

# Handshake Accessibility Conformance Report

## WCAG Edition

(Based on VPAT® Version 2.5)

### Name of Product/Version:

Handshake Student Site

### 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:

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### Notes:

This report was created by Deque Systems Inc. upon completion of an accessibility evaluation performed between 10/14/2024 and 10/29/2024. This report is updated based upon the recent re-assessment and validation performed between 05/01/2025 and 05/06/2025.

## Evaluation Methods Used:

Manual assessment was performed using Chrome v.130.0 on Windows 11 and included exclusive use of the keyboard. Automated tools used included axe Auditor and the axe DevTools browser extension. Assistive technologies employed included NVDA v.2024.1

## Scope of Evaluation

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

Page Title	URL
Adding a New Document	<a href="https://joinhandshake-staging.com/stu/users/91654/documents#new">https://joinhandshake-staging.com/stu/users/91654/documents#new</a>
Article Details	<a href="https://joinhandshake-staging.com/stu/articles/218">https://joinhandshake-staging.com/stu/articles/218</a>
Articles	<a href="https://joinhandshake-staging.com/stu/schools/18/articles">https://joinhandshake-staging.com/stu/schools/18/articles</a>
Career Center	<a href="https://joinhandshake-staging.com/stu/schools/18">https://joinhandshake-staging.com/stu/schools/18</a>
Career Fair Details	<a href="https://joinhandshake-staging.com/stu/career_fairs/2436?ref=events-search">https://joinhandshake-staging.com/stu/career_fairs/2436?ref=events-search</a>
Company Details	<a href="https://joinhandshake-staging.com/stu/employers/2">https://joinhandshake-staging.com/stu/employers/2</a>
Employer collections	<a href="https://joinhandshake-staging.com/stu/schools/18/handpicked_employers?collection=CLOSE_TO_CAMPUS">https://joinhandshake-staging.com/stu/schools/18/handpicked_employers?collection=CLOSE_TO_CAMPUS</a>
Employers	<a href="https://joinhandshake-staging.com/stu/employers">https://joinhandshake-staging.com/stu/employers</a>
Event Detail - Unregistered	<a href="https://joinhandshake-staging.com/stu/events/4490?ref=events-search">https://joinhandshake-staging.com/stu/events/4490?ref=events-search</a>
Event Details - Registered	<a href="https://joinhandshake-staging.com/stu/events/4061?ref=events-search">https://joinhandshake-staging.com/stu/events/4061?ref=events-search</a>
Events	<a href="https://joinhandshake-staging.com/stu/events?collection=ALL&amp;eventFormat=HYBRID&amp;sort=RELEVANCE&amp;date=ALL">https://joinhandshake-staging.com/stu/events?collection=ALL&amp;eventFormat=HYBRID&amp;sort=RELEVANCE&amp;date=ALL</a>
Fair Registered Modal	<a href="https://joinhandshake-staging.com/stu/postings?employment_type_names%5B%5D=Part-Time&amp;query=&amp;sort_column=created_at&amp;sort_direction=desc">https://joinhandshake-staging.com/stu/postings?employment_type_names%5B%5D=Part-Time&amp;query=&amp;sort_column=created_at&amp;sort_direction=desc</a>
Feed	<a href="https://joinhandshake-staging.com/feed">https://joinhandshake-staging.com/feed</a>
Filters modal	<a href="https://joinhandshake-staging.com/stu/postings?page=1&amp;per_page=25&amp;sort_direction=desc&amp;sort_column=default&amp;employment_type_names%5B%5D=Full-Time&amp;job.job_types%5B%5D=1">https://joinhandshake-staging.com/stu/postings?page=1&amp;per_page=25&amp;sort_direction=desc&amp;sort_column=default&amp;employment_type_names%5B%5D=Full-Time&amp;job.job_types%5B%5D=1</a>
Home	<a href="https://joinhandshake-staging.com/stu">https://joinhandshake-staging.com/stu</a>

