Docebo Accessibility Conformance Report (ACR)

Docebo platform - Course page and training materials (VPAT)

International Edition - (Based on VPAT® Version 2.5)

- **Name of product/version:** Docebo platform version 2025.36.0
- **Report date:** December 1, 2025
- **Document version**: 7.5
- **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.
  Contact email: accessibility@docebo.com

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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 area

Course details widgets

- 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
- Creator lessons
    - Text
    - Single choice

- Multiple choice
- True or false
- Fill in the blank
- Uploaded images
- Uploaded videos
- Embedded video links (YouTube or Vimeo)
- Video presenter
- Flashcards
- Document viewer (PDF)

Notes

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

- 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:** Honorlock Accessibility Statement.
- **Froala:** Froala WYSIWYG Editor Software Accessibility documentation.
- **Google Maps:** Accessibility in Google Maps.
- **Video links embedded in Creator lessons:** Vimeo, and YouTube website.

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 the 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)
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 functionalities of the product do not meet the criterion.
- **Does not support:** The majority of the product functionalities 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

This report confirms full compliance with all 55 WCAG 2.2 AA Success Criteria. Our internal tracking also includes the deprecated *Parsing* criterion, bringing the total to 56 items. A detailed compliance snapshot is provided for each WCAG version, allowing clients to see the status relevant to specific legislative requirements. In the tables below, the WCAG Guidelines version column indicates the version in which each criterion was introduced. Remember that criteria are carried over from one version to the next.

WCAG (Guidelines version)	**Supports** (A AA Criteria)	**Partially supports** (A AA Criteria)	**Does not support** (A AA Criteria)	**Not applicable** (A AA Criteria)	**Not evaluated** (AAA Criteria)	**Total** (Evaluated)
2.2	**34**	**20**	**0**	**1**	**31**	56
2.1	**30**	**20**	**0**	**0**	**28**	50
2.0	**24**	**14**	**0**	**0**	**23**	38

Table 1: Success criteria, level A

WCAG 2.2 success criteria, level A

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
2.0	1.1.1 Non-text Content - (Level A) Also applies to: EN 301 549 Criteria • 9.1.1.1 (Web) • 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)	**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. However, there are a few exceptions: • Some decorative images provide role image • Blank slate images are missing the *alt* attributes. • Creator lesson images lack meaningful alternative text.
2.0	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) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs)	**Supports**	Docebo platform's course pages and training materials do not provide pre-recorded content in the platform. Content can be uploaded by content authors who are solely 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. Transcripts can be made available on your platform as HTML content in the course. Refer to the Docebo

WCAG version	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)		knowledge base. Docebo is not responsible for the actions of content authors or the content they create or upload. Refer to the Docebo knowledge base.
2.0	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 in 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. Video links can be embedded in Creator lessons. For more information about how to provide Audio Description or Media Alternative (Prerecorded) for third party integration/Embed video refer to the integration chapter of this document. 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. Docebo is not responsible for the actions of content authors or the content they create or upload. Refer to the Docebo knowledge base.
2.0	1.2.3 Audio Description or Media Alternative (Prerecorded) - (Level A)	**Supports**	Docebo platform's course pages and training materials do not provide pre-recorded content in the platforms in all of

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
	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)		the areas listed in the Scope of this document chapter. Transcripts can be made available on the platform as HTML content in the course. Refer to the Docebo knowledge base. Docebo is not responsible for the actions of content authors or the content they create or upload. Refer to the Docebo knowledge base.
2.0	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) • 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)	**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: • 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

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations

	• 602.3 (Support Docs)		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.
			  ○ The fill-in-the-blank/form assessment component lacks 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.

2.0	1.3.2 Meaningful Sequence - (Level A) Also applies to: EN 301 549 Criteria • 9.1.3.2 (Web)	**Partially supports**	Generally, the Docebo platform provides content in a meaningful sequence the areas in the Scope of this document chapter.

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
	• 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 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		However, there are a few exceptions: • Some *Show more* buttons do not have a meaningful sequence.
2.0	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 the actions of content authors or the content they create or upload. Refer to the Docebo knowledge base.

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
2.0	1.4.1 Use of Color - (Level A) 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)	**Supports** *(Updated from Partially supports in version 7.4)*	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 listed in the Scope of this document chapter. Textual representation is always used as the primary mechanism for conveying information. Docebo is not responsible for: • Any change applied to colors via custom CSS or via the Configure branding look menu of the platform. • The actions of content authors or the content they create or upload. Refer to the Docebo knowledge base.
2.0	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) • 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)	**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 the actions of content authors or the content they create or upload. Refer to the Docebo knowledge base.

