VMware Accessibility Conformance Report

International Edition

Based on VPAT® Version 2.4

Name of Product/Version: Workstation Pro, Version 16.0 and Workstation Player, Version 16.0

Report Date: October 19th, 2020

Product Description: Workstation Pro is the industry standard for running multiple operating systems on a single Linux or Windows PC. IT professionals, developers, and businesses who build, test, or demo software for any device, platform, or cloud rely on Workstation Pro. Workstation Pro improves on the leading desktop with an updated high-DPI user interface, a new REST API, support for the latest Windows and Linux operating systems, and more.

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Notes: NA

Evaluation Methods Used: Testing of Workstation involved 74 workflows requiring extensive use of leading assistive technology, such as screen readers (NVDA (version:2020.1), ORCA), and the keyboard as well.

The following assistive technology was used:

- Manual testing with NVDA running on Windows 10 operating system
- Manual testing with ORCA running on Linux operating system

Accessibility testers performed the test using color contrast checkers, screen reader, and keyboard keeping WCAG 2.1 guidelines in mind.

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Applicable Standards/Guidelines

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

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)
Revised Section 508 standards published January 18, 2017, and corrected January 22, 2018	(Yes)
EN 301 549 Accessibility requirements suitable for public procurement of ICT products and services in Europe, - V3.1.1 (2019-11)	(Yes)

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 2.1 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 2.1 Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the WCAG 2.1 Conformance Requirements.

Table 1: Success Criteria, Level A

Criteria	Conformance Level	Remarks and Explanations
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)	Software: Supports	Software: Workstation provides equivalent text alternatives for the all non-text contents.
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) • 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Software: Not Applicable	Software: Workstation does not contain prerecorded Audio-only or Video-only media.
1.2.2 Captions (Prerecorded) (Level A) Also applies to: EN 301 549 Criteria • 9.1.2.2 (Web)	Software: Not Applicable	Software: Workstation does not contain any synchronized media with prerecorded audio content requiring captions.

Criteria	Conformance Level	Remarks and Explanations
• 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)		
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)	Software: Not Applicable	Software: Workstation does not contain any time based media or synchronized media with pre-recorded video content.
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)	Software: Partially Supports	Software: Workstation conveys information and relationships for most UI elements programmatically. Some example cases where the criteria not met: • On the Workstation Pro – Remote server permissions window, the screen reader does not announce any information about checkboxes under the "Users and Groups" list. • On the Workstation Pro – Scan For Virtual Machines window, the screen reader (ORCA)

Criteria	Conformance Level	Remarks and Explanations
Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		does not announce any information after activating the "Select All/Unselect All" push button.
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 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Software: Supports	Software: In Workstation, the reading sequence can be correctly determined by the screen readers listed in the "Evaluation Methods Used".
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)	Software: Partially Supports	Software: Workstation does not rely solely on sensory characteristics for understanding or operating of the product, except for one instance: • On the Workstation Pro – Shared VMs window, the tooltip is not defined for "Horizontal Slider" bar.

Criteria	Conformance Level	Remarks and Explanations
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)	Software: Supports	Software: In Workstation, color is not used as the sole means of conveying information on the screens.
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) • 504.2 (Authoring Tool) • 602.3 (Support Docs)	Software: Not Applicable	Software: Workstation does not contain any audio that plays automatically for more than 3 seconds.
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)	Software: Partially Supports	Software: Workstation supports keyboard operations for most of the interactive elements. Some example cases where the criteria not met: • On the Workstation Player – Preferences window, the "Confirm before closing a virtual

Criteria	Conformance Level	Remarks and Explanations
• 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)		machine" checkbox and other controls cannot be reached by the keyboard. • On the Workstation Pro – Manage Certificates window, the 'Root Certificate' 'Delete' and 'Properties' buttons cannot be reached.
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)	Software: Partially Supports	Software: In Workstation, the user's keyboard focus does not get trapped at any point on screens, except for one instance: • On the Workstation Pro – Take Snapshot window, the keyboard focus gets trapped inside the 'Description' edit multiline field.
2.1.4 Character Key Shortcuts (Level A 2.1 only) 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	Software: Not Applicable	Software: Workstation does not contain Character Key Shortcuts.

