Handshake Accessibility Conformance Report
WCAG Edition

(Based on VPAT® Version 2.5)

Name of Product/Version:

Handshake Mobile Student iOS App

Report Date:

May 2025

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.

Contact Information:

accessibility@joinhandshake.com

Notes:

This report was created by Deque Systems Inc. upon completion of an accessibility evaluation performed between 10/17/2024 and 10/31/2024. This report is updated based upon the recent validation performed between 04/27/2025 and 04/30/2025.

Evaluation Methods Used:

A manual testing technique was employed for the accessibility assessment

- Manual assessment was performed using

  - iPhone 14 (iOS 18 version)

  - Voiceover screen reader

  - Voice Control

Scope of Evaluation

The following screens were evaluated as part of the assessment on which this report is based.

- Add/Edit Organization
- Apply for Job
- Edit Banner
- Edit Organization
- Employers Detail - Overview
- Employers Detail - Jobs
- Employers Detail - Posts
- Event - Search/List
- Event Detail
- Explore
- Home - Feeds
- Inbox - List
- Inbox - Message
- Institution details page
- Institution email
- Institution Selection
- Job Applications
- Job Detail

- Jobs - Filter
- Jobs - List
- My Job Preferences
- Notification Settings
- Privacy
- Profile - Edit
- Profile - Landing
- Profile Detail - View
- Race and ethnicity
- Student Post Composer
- Video
- Which industries are you looking for?

In addition to the screens above, the following component that appears on multiple screens were tested as part of the assessment.

- App wide

Applicable Standards/Guidelines

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

Standard/Guideline	Included In Report
Web Content Accessibility Guidelines 2.0	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.1	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.2	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 Level AAA criteria.

WCAG 2.2 Report

Note: When reporting on conformance with the WCAG 2.2 Success Criteria, the criteria are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the [WCAG 2.2 Conformance Requirements](#).

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
[1.1.1 Non-text Content](#) (Level A)	Partially Supports	Most non-text content has text alternatives or a text alternate that serves an equivalent purpose. The following exceptions exist: • A decorative image is not hidden from screen readers, so people who are blind and/or use a screen reader will have to navigate through unnecessary and duplicative text. This occurs on the following screen: My Job Preferences. • An active image has a text alternative that does not convey the same purpose as the image. People who are blind and/or use a screen reader will be given different information than sighted users. This occurs on the following screen: Job Detail. • A short description (like a title, heading, sentence or link text) for an audio or video element is not appropriate or inadequate, so people who are blind or have low vision will not know the purpose or title of the media content. This occurs on the following screen: Home - Feeds.

Criteria	Conformance Level	Remarks and Explanations
1.2.1 Audio-only and Video-only (Prerecorded) (Level A)	Supports	Prerecorded audio-only files (such as mp3 files and audio podcasts) and/or video-only files provided with a descriptive text transcript or audio description (for video-only files).
1.2.2 Captions (Prerecorded) (Level A)	Supports	Prerecorded multimedia files have a text-based synchronized captions.
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)	Supports	Prerecorded multimedia files containing essential information that is only conveyed visually have either a full-text alternative describing the important visual details or an audio description track.

Criteria	Conformance Level	Remarks and Explanations
[1.3.1 Info and Relationships](#) (Level A)	Partially Supports	Most information, structure, and relationships conveyed through presentation can be programmatically determined or are available in text. The following exceptions exist: • A block of text is marked up as a heading but is not a heading, so the structure of the content is misrepresented to assistive technologies and people who are blind and/or use a screen reader. This occurs on the following screen: Employers Detail - Overview. • Text that visually functions as a heading is not marked up as a heading, so the structure of the content is not properly conveyed to assistive technologies and people who are blind and/or use a screen reader. This occurs on the following screens: Apply for Job; Student Post Composer; Explore; Which industries are you looking for?; My Job Preferences; Institution details page.

Criteria	Conformance Level	Remarks and Explanations
1.3.2 Meaningful Sequence (Level A)	Partially Supports	The reading and navigation order of most content is logical and intuitive. The following exceptions exist: • Screen readers can read content outside the modal dialog, so people who are blind and/or use a screen reader may become disoriented or confused. This occurs on the following screens: Job Applications; Jobs - List. • Some visually hidden content is announced by a screen reader, so people who are blind and/or use a screen reader may be misled or confused when hearing content that is not intended to be part of the reading order on the screen. This occurs on the following screen: Jobs - List.
1.3.3 Sensory Characteristics (Level A)	Supports	Instructions to operate and/or understand content do not rely on sensory characteristics of components such as shape, color, size, and visual location.

