



Accessibility statement

RGAA 4.1

04/10/2023

About this document

This document aims to define the general level of accessibility observed on the <https://xxxx.talent-soft.com/> applications in accordance with the regulations.

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1. ACCESSIBILITY STATEMENT

CEGID is committed to ensuring the accessibility of its internet, intranet, extranet and software packages [and its mobile applications and digital advertising] in accordance with article 47 of Act no. 2005-102 of 11 February 2005.

In this respect, CEGID is highlighting the following strategy and actions:

- A multi-year accessibility plan covering 2019-2023
- Action plan in 2019-2022

This accessibility statement relates to: <https://xxxx.talent-soft.com/> applications

2. STATE OF COMPLIANCE

The CEGID Talentsoft application does not conform with the general frame of reference for improvements to accessibility (RGAA), version 4.1, due to the non-compliance and dispensations listed below.

3. RESULTS OF TESTS

The CEGID Talentsoft application consists of several modules. For better visibility on the level of accessibility of the application, it was decided that a compliance audit by module would be carried out.

The average level of accessibility of the modules is 46,5%.

The detailed results are the following :

3.1. Partially compliant modules

- **Talentsoft Match Module:** 53% of the RGAA version 4.1 criteria are met; (7 pages)
- **Talent Acquisition Module:** 54% of the RGAA version 4.1 criteria are met; (10 pages)
- **Learning Module – TMS:** 58% of the RGAA version 4.1 criteria are met; (7 pages)
- **Connection Module:** 53% of the RGAA version 4.1 criteria are met; (1 page)
- **Performance Module:** 93% of the RGAA version 4.1 criteria are met; (1 page)

3.2. Non-compliant modules

- **Portal Module:** 23% of the RGAA version 4.1 criteria are met; (3 pages)
- **Talent Review Module:** 36% of the RGAA version 4.1 criteria are met; (3 pages)
- **Salary Review Module:** 33% of the RGAA version 4.1 criteria are met; (1 page)
- **Analytics Module:** 32% of the RGAA version 4.1 criteria are met; (1 page)
- **Continuous conversation Module:** 37% of the RGAA version 4.1 criteria are met 4.1; (3 pages)
- **Learning Module – LMS:** 39.6% of the RGAA version 4.1 criteria are met; (4 pages)

3.3. Non-accessible content of the « Talentsoft Match » module

- Criterion 3.2: The contrast between the text colour and the background colour is insufficient;
- Criterion 3.3: The contrast between the colours of an interface component or a graphical element is insufficient;
- Criterion 7.4: Users are not alerted to changes in context;
- Criterion 8.2: The generated source code is not valid;
- Criterion 8.3: No language is declared as default on the pages;
- Criterion 8.6: The title of each page lacks precision and pertinence;
- Criterion 8.7: The language indications are not specified for texts written in a different language to the default language;
- Criterion 8.9: Some markers are used for presentation;
- Criterion 9.1: The hierarchy of titles is not appropriate;
- Criterion 9.2: The document structure is incoherent;
- Criterion 9.3: Lists are incorrectly structured in the code;
- Criterion 10.1: Presentation elements are present in the code instead of being in style sheets;
- Criterion 10.4: Elements and text lose readability when the character size is increased to 200%;
- Criterion 10.7: The native browser focus style is deleted or degraded;
- Criterion 10.14: Certain additional content does not display when a component is activated via the keyboard or any pointing device;
- Criterion 11.1: Fields in a form do not have a label;

- Criterion 11.5: Form fields' of the same type are not grouped together;
- Criterion 11.9: The title of certain buttons is not pertinent;
- Criterion 12.1: There is no other navigation system than the menu (site plan or global search engine);
- Criterion 12.6: There is no access or avoidance link to access different zones present on the pages;
- Criterion 12.7: There is no access or avoidance link to access the main content zone of each page;
- Criterion 12.8: On each web page, order of content tabulation is sometimes incoherent.