Criteria	Conformance Level	Remarks and Explanations

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)
    • 12.2.4 (Support Docs)
Revised Section 508
    • 501 (Web)(Software)
    • 504.2 (Authoring Tool)
    • 602.3 (Support Docs)
	Software: Not Applicable	Software: Workstation does not impose time out limit to users.

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)
	Software: Not Applicable	Software: Workstation does not contain any content that requires users to trigger the pause, stop, hide option.

2.3.1 Three Flashes or Below Threshold (Level A)
Also applies to:
EN 301 549 Criteria
    • 9.2.3.1 (Web)
    • 10.2.3.1 (Non-web document)
    • 11.2.3.1 (Open Functionality Software)
	Software: Not Applicable	Software: Workstation provides no content that flashes more than three times in one second or below thresholds.

Criteria	Conformance Level	Remarks and Explanations
11.2.3.1(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)		
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) 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	Software: Not Applicable	Software: In Workstation, no content is repeated on different windows.
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)	Software: Supports	Software: Workstation provides page title to describe its purpose.

Criteria	Conformance Level	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)
	Software: Partially Supports	Software: In Workstation, the focus order is sequential and meaningful for most of the focusable elements. Some example cases where the criteria not met:
		  • On the Workstation Pro – Updates window, the focus order is not logical after the "Manual Proxy settings" radio button.
		  • On the Workstation Pro – Edit Roles window, it is taking extra tab after activating the "Remove" button.

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)
	Software: Supports	Software: Workstation contains links that describe their purpose.

2.5.1 Pointer Gestures (Level A 2.1 only) Also applies to: EN 301 549 Criteria	Software: Not Applicable	Software: Workstation does not use pointer gestures.

Criteria	Conformance Level	Remarks and Explanations
• 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		
2.5.2 Pointer Cancellation (Level A 2.1 only) 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	Software: Supports	Software: Workstation supports pointer cancellation and no down-event.
2.5.3 Label in Name (Level A 2.1 only) Also applies to: EN 301 549 Criteria • 9.2.5.3 (Web) • 10.2.5.3 (Non-web document) • 11.2.5.3 (Open Functionality Software) • 11.2.5.3 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Software: Supports	Software: In Workstation, accessible names of user interface controls that match their visual labels are used.
2.5.4 Motion Actuation (Level A 2.1 only) Also applies to: EN 301 549 Criteria	Software: Not Applicable	Software: Workstation does not contain functionality that require device motion or user motion.

Criteria	Conformance Level	Remarks and Explanations
• 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) • 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 • 9.3.1.1 (Web) • 10.3.1.1 (Non-web document) • 11.3.1.1.1 (Open Functionality Software) • 11.3.1.1.2 (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)	Software: Supports	Software: In Workstation, the default language of pages can be identified by the screen readers listed in the "Evaluation Methods Used".
[3.2.1 On Focus](#) (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)	Software: Supports	Software: In Workstation, UI components on receiving focus do not initiate any change of context.

Criteria	Conformance Level	Remarks and Explanations
• 504.2 (Authoring Tool) • 602.3 (Support Docs)		

3.2.2 On Input (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)
	Software: Partially Supports	Software: Workstation provides components that do not initiate a change of context automatically while taking user inputs for most contents.
		Some example cases where the criteria not met:
		• On the Workstation Player- Home page – Virtual Machine dialog, the "Virtual machine setting" button does not retain focus after closing dialog.
		• On the Workstation Player- Home page – Menu bar elements, the entire "Help" pop-up menu gets closed by pressing the Esc key, instead of the "Hints" sub-menu.

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)
	Software: Supports	Software: In Workstation, error messages are identified by screen readers listed in the "Evaluation Method Used".

