

# Handshake Mobile Student iOS app Accessibility Conformance Report WCAG 2.1

(Based on VPAT® Version 2.4)

**Name of Product/Version:** Handshake Mobile Student iOS app

**Report Date:** October 2022

**Product Description:** Handshake is the #1 way college students get hired. Receive personalized job recommendations based on your major, interest, skills. Apply to the latest jobs and internships from employers that want to hire students like you at your school. Skip the lines and connect with employers at exclusive virtual career fairs and events. Get an inside look at jobs, employers, and more with thousands of student reviews.

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**Notes:** The scope of this audit covers the following pages: Sign-up Flow, Log-in, Homepage, Employer’s (List, Detail (Overview), Detail – Reviews) Jobs (List, Filter, Detail,) Apply for Job (Upload, Document Preview), Notification Settings, Profile (Landing, Detail, Edit, Work Experience), Inbox (List, Message Detail), Job Applicants, Interviews, Video Interview, My Job Preferences, Event (Detail, Schedule), Career Center, On Campus Interviews. Testing included, but was not limited to, common header, footer, entry and basic navigation components along with main navigation, search functionality, video, and use. The use case flows included 1) a new user creating a new account through the Sign-up Flow page, 2) standard user navigating the pre-created accounts and validating settings and notifications, 3) a standard user searching for a specific job on the Jobs page, 4) a standard user navigating through a pre-created account to reply to a message in the Inbox, 5) a standard user going to the events tab, registering for an event and subsequently reviewing the individuals event schedule.

**Evaluation Methods Used:** Evaluation of Handshake Mobile Student iOS app involved a combination of automated, manual and functional testing. Level Access (Level) comprehensively tested a selection of pages representative of Handshake Mobile Student iOS app (referred to as “in-scope features and flows”) using a testing methodology that is aligned with the Web Accessibility Conformance Evaluation Methodology 1.0. Assistive technology, including a screen reader, iOS VoiceOver, was used along with exclusive use of the keyboard, iOS zoom, and review of

Accessibility API output to determine support for the WCAG criteria. Level also functionally tested user flows with the iOS VoiceOver. Testing of flows included: 1) Sign-up via the Log-in page and create of new account, 2) validate settings and notifications on pre-existing account via the Log-in and Settings page, 3) go to the jobs tab and then search for a job, 4) go to the inbox and respond via email to a reply, 5) schedule event and review events page. Specifically tested: Homepage, Employer’s (List, Detail (Overview), Detail – Reviews) Jobs (List, Filter, Detail,) Apply for Job (Upload, Document Preview), Notification Settings, Profile (Landing, Detail, Edit, Work Experience), Inbox (List, Message Detail), Job Applicants, Interviews, Video Interview, My Job Preferences, Event (Detail, Schedule), Career Center, On Campus Interviews.

## Applicable Standards/Guidelines

This report covers the degree of conformance for the following accessibility standard/guidelines:

Standard/Guideline	Included In Report
<a href="#">Web Content Accessibility Guidelines 2.0</a>	Level A – (Yes) Level AA - (Yes) Level AAA – (No)
<a href="#">Web Content Accessibility Guidelines 2.1</a>	Level A – (Yes) Level AA - (Yes) Level AAA – (No)

## 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 2.1 Report

Note: When reporting on conformance with the WCAG 2.1 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
<p><b><u>1.1.1 Non-text Content</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Partially Supports</p>	<p>Most non-text content that is presented to the user in the Handshake Student Mobile iOS app has a text alternative that serves the equivalent purpose. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• Non-decorative images do not always provide informative alternative text. Examples include: <ul style="list-style-type: none"> <li>– In the Overview section on the Employees Detail and Employees List pages, icons do not have corresponding labels.</li> <li>– On the Log-In page, the back button on the "Enter School Email" page is not meaningful.</li> <li>– On the Sign-up Flow page, the drop down, caret is announced as "Down arrow button".</li> </ul> </li> <li>• Some hidden, decorative, and duplicate content and</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
		<p>artifact elements are exposed to assistive technologies, like on the Employees List page where content behind the “More” section (Employees List Page) under “Career Fair Description” is announced via screen reader.</p>
<p><b><u>1.2.1 Audio-only and Video-only (Prerecorded)</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Supports	Handshake Mobile Student iOS app supports all prerecorded audio-only and prerecorded video-only media and is clearly labeled except when the audio or video is a media alternative for text.
<p><b><u>1.2.2 Captions (Prerecorded)</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Supports	Handshake Mobile Student iOS app captions support all prerecorded audio content in synchronized media, except when the media is a media alternative for text and is clearly labeled as such.
<p><b><u>1.2.3 Audio Description or Media Alternative (Prerecorded)</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Supports	Handshake Mobile Student iOS app supports an alternative for time-based media or audio description of the prerecorded video content when such media is provided for synchronized media. Exceptions are when the media is a media alternative for text and is clearly labeled as such.

