Conformance Level	Docebo Remarks and Explanations
• 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		Transcripts can be made available on your platform as HTML content within the course. Refer to the Docebo knowledge base.
1.2.2 Captions (Prerecorded) (Level A) Also applies to: EN 301 549 Criteria • 9.1.2.2 (Web) • 10.1.2.2 (Non-web document) • 11.1.2.2 (Open Functionality Software) • 11.1.2.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Supports**	The Docebo platform's course pages and training materials do not provide pre-recorded content within the platform. Content can be uploaded (file upload or screen recording) by content authors who are the sole responsible for the accessibility of the content they upload. Closed captioning is supported and available for content authors. Closed captioning is referred to as subtitles on the platform. Refer to the Docebo knowledge base.

Criteria	Conformance Level	Docebo Remarks and Explanations
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A) Also applies to: EN 301 549 Criteria • 9.1.2.3 (Web) • 10.1.2.3 (Non-web document) • 11.1.2.3.1 (Open Functionality Software) • 11.1.2.3.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Supports**	Docebo platform's course pages and training materials do not provide pre-recorded content within the platforms in all of the areas listed in the Scope of this document chapter. Content can be uploaded by content authors who are the sole responsible for the accessibility of the content they upload. Transcripts can be made available on the platform as HTML content within the course. Refer to the Docebo knowledge base.
1.3.1 Info and Relationships (Level A) Also applies to: EN 301 549 Criteria • 9.1.3.1 (Web) • 10.1.3.1 (Non-web document)	**Partially supports**	Generally, the Docebo platform uses standard HTML and WAI-ARIA attributes in all the areas listed in the Scope of this document chapter. Information, structure and relationships conveyed through the visual presentation are determined programmatically or are available in text form. However, there are a few exceptions:

Criteria	Conformance Level	Docebo Remarks and Explanations

• 11.1.3.1.1 (Open Functionality Software)
• 11.1.3.1.2 (Closed Software)
• 11.8.2 (Authoring Tool)
• 12.1.2 (Product Docs)
• 12.2.4 (Support Docs)
Revised Section 508
• 501 (Web)(Software)
• 504.2 (Authoring Tool)
• 602.3 (Support Docs)
		• Some headings are missing levels or misordered, and some are used for visual effect.
		• The session event list has incorrect parent and child elements in lists.
		• In content list items, some information is available only to sighted users or only to non-sighted users.
		• In catalog cards, the old price is not exposed to assistive technologies.
		• In the course player pages, the tablist component to navigate the course widget is properly implemented.
		• The menu element refers to a missing component or has an empty reference, and owned elements do not match the menu items.
		• In error pages, headings are not managed properly.
		• The expandable content and accordion components have some accessibility issues.
		• In the Creator lesson player:
		  ○ Some visible text is improperly hidden.
		  ○ Some landmark regions miss a meaningful, accessible name
		  ○ Some radiogroup, checkbox group,

Criteria	Conformance Level	Docebo Remarks and Explanations
		and Fill in the blank / form assessment component do not have a meaningful accessible name. **Additional note:** The arrow buttons in carousel components and horizontal tab lists are intentionally not keyboard operable. Their function is restricted to pointer-based input. The implemented design solution allows users of assistive technologies to access the content without hindrance through alternative navigation methods.
1.3.2 Meaningful Sequence (Level A) Also applies to: EN 301 549 Criteria • 9.1.3.2 (Web) • 10.1.3.2 (Non-web document) • 11.1.3.2.1 (Open Functionality Software) • 11.1.3.2.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508	**Partially supports**	Generally, the Docebo platform provides content in a meaningful sequence across the Scope of this document chapter. However, there are a few exceptions: • Some "Show more" button does not have a meaningful sequence.

Criteria	Conformance Level	Docebo Remarks and Explanations
• 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) •		
1.3.3 Sensory Characteristics (Level A) Also applies to: EN 301 549 Criteria • 9.1.3.3 (Web) • 10.1.3.3 (Non-web document) • 11.1.3.3 (Open Functionality Software) • 11.1.3.3 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Supports**	The Docebo platform does not use color as a unique visual means to convey information, show an action, prompt a response, or distinguish a visual element in all of the areas listed in the Scope of this document chapter. Docebo is not responsible for content author actions and created content. Refer to the Docebo knowledge base.
1.4.1 Use of Color (Level A)	**Partially supports**	Generally, the Docebo platform does not use color as a unique visual means to convey information, show an action, prompt for a response, or distinguish a visual element in all of the areas

