

Bongo Accessibility Conformance Report

WCAG Edition

VPAT® Version 2.4 (Revised)

Name of Product/Version: Bongo / 26.3

Product Description:

Bongo is a video assessment solution that enables experiential learning and soft skill development at scale. Organizations use Bongo’s structured video workflows to facilitate repeated skill practice, peer-to-peer collaboration, and knowledge application within a real-world context. When individuals demonstrate what they can do on video, evaluators get an authentic representation of their competency. Bongo was founded in 2009 and is headquartered in Loveland, Colorado.

Report Date: April 2026

Contact Information:

Bruce Fischer – Chief Technology Officer - bruce.fischer@bongolearn.com

Cooper Scott – Product Manager - cooper.scott@bongolearn.com

Zach Hittle – Software Engineer - zachary.hittle@bongolearn.com

Notes:

Evaluation Methods Used:

“Voluntary Product Accessibility Template” and “VPAT” are registered service marks of the Information Technology Industry Council (ITI)

The Bongo development team incorporates accessibility best practices into our design and development processes. Our designers build and maintain design patterns and components with accessibility and consistency in mind. Accessibility tests are integrated into the unit testing and integration testing phases of our development process. Our key testing methods that are used during our development process are listed below. These testing types are referenced the Remarks and Explanations column to indicate how we tested the success criteria for each requirement:

- Manual Accessibility Testing: Browser & keyboard testing with visual verification
- Screen Reader Testing: NVDA/Chrome, NVDA/Firefox
- Color Contrast Testing: Chrome Developer Tools with the Wave extension, Firefox developer accessibility tool
- Screen Magnifier Testing: Browser zoom capability with visual verification

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 Level AA |
| Web Content Accessibility Guidelines 2.1 | Level A Level AA |

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 2.0 Level AAA.

WCAG 2.x Report

Note: When reporting on conformance with the WCAG 2.x 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

Notes:

| Criteria | Conformance Level | Remarks and Explanations |
|---|-------------------|---|
| 1.1.1 Non-text Content (Level A) | Supports | Testing Methods: Manual Accessibility Testing, Screen Reader Testing Explanation: <ul style="list-style-type: none"> • Bongo uses alt text and ARIA labels for descriptive text and role • Other ARIA attributes to specify and element’s purpose where applicable |
| 1.2.1 Audio-only and Video-only (Prerecorded) (Level A) | Not Applicable | Testing Methods: N/A Explanation: <ul style="list-style-type: none"> • Any multi-media content in Bongo requires both audio and video. |
| 1.2.2 Captions (Prerecorded) (Level A) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> • Everything that Bongo creates and provides includes captions. • All user-created material is able to be captioned via third party services |

| Criteria | Conformance Level | Remarks and Explanations |
|--|--------------------|---|
| | | <ul style="list-style-type: none"> Bongo video assignments have the ability to auto generate caption files for all videos |
| 1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A) | Partially Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> When using the Bongo AI feedback a transcript will be produced for each video. That transcript will meet this requirement. Currently AI feedback is not included in the Interactive Video or Group Project assignment types. |
| 1.3.1 Info and Relationships (Level A) | Supports | Testing Methods: Screen Reader Testing, Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Bongo uses ARIA labels to allow screen readers to describe all content and functions Other ARIA attributes to specify and element's purpose where applicable |
| 1.3.2 Meaningful Sequence (Level A) | Supports | Testing Methods: Screen Reader Testing Explanation: <ul style="list-style-type: none"> User can tab through interactive elements in a top to bottom order, this is easily verified by the screen reader |
| 1.3.3 Sensory Characteristics (Level A) | Supports | Testing Methods: Manual Accessibility Testing Explanation: |

| Criteria | Conformance Level | Remarks and Explanations |
|--|-------------------|---|
| | | <ul style="list-style-type: none"> Any concepts suggested through shape, size, visual location, orientation or sound are also communicated through language. Text descriptions are the source for content information |
| 1.4.1 Use of Color (Level A) | Supports | <p>Testing Methods: Manual Accessibility Testing</p> <p>Explanation:</p> <ul style="list-style-type: none"> Information conveyed through font styling or color is also communicated through language. Text descriptions are the source for content information For example, the scoring is conveyed using color combined with text describing the results. |
| 1.4.2 Audio Control (Level A) | Not Applicable | <p>Testing Methods: N/A</p> <p>Explanation:</p> <ul style="list-style-type: none"> No audio auto plays in Bongo without a prompt from the user |
| 2.1.1 Keyboard (Level A) | Supports | <p>Testing Methods: Manual Accessibility Testing, Screen Reader Testing</p> <p>Explanation:</p> <ul style="list-style-type: none"> Forms and menu lists are accessible by keyboard and assistive technologies. Users can tab through interactive elements |
| 2.1.2 No Keyboard Trap (Level A) | Supports | <p>Testing Methods: Manual Accessibility Testing, Screen Reader Testing</p> <p>Explanation:</p> |