Inbox	<a href="https://joinhandshake-staging.com/stu/conversations#135083">https://joinhandshake-staging.com/stu/conversations#135083</a>
Job Details	<a href="https://joinhandshake-staging.com/stu/jobs/8468?ref=preview-header-click&amp;search_id=44a1e816-2a49-4c57-810c-e5bd23c1c56b">https://joinhandshake-staging.com/stu/jobs/8468?ref=preview-header-click&amp;search_id=44a1e816-2a49-4c57-810c-e5bd23c1c56b</a>
Job Search	<a href="https://joinhandshake-staging.com/stu/postings?page=1&amp;per_page=25&amp;sort_direction=desc&amp;sort_column=default">https://joinhandshake-staging.com/stu/postings?page=1&amp;per_page=25&amp;sort_direction=desc&amp;sort_column=default</a>
Login	<a href="https://joinhandshake-staging.com/">https://joinhandshake-staging.com/</a>
My Documents	<a href="https://joinhandshake-staging.com/stu/users/91654/documents#5568">https://joinhandshake-staging.com/stu/users/91654/documents#5568</a>
My Profile	<a href="https://joinhandshake-staging.com/profiles/91654">https://joinhandshake-staging.com/profiles/91654</a>
New Appointment	<a href="https://joinhandshake-staging.com/stu/appointments/new">https://joinhandshake-staging.com/stu/appointments/new</a>
Notification Preferences	<a href="https://joinhandshake-staging.com/stu/users/91661/notification_preferences">https://joinhandshake-staging.com/stu/users/91661/notification_preferences</a>
Quick Apply Modal	<a href="https://joinhandshake-staging.com/stu/postings">https://joinhandshake-staging.com/stu/postings</a>
Registration Step 1 - Email	<a href="https://joinhandshake-staging.com/student_account_registrations/new#/email">https://joinhandshake-staging.com/student_account_registrations/new#/email</a>
Registration Step 2 - School	<a href="https://joinhandshake-staging.com/student_account_registrations/new#/school">https://joinhandshake-staging.com/student_account_registrations/new#/school</a>
Registration Step 3 - Choose a password	<a href="https://joinhandshake-staging.com/student_account_registrations/new#/password">https://joinhandshake-staging.com/student_account_registrations/new#/password</a>
Registration Step 4 - Tell Us About Yourself	<a href="https://joinhandshake-staging.com/student_account_registrations/new#/education">https://joinhandshake-staging.com/student_account_registrations/new#/education</a>
Registration Step 5 - Check your email	<a href="https://joinhandshake-staging.com/stu/not_confirmed">https://joinhandshake-staging.com/stu/not_confirmed</a>
Request Experiences	<a href="https://joinhandshake-staging.com/stu/experiences/new">https://joinhandshake-staging.com/stu/experiences/new</a>
Steps to Reach Home page	<a href="https://joinhandshake-staging.com/stu/student_onboardings/new">https://joinhandshake-staging.com/stu/student_onboardings/new</a>
Student Prompts	<a href="https://joinhandshake-staging.com/stu/student_prompts">https://joinhandshake-staging.com/stu/student_prompts</a>