Criteria	Conformance Level	Docebo Remarks and Explanations
Also applies to: EN 301 549 Criteria • 9.1.4.1 (Web) • 10.1.4.1 (Non-web document) • 11.1.4.1 (Open Functionality Software) • 11.1.4.1 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		listed in the Scope of this document chapter. Textual representation is always used as the primary mechanism for conveying information. However, there are a few exceptions: • Links, a few controls, and their statuses can only be identified using color. • In the Creator lesson player, the current screen is identified using color. Docebo is not responsible for any change applied to colors via custom CSS or via the Configure branding look menu of the platform. Docebo is not responsible for content author actions and created content. Refer to the Docebo knowledge base.
1.4.2 Audio Control (Level A) Also applies to: EN 301 549 Criteria • 9.1.4.2 (Web) • 10.1.4.2 (Non-web document) • 11.1.4.2 (Open Functionality Software)	**Supports**	By default, the Docebo platform does not present content that plays automatically in all of the areas listed in the Scope of this document chapter. The content author can turn on the autoplay media options. Docebo is not responsible for content author actions and created content. Refer to the Docebo knowledge base.

Criteria	Conformance Level	Docebo Remarks and Explanations
• 11.1.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
2.1.1 Keyboard (Level A) Also applies to: EN 301 549 Criteria • 9.2.1.1 (Web) • 10.2.1.1 (Non-web document) • 11.2.1.1.1 (Open Functionality Software) • 11.2.1.1.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Partially supports**	Generally, the content available in the Docebo platform is operable through keyboard navigation in all the areas listed in the Scope of this document chapter. However, there are a few exceptions: • In the lesson details area, the tag links are operable with the keyboard only if the content is expanded. • In the Creator lesson player, the single-choice activity has improper arrow navigation. **Additional note:** The arrow buttons in carousel components and horizontal tab lists are intentionally not keyboard operable. Their function

Criteria	Conformance Level	Docebo Remarks and Explanations
		is restricted to pointer-based input. The implemented design solution allows users of assistive technologies to access the content without hindrance through alternative navigation methods. Docebo is not responsible for content author actions and created content. Refer to the Docebo knowledge base.
2.1.2 No Keyboard Trap (Level A) Also applies to: EN 301 549 Criteria • 9.2.1.2 (Web) • 10.2.1.2 (Non-web document) • 11.2.1.2 (Open Functionality Software) • 11.2.1.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Supports**	The Docebo platform ensures that users can navigate all interactive elements using only the keyboard and are not trapped in any part of the interface.

Criteria	Conformance Level	Docebo Remarks and Explanations
2.1.4 Character Key Shortcuts (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria • 9.2.1.4 (Web) • 10.2.1.4 (Non-web document) • 11.2.1.4.1 (Open Functionality Software) • 11.2.1.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	**Partially supports**	Generally, the Docebo platform does not use single-character key shortcuts that could interfere with standard keyboard actions or cause unintended behavior. However, there are a few exceptions: • In video lessons, the video player character key shortcuts are available and cannot be turned off.
2.2.1 Timing Adjustable (Level A) Also applies to: EN 301 549 Criteria • 9.2.2.1 (Web) • 10.2.2.1 (Non-web document) • 11.2.2.1 (Open Functionality Software) • 11.2.2.1 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs)	**Partially supports**	Generally, the Docebo platform does not contain any task or content that is time-sensitive or requires time adjustments in all of the areas listed in the Scope of this document chapter. However, there are a few exceptions: • The toast notification message disappears automatically.

Criteria	Conformance Level	Docebo Remarks and Explanations
• 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
2.2.2 Pause, Stop, Hide (Level A) Also applies to: EN 301 549 Criteria • 9.2.2.2 (Web) • 10.2.2.2 (Non-web document) • 11.2.2.2 (Open Functionality Software) • 11.2.2.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Supports**	
2.3.1 Three Flashes or Below Threshold	**Supports**	

Criteria	Conformance Level	Docebo Remarks and Explanations
(Level A) Also applies to: EN 301 549 Criteria • 9.1.3.1 (Web) • 10.1.3.1 (Non-web document) • 11.1.3.1.1 (Open Functionality Software) • 11.1.3.1.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
2.4.1 Bypass Blocks (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.1 (Web) • 10.2.4.1 (Non-web document) – Does not apply • 11.2.4.1 (Open Functionality Software) – Does not apply	**Supports**	

Criteria	Conformance Level	Docebo Remarks and Explanations
• 11.2.4.1 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs		
2.4.2 Page Titled (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.2 (Web) • 10.2.4.2 (Non-web document) • 11.2.4.2 (Open Functionality Software) - Does not apply • 11.2.4.2 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software)	**Partially supports**	Generally, the Docebo platform provides a proper page title for all the platform pages in all the areas listed in the Scope of this document chapter. However, there are a few exceptions: • In error pages, Creator lesson player, and in the My courses and learning plans page, the page title is not meaningful.