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.3.1 Info and Relationships</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Does Not Support	Relationships among content in Handshake Mobile Student iOS app are not represented semantically.
<p><b><u>1.3.2 Meaningful Sequence</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Partially Supports	<p>Handshake Mobile Student iOS app mostly has sequences that are correctly read and can programmatically determine the sequence in which content is presented. A rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• The reading order of content is not always logical, like when navigating the screen from the "My Favorite Interviews" text, the "Clear" link is announced first, then the "Filters" heading.</li> </ul>
<p><b><u>1.3.3 Sensory Characteristics</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Supports	Handshake Mobile Student iOS app instructions provide for understanding and operating content that does not solely rely on sensory characteristics of components, such as shape, color, size, visual location, orientation, or sound.

Criteria	Conformance Level	Remarks and Explanations
<p><b>1.4.1 Use of Color</b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Partially Supports</p>	<p>Handshake Mobile Student iOS app ensures that, typically, color is not used as the only visual means of conveying information, indicating an action, prompting a response, or distinguishing a visual element. A rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• Color and text formatting are sometimes the sole means of communicating information. Examples include: <ul style="list-style-type: none"> <li>– On the Employees Detail page, blue color alone is used to communicate links on the page. This issue is mitigated by the fact that the links are formatted on their own line (not inline links).</li> <li>– On the Sign-Up Flow page, yellow Links within paragraph only use color to communicate that they are links.</li> </ul> </li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.4.2 Audio Control</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Supports	Handshake Student Site Mobile App supports the ability for a mechanism to pause/stop the audio and/or control the audio volume independently from the overall system volume level.
<p><b><u>2.1.1 Keyboard</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Partially Supports	Some interactive elements within Handshake Mobile Student iOS app can be accessed and invoked with the keyboard. A rating of Partially Supports has been given for the following reason: <ul style="list-style-type: none"> <li>• There are many controls, menus, links and tooltips that are not accessible from the keyboard, like on the Profile Detail View and Event/Search List pages.</li> </ul>
<p><b><u>2.1.2 No Keyboard Trap</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Supports	Keyboard traps do not occur when navigating through the actionable elements within Handshake Mobile Student iOS app.
<p><b><u>2.1.4 Character Key Shortcuts</u></b> (Level A 2.1 only)  Revised Section 508 – Does not apply</p>	Supports	No keyboard shortcuts are implemented in Handshake Mobile Student iOS app.

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.2.1 Timing Adjustable</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul> <p>602.3 (Support Docs)</p>	Supports	Handshake Mobile Student iOS app supports and ensures that for each time limit that is set by the content the user is able to adjust or turn off the limit.
<p><b><u>2.2.2 Pause, Stop, Hide</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Supports	Handshake Mobile Student iOS app ensures that when moving, blinking, scrolling, or auto-updating content exists, users are given a mechanism to pause, stop, or hide it.
<p><b><u>2.3.1 Three Flashes or Below Threshold</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Supports	Handshake Mobile Student iOS app ensures screens do not contain anything that flashes more than three times in any one second period, or that the flash is below the general flash and red flash thresholds.
<p><b><u>2.4.1 Bypass Blocks</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software) – Does not apply to non-web software</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>	Supports	Handshake Mobile Student iOS app ensures that a mechanism is available to bypass blocks of content that are repeated.
<p><b><u>2.4.2 Page Titled</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Supports	Handshake Mobile Student iOS app provides page titles that describe the topic or purpose.



Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.4.3 Focus Order</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Partially Supports</p>	<p>Page design and content are set up in such a way that focus order is intuitive for most of the page content and actionable elements in Handshake Mobile Student iOS app. A rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• The focus order of interactive elements on several pages does not follow the logical reading order. Pages include: <ul style="list-style-type: none"> <li>– Sign-Up Flow</li> <li>– Employees List</li> <li>– Employer Details Review</li> <li>– Sign-Up Flow page</li> <li>– Enter your Major</li> <li>– Enter Your School's Email</li> </ul> </li> <li>• When a module opens and a pop-up appears, close focus is not logically set. Pages include: <ul style="list-style-type: none"> <li>– Sign-Up Flow</li> <li>– Campus Interview</li> </ul> </li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.4.4 Link Purpose (In Context)</u></b> (Level A)            Also applies to:            Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Partially Supports	<p>In most cases, Handshake Mobile Student iOS app ensures link text is descriptive and easy to understand in context. A rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• Element text is not always meaningful within context and elements do not have meaningful labels, like on the Sign-Up Flow page.</li> </ul>
<p><b><u>2.5.1 Pointer Gestures</u></b> (Level A 2.1 only)            Revised Section 508 – Does not apply</p>	Supports	<p>Handshake Mobile Student iOS app supports all functionality that uses multipoint or path-based gestures for operation and ensures it can be operated with a single pointer without a path-based gesture, unless a multipoint or path-based gesture is essential.</p>
<p><b><u>2.5.2 Pointer Cancellation</u></b> (Level A 2.1 only)            Revised Section 508 – Does not apply</p>	Supports	<p>Functionality within Handshake Mobile Student iOS app does not use the down-event to execute any part of the function.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><a href="#">2.5.3 Label in Name</a> (Level A 2.1 only) Revised Section 508 – Does not apply</p>	Partially Supports	<p>Handshake Mobile Student iOS app sometimes ensures that when user interface components with labels include text or text images, that the name contains the visually presented text. A rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>On the Profile-Work Experience page, the visible text labels for controls do not include the control's accessible name.</li> </ul>
<p><a href="#">2.5.4 Motion Actuation</a> (Level A 2.1 only) Revised Section 508 – Does not apply</p>	Supports	<p>Handshake Mobile Student iOS app does not have functionality that requires device motion or user motion.</p>
<p><a href="#">3.1.1 Language of Page</a> (Level A) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Supports	<p>In Handshake Mobile Student iOS app, the default human language of web pages can be programmatically determined.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>3.2.1 On Focus</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul> <p>602.3 (Support Docs)</p>	Partially Supports	<p>In one instance, user interface components within Handshake Mobile Student iOS initiate a change of context when receiving focus. A rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• On the Event Search List page, when users swipe away from "Your schedule", "Saved" is activated. Users are forced to navigate past the elements under the "Saved" tab to get to the "Search" form field.</li> </ul>
<p><b><u>3.2.2 On Input</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul> <p>602.3 (Support Docs)</p>	Supports	The controls on Handshake Mobile Student iOS app do not change page context on input.

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>3.3.1 Error Identification</u></b> (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul> <p>602.3 (Support Docs)</p>	<p>Partially Supports</p>	<p>Handshake Mobile Student iOS app Partially Supports when input error is automatically detected, the item that is in error is identified and the error is described to the user in text.</p> <ul style="list-style-type: none"> <li>• When users select an incorrect date for the "Start Date*" and "End Date*", an error is displayed below the forms, but the error does not receive focus and is not presented to VoiceOver users.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>3.3.2 Labels or Instructions</u></b> (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul> <p>602.3 (Support Docs)</p>	Partially Supports	<p>Handshake Mobile Student iOS app Partially Supports labels or provides instructions when content requires user input.</p> <ul style="list-style-type: none"> <li>• The following form fields are marked with an asterisk to indicate that these are required form fields, but this information is not communicated to all users. <ul style="list-style-type: none"> <li>– "Job Title"</li> <li>– "Employer"</li> <li>– "Start Date"</li> </ul> </li> <li>• The "Message Alex" edit field does not have a persistent label.</li> </ul>
<p><b><u>4.1.1 Parsing</u></b> (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Supports	Pages in Handshake Mobile Student iOS app do not have parsing issues.