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

- Header
- Date Picker
- Left Side bar
- Project wide

## 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)
<a href="#">Web Content Accessibility Guidelines 2.2</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 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
<a href="#">1.1.1 Non-text Content</a> (Level A)	Partially Supports	<p>Most non-text content has text alternatives or a text alternate that serves an equivalent purpose.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>• An image does not have a text alternative, so people who are blind and/or use a screen reader will not be able to access the information available in the image and if it is an active image, will not understand its function. This occurs on the following page: Articles.</li> <li>• 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 pages: Articles; Events; Feed; Job Search; Student Prompts.</li> <li>• An image has a text alternative that is different than what the image represents, so people who are blind and/or use a screen reader will be given different information than sighted users. This occurs on the following Filters modal; Login; Home; Career Center; Event Details – Registered and across the application pages.</li> <li>• 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 page: My Profile.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<a href="#"><u>1.2.1 Audio-only and Video-only (Prerecorded)</u></a> (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).
<a href="#"><u>1.2.2 Captions (Prerecorded)</u></a> (Level A)	Supports	Prerecorded multimedia files have a text-based synchronized captions.
<a href="#"><u>1.2.3 Audio Description or Media Alternative (Prerecorded)</u></a> (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
<a href="#">1.3.1 Info and Relationships</a> (Level A)	Partially Supports	<p>Most information, structure, and relationships conveyed through presentation can be programmatically determined or are available in text.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>• A set of checkboxes is not programmatically grouped, so the group label for the set of checkboxes will not be conveyed to people who are blind and/or use a screen reader and they will not understand the purpose of the individual checkboxes. This occurs on the following pages: Filters modal; Events; Employers; Steps to Reach Home page.</li> <li>• A group of form controls is not programmatically associated with their group label, so the purpose of individual controls in the group cannot be understood by people who are blind and/or use a screen reader. This occurs on the following page: Filters modal.</li> <li>• A heading level is out of order, 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 pages: Job Search; Events; Job Details; My Profile; Request Experiences; Employers; Notification Preferences; Career Center; My Documents.</li> <li>• A layout table is incorrectly marked up as a data table, so people who are blind and/or use a screen reader will perceive the table as presenting relational data rather than simply</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<p><a href="#">1.3.2 Meaningful Sequence</a> (Level A)</p>	<p>Partially Supports</p>	<p>The reading and navigation order of most content is logical and intuitive.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>• 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 page. This occurs on the following pages: Job Search; Events; My Profile; Home.</li> <li>• The correct reading order of dynamically changing content is not programmatically determinable by screen readers, so people who are blind and/or use a screen reader may not be made aware of new or changed content that is dynamically added to a page. This occurs on the following: Article Details and Date Picker component found on multiple pages.</li> <li>• Screen reader focus is lost or misplaced due to user interaction or content update, making navigation difficult or impossible for people who are blind and/or use a screen reader or other assistive technology. This occurs on the following page: Filters modal.</li> <li>• The screen reader skips and does not announce informative static content (text or images), so the intended meaning of the content will be lost or changed for people who are blind and/or use a screen reader. This occurs on the following page: Steps to Reach Home Page.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<a href="#">1.3.3 Sensory Characteristics</a> (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.
<a href="#">1.4.1 Use of Color</a> (Level A)	Partially Supports	<p>For most content, color is not used as the only method to convey information, indicate an action, prompt a response, or distinguish visual elements.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>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 page: Home.</li> <li>Color is used as the only method to convey the state (such as "checked," "pressed," or "selected") of a control, so that information will not be available to people who are colorblind and people who are blind and/or use a screen reader. This occurs on the following pages: Articles; Registration Step 2 - School; Registration Step 4 - Tell Us About Yourself; Employers; Steps to Reach Home page.</li> </ul>
<a href="#">1.4.2 Audio Control</a> (Level A)	Supports	A mechanism is provided to stop, pause, mute, or adjust volume for audio that automatically plays for more than 3 seconds.

Criteria	Conformance Level	Remarks and Explanations
<a href="#">2.1.1 Keyboard</a> (Level A)	Partially Supports	<p>On most pages, 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.</p> <p>The following exception exists:</p> <ul style="list-style-type: none"> <li>• A function cannot be performed using only the keyboard, so people who use the keyboard alone to navigate and operate content cannot use this function. This occurs on the following: Feed; Job Search and Left Side bar component found on multiple pages.</li> </ul>
<a href="#">2.1.2 No Keyboard Trap</a> (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.
<a href="#">2.1.4 Character Key Shortcuts</a> (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.

Criteria	Conformance Level	Remarks and Explanations
<a href="#">2.2.1 Timing Adjustable</a> (Level A)	Partially Supports	<p>In most cases when a time limit exists, the user is given an option to turn off, adjust, or extend the time limit.</p> <p>The following exception exists:</p> <ul style="list-style-type: none"> <li>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 pages: Quick Apply Modal; Request Experiences; Notification Preferences.</li> </ul>
<a href="#">2.2.2 Pause, Stop, Hide</a> (Level A)	Supports	Moving, blinking, scrolling, or auto-updating information can be paused, stopped, hidden, or otherwise controlled by the user.
<a href="#">2.3.1 Three Flashes or Below Threshold</a> (Level A)	Not Applicable	The tested application does not contain flashing content.
<a href="#">2.4.1 Bypass Blocks</a> (Level A)	Supports	A method is provided to skip navigation and other page elements that are repeated across web pages.