Criteria	Conformance Level	Docebo Remarks and Explanations
• 504.2 (Authoring Tool) • 602.3 (Support Docs)		
2.4.3 Focus Order (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.3 (Web) • 10.2.4.3 (Non-web document) • 11.2.4.3 (Open Functionality Software) • 11.2.4.3 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Partially supports**	Generally, in the Docebo platform, the focus moves between components following the visual order of the elements in the user interface or in a sequence that preserves their meaning and operability in all of the areas listed in the Scope of this document chapter. However, there are a few exceptions: • In the course player page, focusable components in the navigation tab bar do not follow a meaningful and operable focus order. • The expandable content component does not follow a meaningful and operable focus order. • In the rating dialog after the rate submission, the focus does not follow a meaningful and operable focus order. • In the Creator lesson player, the retry question button does not move the focus on the question content.

Criteria	Conformance Level	Docebo Remarks and Explanations
2.4.4 Link Purpose (In Context) (Level A) Also applies to: EN 301 549 Criteria • 9.2.4.4 (Web) • 10.2.4.4 (Non-web document) • 11.2.4.4 (Open Functionality Software) • 11.2.4.4 (Closed Software • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Supports**	The Docebo platform provides links that clearly indicate their purpose, in context in all of the areas listed in the Scope of this document chapter. Compliance note: • The title attribute for the tag link in the Lessons details is not properly used. Given the minimal impact, this criterion Docebo can be considered Supported.
2.5.1 Pointer Gestures (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria • 9.2.5.1 (Web) • 10.2.5.1 (Non-web document)	**Supports**	The Docebo platform does not provide tasks that require only pointer gestures. In the venue details dialog, it is possible to navigate the location by using Google Maps. For more information, refer to Accessibility in Google

Criteria	Conformance Level	Docebo Remarks and Explanations
• 11.2.5.1 (Open Functionality Software) • 11.2.5.1 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply		Maps.
2.5.2 Pointer Cancellation (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria • 9.2.5.2 (Web) • 10.2.5.2 (Non-web document) • 11.2.5.2 (Open Functionality Software) • 11.2.5.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	**Supports**	
2.5.3 Label in Name (Level A 2.1 and 2.2) Also applies to:	**Partially supports**	Generally, the Docebo platform provides words that visually label a component, which are also the words associated with that component programmatically in all the areas listed in the

Criteria	Conformance Level	Docebo Remarks and Explanations
EN 301 549 Criteria • 9.2.5.3 (Web) • 10.2.5.3 (Non-web document) • 11.2.5.3.1 (Open Functionality Software) • 11.2.5.3.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply		Scope of this document chapter. However, there are a few exceptions: • In some list item components, the accessible name does not contain the visible label of the UI component. • In the assignment training material, the accessible name of the Upload options button does not contain the visible label of the UI component. • In the data browser and the course header dropdown buttons, the accessible name does not contain the visible label of the form control. • In the Creator lesson player, the screen badges' visible text is not part of the accessible name of the UI component
2.5.4 Motion Actuation (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria • 9.2.5.4 (Web)	**Supports**	

Criteria	Conformance Level	Docebo Remarks and Explanations
• 10.2.5.4 (Non-web document) • 11.2.5.4 (Open Functionality Software) • 11.2.5.4 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply		
3.1.1 Language of Page (Level A) Also applies to: EN 301 549 Criteria • 9.3.2.1 (Web) • 10.3.2.1 (Non-web document) • 11.3.2.1 (Open Functionality Software) • 11.3.2.1 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Supports**	

Criteria	Conformance Level	Docebo Remarks and Explanations
3.2.1 On Focus (Level A) Also applies to: EN 301 549 Criteria • 9.3.2.2 (Web) • 10.3.2.2 (Non-web document) • 11.3.2.2 (Open Functionality Software) • 11.3.2.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Partially supports**	The Docebo platform ensures that when a user interface component receives or loses focus, it does not trigger a change of context (e.g., automatic navigation or unexpected actions) across all of the areas listed in the Scope of this document chapter. However, there is an exception • The page input in the paginator is submitted when it loses focus (on blur).
3.2.2 On Input (Level A) Also applies to: • EN 301 549 Criteria – Does not apply • Revised Section 508 – Does not apply	**Supports**	

Criteria	Conformance Level	Docebo Remarks and Explanations
3.2.6 Consistent Help (Level A 2.2 only) Also applies to: EN 301 549 Criteria • 9.1.3.1 (Web) • 10.1.3.1 (Non-web document) • 11.1.3.1.1 (Open Functionality Software) • 11.1.3.1.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Supports**	
3.3.1 Error Identification (Level A) Also applies to: EN 301 549 Criteria • 9.3.3.1 (Web) • 10.3.3.1 (Non-web document) • 11.3.3.1.1 (Open Functionality Software)	**Supports**	

Criteria	Conformance Level	Docebo Remarks and Explanations
• 11.3.3.1.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
3.3.2 Labels or Instructions (Level A) Also applies to: EN 301 549 Criteria • 9.3.3.2 (Web) • 10.3.3.2 (Non-web document) • 11.3.3.2 (Open Functionality Software) • 11.3.3.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Supports**	The Docebo platform provides labels and instructions that visually identify each component, with programmatically associated labels that match across all of areas listed in the Scope of this document chapter.