3.3.2 Labels or Instructions (Level A) Also applies to: EN 301 549 Criteria	Software: Partially Supports	Software: Workstation contains form fields with programmatically defined labels or instructions on most pages.

Criteria	Conformance Level	Remarks and Explanations
• 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)		Some example cases where the criteria not met: • On the Workstation Pro – Custom Setup wizard, the label is not announced by the screen reader for the "Folder Name" edit field. • On the Workstation Pro – Advanced window, the screen reader is not announcing the label for the multiline edit field below the "Show this message when the virtual machine is about to expire" checkbox.
4.1.1 Parsing (Level A) Also applies to: 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) • 602.3 (Support Docs)	Software: Supports	Software: In Workstation, contents can be exposed properly to the assistive technologies.
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) – Not required • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs)	Software: Partially Supports	Software: In Workstation, name, role, value is defined for many UI elements programmatically. Some example cases where the criteria not met: • On the Workstation Pro – Processors window, the screen reader does not announce "Expanded/Collapsed state" of "Number of processors" Combobox. • On the Workstation Player – Home page, the screen reader does announce an incorrect name

Criteria	Conformance Level	Remarks and Explanations
• 12.2.4 (Support Docs) Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)		for "Create a New Machine" and "Open a Virtual Machine" buttons.

Table 2: Success Criteria, Level AA

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA) Also 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)	Software: Not Applicable	Software: Workstation does not contain any synchronized media with live audio content requiring captions.
1.2.5 Audio Description (Prerecorded) (Level AA) Also 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)	Software: Not Applicable	Software: Workstation does not contain any synchronized media with prerecorded video content.

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) 504.2 (Authoring Tool) 602.3 (Support Docs		
[1.3.4 Orientation](#) (Level AA 2.1 only) Also 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	Software: Not Applicable	Software: Workstation is not available for mobile devices.
[1.3.5 Identify Input Purpose](#) (Level AA 2.1 only) Also applies to: EN 301 549 Criteria 9.1.3.5 (Web) 10.1.3.5 (Non-web document) 11.1.3.5 (Open Functionality Software) 11.1.3.5 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Software: Not Applicable	Software: Workstation does not contain web pages.
[1.4.3 Contrast (Minimum)](#) (Level AA) Also applies to: EN 301 549 Criteria 9.1.4.3 (Web)	Software: Partially Supports	Software: Workstation contains texts with a minimum contrast ratio of 4.5:1, except for one instance:

Criteria	Conformance Level	Remarks and Explanations
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)		On the Workstation Player – Home screen – Virtual Machine window, the contrast ratio is less than 4.5:1 for the tab control.
1.4.4 Resize text (Level AA) Also 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)	Software: Supports	Software: Workstation contains text that can be resized up to 200 percent without loss of content or functionality.
1.4.5 Images of Text (Level AA) Also 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)	Software: Partially Supports	Software: Workstation provides information using plain text rather than images of text, except one instance: On the Workstation Pro – Custom (advanced) window, the images of text is used instead of using actual text.

Criteria	Conformance Level	Remarks and Explanations

Revised Section 508
   • 501 (Web)(Software)
   • 504.2 (Authoring Tool)
   • 602.3 (Support Docs)		

1.4.10 Reflow (Level AA 2.1 only)
Also applies to:
EN 301 549 Criteria
   • 9.1.4.10 (Web)
   • 10.1.4.10 (Non-web document)
   • 11.1.4.10.1 (Open Functionality Software)
   • 11.1.4.10.2 (Closed Software)
   • 11.8.2 (Authoring Tool)
   • 12.1.2 (Product Docs)
   • 12.2.4 (Support Docs)
Revised Section 508 – Does not apply
	Software: Support	Software: Workstation contains contents that reflow correctly on all pages.