| Criteria | Conformance Level | Remarks and Explanations |
|--|-------------------|---|
| | | <ul style="list-style-type: none"> Can tab forward and backward through interactive elements |
| 2.1.4 Character Key Shortcuts (Level A 2.1 only) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Bongo keyboard shortcuts include 1 or more non-printable keyboard characters. For example, the info screen can be invoked by the ALT-I sequence |
| 2.2.1 Timing Adjustable (Level A) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Bongo has very long timeout conditions set for all video assignments. There are no time limits set for the application outside the actual recording of a video which is set to a max of 2 hrs because of the browser memory usage. Videos that require more than 2 hrs can either be recorded separately from Bongo and then uploaded into the system Essential exception: The Q&A and Role Play assignment can be configured to be a “hot seat” assignment where the instructor configures a time limit for the completion of the actual question or role play interaction. . When configured this way, Bongo cannot change that timing requirement on a learner by learner basis. |
| 2.2.2 Pause, Stop, Hide (Level A) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Bongo has no moving, blinking or scrolling information displayed to users. |

| Criteria | Conformance Level | Remarks and Explanations |
|--|-------------------|---|
| | | <ul style="list-style-type: none"> Only auto-updating content is a status of content within the system (e.g. processing to ready status). |
| 2.3.1 Three Flashes or Below Threshold (Level A) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Bongo does not have any content that flashes |
| 2.4.1 Bypass Blocks (Level A) | Supports | Testing Methods: Manual Accessibility Testing, Explanation: <ul style="list-style-type: none"> Global navigation is not part of the sequential tab order and is therefore can be bypassed by tabbing through it without seeing all the content of the menu item itself. |
| 2.4.2 Page Titled (Level A) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Each page has a header description that indicates the purpose of the page. |
| 2.4.3 Focus Order (Level A) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Can tab forward and backward through interactive elements that follow the workflow of the assignment |
| 2.4.4 Link Purpose (In Context) (Level A) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> All link text is descriptive of the content of the link Links that are represented by icons have a roll-over to describe the function |

| Criteria | Conformance Level | Remarks and Explanations |
|---|-------------------|--|
| 2.5.1 Pointer Gestures (Level A 2.1 only) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> All functionality can be operated with a single pointer |
| 2.5.2 Pointer Cancellation (Level A 2.1 only) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Any action done with a single click can be undone and any actions that are not undoable require a confirmation and more than one click |
| 2.5.3 Label in Name (Level A 2.1 only) | Supports | Testing Methods: Screen Reader Testing Explanation: <ul style="list-style-type: none"> Bongo uses ARIA and text labels for all UI components. |
| 2.5.4 Motion Actuation (Level A 2.1 only) | Not Applicable | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Bongo does not have any motion triggered functionality |
| 3.1.1 Language of Page (Level A) | Supports | Testing Methods: Screen Reader Testing Explanation: <ul style="list-style-type: none"> All pages have language attributes |
| 3.2.1 On Focus (Level A) | Supports | Testing Methods: Manual Accessibility Testing, Screen Reader Testing Explanation: <ul style="list-style-type: none"> Bongo does not use focus as a trigger to change context. User interaction is required to change |

| Criteria | Conformance Level | Remarks and Explanations |
|--|-------------------|---|
| | | context |
| 3.2.2 On Input (Level A) | Supports | Testing Methods: Manual Accessibility Testing, Screen Reader Testing Explanation: <ul style="list-style-type: none"> Bongo has clearly labeled fields throughout the different assignment types.. |
| 3.3.1 Error Identification (Level A) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> All input errors are identified to the user |
| 3.3.2 Labels or Instructions (Level A) | Supports | Testing Methods: Manual Accessibility, Screen Reader Testing Explanation: <ul style="list-style-type: none"> All user input has instructions |
| 4.1.1 Parsing (Level A) | Supports | Testing Methods: Screen Reader Testing Explanation: <ul style="list-style-type: none"> All tags are closed or self closing enables the screen reader to successfully describe the content. |
| 4.1.2 Name, Role, Value (Level A) | Supports | Testing Methods: Screen Reader Testing Explanation: <ul style="list-style-type: none"> Bongo uses standard HTML controls which meet the success criteria. |