Criteria	Conformance Level	Remarks and Explanations
1.4.1 Use of Color (Level A)	Partially Supports	For most content, color is not used as the only method to convey information, indicate an action, prompt a response, or distinguish visual elements. The following exception exists: • Color is the only visual method used to identify a link, and a link text's contrast ratio with the color of the surrounding text is less than 3:1, so people who are colorblind or have low vision may not be able to identify the link. This occurs on the following screen: Job Detail.
1.4.2 Audio Control (Level A)	Supports	A mechanism is provided to stop, pause, mute, or adjust volume for audio that automatically plays for more than 3 seconds.
2.1.1 Keyboard (Level A)	Supports	All functionality is available using only the keyboard (unless that functionality cannot be accomplished in any known way using a keyboard). If shortcut keys and accesskeys present, some may conflict with existing browser and screen reader shortcuts, and some functionality based on custom gestures may not be available when a screen reader is turned on.
2.1.2 No Keyboard Trap (Level A)	Supports	Keyboard focus is never locked or trapped in a particular area, and the user is able to navigate to and from all navigable elements using only a keyboard.

Criteria	Conformance Level	Remarks and Explanations
2.1.4 Character Key Shortcuts (Level A 2.1 and 2.2)	Supports	If a single character key shortcut exists, then the single character key shortcut can be turned off or remapped, or it is only active when the relevant user interface component is in focus.
2.2.1 Timing Adjustable (Level A)	Partially Supports	In most cases when a time limit exists, the user is given an option to turn off, adjust, or extend the time limit. The following exception exists: • Some content visually appears and disappears with no ability to adjust how long the content is visible, potentially preventing people who are blind, have low vision, or have mobility or cognitive disabilities from locating or reading the content. This occurs on the following screens: Jobs - List; Video.
2.2.2 Pause, Stop, Hide (Level A)	Partially Supports	On most screens where moving, blinking, scrolling, or auto-updating information is present, that information can be paused, stopped, hidden, or otherwise controlled by the user. The following exception exists: • The user cannot pause, stop, or hide moving or blinking content, so people who cannot read text quickly or track moving objects, have attention deficit disorders or other cognitive disabilities, or use a screen reader may not be able to read or understand the content. This occurs on the following screen: Apply for Job.

Criteria	Conformance Level	Remarks and Explanations
2.3.1 Three Flashes or Below Threshold (Level A)	Not Applicable	The tested application does not contain flashing content.
2.4.1 Bypass Blocks (Level A)	Supports	This success criterion technically doesn't apply to iOS native application.
2.4.2 Page Titled (Level A)	Supports	Screens have descriptive and informative titles.
2.4.3 Focus Order (Level A)	Supports	The navigation order of interactive elements (such as links, buttons, or form elements) is logical and preserves meaning and operability.
2.4.4 Link Purpose (In Context) (Level A)	Supports	The purpose of each link can be determined from the link text alone or from the link text and its programmatic context.
2.5.1 Pointer Gestures (Level A 2.1 and 2.2)	Supports	All functionality that can be operated with a pointer can be operated with single-point actions.
2.5.2 Pointer Cancellation (Level A 2.1 and 2.2)	Supports	For functionality that can be operated using a single pointer, at least one of the following is true: ■ The action is not triggered on the down event. ■ The action triggers on the up event, and a mechanism is available to abort the function before completion or to undo the function after completion. ■ The up-event reverses any outcome of the preceding down-event. ■ Completing the function on the down-event is essential.

Criteria	Conformance Level	Remarks and Explanations
2.5.3 Label in Name (Level A 2.1 and 2.2)	Partially Supports	For most user interface components that include visible text labels, the accessible name matches (or includes) the visible text in the label. The following exceptions exist: • The accessible name of an interactive element (such as a link, button, or form input) does not contain the visible label, so people who use speech input to navigate and operate content will not be able to access the element. This occurs on the following screens: Job Applications; Job Detail. • The accessible name of an interactive element (such as a link, button, or form input) includes the visible label but has other words interspersed, so people who use speech input to navigate and operate content will not be able to access the element. This occurs on the following screen: Jobs - Filter.
2.5.4 Motion Actuation (Level A 2.1 and 2.2)	Supports	Functionality that can be triggered by device motion or user motion detected by a device can be disabled, and the functionality can be operated without using motion.
3.1.1 Language of Page (Level A)	Supports	The language of each screen is correct and can be determined programmatically.
3.2.1 On Focus (Level A)	Supports	When an element receives focus, a change in context (such as a substantial change to the screen, the spawning of a pop-up window, or a change in focus) that may disorient the user does not occur.