3.4. Non-accessible content of the « Talent Acquisition » module

- Criterion 1.1: Certain information bearing images are not accompanied by a text alternative;
- Criterion 1.2: Certain decorative images are not correctly ignored by assistive technology;
- Criterion 1.3: Certain information bearing images are not accompanied by a pertinent text alternative;
- Criterion 2.1: Certain online frames do not have a title;
- Criterion 3.1: Certain information is only given by colour;
- Criterion 3.2: The contrast between the text colour and the background colour is insufficient;
- Criterion 3.3: The contrast between the colours of an interface component or a graphical element is insufficient;
- Criterion 5.8: Certain layout tables use elements specific to data tables;
- Criterion 6.1: Certain links are not explicit;
- Criterion 7.1: Scripts are incompatible with assistive technology;
- Criterion 7.3: Scripts are not controllable by a keyboard;
- Criterion 7.4: Users are not alerted to changes in context;
- Criterion 8.2: The generated source code is not valid;
- Criterion 8.7: Changes in language are not signalled in the source code;
- Criterion 8.9: Some markers are used for presentation;
- Criterion 9.1: The hierarchy of titles is not appropriate;
- Criterion 9.2: The document structure is incoherent;

- Criterion 9.3: Lists are incorrectly structured in the code;
- Criterion 10.1: Presentation elements are present in the code instead of being in style sheets;
- Criterion 10.4: Elements and text lose readability when the character size is increased to 200%;
- Criterion 10.5: CSS declaration of element background colours and typeface are not correctly used;
- Criterion 10.7: The native browser focus style is deleted or degraded;
- Criterion 10.9: Information is given only by shape, size or position;
- Criterion 10.10: Information is given only by shape, size or position;
- Criterion 10.12: The text spacing properties cannot be redefined by the user without a loss of content or function;
- Criterion 11.10: Input control is not pertinent (Indication of mandatory fields, examples of type/format of expected data, nominative error message, etc.);
- Criterion 11.11: Input control is not accompanied by suggestions to aid in the correction of errors (example of type/format of expected data, pertinent error message, etc.);
- Criterion 11.13: The finality of an input field cannot be deduced to facilitate the automatic filling of fields with the users' details;
- Criterion 12.3: The page "site plan" is not pertinent;
- Criterion 12.8: The tabulation order does not remain coherent after the update of content by a script;
- Criterion 12.9: Elements that are meant to be focused on are not reachable with the tabulation key;
- Criterion 13.2: Opening a new window should not be done without an action from the user;
- Criterion 13.5: No alternatives to cryptic contents (art ASCII, emoticons, cryptic syntax)
- Criterion 13.10: Usable or available features by means of complex gestures are not available by simple gestures;
- Criterion 13.11: Actions triggered by a pointing device on a single area of the screen cannot be cancelled.

3.5. Non-accessible content of the « Learning TMS » module

- Criterion 3.1: Certain information is only given by colour;
- Criterion 3.2: The contrast between the text colour and the background colour is insufficient;

- Criterion 3.3: The contrast between the colours of an interface component or a graphical element is insufficient;
- Criterion 6.1: Certain links are not explicit;
- Criterion 8.2: The generated source code is not valid;
- Criterion 8.3: No language is declared as default on the pages;
- Criterion 8.6: The title of each page lacks precision and pertinence;
- Criterion 8.7: Changes in language are not signalled in the source code;
- Criterion 9.2: The document structure is incoherent;
- Criterion 9.3: Lists are incorrectly structured in the code;
- Criterion 10.1: Presentation elements are present in the code instead of being in style sheets;
- Criterion 10.7: The native browser focus style is deleted or degraded;
- Criterion 11.1: Fields in a form do not have a label;
- Criterion 11.4: Form fields are not appended to their label;
- Criterion 11.9: The title of certain buttons is not pertinent;
- Criterion 12.1 There is no other navigation system than the menu (site plan or global search engine);
- Criterion 12.6: There is no access or avoidance link to access different zones present on the pages;
- Criterion 12.7: There is no access or avoidance link to access the main content zone of each page;
- Criterion 13.3: Certain administrative documents are not accessible.

