

Effective Date: March 1, 2023

Last Updated: September 15, 2026

Our commitment to creating inclusive and accessible digital experiences for everyone. This Statement explains our approach to website accessibility and how to request an accommodation.

Table of Contents

1.	Our Commitment to Accessibility	9.	Third-Party Platforms
2.	Our Accessibility Approach	10.	Accessibility of External Websites
3.	Accessibility Standards	11.	Ongoing Improvement
4.	Website Accessibility	12.	Accessibility Feedback
5.	Documents and Downloadable Resources	13.	Alternative Access
6.	Forms and Digital Interactions	14.	Applicable Law
7.	NESA HR Talent Intelligence™	15.	Changes to This Accessibility Statement
8.	Requesting an Accommodation	16.	Contact Us

1. Our Commitment to Accessibility

NESA Human Resources (“NESA HR,” “we,” “our,” or “us”) is committed to providing an inclusive and accessible digital experience for all individuals, including people with disabilities.

We believe that access to human resources information, services, professional resources, and NESA HR Talent Intelligence™ should be as equitable and usable as reasonably possible.

We are continually working to improve the accessibility, usability, and functionality of nesahr.com and related digital experiences.

2. Our Accessibility Approach

NESA HR seeks to design, maintain, and improve its website using generally recognized accessibility principles and good digital-design practices.

Our efforts may include:

- Using clear and consistent page structures.
- Organizing content with meaningful headings.
- Providing descriptive text for links and buttons.
- Using readable font sizes and spacing.
- Supporting sufficient visual contrast.
- Providing alternative text for meaningful images.
- Supporting keyboard navigation where reasonably possible.
- Designing responsive experiences for desktop, tablet, and mobile devices.
- Avoiding unnecessary barriers to accessing forms, resources, or information.
- Reviewing website content and functionality for accessibility improvements.
- Considering accessibility when implementing new website features and digital tools.

Accessibility is an ongoing process, and we expect our practices to evolve as our website, services, technology, and applicable standards change.

3. Accessibility Standards

NESA HR aims to improve its website in alignment with commonly recognized digital accessibility practices, including principles reflected in the Web Content Accessibility Guidelines (WCAG).

Our goal is to provide content that is:

- Perceivable
- Operable
- Understandable
- Robust

While we work toward greater accessibility, we cannot guarantee that every page, feature, document, or third-party integration will always fully conform to every accessibility standard.

4. Website Accessibility

NESA HR works to make website information and functionality accessible across a range of devices, browsers, and assistive technologies.

Depending on the technology used by an individual, website accessibility may be affected by factors outside NESA HR’s direct control, including:

- Browser settings

- Device settings
- Operating systems
- Assistive technology compatibility
- Third-party applications
- Internet connectivity

If you encounter difficulty accessing a page or feature, please contact us so we can review the issue and, where reasonably possible, provide assistance or an alternative method of access.

5. Documents and Downloadable Resources

NESA HR may provide downloadable materials such as:

- Policies
- Guides
- Templates
- Checklists
- Worksheets
- Reports
- Toolkits
- Educational resources
- PDF documents

We aim to make these materials accessible where reasonably possible.

If you are unable to access a document or resource because of a disability or accessibility barrier, you may contact us to request the information in an alternative format.

Availability of a specific alternative format may depend on the nature of the content and the technology involved.

6. Forms and Digital Interactions

Our website may include:

- Contact forms
- Consultation forms
- Intake forms
- Resource request forms
- Assessment forms
- Employer forms
- HR professional forms

We aim to make these interactions reasonably accessible and understandable.

If you are unable to complete a form because of an accessibility issue, please contact NESA HR so we can explore an alternative way for you to provide the necessary information.

7. NESA HR Talent Intelligence™

NESA HR is committed to considering accessibility within NESA HR Talent Intelligence™.

Talent Intelligence may include:

- Online assessments
- Situational judgment exercises
- Work simulations
- Business cases

- Structured interviews
- Professional evidence submission
- Talent Profiles

Individuals who need an accommodation in connection with a Talent Intelligence assessment or related process are encouraged to contact NESA HR as early as reasonably possible.

Where appropriate, we will consider reasonable accommodations designed to provide meaningful access while maintaining the purpose and integrity of the assessment.

Depending on the assessment, an accommodation may include an adjustment to:

- Format
- Delivery method
- Timing
- Navigation
- Communication method
- Other aspects of the assessment experience

Accommodation decisions may depend on the nature of the request, the assessment being administered, and applicable law.

8. Requesting an Accommodation

If you need an accommodation to access NESA HR services, resources, website functionality, or Talent Intelligence, please contact us.

When making a request, it may be helpful to provide:

- The service, page, document, or assessment you are trying to access.
- A brief description of the accessibility barrier.
- The type of assistance or accommodation that may help.

You are not required to provide unnecessary personal or medical information in order to report a general website accessibility issue.

For service-specific accommodation requests, NESA HR may request limited information necessary to understand and evaluate the request.

9. Third-Party Platforms

NESA HR may use third-party providers to support services such as:

- Website hosting
- Scheduling
- Forms
- Payments
- Assessments
- Video conferencing
- Email
- Customer relationship management
- Analytics
- File delivery

While we aim to select technology that supports a positive user experience, NESA HR does not control the accessibility features or functionality of independent third-party platforms.

If you encounter an accessibility barrier involving a third-party service used by NESA HR, please let us know. We will consider whether an alternative method of access is reasonably available.

10. Accessibility of External Websites

The NESAH HR website may contain links to websites or resources operated by third parties.

NESAH HR does not control and cannot guarantee the accessibility of external websites.

Individuals should contact the applicable third-party provider regarding accessibility concerns with those websites.

11. Ongoing Improvement

Accessibility is not a one-time project.

As NESAH HR grows and introduces new:

- Services
- Website features
- Resources
- Assessments
- Technologies
- Digital experiences

we will continue to evaluate opportunities to improve accessibility and usability.

We may periodically review website design, content, and functionality and make improvements where reasonably practical.

12. Accessibility Feedback

We welcome feedback regarding the accessibility of our website and digital services.

If you encounter an accessibility barrier or have suggestions for improvement, please contact us and provide enough information for us to understand the issue.

We will make reasonable efforts to review accessibility feedback and address appropriate concerns.

13. Alternative Access

If a particular piece of website content, resource, or service is not accessible to you, NESAH HR may be able to provide the information or service through an alternative method.

Depending on the request, this could include:

- Email
- Telephone
- An alternative document format
- A different communication method
- Another reasonable method of accessing the information

The availability of alternative access will depend on the nature of the request and the service involved.

14. Applicable Law

Nothing in this Accessibility Statement is intended to limit or waive any rights or protections available under applicable federal, state, or local law.

Accessibility and disability-related requirements may vary depending on the:

- Jurisdiction
- Type of service
- Organization

- Technology
- Individual circumstances

Where applicable law imposes requirements beyond this Statement, those requirements will apply to the extent required.

15. Changes to This Accessibility Statement

NESA HR may update this Accessibility Statement as our:

- Website evolves
- Services expand
- Technology changes
- Accessibility practices develop
- Legal requirements change

The Last Updated date will be revised when changes are made.

16. Contact Us

If you experience difficulty accessing our website, resources, services, or NESA HR Talent Intelligence™, or if you would like to request an accommodation, please contact:

NESA Human Resources

Email: info@nesahr.com

Website: nesahr.com

When possible, please include the page, resource, or service involved and a brief description of the accessibility issue.

We will make reasonable efforts to respond and provide appropriate assistance.