Criteria	Conformance Level	Remarks and Explanations
3.2.2 On Input (Level A)	Supports	When a user inputs information or interacts with a control, it does not result in a substantial change to the screen that could disorient the user unless the user is informed about the change ahead of time.
3.2.6 Consistent Help (Level A 2.2 only)	Supports	On screen that contain help features (including human or automated contact options or self-help options), those features occur in the same order relative to other screen content unless the user changes that order.
3.3.1 Error Identification (Level A)	Supports	For form controls where an input error is automatically detected, a text message or alert is provided that identifies the field/control where the error was detected and describes the error.
3.3.2 Labels or Instructions (Level A)	Supports	For form controls/input fields requiring user input, labels, instructions, and/or error messages are provided to identify the controls/input fields in the form so that users know what input data is expected.
3.3.7 Redundant Entry (Level A 2.2 only)	Supports	If information previously entered by, or provided to, the user is required to be entered again in the same process, that information is either automatically populated or available for the user to select unless the previously entered information is no longer valid or re-entering the information is essential or required to ensure security.
4.1.1 Parsing (Level A)	Not Applicable	This success criterion technically doesn't apply to iOS native application.

Criteria	Conformance Level	Remarks and Explanations
4.1.2 Name, Role, Value (Level A)	Partially Supports	The name, role, state, and value of user interface components cannot be programmatically determined. The following exceptions exist: • A button does not have a programmatic role, so its role (usually button, but sometimes link or something else) is not conveyed to screen readers and other assistive technologies and will not be available to people who use those technologies. This occurs on the following screens: Event - Search/List; Jobs - List; Event Detail. • Some informative static text is assigned an interactive role that is announced by a screen reader, so people who are blind and/or use a screen reader may be confused. This occurs on the following screen: Job Detail. • When a button is selected, its selected state is not conveyed programmatically, so people who are blind and/or use a screen reader or other assistive technology will not be informed that the button is selected. This occurs on the following screens: Job Applications; Jobs - Filter. • An element that looks like a tab bar (a row of buttons at the bottom of the screen) does not behave like one, so people who are blind and/or use a screen reader or other assistive technology may not be able to understand the purpose of the buttons or how to interact with them. This occurs on the following screens: Employers Detail - Overview; Profile

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA)	Not Applicable	Live multimedia files with audio are not present, so synchronized captions are not required.
1.2.5 Audio Description (Prerecorded) (Level AA)	Supports	Prerecorded multimedia files containing essential information that is only conveyed visually have an audio description track.
1.3.4 Orientation (Level AA 2.1 and 2.2)	Partially Supports	The orientation of most of the content is not locked to either landscape or portrait unless a specific orientation is essential for the functionality. The following exception exists: • When the display orientation is changed (from portrait to landscape or vice versa), the content does not adjust to the new orientation, so people who require a particular display orientation may not be able to access some of that content or functionality. This issue occurs across the application screens.
1.3.5 Identify Input Purpose (Level AA 2.1 and 2.2)	Supports	The purpose for each input field that collects an individual's personal data is programmatically defined based on the WCAG list of Input Purposes for User Interface Components.

Criteria	Conformance Level	Remarks and Explanations
1.4.3 Contrast (Minimum) (Level AA)	Partially Supports	Most text and images of regular text have the required color contrast ratio with their backgrounds. The following exceptions exist: • The color contrast ratio between placeholder text in an input and the input's background is less than 4.5:1, so people who are colorblind or have low vision may have difficulty reading the placeholder text. This occurs on the following screens: Job Applications; Student Post Composer; Jobs - List; Jobs - Filter; Inbox - List. • The color contrast ratio between text and its background is less than 4.5:1, so people who are colorblind or have low vision may have difficulty reading the text. This occurs on the following screens: Job Applications; Apply for Job; Profile - Edit; Explore; Job Detail; Which industries are you looking for?; Race and ethnicity; Edit Banner and across the application.
1.4.4 Resize text (Level AA)	Supports	Content is readable and functional when browser zoom is set to 200% of its initial size.
1.4.5 Images of Text (Level AA)	Supports	When content can be presented visually using only text, an image of text is not used to present that text.
1.4.10 Reflow (Level AA 2.1 and 2.2)	Supports	The content of each screen is viewable without scrolling horizontally when the viewport is set to 320 CSS pixels wide.

Criteria	Conformance Level	Remarks and Explanations
1.4.11 Non-text Contrast (Level AA 2.1 and 2.2)	Partially Supports	Most of the boundaries and indicators of the visual state(s) of each active user component and any graphics required to understand content have a 3:1 color contrast ratio with adjacent color(s) or their background. The following exceptions exist: • The visual boundary of an interactive element (like a radio button or input field) does not have a 3:1 color contrast ratio with the background, so people who are colorblind or have low vision may have difficulty perceiving the boundaries of the interactive element. This occurs on the following screen: Apply for Job. • An icon (or part of the icon required to understand its content) does not have a 3:1 color contrast ratio with the background or adjacent colors, so people who are colorblind or have low vision may not be able understand the information presented by the icon. This occurs on the following screens: Jobs - List; Profile Detail - View. • The indicator for the state of an interactive element (like a checkbox or radio button) does not have a 3:1 color contrast ratio with the background, so people who are colorblind or have low vision may have difficulty perceiving the state of the interactive element. This occurs on the following screens: Notification Settings; Jobs - List.