3.6. Non-accessible content of the « Connection » module

- Criterion 1.1: Certain information bearing images are not accompanied by a text alternative;
- Criterion 1.2: Certain decorative images are not correctly ignored by assistive technology;
- Criterion 2.1: Certain online frames do not have a title;
- Criterion 3.1: Certain information is only given by colour;
- Criterion 3.2: The contrast between the text colour and the background colour is insufficient;
- Criterion 5.3: For every layout table, the linearised content does not remain understandable;
- Criterion 7.1: Scripts are incompatible with assistive technology;

- Criterion 7.3: Scripts are not controllable by a keyboard;
- Criterion 7.4: Users are not alerted to changes in context;
- Criterion 8.2: The generated source code is not valid;
- Criterion 8.3: No language is declared as default on the pages;
- Criterion 9.1: The hierarchy of titles is not appropriate;
- Criterion 10.1: Presentation elements are present in the code instead of being in style sheets;
- Criterion 10.7: Focus elements aren't always visible for the user;
- Criterion 10.8: Hidden contents are not shown by assistive technologies;
- Criterion 11.13: The finality of an input field cannot be deduced to facilitate the automatic filling of fields with the users' details;
- Criterion 12.11: Additional contents are not accessible using a keyboard.

3.7. Non- accessible content of the « Performance » module

- Criterion 5.7: The header cells do not match the corresponding cells;
- Criterion 7.3: Scripts are not controllable by a keyboard or by a pointing device;
- Criterion 11.9: The title of certain buttons is not pertinent;

3.8. Non-accessible content of the « Portal » module

- Criterion 1.1: Certain information bearing images are not accompanied by a text alternative;
- Criterion 1.2: Certain decorative images are not correctly ignored by assistive technology;
- Criterion 1.6: Certain information bearing images are not accompanied by a text alternative;
- Criterion 1.8: Text images should be replaced by stylised text;
- Criterion 2.1: Certain online frames do not have a title;
- Criterion 3.1: Certain information is only given by colour;
- Criterion 3.2: The contrast between the text colour and the background colour is insufficient;
- Criterion 3.3: The contrast between the colours of an interface component or a graphical element is insufficient;
- Criterion 5.3: For every layout table, the linearised content does not remain understandable;

- Criterion 5.6: Column, line or table line headers are not correctly declared as such;
- Criterion 5.7: The header cells do not match the corresponding cells;
- Criterion 6.1: Certain links are not explicit;
- Criterion 6.2: Certain links do not have a title;
- Criterion 7.1: Scripts are incompatible with assistive technology;
- Criterion 7.2: Alternatives to scripts are not pertinent;
- Criterion 7.3: Scripts are not controllable by a keyboard;
- Criterion 7.4: Users are not alerted to changes in context;
- Criterion 7.5: Status messages are not correctly reproduced by assistive technologies;
- Criterion 8.2: The generated source code is not valid;
- Criterion 8.3: No language is declared as default on the pages;
- Criterion 8.6: The title of each page lacks precision and pertinence;
- Criterion 8.9: Some markers are used for presentation;
- Criterion 9.1: The hierarchy of titles is not appropriate;
- Criterion 9.2: The document structure is incoherent;
- Criterion 9.3: Lists are incorrectly structured in the code;
- Criterion 10.2: Visible information bearing content disappear when style sheets are deactivated;
- Criterion 10.3: Certain information isn't understandable when style sheets are deactivated;
- Criterion 10.4: Elements and text lose readability when the character size is increased to 200%;
- Criterion 10.7: The native browser focus style is deleted or degraded;
- Criterion 10.8: Hidden contents are not shown by assistive technologies;
- Criterion 10.12: The text spacing properties cannot be redefined by the user without a loss of content or function;
- Criterion 11.1: Fields in a form do not have a label;
- Criterion 11.10: Input control is not pertinent (Indication of mandatory fields, examples of type/format of expected data, nominative error message, etc.);

- Criterion 11.11: Input control is not accompanied by suggestions to aid in the correction of errors (example of type/format of expected data, pertinent error message, etc.);
- Criterion 11.12: The data input cannot be modified, updated or accessed by the user;
- Criterion 11.13: The finality of an input field cannot be deduced to facilitate the automatic filling of fields with the users' details;
- Criterion 12.1: There is no other navigation system than the menu (site plan or global search engine);
- Criterion 12.6: There is no access or avoidance link to access different zones present on the pages;
- Criterion 12.7: There is no access or avoidance link to access the main content zone of each page;
- Criterion 12.8: On each web page, order of content tabulation is sometimes incoherent.
- Criterion 12.11: Additional contents are not accessible using a keyboard.
- Criterion 13.3: Certain administrative documents are not accessible.
- Criterion 13.4: The accessible version of certain administrative documents does not provide the same information;
- Criterion 13.10: Usable or available features by means of complex gestures are not available by simple gestures.