Criteria	Conformance Level	Docebo Remarks and Explanations
3.3.7 Redundant Entry (Level A 2.2 only) • EN 301 549 Criteria – Does not apply • Revised Section 508 – Does not apply	**Supports**	
4.1.1 Parsing (Level A) Applies to: WCAG 2.0 and 2.1 – Always answer 'Supports' WCAG 2.2 (obsolete and removed) - Does not apply EN 301 549 Criteria • 9.4.1.1 (Web) • 10.4.1.1 (Non-web document) • 11.4.1.1.1 (Open Functionality Software) • 11.4.1.1.2 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool)	**Supports**	For WCAG 2.0, 2.1, EN 301 549, and Revised 508 Standards, the September 2023 errata update indicates this criterion is always supported. See the WCAG 2.0 Editorial Errata and the WCAG 2.1 Editorial Errata.

Criteria	Conformance Level	Docebo Remarks and Explanations
• 602.3 (Support Docs)		
4.1.2 Name, Role, Value (Level A) Also applies to: EN 301 549 Criteria • 9.4.1.2 (Web) • 10.4.1.2 (Non-web document) • 11.4.1.2.1 (Open Functionality Software) • 11.4.1.2.2 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Partially supports**	Generally, the Docebo platform ensures that Assistive Technologies (AT) can gather information about, activate (or set), and keep up to date on the status of user interface controls in the content across all the areas listed in the Scope of this document chapter. However, there are a few exceptions: • The rating component control has not been properly managed. • A few buttons that trigger menus, overlays, or dialogs have not been properly managed. • Accordion buttons have not been properly managed. • The element is not an appropriate menu item for containing the menu or menubar. • Some info within content list items has been improperly marked as hidden. • In the course player page, the navigation tab bar has an improper role.

Criteria	Conformance Level	Docebo Remarks and Explanations
		• In the Creator lesson player, the open Outline button accessible name changes depending on the status, as the value of the aria-expanded attribute.

Table 2: Success criteria, level AA

WCAG 2.2 Success criteria, level AA

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA) Applies to: EN 301 549 Criteria • 9.1.2.4 (Web) • 10.1.2.4 (Non-web document) • 11.1.2.4 (Open Functionality Software) • 11.1.2.4 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs)	**Supports**	The Docebo platform enables live captioning via integrations with webinar tools (Zoom, GoToMeeting, Webex, Adobe Connect, and Microsoft Teams), depending on the capabilities of each platform.

Criteria	Conformance Level	Remarks and Explanations
Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
1.2.5 Audio Description (Prerecorded) (Level AA) Applies to: EN 301 549 Criteria • 9.1.2.5 (Web) • 10.1.2.5 (Non-web document) • 11.1.2.5 (Open Functionality Software) • 11.1.2.5 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Supports**	The Docebo platform does not provide pre-recorded content within the platforms in all of the areas listed in the Scope of this document chapter. Content can be uploaded by content authors who are the sole responsible for the accessibility of the content they upload. Transcripts can be made available on the platform as HTML content within the course. Refer to the Docebo knowledge base.

Criteria	Conformance Level	Remarks and Explanations
1.3.4 Orientation (Level AA 2.1 and 2.2) Applies to: EN 301 549 Criteria • 9.1.3.4 (Web) • 10.1.3.4 (Non-web document) • 11.1.3.4 (Open Functionality Software) • 11.1.3.4 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	**Supports**	
1.3.5 Identify Input Purpose (Level AA 2.1 and 2.2) Applies to: EN 301 549 Criteria • 9.1.3.5 (Web) • 10.1.3.5 (Non-web document) • 11.1.3.5.1 (Open Functionality Software)	**Supports**	

Criteria	Conformance Level	Remarks and Explanations
• 11.1.3.5.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply		
1.4.3 Contrast (Minimum) (Level AA) Applies to: EN 301 549 Criteria • 9.1.4.3 (Web) • 10.1.4.3 (Non-web document) • 11.1.4.3 (Open Functionality Software) • 11.1.4.3 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Partially supports**	The Docebo platforms, which were activated after May 25, 2021, come with a default set of colors to ensure that the experience is accessible and usable for all users. The platforms activated **before** May 25, 2021, can configure the accessible set of colors as described in the Docebo knowledge base. However, there are a few exceptions: • Button colors on hover and focus states lack sufficient contrast between the new background and the white text. • In observation checklist training material the Leave checklist button has an improper contrast ratio. • Some form controls components do not have a background specified.

