

# Statement on Section 508 of the U.S. Rehabilitation Act<sup>1</sup>

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*Everything DiSC®*, *The Five Behaviors of a Cohesive Team®*, *PXT Select™*

Each year, nearly 2.5 million people complete Wiley assessments on the EPIC and PAC platforms and use our reports to improve their workplace relationships. This includes a number of individuals with disabilities. Because our assessments and reports are delivered online, we occasionally receive questions about Section 508 compliance from individuals with visual impairments.

The United States government states that this law requires federal agencies to “*make their electronic and information technology accessible to people with disabilities. Inaccessible technology interferes with an ability to obtain and use information quickly and easily. Section 508 was enacted to eliminate barriers in information technology, open new opportunities for people with disabilities, and encourage development of technologies that will help achieve these goals.*” (This text is available at <https://section508.gov/manage/laws-and-policies#508-policy>.)

Although we are not required to maintain compliance with Section 508 regulations for disabilities, we value the goal of making our tools accessible and beneficial to every individual. Therefore, we have taken steps and offer the following recommendations to help those with visual impairments experience the benefits that our assessments can offer.

When taking an assessment on a PC, the response site can be magnified by holding Ctrl and using the mouse wheel or the plus key. The same can be accomplished on a MAC using the command key and the plus key together (⌘+). Another option is for a member of Human Resources to read questions aloud and mark answers. This is a common practice for taking our assessments if someone has difficulty viewing the items.

Our reports are delivered in PDF format and can interact through many programs, including those that help individuals with visual disabilities. Our PDFs are set to “Allow Content for Accessibility”. With this setting, screen-reader software should be able to access content for those with visual impairments. One of the most common screen-reading programs is JAWS (Job Access with Speech), which provides speech and Braille output. However, some of the Everything DiSC® and The Five Behaviors of a Cohesive Team® reports utilize graphics that cannot be read by screen-reading software and have unusual paragraph breaks and bullet points that might cause the individual to lose their place. It might be helpful to prepare participants who are using screen readers with this information to ensure they are aware of these issues.

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<sup>1</sup> <http://www.section508.gov/>