Criteria	Conformance Level	Remarks and Explanations
<a href="#">2.4.2 Page Titled</a> (Level A)	Partially Supports	<p>Most pages have descriptive and informative titles.</p> <p>The following exception exists:</p> <ul style="list-style-type: none"> <li>The page's programmatic title does not identify the purpose of the page, so people who use a screen reader will not know the purpose of the page without reading its content. This occurs on the following pages: Feed; Company Details; My Profile; Career Center; Steps to Reach Home Page; Student Prompts.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<a href="#">2.4.3 Focus Order</a> (Level A)	Partially Supports	<p>The navigation order of most interactive elements (such as links, buttons, or form elements) is logical and preserves meaning and operability.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>• Keyboard focus or touch screen swiping goes to an element that is hidden or empty, so people who use the keyboard to navigate content (including screen reader users) may become disoriented or confused. This occurs on the following pages: Feed; Job Search; Registration Step 2 - School.</li> <li>• Keyboard focus is lost or misplaced as a result of user interaction or content update or refresh, so people who use the keyboard to navigate content (including screen reader users) will become disoriented. This occurs on the following pages: Filters modal; Company Details.</li> <li>• The focus order is not logical and presents content in an order that misrepresents its meaning or operability, so people who use a keyboard, switch control, or other assistive technology to navigate content may become disoriented or confused. This occurs on the following page: Article Details.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<a href="#">2.4.4 Link Purpose (In Context)</a> (Level A)	Partially Supports	<p>The purpose of most links can be determined from the link text alone or from the link text and its programmatic context.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>Multiple links have identical link text but different destinations, and the context provided by the content that immediately surrounds each link does not provide any clarification, so people who are blind and/or use a screen reader will not know or may be confused about where each link goes. This occurs on the following pages: Company Details; Home.</li> <li>The purpose of the link is not made clear by its text or the context provided by the content that immediately surrounds it, so people who are blind and/or use a screen reader will not know where the link goes. This occurs on the following pages: Job Search; Company Details; Job Details; Home.</li> </ul>
<a href="#">2.5.1 Pointer Gestures</a> (Level A 2.1 and 2.2)	Supports	<p>All functionality that can be operated with a pointer can be operated with single-point actions.</p>



Criteria	Conformance Level	Remarks and Explanations
<a href="#">2.5.2 Pointer Cancellation</a> (Level A 2.1 and 2.2)	Supports	<p>For functionality that can be operated using a single pointer, at least one of the following is true:</p> <ul style="list-style-type: none"> <li>■ The action is not triggered on the down event.</li> <li>■ 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.</li> <li>■ The up-event reverses any outcome of the preceding down-event.</li> <li>■ Completing the function on the down-event is essential.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<a href="#">2.5.3 Label in Name</a> (Level A 2.1 and 2.2)	Partially Supports	<p>For most user interface components that include visible text labels, the accessible name matches (or includes) the visible text in the label.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>• 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 pages: Career Fair Details; Job Search; Events; Company Details; Job Details; Login; Home; Request Experiences; Event Detail - Unregistered; Employers; My Documents; Registration Step 1 - Email; Registration Step 3 - Choose a password.</li> <li>• An interactive element (such as a link, button, or form input) does not have an accessible name because its visible label is not programmatically associated with the element, so people who use speech input to navigate and operate content will not be able to access the element. This occurs on the following page: Feed.</li> </ul>
<a href="#">2.5.4 Motion Actuation</a> (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.
<a href="#">3.1.1 Language of Page</a> (Level A)	Supports	The language of each page is correct and can be determined programmatically.

Criteria	Conformance Level	Remarks and Explanations
<a href="#"><u>3.2.1 On Focus</u></a> (Level A)	Supports	When an element receives focus, a change in context (such as a substantial change to the page, the spawning of a pop-up window, or a change in focus) that may disorient the user does not occur.
<a href="#"><u>3.2.2 On Input</u></a> (Level A)	Supports	When a user inputs information or interacts with a control, it does not result in a substantial change to the page that could disorient the user unless the user is informed about the change ahead of time.
<a href="#"><u>3.2.6 Consistent Help</u></a> (Level A 2.2 only)	Supports	On web pages that contain help features (including human or automated contact options or self-help options), those features occur in the same order relative to other page content unless the user changes that order.
<a href="#"><u>3.3.1 Error Identification</u></a> (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.

Criteria	Conformance Level	Remarks and Explanations
<a href="#">3.3.2 Labels or Instructions</a> (Level A)	Partially Supports	<p>For most 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.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>• The label for a form field is missing, so the field's purpose is not clear. This occurs on the following pages: Feed; Job Search.</li> <li>• The label of an element is not persistent (always visible on the page), so the element's purpose may be difficult to discover. This occurs on the following page: Job Search.</li> </ul>
<a href="#">3.3.7 Redundant Entry</a> (Level A 2.2 only)	Supports	<p>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.</p>
<a href="#">4.1.1 Parsing</a> (Level A)	Supports	<p>For the WCAG 2.0, 2.1, EN 301 549, and Revised 508 Standards, the September 2023 errata update indicates this criterion is always supported. See the <a href="#">WCAG 2.0 Editorial Errata</a> and the <a href="#">WCAG 2.1 Editorial Errata</a>. This criterion was removed from WCAG 2.2.</p>