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
	• 504.2 (Authoring Tool) • 602.3 (Support Docs)		
2.0	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. **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. Docebo is not responsible for the actions of content authors or the content they create or upload. Refer to the Docebo knowledge base.
2.0	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	**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.

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
	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)		
2.1	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)	**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.

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
	• 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) • 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: • The toast notification message disappears automatically.
2.0	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**	

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
2.0	2.3.1 Three Flashes or Below Threshold - (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)	**Supports**	
2.0	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 • 11.2.4.1 (Closed Software) – Does not apply • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs)	**Supports**	

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
	• 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		
2.0	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) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	**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 is an exception: • The page title is not meaningful in error pages, course player, courses set to play in focus mode in the course player, in the Creator lesson player, and in the My courses and learning plans page.
2.0	2.4.3 Focus Order - (Level A) Also applies to: EN 301 549 Criteria	**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

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
	• 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)		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 Creator lesson player, the retry question button does not move the focus to the question content.
2.0	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 can be considered as Supported.

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
2.1	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) • 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	**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 the integration chapterof this document
2.1	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**	

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
2.1	2.5.3 Label in Name - (Level A 2.1 and 2.2) Also applies to: 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	**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 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
2.1	2.5.4 Motion Actuation - (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria • 9.2.5.4 (Web) • 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)	**Supports**	

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
	• 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply		
2.0	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**	
2.0	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)	**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) in 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

WCAG version	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)		loses focus (on blur).
2.0	3.2.2 On Input - (Level A) Also applies to: • EN 301 549 Criteria – Does not apply • Revised Section 508 – Does not apply	**Supports**	
2.2	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)	**Supports**	

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
	• 504.2 (Authoring Tool) • 602.3 (Support Docs)		
2.0	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) • 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)	**Supports**	
2.0	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)	**Supports**	The Docebo platform provides labels and instructions that visually identify each component, with programmatically associated labels that match in all of the areas listed in the Scope of this document chapter.

WCAG version	Criteria	Conformance Level	Docebo Remarks and Explanations
	• 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
2.2	3.3.7 Redundant Entry - (Level A 2.2 only) • EN 301 549 Criteria – Does not apply • Revised Section 508 – Does not apply	**Supports**	
2.0	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)	**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.

WCAG version	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)		
2.0	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 in all the areas listed in the Scope of this document chapter. However, there are a few exceptions: • Accordion buttons have not been properly managed. • Some info in the content list items has been improperly marked as hidden. • In the course player page, the navigation tab bar has an improper role. • 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

WCAG	Criteria	Conformance Level	Remarks and Explanations
2.0	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) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (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.
2.0	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 in the platforms in all of the areas listed in the Scope of this document chapter. Transcripts can be made available on the platform as HTML content in the course. Refer to the Docebo knowledge base. Docebo is not responsible for the actions of content authors or the content they create or upload. Refer to the Docebo knowledge base.

WCAG	Criteria	Conformance Level	Remarks and Explanations
2.1	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**	
2.1	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) • 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	**Supports**	
2.1	1.4.3 Contrast (Minimum) - (Level AA) Applies to:	**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

WCAG	Criteria	Conformance Level	Remarks and Explanations
	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)		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. • Some form control components do not have a background specified. Docebo is not responsible for any change applied to colors via custom CSS or the platform's Configure branding look menu.
2.0	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 in all 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.

WCAG	Criteria	Conformance Level	Remarks and Explanations
2.0	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 in 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 article Writing accessible and effective content in the Docebo knowledge base.
2.1	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% causes the breadcrumb navigation to not reflow, and its end is cut off.

WCAG	Criteria	Conformance Level	Remarks and Explanations
			• Zooming the page to 400% or using very small devices causes all the sticky headers to cover other elements Docebo is not responsible for the actions of content authors or the content they create or upload. 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**	Generally, the Docebo platform ensures that non-text elements maintain sufficient contrast with the background, in compliance with the requirements of criterion 1.4.11, without compromising information or functionality in the areas listed in the Scope of this document. However, there are a few exceptions: • 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.
2.1	1.4.12 Text Spacing - (Level AA 2.1 and 2.2) Applies to: EN 301 549 Criteria • 9.1.4.12 (Web) • 10.1.4.12 (Non-web document) • 11.1.4.12 (Open Functionality Software)	**Supports**	

WCAG	Criteria	Conformance Level	Remarks and Explanations
	• 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		
2.1	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 in 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.
2.0	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	**Supports**	

WCAG	Criteria	Conformance Level	Remarks and Explanations
	• 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		
2.0	2.4.6 Headings and Labels - (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)	**Partially supports**	Generally, the Docebo platform ensures that headings and labels are clear and descriptive in 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.
2.0	2.4.7 Focus Visible (Level AA) Also applies to: EN 301 549 Criteria	**Supports**	The Docebo platform ensures that the focus indicator is visible and easily identifiable in all areas listed in the Scope of this document chapter.