**4.1.2 Name, Role, Value** (Level A)

Also applies to:

Revised Section 508

- 501 (Web)(Software)
- 504.2 (Authoring Tool)
- 602.3 (Support Docs)

Partially Supports

Handshake Mobile Student iOS app contains some elements with appropriate names, roles, and values. A rating of Partially Supports has been given for the following reasons:

- The Domain field does not have a programmatically associated or valid label on the Sign-Up Flow page, Event/Search List page, Inbox page, Jobs List page, and others.
- An accessible alert method for content changes that occur without explicit user knowledge is not made on the Sign-Up Flow page. After deleting any of the major fields, there isn't success message announced via screener.
- Hidden, decorative and duplicate content and artifact elements are exposed to assistive technologies on the Sign-Up Flow sheet and on the Jobs List page.
- Elements are not sufficiently described on the Sign-Up Flow and Event/Search List pages.

Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> <li>• There are elements with improper role and/or state information on the Jobs, Employers List and Sign-up Flow pages.</li> <li>• Dynamically updated content is not available to assistive technologies on the Log-In, Jobs, and Sign-Up Flow pages.</li> <li>• On the Employees List page, employer icons cannot receive VoiceOver focus.</li> </ul>

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.2.4 Captions (Live)</u></b> (Level AA)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul> <p>1. 602.3 (Support Docs)</p>	Supports	Handshake Mobile Student iOS app supports and ensures that captions are provided for all live audio content in synchronized media.



Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.2.5 Audio Description (Prerecorded)</u></b> (Level AA)            Also applies to:            Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul> <p>2. 602.3 (Support Docs)</p>	Supports	Handshake Mobile Student iOS app supports and ensures that audio description is provided for all prerecorded video content in synchronized media.
<p><b><u>1.3.4 Orientation</u></b> (Level AA 2.1 only)            Revised Section 508 – Does not apply</p>	Does Not Support	Content within Handshake Mobile Student iOS app restricts its view and operation to a single display orientation, in this case portrait.
<p><b><u>1.3.5 Identify Input Purpose</u></b> (Level AA 2.1 only)            Revised Section 508 – Does not apply</p>	Supports	The purpose of each input field collecting information about the user can be programmatically determined on Handshake Mobile Student iOS app.

<p><b>1.4.3 Contrast (Minimum)</b> (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul> <p>602.3 (Support Docs)</p>	<p>Partially Supports</p>	<p>Some elements on Handshake Mobile Student iOS app do not meet the WCAG color contrast requirements. A rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• Some text and images of text do not provide sufficient contrast. Examples include: <ul style="list-style-type: none"> <li>– On the Sign-Up Flow page, white on blue text (normal text less than 18pts) does not have sufficient color contrast.</li> <li>– On the Sign-Up Flow page, gray search input placeholder text on navy background does not have sufficient contrast.</li> <li>– On the Log-In page, white on blue text (normal text less than 18pts) does not have sufficient color contrast.</li> <li>– On the Home page, some text does not meet the required minimum color</li> </ul> </li> </ul>
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Criteria	Conformance Level	Remarks and Explanations
		contrast ratio with its background.
<p><b><u>1.4.4 Resize text</u></b> (Level AA)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul> <p>602.3 (Support Docs)</p>	Supports	Handshake Mobile Student iOS app supports and ensures that, except for captions and images of text, text can be resized without assistive technology up to 200 percent without loss of content or functionality.
<p><b><u>1.4.5 Images of Text</u></b> (Level AA)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>3. 602.3 (Support Docs)</li> </ul>	Partially Supports	Handshake Mobile Student iOS app mostly uses text instead of images of text (except for logos). A rating of Partially Supports has been given for the following reason: <ul style="list-style-type: none"> <li>• On the Event Detail page, the "{Stem} Career" image below the "Career Fair Description" heading is an image of text.</li> </ul>
<p><b><u>1.4.10 Reflow</u></b> (Level AA 2.1 only)  Revised Section 508 – Does not apply</p>	Supports	Handshake Mobile Student iOS supports reflow of content without loss of information or functionality, and without requiring scrolling.