1.4.11 Non-text Contrast (Level AA 2.1 only)
Also 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
	Software: Partially Supports	Software: Workstation contains non-text contents with a minimum contrast ratio of 3:1 on most pages.
		Some example cases where the criteria not met:
		   • On the Workstation Pro – Software Updates window, the contrast ratio for the keyboard focus boundary of the button is 2.0:1 which is less than the minimum contrast ratio 3:1.
		   • On the Workstation Pro – Select a disk type window, the contrast ratio for keyboard focus boundary of the checkbox is 2.0:1 which is less than the minimum contrast ratio 3:1.

1.4.12 Text Spacing (Level AA 2.1 only)
Also 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)
	Software: Not Applicable	Software: Workstation does not contain web pages.

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		
1.4.13 Content on Hover or Focus (Level AA 2.1 only) Also 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	Software: Not Applicable	Software: In Workstation, pointer hover or keyboard focus does not trigger any additional content.
2.4.5 Multiple Ways (Level AA) Also 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	Software: Not Applicable	Software: Workstation does not contain any content which requires multiple ways to locate.
2.4.6 Headings and Labels (Level AA) Also applies to: EN 301 549 Criteria	Software: Partially Supports	Software: Workstation provides headings and labels to describe a topic or purpose, except for one instance:

Criteria	Conformance Level	Remarks and Explanations
• 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)		• On the Workstation Pro – Shared VMs window, the label of "Https" edit field is not descriptive.
2.4.7 Focus Visible (Level AA) Also applies to: 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)	Software: Partially Supports	Software: Workstation provides a visible keyboard focus indicator for many interactive elements. Some example cases where the criteria not met: • On the Workstation Pro – Scan for Virtual Machine window, the visual focus indicator is not visible on the "Virtual machine to add" section. • On the Workstation Pro – Virtual Network Editor window, the focus is not visible after selecting an item from the "bridged to" combo box.
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)	Software: Not Applicable	Software: Workstation does not contain any content in a secondary language.

Criteria	Conformance Level	Remarks and Explanations

• 12.2.4 (Support Docs)
Revised Section 508
    • 501 (Web)(Software)
    • 504.2 (Authoring Tool)
    • 602.3 (Support Docs)		

[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
    • 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
	Software: Supports	Software: Workstation provides a consistent navigation mechanism for all the pages.

[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)
    • 602.3 (Support Docs) – Does not apply to non-web doc
	Software: Supports	Software: Workstation identifies same elements consistently on all the pages.

Criteria	Conformance Level	Remarks and Explanations

3.3.3 Error Suggestion (Level AA)
Also applies to:
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)
	Software: Supports	Software: Workstation provides descriptive error suggestions for the form fields.

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
   • 501 (Web)(Software)
   • 504.2 (Authoring Tool)
   • 602.3 (Support Docs)
	Software: Not Applicable	Software: Workstation does not contain web pages that cause legal commitments or financial transactions.

4.1.3 Status Messages (Level AA 2.1 only)
Also applies to:
EN 301 549 Criteria
   • 9.4.1.3 (Web)
   • 10.4.1.3 (Non-web document) – Does not apply
   • 11.4.1.3 (Open Functionality Software) – Does not apply
	Software: Partially Supports	Software: Workstation provides status messages that can be determined by the assistive technologies on most pages.
		Some example cases where the criteria not met:
		   • On the Workstation Pro – Preferences window, the screen reader is not announcing the

Criteria	Conformance Level	Remarks and Explanations
• 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		"Configuring Workstation server" information which appears after activating the "Enable Sharing" button. • On the Workstation Pro – Software Updates window, the screen reader is not announcing the 'update status' after activating the "Check for updates" button.

Table 3: Success Criteria, Level AAA

Notes: AAA Criteria are not evaluated in this report.

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Chapter 3: Functional Performance Criteria (FPC)

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Partially Supports	Workstation allows people with vision loss to use the screen readers identified in "Evaluation Methods Used." Some components misidentify component name, role, and state as disclosed in Table 1: 1.3.1, 2.1.1, and 4.1.2 and Table 2: 4.1.3.
302.2 With Limited Vision	Partially Supports	Workstation features allow people with limited vision to access most of the interface elements. Some challenges may occur while accessing the application as disclosed in Table 2: 1.4.11, and 2.4.7.