3.9. Non-accessible content of the « Talent Review » module

- Criterion 1.2: Certain decorative images are not correctly ignored by assistive technology;
- Criterion 2.1: Certain online frames do not have a title;
- Criterion 3.1: Certain information is only given by colour;
- Criterion 3.2: The contrast between the text colour and the background colour is insufficient;
- Criterion 3.3: The contrast between the colours of an interface component or a graphical element is insufficient;
- Criterion 4.1: Pre-recorded videos do not have a text transcription or an audio description;
- Criterion 4.5: Pre-recorded videos do not have an audio description;
- Criterion 4.7: Videos are not clearly identifiable;
- Criterion 5.1: Tables of complex data do not have a summary;
- Criterion 5.4: Titles are not correctly assigned to tables

- Criterion 5.6: Column, line or table line headers are not correctly declared as such;
- Criterion 5.7: The header cells do not match the corresponding cells;
- Criterion 7.1: Scripts are incompatible with assistive technology;
- Criterion 7.3: Scripts are not controllable by a keyboard;
- Criterion 7.4: Users are not alerted to changes in context;
- Criterion 8.2: The generated source code is not valid;
- Criterion 8.3: No language is declared as default on the pages;
- Criterion 8.6: The title of each page lacks precision and pertinence;
- Criterion 8.9: Some markers are used for presentation;
- Criterion 9.1: The hierarchy of titles is not appropriate;
- Criterion 9.2: The document structure is incoherent;
- Criterion 9.3: Lists are incorrectly structured in the code;
- Criterion 10.2: Visible information bearing content disappear when style sheets are deactivated;
- Criterion 10.3: Certain information isn't understandable when style sheets are deactivated;
- Criterion 10.4: Elements and text lose readability when the character size is increased to 200%;
- Criterion 10.7: The native browser focus style is deleted or degraded;
- Criterion 10.12: The text spacing properties cannot be redefined by the user without a loss of content or function;
- Criterion 10.13: Additional content cannot be masked by users once it has been displayed;
- Criterion 11.1: Fields in a form do not have a label;
- Criterion 11.2: Labels assigned to fields in a form are not pertinent;
- Criterion 12.1: There is no other navigation system than the menu (site plan or global search engine);
- Criterion 12.6: There is no access or avoidance link to access different zones present on the pages;
- Criterion 12.7: There is no access or avoidance link to access the main content zone of each page;
- Criterion 12.8: On each web page, order of content tabulation is sometimes incoherent.
- Criterion 12.11: Additional contents are not accessible using a keyboard.

3.10. Non-accessible content of the « Salary Review » module

- Criterion 1.1: Certain information bearing images are not accompanied by a text alternative;
- Criterion 1.6: Certain information bearing images are not accompanied by a detailed description;
- Criterion 1.8: Text images should be replaced by stylised text;
- Criterion 2.1: Certain online frames do not have a title;
- Criterion 3.1: Certain information is only given by colour;
- Criterion 3.2: The contrast between the text colour and the background colour is insufficient;
- Criterion 3.3: The contrast between the colours of an interface component or a graphical element is insufficient;
- Criterion 4.1: Pre-recorded videos do not have a text transcription or an audio description;
- Criterion 4.5: Pre-recorded videos do not have an audio description;
- Criterion 4.7: Videos are not clearly identifiable;
- Criterion 5.1: Tables of complex data do not have a summary;
- Criterion 5.7: The header cells do not match the corresponding cells;
- Criterion 6.1: Certain links are not explicit;
- Criterion 6.2: Certain links do not have a title;
- Criterion 7.1: Scripts are incompatible with assistive technology;
- Criterion 7.3: Scripts are not controllable by a keyboard;
- Criterion 7.4: Users are not alerted to changes in context;
- Criterion 8.2: The generated source code is not valid;
- Criterion 8.3: No language is declared as default on the pages;
- Criterion 8.6: The title of each page lacks precision and pertinence;
- Criterion 8.9: Some markers are used for presentation;
- Criterion 9.1: The hierarchy of titles is not appropriate;
- Criterion 9.2: The document structure is incoherent;
- Criterion 10.1: Presentation elements are present in the code instead of being in style sheets;

