

# Accessibility statement

## Webcruiter

### **What is web and mobile accessibility?**

Web and mobile accessibility means that websites, apps, tools and technologies must be developed and designed to be used by everyone, including people with visual, physical or other disabilities.

Accessibility is regulated by the EU Directive on the accessibility of websites and mobile applications (WAD). This EU directive is a standardisation of the accessibility laws within the EU and EEA, and a part of Norwegian law. The directive requires public sector websites and mobile apps to be accessible by February 1<sup>st</sup> 2023.

The Web Accessibility Initiative (WAI) has developed the Web Content Accessibility Guidelines (WCAG) to make the net accessible and thereby fulfil the requirements of the WAD. These guidelines include technical specifications to improve the accessibility of web content, websites and applications on desktop computers, laptop computers, tablets and mobile devices for people with a wide range of disabilities. Public-sector websites must conform to the WCAG 2.1 AA standard.

### **Accessibility in Webcruiter**

Webcruiter has been tested in accordance with the requirements in the standard WCAG 2.1 AA. The tests have been conducted with test tools for accessibility, keyboards and screenreaders. We are continuously improving the accessibility in the solution, and update this accessibility statement when changes are implemented. Webcruiter meets the accessibility requirements in application forms and job advertisements, and we are working on improving the navigation menu.

### **Accessibility in development**

To ensure that we maintain conformity with the WAD when we make improvements to Webcruiter, we follow the procedure below.



We follow the guidelines of WCAG 2.1 AA, in accordance with the requirements for the public sector. We use Uutilsynet's and WAI's WCAG checklists for the various phases of our product development.

## Requirements and design

1. New requirements will be prioritised in accordance with the accessibility requirements.
2. The UX design will be validated against the WCAG checklist before development begins.

## Implementation and testing

1. Code will follow the WCAG.
2. Changed functionality will be tested against the WCAG checklist.
3. The functionality will be tested in Chrome, Firefox, IE11 and Safari.
4. The development and product team members will receive training in the WCAG to ensure that accessibility requirements are taken into consideration during the various phases of development.

## Implementation by customers

1. It is the customer's responsibility to ensure that style adaptations, positioning of the careers website and integration of published adverts are accessible.
2. Talentech offers support and information to help our customers conform to WAD and WCAG 2.1 AA.

## Questions or comments

If you have any questions or comments about Talentech's commitment to ensure accessibility in Webcruiter, please e-mail us at [accessibility@talentech.com](mailto:accessibility@talentech.com).

Last updated: 2023-06-01