Criteria	Conformance Level	Remarks and Explanations
		Docebo is not responsible for any change applied to colors via custom CSS or the platform's Configure branding look menu.
1.4.4 Resize text (Level AA) Applies to: EN 301 549 Criteria • 9.1.4.4 (Web) • 10.1.4.4 (Non-web document) • 11.1.4.4.1 (Open Functionality Software) • 11.1.4.4.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Partially supports**	Generally, the Docebo platform ensures that content remains accessible and readable when resized up to 200% without loss of functionality or content being cut off across all of the areas listed in the Scope of this document chapter. However, there are a few exceptions: • In the learning plan progress popover in the course player, resizing the content up to 200 percent causes it to be cut off.

Criteria	Conformance Level	Remarks and Explanations
1.4.5 Images of Text (Level AA) Applies to: EN 301 549 Criteria • 9.1.4.5 (Web) • 10.1.4.5 (Non-web document) • 11.1.4.5.1 (Open Functionality Software) • 11.1.4.5.2 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**Supports**	The Docebo platform does not provide images of text to convey information within the platform in all the areas listed in the Scope of this document chapter. Thumbnails and header images are decorative elements implemented as background, making them invisible to screen readers in all the areas listed in the Scope of this document chapter. For more details, refer to the Writing accessible and effective content article of the Docebo knowledge base.
	Partially supports	For courses using slide training materials, the criterion is declassed to *Partially supports*. • Although the slide player is accessible, Docebo's learning platform currently prevents accessible slides from loading. The slides are images and do not provide alternative text.

Criteria	Conformance Level	Remarks and Explanations
1.4.10 Reflow (Level AA 2.1 and 2.2) Applies to: EN 301 549 Criteria • 9.1.4.10 (Web) • 10.1.4.10 (Non-web document) • 11.1.4.10 (Open Functionality Software) • 11.1.4.10 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	**Partially supports**	Generally, the Docebo platform presents content without loss of information or functionality with one-dimensional scrolling, and without requiring scrolling in two dimensions in all of the areas listed in the Scope of this document chapter. However, there are a few exceptions: • Resizing the content up to 400% in the learning plan progress popover in the course player causes it to be cut off. • Resizing the content up to 400% in the course overview page causes the notification toast to be cut off. • Resizing the content up to 400% causes the breadcrumb navigation to not reflow, and its end is cut off. • Resizing the content up to 400% causes the Rate now button in the rating dialog to be pushed off-screen. • Zooming the page to 400% or using very small devices causes all the sticky headers to cover other elements Docebo is not responsible for content author

Criteria	Conformance Level	Remarks and Explanations
		actions and created content. Refer to the Docebo knowledge base.
1.4.11 Non-text Contrast (Level AA 2.1 and 2.2) Applies to: EN 301 549 Criteria • 9.1.4.11 (Web) • 10.1.4.11 (Non-web document) • 11.1.4.11 (Open Functionality Software) • 11.1.4.11 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	**Partially supports**	The course user flow does not completely support this criterion: • In the course player, the Next and Previous buttons have an improper color contrast ratio. • The Froala toolbar buttons have an improper color contrast ratio. • Pagination input text bottom line has an improper color contrast ratio.
1.4.12 Text Spacing (Level AA 2.1 and 2.2) Applies to: EN 301 549 Criteria	**Supports**	

Criteria	Conformance Level	Remarks and Explanations
• 9.1.4.12 (Web) • 10.1.4.12 (Non-web document) • 11.1.4.12 (Open Functionality Software) • 11.1.4.12 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply		
1.4.13 Content on Hover or Focus (Level AA 2.1 and 2.2) Applies to: EN 301 549 Criteria • 9.1.4.13 (Web) • 10.1.4.13 (Non-web document) • 11.1.4.13 (Open Functionality Software) • 11.1.4.13 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	**Partially supports**	Generally, the Docebo platform ensures that content activated by hover or focus is visible and easily accessible across all areas listed in the Scope of this document chapter. However, there are a few exceptions: • The tooltip component on hover or focus is not perceivable.

Criteria	Conformance Level	Remarks and Explanations
2.4.5 Multiple Ways (Level AA) Applies to: EN 301 549 Criteria • 9.2.4.5 (Web) • 10.2.4.5 (Non-web document) – Does not apply • 11.2.4.5 (Open Functionality Software) – Does not apply • 11.2.4.5 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs	**Supports**	
2.4.6 Headings and Labels	**Partially**	Generally, the Docebo platform ensures that

Criteria	Conformance Level	Remarks and Explanations
(Level AA) Also applies to: EN 301 549 Criteria • 9.2.4.6 (Web) • 10.2.4.6 (Non-web document) • 11.2.4.6 (Open Functionality Software) • 11.2.4.6 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**supports**	headings and labels are clear and descriptive across all areas listed in the Scope of this document chapter. However, there are a few exceptions: • Accordion, expandable content, and the video player button labels are not meaningful. • In the course player, the Syllabus, Next, and Previous button labels are not fully meaningful. • In the course player, there is an empty heading.
2.4.7 Focus Visible (Level AA) Also applies to:	**Supports**	The Docebo platform ensures that the focus indicator is visible and easily identifiable across all areas listed in the Scope of this document" chapter.