- Criterion 10.4: Elements and text lose readability when the character size is increased to 200%;
- Criterion 10.7: The native browser focus style is deleted or degraded;
- Criterion 10.8: Hidden contents are not shown by assistive technologies;
- Criterion 11.1: Fields in a form do not have a label;
- Criterion 11.5: Fields of the same type in a form are not grouped together;
- Criterion 12.1: There is no other navigation system than the menu (site plan or global search engine);
- Criterion 12.6: There is no access or avoidance link to access different zones present on the pages;
- Criterion 12.7: There is no access or avoidance link to access the main content zone of each page;
- Criterion 12.8: On each web page, order of content tabulation is sometimes incoherent.

3.11. Non-accessible content of the « Analytics» module

- Criterion 1.1: Certain information bearing images are not accompanied by a text alternative;
- Criterion 1.6: Certain information bearing images are not accompanied by a detailed description;
- Criterion 1.8: Text images should be replaced by stylised text;
- Criterion 2.1: Certain online frames do not have a title;
- Criterion 3.3: The contrast between the colours of an interface component or a graphical element is insufficient;
- Criterion 8.2: The generated source code is not valid;
- Criterion 8.3: No language is declared as default on the pages;
- Criterion 8.6: The title of each page lacks precision and pertinence;
- Criterion 9.1: The hierarchy of titles is not appropriate;
- Criterion 9.2: The document structure is incoherent;
- Criterion 9.3: Lists are incorrectly structured in the code;
- Criterion 10.2: Visible information bearing content disappear when style sheets are deactivated;
- Criterion 10.3: Certain information isn't understandable when style sheets are deactivated;
- Criterion 12.1: There is no other navigation system than the menu (site plan or global search engine);

- Criterion 12.6: There is no access or avoidance link to access different zones present on the pages;
- Criterion 12.7: There is no access or avoidance link to access the main content zone of each page;
- Criterion 12.8: On each web page, order of content tabulation is sometimes incoherent.

3.12. Non-accessible content of the « Continuous conversation» module

- Criterion 1.1: Certain information bearing images are not accompanied by a text alternative;
- Criterion 1.2: Certain decorative images are not correctly ignored by assistive technology;
- Criterion 1.6: Certain information bearing images are not accompanied by a text alternative;
- Criterion 1.8: Text images should be replaced by stylised text;
- Criterion 2.1: Certain online frames do not have a title;
- Criterion 3.1: Certain information is only given by colour;
- Criterion 3.2: The contrast between the text colour and the background colour is insufficient;
- Criterion 3.3: The contrast between the colours of an interface component or a graphical element is insufficient;
- Criterion 7.1: Scripts are incompatible with assistive technology;
- Criterion 7.3: Scripts are not controllable by a keyboard or by a pointing device;
- Criterion 7.4: Users are not alerted to changes in context;
- Criterion 8.2: The generated source code is not valid;
- Criterion 8.3: No language is declared as default on the pages;
- Criterion 8.6: The title of each page lacks precision and pertinence;
- Criterion 8.7: The language indications are not specified for texts written in a different language to the default language;
- Criterion 8.9: Some markers are used for presentation;

3.13. Non-accessible content of the « Learning module – LMS»

- Criterion 1.1: Certain information bearing images are not accompanied by a text alternative;