**1.4.11 Non-text Contrast** (Level AA 2.1 only)  
Revised Section 508 – Does not apply

Partially Supports

In the Handshake Mobile Student iOS app, the visual presentation of non-text content sometimes provides sufficient contrast. A rating of Partially Supports has been given for the following reason:

- Active user interface components do not have sufficient contrast. Examples include:
  - The Interviews page has a "Send message" button that does not meet the minimum color contrast ratio of 3:1.
  - The Job Applicant page has a form field on the page ("Application Type") that does not meet the minimum color contrast ratio of 3:1.
  - The Inbox Message Detail page has a "Message" form field that does not meet the required minimum color contrast of 3:1 with the background.
  - The Profile Work Experience page has

Criteria	Conformance Level	Remarks and Explanations
		<p>"Job Title" and "Description" form fields that do not meet the required minimum color contrast ratio of 3:1.</p> <ul style="list-style-type: none"> <li>– The Sign-Up Flow page has active interface components that lack sufficient color contrast and there are user interface components with a contrast ratio below 3.00:1.</li> </ul>
<p><a href="#">1.4.12 Text Spacing</a> (Level AA 2.1 only) Revised Section 508 – Does not apply</p>	Supports	In Handshake Mobile Student iOS app, loss of content or functionality does not occur when setting text style properties or by changing some other style property.
<p><a href="#">1.4.13 Content on Hover or Focus</a> (Level AA 2.1 only) Revised Section 508 – Does not apply</p>	Supports	Content that appears on hover or on focus within Handshake Mobile Student iOS app is persistent, dismissible, and hoverable.
<p><a href="#">2.4.5 Multiple Ways</a> (Level AA) Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software) – Does not apply to non-web software</li> <li>• 504.2 (Authoring Tool)</li> <li>4. 602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>	Supports	More than one way is available to locate a web page within a set of web pages in Handshake Mobile Student iOS app.

Criteria	Conformance Level	Remarks and Explanations
<p><a href="#">2.4.6 Headings and Labels</a> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>5. 602.3 (Support Docs)</li> </ul>	Partially Supports	<p>For the most part, Handshake Mobile Student iOS app supports and ensures that headings and labels describe topic or purpose. A rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• On the Sign-up Flow page, the delete button does not provide context for which major the user is about to delete. Additionally, the progress indicator's steps do not have distinct and descriptive labels.</li> <li>• On the Homepage, the Handshake logo is announced as "dimmed button people", which is unclear and non-descriptive.</li> <li>• On the Employers List page, the "Save empty button bookmark" label is unclear and the "Follow" and "See More" labels do not provide enough context.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>2.4.7 Focus Visible</u></b> (Level AA)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul> <p>602.3 (Support Docs)</p>	Supports	Handshake Mobile Student iOS app supports and ensures that any keyboard operable user interface has a mode of operation where the keyboard focus indicator is visible.
<p><b><u>3.1.2 Language of Parts</u></b> (Level AA)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> </ul> <p>602.3 (Support Docs)</p>	Supports	Handshake Mobile Student iOS does not use inline language changes.
<p><b><u>3.2.3 Consistent Navigation</u></b> (Level AA)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software) – Does not apply to non-web software</li> <li>• 504.2 (Authoring Tool)</li> </ul> <p>602.3 (Support Docs) – Does not apply to non-web docs</p>	Partially Supports	Handshake Mobile Student iOS app describes the topic or purpose of most headings and labels. Handshake Mobile Student iOS app receives a partially supports for the following reasons: <ul style="list-style-type: none"> <li>• When users are navigating the page on FLICK the content revealed by activating the first "View full description" is announced even without activating the element. The element receives focus after all the content within it is encountered on FLICK.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>3.2.4 Consistent Identification</u></b> (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software) – Does not apply to non-web software</li> <li>504.2 (Authoring Tool)</li> </ul> <p>602.3 (Support Docs) – Does not apply to non-web docs</p>	Supports	Controls and interfaces on Handshake Mobile Student iOS app are consistent with each other.
<p><b><u>3.3.3 Error Suggestion</u></b> (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> </ul> <p>6. 602.3 (Support Docs)</p>	Supports	Error messages on Handshake Mobile Student iOS app provide suggestions for fixing the errors where appropriate.
<p><b><u>3.3.4 Error Prevention (Legal, Financial, Data)</u></b> (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> </ul> <p>7. 602.3 (Support Docs)</p>	Supports	Handshake Mobile Student iOS app does not contain pages that cause legal commitments or financial transactions, or pages that irreversibly modify user-controllable data.
<p><b><u>4.1.3 Status Messages</u></b> (Level AA 2.1 only)</p> <p>Revised Section 508 – Does not apply</p>	Supports	Status messages within Handshake Mobile Student iOS app can be programmatically determined and are accessible to users of assistive technologies.

## Legal Disclaimer (Handshake)

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