Criteria	Conformance Level	Remarks and Explanations
EN 301 549 Criteria • 9.2.4.7 (Web) • 10.2.4.7 (Non-web document) • 11.2.4.7 (Open Functionality Software) • 11.2.4.7 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
2.4.11 Focus Not Obscured (Minimum) (Level AA 2.2 only) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	**Partially supports**	Generally, the Docebo platform ensures that the focus indicator is not obscured and remains visible across all areas listed in the Scope of this document chapter. • In all learner areas, some sticky headers, navigation tabs, and footers can obscure

Criteria	Conformance Level	Remarks and Explanations
		focused items. • The data browser panel obscures focused items in the viewport when the width is below 1024px. • In the Creator player, on small or zoomed viewports, some sticky components hide the focused item.
2.5.7 Dragging Movements (Level AA 2.2 only) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	**Not applicable**	The Docebo platform does not require dragging movements; therefore, this criterion is not applicable.
2.5.8 Target Size (Minimum) (Level AA 2.2 only) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	**Supports**	
3.1.2 Language of Parts	**Partially**	Generally, the Docebo platform ensures that the

Criteria	Conformance Level	Remarks and Explanations
(Level AA) Also applies to: EN 301 549 Criteria • 9.3.1.2 (Web) • 10.3.1.2 (Non-web document) • 11.3.1.2 (Open Functionality Software) – Does not apply • 11.3.1.2 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**supports**	language of different content areas is correctly identified across all areas listed in the Scope of this document chapter. However, there are a few exceptions: • In all learning areas, content titles do not have the *lang* attribute, and pages do not clearly identify or specify linguistic changes.
3.2.3 Consistent Navigation (Level AA)	**Supports**	

Criteria	Conformance Level	Remarks and Explanations
Also applies to: EN 301 549 Criteria • 9.3.2.3 (Web) • 10.3.2.3 (Non-web document) – Does not apply • 11.3.2.3 (Open Functionality Software) – Does not apply • 11.3.2.3 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs		
3.2.4 Consistent Identification (Level AA)	**Supports**	The Docebo platform ensures that elements are consistently identified across all areas listed in the

Criteria	Conformance Level	Remarks and Explanations
Also applies to: EN 301 549 Criteria • 9.3.2.4 (Web) • 10.3.2.4 (Non-web document) – Does not apply • 11.3.2.4 (Open Functionality Software) – Does not apply • 11.3.2.4 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs		Scope of this document chapter.
3.3.3 Error Suggestion (Level AA)	**Supports**	

Criteria	Conformance Level	Remarks and Explanations
EN 301 549 Criteria • 9.3.3.3 (Web) • 10.3.3.3 (Non-web document) • 11.3.3.3 (Open Functionality Software) • 11.3.3.3 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA) Also applies to: EN 301 549 Criteria • 9.3.3.4 (Web) • 10.3.3.4 (Non-web document)	**Supports**	

Criteria	Conformance Level	Remarks and Explanations
• 11.3.3.4 (Open Functionality Software) • 11.3.3.4 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
3.3.8 Accessible Authentication (Minimum) (Level AA 2.2 only) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply	**Not applicable**	The areas in the Scope of this document do not contain authentication forms. The criterion is supported for the other learner areas in scope. Refer to the Docebo Accessibility Conformance Report - Public areas, login process, and built-in pages.
4.1.3 Status Messages (Level AA 2.1 and 2.2)	**Partially supports**	Generally, the Docebo platform ensures that status messages are clearly communicated and easily perceivable across all areas listed in the

Criteria	Conformance Level	Remarks and Explanations
Also applies to: EN 301 549 Criteria • 9.4.1.3 (Web) • 10.4.1.3 (Non-web document) • 11.4.1.3 (Open Functionality Software) • 11.4.1.3 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply		Scope of this document chapter. However, there are a few exceptions: • Some status messages are missing or not valid. • In the Creator lesson player, error management is not fully accessible.

Table 3: Success criteria, level AAA

Currently, AAA compliance is not within Docebo's current scope. Docebo's focus is to provide an inclusive experience and meet the necessary legal requirements (A and AA), ensuring that all users can safely and effectively access our platform.

Revised Section 508 Report

The evaluation is for a website, so references to other types of content are removed from the form. Also, the product uses best practices beyond the WCAG and there is ongoing work being done to optimize the experience for users of assistive

technologies and those with other disabilities.