Criteria	Conformance Level	Remarks and Explanations
1.4.12 Text Spacing (Level AA 2.1 and 2.2)	Supports	The spacing between letters, words, lines of text and paragraphs can be adjusted with no loss of content or functionality.
1.4.13 Content on Hover or Focus (Level AA 2.1 and 2.2)	Supports	When additional content is triggered by pointer hover or keyboard focus, that additional content can be dismissed and hovered over, and the content persists until the user dismisses it.
2.4.5 Multiple Ways (Level AA)	Supports	Multiple ways are available to find other screens on the site.

Criteria	Conformance Level	Remarks and Explanations
2.4.6 Headings and Labels (Level AA)	Partially Supports	Most headings and labels for form and interactive controls are informative. The following exceptions exist: • A label for a control or form input field does not convey the purpose of the control or input, so users may not understand what the control does or what data to enter, especially people with cognitive or learning disabilities and people who are blind and/or use a screen reader. This occurs on the following screens: Profile - Edit; Video. • A programmatic label for a control or form input field does not convey the purpose of the control or input, so people who are blind and/or use a screen reader may not understand what the control does or what data to enter. This occurs on the following screens: Jobs - Filter; Race and ethnicity. • Multiple buttons have identical programmatic labels but different functionality, and there is no programmatic context, so people who are blind and/or use a screen reader will not know or may be confused or misled about what each button does. This occurs on the following screens: Apply for Job; Employers Detail - Overview; Home - Feeds; Explore; Jobs - List; Job Detail; Profile Detail - View; Edit Organization; Employers Detail - Jobs.
2.4.7 Focus Visible (Level AA)	Supports	It is visually apparent which screen element is currently receiving keyboard focus.

Criteria	Conformance Level	Remarks and Explanations
2.4.11 Focus Not Obscured (Minimum) (Level AA 2.2 only)	Supports	When a user interface component receives keyboard focus, the component is not entirely hidden due to author-created content.
2.5.7 Dragging Movements (Level AA 2.2 only)	Supports	All functionality that uses a dragging movement can be achieved by a single pointer without dragging, unless dragging is essential or the functionality is determined by the user agent and not modified by the author.
2.5.8 Target Size (Minimum) (Level AA 2.2 only)	Supports	The size of the target for each clickable control is at least 24 by 24 CSS pixels, except where the target size is determined by the user agent; there is a different control with equivalent functionality; the target is inline with text; the presentation of the target is essential to the function or otherwise exempted under the rule; or each control is spaced such that a 24-pixel circle placed around the bounding box of the control will not intersect any similar circle for another control.
3.1.2 Language of Parts (Level AA)	Supports	The language of each section of content that is different from the default language of the screen is correctly identified and can be determined programmatically.
3.2.3 Consistent Navigation (Level AA)	Supports	Navigation patterns that are repeated on screens are presented in the same relative order each time they appear and do not change order when navigating through the site.
3.2.4 Consistent Identification (Level AA)	Supports	Labels, names, and text alternatives for content that have the same functionality across multiple screens are consistently identified.

Criteria	Conformance Level	Remarks and Explanations
3.3.3 Error Suggestion (Level AA)	Supports	If input errors are automatically detected, suggestions are provided in text for correcting the input in a timely and accessible manner before the data is submitted to the server.
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)	Supports	If the user can change or delete legal transactions, financial transactions, student exam responses, or data transactions that are unrecoverable or unintentionally modify or delete data, the changes and/or deletions are reversible, verified, or confirmed.
3.3.8 Accessible Authentication (Minimum) (Level AA 2.2 only)	Supports	A cognitive function test (such as remembering a password or solving a puzzle) is not required for any step in an authentication process unless either another method is available that does not rely on a cognitive function test; help is available to assist the user in completing the test; or the test is to recognize objects or identify non-text content the user provided to the Web site.
4.1.3 Status Messages (Level AA 2.1 and 2.2)	Partially Supports	In most cases, status messages can be programmatically determined and presented by assistive technologies without receiving focus. The following exception exists: • A status message is not automatically announced by the screen reader, so people who are blind and/or use a screen reader or other assistive technology may completely miss the status message or they may not hear it in a timely fashion. This occurs on the following screen: Add/Edit Organization.

Table 3: Success Criteria, Level AAA

Notes: Level AAA success criteria are not within the scope of this conformance evaluation.

Legal Disclaimer (Handshake)

Include your company legal disclaimer here, if needed