Table 2: Success Criteria, Level AA

Notes:

| Criteria | Conformance Level | Remarks and Explanations |
|--|--------------------|--|
| 1.2.4 Captions (Live) (Level AA) | Supports | <p>Testing Methods: Manual Accessibility Testing</p> <p>Explanation:</p> <ul style="list-style-type: none"> • Live meetings have the option to provide live captions via a third party service • Bongo automatically imports those caption files and display captions when playing a video • Bongo video assignments have the ability to auto generate caption files for all videos |
| 1.2.5 Audio Description (Prerecorded) (Level AA) | Partially Supports | <p>Testing Methods: Manual Accessibility Testing</p> <p>Explanation:</p> <ul style="list-style-type: none"> • When using the Bongo AI feedback a transcript will be produced for each video. That transcript will meet this requirement. • Currently AI feedback is not included in the Interactive Video or Group Project assignment types. |
| 1.3.4 Orientation (Level AA 2.1 only) | Supports | <p>Testing Methods: Manual Accessibility Testing</p> <p>Explanation:</p> <ul style="list-style-type: none"> • Bongo does not require a specific orientation for the functionality. • Essential exception: During recording, the orientation of the video cannot be changed dynamically during the recording. |
| 1.3.5 Identify Input Purpose (Level AA 2.1 only) | Supports | <p>Testing Methods: Manual Accessibility Testing</p> <p>Explanation:</p> |

| Criteria | Conformance Level | Remarks and Explanations |
|--|--------------------|--|
| | | <ul style="list-style-type: none"> The purpose of each input field in Bongo is described by the title or description of the input field. |
| 1.4.3 Contrast (Minimum) (Level AA) | Supports | Testing Methods: Color Contrast Testing Explanation: <ul style="list-style-type: none"> Bongo contrast level is 4.5:1 Large scale text and images of large scale text have a contrast ratio of at least 3:1 |
| 1.4.4 Resize text (Level AA) | Supports | Testing Methods: Screen Magnifier Testing Explanation: <ul style="list-style-type: none"> Bongo can use the browser zoom level at 200% zoom level |
| 1.4.5 Images of Text (Level AA) | Not Applicable | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Bongo does not contain any images of text other than the Bongo logo. |
| 1.4.10 Reflow (Level AA 2.1 only) | Partially Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Bongo has a responsive UI so that each screen will reformat to fit the physical screen. Depending on content, there are cases that require scrolling in two dimensions (e.g. rubrics) |
| 1.4.11 Non-text Contrast (Level AA 2.1 only) | Supports | Testing Methods: Color Contrast Testing Explanation: <ul style="list-style-type: none"> Bongo UI components have a 3:1 contrast, except for inactive components |
| 1.4.12 Text Spacing (Level AA 2.1 only) | Supports | Testing Methods: Manual Accessibility Testing Explanation: |

| Criteria | Conformance Level | Remarks and Explanations |
|--|-------------------|--|
| | | <ul style="list-style-type: none"> Bongo content is not compromised when the line spacing is changed to the indicated amounts. |
| 1.4.13 Content on Hover or Focus (Level AA 2.1 only) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Fields that support hover text will persist until the user changes focus. |
| 2.4.5 Multiple Ways (Level AA) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Bongo has a standard navigation path for all pages using a global navigation path with bread crumbs Headings, ARIA landmarks and unique link and button names help users navigate pages quickly Bongo allows partner tools to launch directly into specific assignment pages in addition to the standard navigation path |
| 2.4.6 Headings and Labels (Level AA) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Headings and labels describe the purpose on each page |
| 2.4.7 Focus Visible (Level AA) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> Bongo uses CSS to change the presentation of the user interface component when it receives focus |
| 3.1.2 Language of Parts (Level AA) | Not Supported | Testing Methods: Explanation: <ul style="list-style-type: none"> The human language of the user input text cannot be programmatically determined, if it |

| Criteria | Conformance Level | Remarks and Explanations |
|--|-------------------|--|
| | | doesn't match the users locale the screen reader cannot change languages dynamically. |
| 3.2.3 Consistent Navigation (Level AA) | Supports | Testing Methods: Manual Accessibility Testing, Screen Reader Testing Explanation: <ul style="list-style-type: none"> • Navigational mechanisms are consistent across pages |
| 3.2.4 Consistent Identification (Level AA) | Supports | Testing Methods: Manual Accessibility Testing, Screen Reader Testing Explanation: <ul style="list-style-type: none"> • Components are consistent across pages |
| 3.3.3 Error Suggestion (Level AA) | Not Applicable | Testing Methods: Explanation: <ul style="list-style-type: none"> • Bongo does not suggest corrections or analyze input |
| 3.3.4 Error Prevention (Legal, Financial, Data) (Level AA) | Supports | Testing Methods: Manual Accessibility Testing Explanation: <ul style="list-style-type: none"> • All actions that modify or delete user-controllable content is either reversible or confirmed |
| 4.1.3 Status Messages (Level AA 2.1 only) | Supports | Testing Methods: Screen Reader Testing Explanation: <ul style="list-style-type: none"> • All UI screens are updated every 15 seconds, if a status has changed on a page, the screen reader will be able to access that change without re-reading the entire page |

Bongo Legal Disclaimer

This document is for informational purposes only and the contents herein are subject to change without notice. Bongo does not warrant that this document is error free and makes no warranties, expressed or implied. The information contained in this document represents the current view of Bongo on the issues discussed as of the date of publication. Bongo cannot guarantee the accuracy of any information presented herein after the date of the publication. Bongo specifically disclaims any liability with respect to this document and no contractual obligations are formed either directly or indirectly by this document.