Chapter 3: Functional Performance Criteria (FPC)

Criteria	Conformance level	Remarks and explanations
302.1 Without Vision	**Partially supports**	Generally, the Docebo platform ensures that individuals who are blind can effectively navigate and interact with all content across the areas listed in the Scope of this document chapter. However, there are some exceptions. Refer to the WCAG 2.2 report section for details.
302.2 With Limited Vision	**Partially supports**	Generally, the Docebo platform ensures that individuals with low vision can effectively navigate and interact with all content across the areas listed in the Scope of this document chapter. However, there are some exceptions. Refer to the WCAG 2.2 report section for details. Docebo is not responsible for any changes applied via custom CSS or via the *Configure branding and look* menu of the platform.
302.3 Without Perception of Color	**Partially supports**	Generally, the Docebo platform ensures that individuals who cannot perceive color can effectively

		navigate and interact with all content across areas listed in the Scope of this document chapter. However, there are some exceptions. Refer to the WCAG 2.2 report section for details. Docebo is not responsible for any change applied via custom CSS or via the *Configure branding and look* menu of the platform.
302.4 Without Hearing	**Supports**	The Docebo platform does not include audio-only features that require the sole use of hearing across areas listed in the Scope of this document chapter. Video can be included in the platform by using the Embedded video widget. Content authors are the sole responsible for the accessibility of the content itself. Refer to the WCAG 2.2 report section for details.
302.5 With Limited Hearing	**Supports**	The Docebo platform does not include audio-only features that require the sole use of hearing across areas listed in the Scope of this document chapter. Video can be included in the platform by using the Embedded video widget. Content authors are the sole responsible for the accessibility of the content

		itself. Refer to the WCAG 2.2 report section for details.
302.6 Without Speech	**Not applicable**	The Docebo platform does not require speech input to operate or to retrieve information.
302.7 With Limited Manipulation	**Partially supports**	Generally, the Docebo platform ensures that individuals with limited manipulation can effectively navigate and interact with all content across areas listed in the Scope of this document chapter. The platform does not rely on fine motor skills. The user interface and controls feature target areas of 36px, which are significantly larger than the WCAG AA requirement. Additionally, the platform does not require simultaneous actions and provides alternative methods of input, such as standard input mechanisms like user-provided keyboards and pointing devices, to accommodate those who may struggle with precise movements across areas listed in the Scope of this document chapter. However, there are some exceptions. Refer to the WCAG 2.2 report section for details.
302.8 With Limited Reach and Strength	**Supports**	Generally, the Docebo platform ensures that individuals with limited reach and strength can effectively navigate and interact with all content

		across areas listed in the Scope of this document chapter. All interactive elements are designed for easy reach, featuring target areas of 36px—significantly larger than the WCAG AA requirement. The platform does not require excessive force to operate controls, minimizing strain. Additionally, search functionalities are provided to help users quickly locate content, further reducing navigation effort. Alternative input methods, such as user-provided keyboards and pointing devices, support effective interaction across the designated areas. Refer to the WCAG 2.2 report section for details.
302.9 With Limited Language, Cognitive, and Learning Abilities	**Partially supports**	The Docebo platform does not function in a way that is prohibitive to users with cognitive or learning impairment across areas listed in the Scope of this Document chapter. However, there are some exceptions. Refer to the WCAG 2.2 report section for details. Additionally, Docebo provides end-users with disabilities with information on accessibility in the Docebo knowledge base. See the Docebo learner guide and the Accessibility in your platform article for further details. End-users with disabilities can open support requests directly at

		accessibility@docebo.com

Chapter 4: Hardware

The Docebo platform is a web application and is not subject to the requirements of this section.

Chapter 5: Software

Not applicable - The Docebo platform does not include any software.

Chapter 6: Support Documentation and Services

This report covers accessibility conformance for the Docebo platform and does not discuss Documentation or Support Services. Learner documentation is available in the form of a learner guide. At the moment, this guide is partially accessible, but Docebo is working in this direction.

EN 301 549 Report

The evaluation is for a website, so references to other types of content are removed from the form. Also, the product uses best practices beyond the WCAG, and there is ongoing work being done to optimize the experience for users of assistive technologies and those with other disabilities.