WCAG	Criteria	Conformance Level	Remarks and Explanations
	• 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)		
2.2	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 in all areas listed in the Scope of this document chapter. However, there are a few exceptions: • In all learner areas, some sticky headers, navigation tabs, and footers can obscure focused items. • In the Creator player, on small or zoomed viewports, some sticky components hide the focused item.
2.2	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 in all areas listed in the Scope of this document chapter.

WCAG	Criteria	Conformance Level	Remarks and Explanations
2.2	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**	
2.0	3.1.2 Language of Parts - (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)	**Partially supports**	Generally, the Docebo platform ensures that the language of different content areas is correctly identified in 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.
2.0	3.2.3 Consistent Navigation - (Level AA) 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	**Supports**	

WCAG	Criteria	Conformance Level	Remarks and Explanations
	• 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		
2.0	3.2.4 Consistent Identification - (Level AA) 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)	**Supports**	The Docebo platform ensures that elements are consistently identified in all areas listed in the Scope of this document chapter.

WCAG	Criteria	Conformance Level	Remarks and Explanations
	• 602.3 (Support Docs) – Does not apply to non-web docs		
2.0	3.3.3 Error Suggestion - (Level AA) 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)	**Supports**	
2.0	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) • 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	**Supports**	

WCAG	Criteria	Conformance Level	Remarks and Explanations
	• 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		
2.2	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 in all areas listed in the Scope of this document chapter. 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.
2.1	4.1.3 Status Messages - (Level AA 2.1 and 2.2) 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	**Partially supports**	Generally, the Docebo platform ensures that status messages are clearly communicated and easily perceivable in all areas listed in the 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 blind users can effectively navigate and interact with all the content in the areas listed in the Scope of this document chapter. However, there are some exceptions: • As noted in 1.1.1 Non-Text Content, some elements do not have an alternative text. • As noted in 1.3.1 Info and Relationships, the relationships between the elements are sometimes not programmatically determined.
302.2 With Limited Vision	**Partially supports**	Generally, the Docebo platform ensures that users with low vision can effectively navigate and interact with all the content in the areas listed in the Scope of this document chapter. However, there are some exceptions: • As noted in 1.4.3 Contrast (minimum), some textual elements do not have enough contrast with the background. • As noted in 1.4.11 Non-text Contrast, some non-textual informative elements do not have enough contrast with the background

		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 users who cannot perceive color can effectively navigate and interact with all the content in the areas listed in the Scope of this document chapter. However, there are some exceptions: • As noted in 1.4.1 Use of Color, some link elements are distinguishable from normal text only by a different color Docebo is not responsible for any changes applied via custom CSS or via the *Configure branding and look* menu of the platform.
302.4 Without Hearing	**Supports**	The Docebo platform is usable by users who cannot hear in all the areas listed in the Scope of this document chapter. Docebo is not responsible for the content author's actions and the content they create or upload.. For more details, refer to the article Writing accessible and effective content in the Docebo knowledge base.
302.5 With Limited Hearing	**Supports**	The Docebo platform ensures that users with limited hearing can effectively navigate and interact with all the content in the areas listed in the Scope of this document chapter. Docebo is not responsible for the actions of content authors or the content they create or upload. For more details, refer to the article Writing accessible and effective content in the Docebo knowledge base.

302.6 Without Speech	**Supports**	The Docebo platform does not require the use of speech hearing in the areas listed in the Scope of this document chapter.
302.7 With Limited Manipulation	**Partially supports**	Generally, the Docebo platform is usable by users with limited manipulation. Most functions are designed to avoid simultaneous actions or significant hand strength in the areas listed in the Scope of this document chapter. However, there are some exceptions: • As noted in 2.1.1 Keyboard, some functionalities cannot be activated using the keyboard alone. • As noted in 2.2.1 Timing Adjustable, some messages disappear automatically after a couple of seconds. • As noted in 2.4.3 Focus Order, the page focus is not properly set when some actions are performed
302.8 With Limited Reach and Strength	**Partially Supports** *(Was Supported in V.7.2)*	Generally, the Docebo platform is usable by users with limited manipulation. Most functions are designed to avoid simultaneous actions or significant hand strength in the areas listed in the Scope of this document chapter. However, there are some exceptions: • As noted in 2.1.1 Keyboard, some functionalities cannot be activated using the keyboard alone.
302.9 With Limited Language, Cognitive, and Learning Abilities	**Partially supports**	Generally, the Docebo platform is usable by users with limited language, cognitive, and learning abilities in the areas listed in the Scope of this document chapter. However, there are some exceptions: • As noted in 3.2.2 On Input, in the "Choose Experience" page, a form is automatically submitted on input