Criteria	Conformance Level	Remarks and Explanations
302.3 Without Perception of Color	Partially Supports	Workstation features allow people without perception of color to access most of the content and functionality of the application. A few challenges of color alone used as the sole means to distinguish links and convey important information are found as disclosed in Table 2: 1.4.3 and 1.4.11.
302.4 Without Hearing	Not Applicable	Workstation has no operation that requires the user to hear.
302.5 With Limited Hearing	Not Applicable	Workstation has no operation that requires the user to hear.
302.6 Without Speech	Supports	Workstation features allow people without speech to access the application as controls do not require speech input.
302.7 With Limited Manipulation	Partially Supports	Workstation features can be operated by people with limited manipulation. A few challenges may occur while accessing the application as disclosed in Table 1: 2.1.1 and 2.1.2 and Table 2: 2.4.7.
302.8 With Limited Reach and Strength	Partially Supports	Workstation can be operated by people with limited reach and limited strength. A few challenges may occur while accessing the application as disclosed in Table 1: 2.1.1 and 2.1.2 and Table 2: 2.4.7.
302.9 With Limited Language, Cognitive, and Learning Abilities	Partially Supports	Workstation features can be operated by people with limited language, cognitive, and learning abilities. A few challenges may occur while accessing the application as disclosed in Table 1: 3.3.2.

Chapter 4: Hardware

Notes: Not Applicable

Chapter 5: [Software](#)

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.1 AA	See WCAG 2.1 section	See information in WCAG 2.1 section
502 Interoperability with Assistive Technology	Heading cell – no response required	Heading cell – no response required
502.2.1 User Control of Accessibility Features	Not Applicable	Workstation is not a platform software.
502.2.2 No Disruption of Accessibility Features	Not Applicable	Workstation is not a platform software.
502.3 Accessibility Services	Heading cell – no response required	Heading cell – no response required
502.3.1 Object Information	Not Applicable	Workstation is not a platform software.
502.3.2 Modification of Object Information	Not Applicable	Workstation is not a platform software.
502.3.3 Row, Column, and Headers	Not Applicable	Workstation is not a platform software.
502.3.4 Values	Not Applicable	Workstation is not a platform software.
502.3.5 Modification of Values	Not Applicable	Workstation is not a platform software.
502.3.6 Label Relationships	Not Applicable	Workstation is not a platform software.
502.3.7 Hierarchical Relationships	Not Applicable	Workstation is not a platform software.
502.3.8 Text	Not Applicable	Workstation is not a platform software.
502.3.9 Modification of Text	Not Applicable	Workstation is not a platform software.
502.3.10 List of Actions	Not Applicable	Workstation is not a platform software.
502.3.11 Actions on Objects	Not Applicable	Workstation is not a platform software.
502.3.12 Focus Cursor	Not Applicable	Workstation is not a platform software.
502.3.13 Modification of Focus Cursor	Not Applicable	Workstation is not a platform software.
502.3.14 Event Notification	Not Applicable	Workstation is not a platform software.
502.4 Platform Accessibility Features	Not Applicable	Workstation is not a platform software.
503 Applications	Heading cell – no response required	Heading cell – no response required
503.2 User Preferences	Not Applicable	Workstation does not contain any synchronized media.

503.3 Alternative User Interfaces	Not Applicable	Workstation does not contain any synchronized media.
503.4 User Controls for Captions and Audio Description	Heading cell – no response required	Heading cell – no response required
503.4.1 Caption Controls	Not Applicable	Workstation does not contain any synchronized media.
503.4.2 Audio Description Controls	Not Applicable	Workstation does not contain any synchronized media.
504 Authoring Tools	Heading cell – no response required	Heading cell – no response required
504.2 Content Creation or Editing (if not authoring tool, enter "not applicable")	Not Applicable	Workstation is not an authoring tool.
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	Not Applicable	Workstation is not an authoring tool.
504.2.2 PDF Export	Not Applicable	Workstation is not an authoring tool.
504.3 Prompts	Not Applicable	Workstation is not an authoring tool.
504.4 Templates	Not Applicable	Workstation is not an authoring tool.