Chapter 4: Functional Performance Statements (FPS)

Criteria	Conformance level	Remarks and explanations

4.2.1 Usage without vision	**Partially supports**	Generally, the Docebo platform ensures that individuals who are blind can effectively navigate and interact with all content across areas listed in the Scope of this document chapter. However, there are some exceptions. Refer to the WCAG 2.2 report section for details.
4.2.2 Usage with limited vision	**Partially supports**	Generally, the Docebo platform ensures that individuals with low vision can effectively navigate and interact with all content across areas listed in the Scope of this document chapter. However, there are some exceptions. Refer to the WCAG 2.2 report section for details. Docebo is not responsible for any change applied via custom CSS or via the *Configure branding and look* menu of the platform.
4.2.3 Usage without perception of color	**Partially supports**	Generally, the Docebo platform ensures that individuals who cannot perceive color can effectively navigate and interact with all content across areas listed in the Scope of this document chapter. However, there are some exceptions. Refer to the WCAG 2.2 report section for details. Docebo is not responsible for any change applied via custom CSS or via the *Configure branding and look*

		menu of the platform.
4.2.4 Usage without hearing	**Supports**	The Docebo platform does not include audio-only features that require the sole use of hearing across areas listed in the Scope of this Document chapter. Video can be included in the platform by using the Embedded video widget. Content authors are the sole responsible for the accessibility of the content itself. For more details, refer to the Docebo knowledge base. Refer to the WCAG 2.2 report section for details.
4.2.5 Usage with limited hearing	**Supports**	The Docebo platform does not include audio-only features that require the sole use of hearing across areas listed in the Scope of this document chapter. Video can be included in the platform by using the Embedded video widget. Content authors are the sole responsible for the accessibility of the content itself. For more details, refer to the Docebo knowledge base. Refer to the WCAG 2.2 report section for details.
4.2.6 Usage with no or limited vocal capability	**Not applicable**	The Docebo platform does not require speech input to operate or to retrieve information.

4.2.7 Usage with limited manipulation or strength	**Supports**	The Docebo platform ensures that individuals with limited reach and strength can effectively navigate and interact with all content across areas listed in the Scope of this document chapter. All interactive elements are designed for easy reach, featuring target areas of 36px—significantly larger than the WCAG AA requirement. The platform does not require excessive force to operate controls, minimizing strain. Additionally, search functionalities are provided to help users quickly locate content, further reducing navigation effort. Alternative input methods, such as user-provided keyboards and pointing devices, support effective interaction across the designated areas. Refer to the WCAG 2.2 report section for details.
4.2.8 Usage with limited reach	**Partially supports**	Generally, the platform ensures that individuals with limited manipulation can effectively navigate and interact with all content across areas listed in the Scope of this document chapter. The platform does not rely on fine motor skills. The user interface and controls feature target areas of 36px, which are significantly larger than the WCAG AA requirement. Additionally, the platform does not require simultaneous actions and provides

		alternative methods of input, such as standard input mechanisms like user-provided keyboards and pointing devices, to accommodate those who may struggle with precise movements across areas listed in the Scope of this document chapter. However, there are some exceptions. Refer to the WCAG 2.2 report section for details.
4.2.9 Minimize photosensitive seizure triggers	**Supports**	The Docebo platform ensures that individuals are protected from photosensitive seizure triggers across all content across areas listed in the Scope of this document chapter. The platform minimizes the use of flashing or rapidly changing visuals that could trigger seizures, adhering to guidelines that require no content to flash more than three times per second. Docebo is not responsible for any change applied to colors via custom CSS or via the Configure branding and look menu of the platform. Docebo is not responsible for content author actions and created content. Refer to the Docebo knowledge base.
4.2.10 Usage with limited cognition, language or learning	**Partially supports**	Generally, the Docebo platform does not function in a way that is prohibitive to users with cognitive or learning impairment across areas listed in the Scope

		of this document chapter. However, there are some exceptions. Refer to the WCAG 2.2 report section for details. Additionally, Docebo provides end-users with disabilities with information on accessibility in the Docebo knowledge base. See the Docebo learner guide and the Accessibility in your platform article for further details. End-users with disabilities can open support requests directly at accessibility@docebo.com
4.2.11 Privacy	**Supports**	The Docebo platform ensures that individuals can effectively maintain their privacy while interacting with all content across the areas listed in the Scope of this document chapter. The Docebo platform does not impede the use of standard privacy controls alongside assistive technologies and does not track individuals using assistive technologies. Users can connect headphones to listen privately to screen reader announcements, ensuring their interactions remain confidential. This commitment to privacy helps create a secure environment for all users, including those with disabilities.

Chapter 5: Generic requirements

Not applicable

Chapter 6: ICT with Two-Way Voice Communication

Not applicable

Chapter 7: ICT with Video Capabilities

Not applicable

Chapter 8: Hardware

Not applicable - The Docebo platform does not include hardware.

Chapter 9: Web

Partially supported - For more details refer to the WCAG 2.2 report section.

Chapter 10: Non-Web Software

Not applicable

Chapter 11: Software

Not applicable - The Docebo platform does not include any software.

Chapter 12: Documentation and Support Services

Notes: This report covers accessibility conformance for the Docebo product and does not discuss Documentation or Support Services. Learner documentation is available in the form of a learner guide. At the moment, this guide is partially accessible,

but Docebo is working in this direction.

Chapter 13: ICT Providing Relay or Emergency Service Access

Not applicable

Legal Disclaimer (Docebo S.p.A.)

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