		• As noted in 3.1.1 Language of Page, the language is not properly set in the "Single Catalog" page

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 blind users can effectively navigate and interact with all the content in the areas listed in the Scope of this document chapter.

		However, there are some exceptions: • As noted in 1.1.1 Non-Text Content, some elements do not have alternative text. • As noted in 1.3.1 Info and Relationships, relationships between the elements are sometimes not programmatically determined.
4.2.2 Usage with limited vision	**Partially supports**	Generally, the Docebo platform ensures that users with low vision can effectively navigate and interact with all the content in the areas listed in the Scope of this document chapter. However, there are some exceptions: • As noted in 1.4.3 Contrast (minimum), some textual elements do not have enough contrast with the background • As noted in 1.4.11 Non-text Contrast, some non-textual informative elements do not have enough contrast with the background Docebo is not responsible for any changes 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 users who cannot perceive color can effectively navigate and interact with all the content in the areas listed in the Scope of this document chapter. However, there are some exceptions: • As noted in 1.4.1 Use of Color, some link elements are distinguishable from normal text only by a different color

		• As noted in 1.4.1 Use of Color, some colors inside images are used to convey information to the end user Docebo is not responsible for any changes 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 is usable by users without hearing in the areas listed in the Scope of this document chapter. Content authors are solely responsible for the accessibility of the content uploaded to the platform. For more details, refer to the Docebo knowledge base.
4.2.5 Usage with limited hearing	**Supports**	The Docebo platform is usable by users with limited hearing in areas listed in the Scope of this document chapter. Content authors are solely responsible for the accessibility of the content uploaded to the platform. For more details, refer to the article Writing accessible and effective content in the Docebo knowledge base.
4.2.6 Usage with no or limited vocal capability	**Supports** (was Not Applicable in 7.2)	The Docebo platform does not require the use of speech hearing in the areas listed in the Scope of this document
4.2.7 Usage with limited manipulation or strength	**Supports**	Generally, the Docebo platform is usable by users with limited manipulation. Most functions are designed to avoid simultaneous actions or significant hand strength in the areas listed in the Scope of this document chapter. However, there are some exceptions: • As noted in 2.1.1 Keyboard, some functionalities cannot be activated using the keyboard alone.

		• • As noted in 2.2.1 Timing Adjustable, some messages disappear automatically after a couple of seconds • As noted in 2.4.3 Focus Order, the page focus is not properly set when some actions are performed.
4.2.8 Usage with limited reach	**Partially supports**	Generally, the Docebo platform is usable by users with limited manipulation. Most functions are designed to avoid simultaneous actions or significant hand strength in the areas listed in the Scope of this document chapter. However, there are some exceptions: • As noted in 2.2.1 Timing Adjustable, some messages disappear automatically after a couple of seconds
4.2.9 Minimize photosensitive seizure triggers	**Supports**	The Docebo platform does not contain any content that flashes in the areas listed in the Scope of this document chapter. Docebo is not responsible for: • Any change applied to colors via custom CSS or via the Configure branding look menu of the platform. • The content author's actions and the content they create or upload. For more details, refer to the Docebo knowledge base
4.2.10 Usage with limited cognition, language or learning	**Partially supports**	Generally, the Docebo platform is usable by people with limited language, cognitive, and learning abilities in the areas listed in the Scope of this document chapter. However, there are some exceptions: • As noted in 3.2.2 On Input, in the "Choose Experience" page, a form is automatically submitted on input • As noted in 3.1.1 Language of Page, the language is

		not properly set in the "Single Catalog" page
4.2.11 Privacy	**Supports**	The Docebo platform does not ask for or display legal, financial, or personal data in the areas listed in the Scope of this document chapter.

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

This report covers accessibility conformance for the Docebo learning 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. End-users with disabilities can open support requests directly at accessibility@docebo.com.

Chapter 13: ICT Providing Relay or Emergency Service Access

Not applicable

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