Chapter 6: Support Documentation and Services

Notes: Not included in the report.

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Chapter 4: Functional Performance Statements (FPS)

Criteria	Conformance Level	Remarks and Explanations
4.2.1 Usage without vision	Partially Supports	Workstation allows people with vision loss to use the screen readers identified in "Evaluation Methods Used." Some components misidentify component name, role, and state as disclosed in Table 1: 1.3.1, 2.1.1, and 4.1.2 and Table 2: 4.1.3.
4.2.2 Usage with limited vision	Partially Supports	Workstation features allow people with limited vision to access most of the interface elements. Some challenges may occur while accessing the application as disclosed in Table 2: 1.4.11, and 2.4.7.
4.2.3 Usage without the perception of color	Partially Supports	Workstation features allow people without perception of color to access most of the content and functionality of the application. A few challenges of color alone used as the sole means to distinguish links and convey important information are found as disclosed in Table 2: 1.4.3 and 1.4.11.
4.2.4 Usage without hearing	Not Applicable	Workstation has no operation that requires the user to hear.
4.2.5 Usage with limited hearing	Not Applicable	Workstation has no operation that requires the user to hear.
4.2.6 Usage with no or limited vocal capability	Supports	Workstation features allow people with no or limited vocal capabilities to access the application as controls do not require speech input.

Criteria	Conformance Level	Remarks and Explanations
4.2.7 Usage with limited manipulation or strength	Partially Supports	Workstation features can be operated by people with limited manipulation or strength. A few challenges may occur while accessing the application as disclosed in Table 1: 2.1.1 and 2.1.2 and Table 2: 2.4.7.
4.2.8 Usage with limited reach	Partially Supports	Workstation features can be operated by people with limited reach. Few challenges may occur while accessing the application as disclosed in Table 1: 2.1.1 and 2.1.2 and Table 2: 2.4.7.
4.2.9 Minimize photosensitive seizure triggers	Supports	Workstation does not include any content that triggers photosensitive seizures in the application.
4.2.10 Usage with limited cognition, language, or learning	Partially Supports	Workstation features can be operated by people with limited language, cognitive, and learning abilities. A few challenges may occur while accessing the application as disclosed in Table 1: 3.3.2.
4.2.11 Privacy	Not Applicable	Workstation does not contain privacy related feature provided for accessibility.

Chapter 5: Generic Requirements

Notes: Workstation supports standard assistive technologies and is, therefore, not subject to the Closed Functionality criteria described in this Chapter.

Chapter 6: ICT with Two-Way Voice Communication

Notes: Not Applicable

Chapter 7: ICT with Video Capabilities

Notes: Not Applicable

Chapter 8: Hardware

Notes: Not Applicable

Chapter 9: Web

Notes: Not Applicable

Chapter 10: Non-Web Software

Notes: Refer to the previously identified remarks and details for WCAG 2.1 already provided in this VPAT.

Chapter 11: Software

Criteria	Conformance Level	Remarks and Explanations
11.0 General (informative)	Heading cell – no response required	Heading cell – no response required
11.1.1.1 through 11.4.1.3	See WCAG 2.1 section	See information in WCAG 2.1 section
11.5 Interoperability with assistive technology	Heading cell – no response required	Heading cell – no response required
11.5.1 Closed functionality	Heading cell – no response required	Heading cell – no response required
11.5.2 Accessibility services	Heading cell – no response required	Heading cell – no response required
11.5.2.1 Platform accessibility service support for software that provides a user interface	See 11.5.2.3 through 11.5.2.17	See information in 11.5.2.3 through 11.5.2.17
11.5.2.2 Platform accessibility service support for assistive technologies	See 11.5.2.3 through 11.5.2.17	See information in 11.5.2.3 through 11.5.2.17
11.5.2.3 Use of accessibility services	Supports	Workstation supports the accessibility services provided by Windows, Linux OS, including NVDA, ORCA screen reader, and high contrast theme.
11.5.2.4 Assistive technology	Not Applicable	Workstation is not an assistive technology.
11.5.2.5 Object information	Partially Supports	Workstation object information is determined by the screen reader listed in