- Criterion 1.2: Certain decorative images are not correctly ignored by assistive technology;
- Criterion 2.1: Certain online frames do not have a title;
- Criterion 3.1: Certain information is only given by colour;
- Criterion 3.2: The contrast between the text colour and the background colour is insufficient;
- Criterion 3.3: The contrast between the colours of an interface component or a graphical element is insufficient;
- Criterion 4.1: Pre-recorded videos do not have a text transcription or an audio description;
- Criterion 4.3: Pre-recorded videos do not have synchronised subtitles;
- Criterion 4.5: Pre-recorded videos do not have an audio description;
- Criterion 7.1: Scripts are incompatible with assistive technology;
- Criterion 7.3: Scripts are not controllable by a keyboard or by a pointing device;
- Criterion 8.2: The generated source code is not valid;
- Criterion 8.3: No language is declared as default on the pages;
- Criterion 8.6: The title of each page lacks precision and pertinence;
- Criterion 9.1: The hierarchy of titles is not appropriate;
- Criterion 9.2: The document structure is incoherent;
- Criterion 9.3: Lists are incorrectly structured in the code;
- Criterion 10.1: Presentation elements are present in the code instead of being in style sheets;
- Criterion 10.7: The native browser focus style is deleted or degraded;
- Criterion 10.8: Hidden contents are not shown by assistive technologies;
- Criterion 10.13: Additional content cannot be masked by users once it has been displayed;
- Criterion 11.1: Fields in a form do not have a label;
- Criterion 12.11: Additional contents are not accessible using a keyboard.

4. MASTERED ENVIRONNEMENT

The CEGID Talentsoft application is developed for use on a classic desktop computer, its use on mobile devices is not taken into account.

The following criteria are therefore dispensed:

Criterion 10.11: The services audited are not designed to be used on a smartphone, therefore the presentation criterion on windows of 320px is dispensed.

5. ESTABLISHMENT OF THIS ACCESSIBILITY STATEMENT

This declaration was established on the 04/10/2023.

The statements in this declaration are based on a self-assessment of the compliance carried out by Cegid.

6. TECHNOLOGY USED FOR THE CREATION OF THE APPLICATION

- C# .NET,
- .NET MVC,
- .NET Webforms,
- React,
- Knockout,
- PHP,
- CSS HTML5

7. TEST ENVIRONNEMENT

The content reproduction tests were carried out on a combination base provided by the RGAA 4.1 reference base in the following versions:

- Firefox and NVDA (latest version)
- Firefox and Jaws (previous version)
- Safari and VoiceOver (latest version)

8. TOOLS USED TO TEST ACCESSIBILITY

- Tanaguru Webext
- Headingmaps
- WCAG Color contrast checker

- Colour Contrast Analyzer (CCA)
- Assistant RGAA
- Stylus

9. PAGES THAT WERE CHECKED FOR COMPLIANCE

Talentsoft Match module

- Import CV
- Professional experience
- Training
- Competencies
- Talent profile
- Search for a vacancy
- Vacancy details

Talent Acquisition Module

- Welcome page
- Search results
- Vacancy details
- Disclaimer
- Accessibility
- Site plan
- Account creation
- Import my CV
- Apply
- Track Application

Learning Module – TMS

- Welcome page
- Favourites
- Search
- Training course description
- Registration
- Training requirement
- Training programme description

Connection Module

- Connection page

Performance module

- Form

Portal Module

- Portal
- My team follow-up
- Self service

Talent Review Module

- TalentGrid
- Action modal
- Talentbox

Salary Review module

- Salary review

Analytics module

- Analytics

Continuous conversation module

- Continuous Conversations
- Dashboard
- Checkin

Learning module – LMS

- LMS - TalentSoft
- Collaborative learning unit
- Video learning unit
- PDF learning unit

10. FEEDBACK AND CONTACT INFORMATION

If you are unable to access certain content or a specific service, please contact the service accessibility representative of the CEGID application, by email, accessibilite@cegid.com to receive an accessible version of the service or content in a different format.

11. ENFORCEMENT PROCEDURE

The following options are available if:

You've reported an accessibility issue to the website manager that prevents you from accessing content or a service, but you aren't satisfied with how the issue was handled.

- Write to the French Defender of Rights (in French)
(<https://formulaire.defenseurdesdroits.fr/>)
- Contact your region's Defender of Rights delegate
(<https://www.defenseurdesdroits.fr/en/saisir/delegates>)
- Write a letter (free post, no stamp required) to the French Defender of Rights at the following address: Libre réponse 71120 75342 Paris CEDEX 07