Criteria	Conformance Level	Remarks and Explanations
		the "Evaluation Method Used" for most of the content. Some challenges may occur while accessing the application as disclosed in Table 1: 1.3.1, 3.3.2, and 4.1.2.
11.5.2.6 Row, column, and headers	Supports	In Workstation, column headers are determined by the screen reader listed in the "Evaluation Method Used".
11.5.2.7 Values	Partially Supports	In Workstation, the values associated with objects are available to users on most of the windows that can be determined by screen reader listed in the "Evaluation Method Used". Some challenges may occur while accessing the application as disclosed in Table 1: 4.1.2.
11.5.2.8 Label relationships	Partially Supports	Workstation provides labels that can be determined by the screen reader listed in the "Evaluation Method Used" for most of the forms. Some challenges may occur while accessing the application as disclosed in Table 1: 1.3.1.
11.5.2.9 Parent-child relationships	Supports	Workstation provides parent-child relationships that can be determined by the screen reader listed in the "Evaluation Method Used".
11.5.2.10 Text	Supports	Workstation presents text objects, text attributes, and the boundary of text that can be determined by the screen reader listed in the "Evaluation Method Used".
11.5.2.11 List of available actions	Supports	Workstation allows the users to execute the supported actions of UI elements.

Criteria	Conformance Level	Remarks and Explanations
11.5.2.12 Execution of available actions	Supports	Workstation permits the assistive technologies to execute actions on objects.
11.5.2.13 Tracking of focus and selection attributes	Supports	Workstation shows a text insertion point when user input is required and has visible focus.
11.5.2.14 Modification of focus and selection attributes	Supports	In Workstation, the focus can be tracked and moved among interactive UI elements as the input focus changes.
11.5.2.15 Change notification	Supports	In Workstation, a change of notifications is notified by the assistive technologies.
11.5.2.16 Modifications of states and properties	Supports	Workstation allows users to modify the state and properties of UI elements that can be determined by assistive technologies.
11.5.2.17 Modifications of values and text	Supports	Workstation allows users to modify values and text using assistive technologies.
11.6 Documented accessibility usage	Heading cell – no response required	Heading cell – no response required
11.6.1 User control of accessibility features	Not Applicable	Workstation is not a platform software.
11.6.2 No disruption of accessibility features	Supports	Workstation does not disrupt platform accessibility features.
11.7 User preferences	Supports	Workstation permits user preferences from platform settings.
11.8 Authoring tools	Heading cell – no response required	Heading cell – no response required
11.8.1 Content technology	Heading cell – no response required	Heading cell – no response required
11.8.2 Accessible content creation	Not Applicable	Workstation is not an authoring tool.
11.8.3 Preservation of accessibility information in transformations	Not Applicable	Workstation is not an authoring tool.
11.8.4 Repair assistance	Not Applicable	Workstation is not an authoring tool.

Criteria	Conformance Level	Remarks and Explanations
11.8.5 Templates	Not Applicable	Workstation is not an authoring tool.

Chapter [12: Documentation and Support Services](#)

Notes: Not Applicable

Chapter [13: ICT Providing Relay or Emergency Service Access](#)

Notes: Not Applicable

Legal Disclaimer (Company)

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E202.2 Legacy ICT. Any component or portion of existing ICT that complies with an earlier standard issued pursuant to Section 508 of the Rehabilitation Act of 1973, as amended (as republished in Appendix D), and that has not been altered on or after January 18, 2018, shall not be required to be modified to conform to the Revised 508 Standards.

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