Criteria	Conformance Level	Remarks and Explanations
<p><a href="#">4.1.2 Name, Role, Value</a> (Level A)</p>	<p>Partially Supports</p>	<p>The name, role, state, and value of user interface components cannot be programmatically determined.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>• 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: Feed; Job Search; Request Experiences and Date Picker component found on multiple pages.</li> <li>• When a button is pressed, its pressed 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 pressed. This occurs on the following pages: Feed; Company Details.</li> <li>• An element that appears and functions like a combobox does not have the required attributes in its HTML code needed to provide its programmatic role, name, state, and other properties to assistive technology, so people who are blind and/or use a screen reader or other assistive technology may not be able to understand the name, purpose, or content of the element or how to interact with it. This occurs on the following pages: Request Experiences; Steps to Reach Home Page; Job Search.</li> </ul>

## Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<a href="#">1.2.4 Captions (Live)</a> (Level AA)	Not Applicable	Live multimedia files with audio are not present, so synchronized captions are not required.
<a href="#">1.2.5 Audio Description (Prerecorded)</a> (Level AA)	Supports	Prerecorded multimedia files containing essential information that is only conveyed visually have an audio description track.
<a href="#">1.3.4 Orientation</a> (Level AA 2.1 and 2.2)	Supports	Orientation of the content is not locked to either landscape or portrait unless a specific orientation is essential for the functionality.

Criteria	Conformance Level	Remarks and Explanations
<a href="#">1.3.5 Identify Input Purpose</a> (Level AA 2.1 and 2.2)	Partially Supports	<p>The purpose of most input fields that collect an individual's personal data are programmatically defined based on the WCAG list of Input Purposes for User Interface Components.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>• No programmatic purpose is provided for an input element (like a text input field), so browsers or assistive technology are not able to automatically suggest information to fill in the input. This occurs on the following pages: Quick Apply Modal; Login; Request Experiences; Registration Step 1 - Email; Registration Step 3 - Choose a password.</li> <li>• The programmatic purpose provided for an input element (like a text input field) is not accurate, so information automatically suggested by the browser or assistive technology to fill in the input will be incorrect. This occurs on the following page: Login.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<a href="#">1.4.3 Contrast (Minimum)</a> (Level AA)	Partially Supports	<p>Most text and images of regular text have the required color contrast ratio with their backgrounds.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>• 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: Filters modal; Login; Home; Registration Step 2 - School; Registration Step 4 - Tell Us About Yourself; Request Experiences; Steps to Reach Home page and Date Picker component found on multiple pages.</li> <li>• The color contrast ratio on hover or focus between a control's text label and its background is less than 4.5:1, so people who are colorblind or have low vision may have difficulty reading the text label of the control. This occurs on the following: Employers; My Documents and Date Picker component found on multiple pages.</li> </ul>



Criteria	Conformance Level	Remarks and Explanations
<a href="#">1.4.4 Resize text</a> (Level AA)	Partially Supports	<p>Most content is readable and functional when browser zoom is set to 200% of its initial size.</p> <p>The following exception exists:</p> <ul style="list-style-type: none"> <li>Content is lost, clipped, or obscured when the page is zoomed to 200%, so people who have low vision and need to enlarge text to read it may not have access to that content. This occurs on the following: Events; Login and Left Side bar component found on multiple pages.</li> </ul>
<a href="#">1.4.5 Images of Text</a> (Level AA)	Supports	<p>When content can be presented visually using only text, an image of text is not used to present that text.</p>

Criteria	Conformance Level	Remarks and Explanations
<a href="#">1.4.10 Reflow</a> (Level AA 2.1 and 2.2)	Partially Supports	<p>The content of most pages is viewable without scrolling horizontally when the viewport is set to 320 CSS pixels wide.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>• When the page is adjusted to an equivalent width of 320 pixels and content reflows to fit within the viewport, some content or functionality becomes unavailable, so people with low vision who increase the size of text and other content using the browser zoom will not be able to access all of the page's content and/or functionality. This occurs on the following: Login; Steps to Reach Home Page; Job Search; My Profile; Article Details; Request Experiences; Event Details – Registered and Left Side bar component found on multiple pages.</li> <li>• When the page is adjusted to an equivalent width of 320 pixels and content reflows to fit within the viewport, some content overlaps and cannot be seen or understood, so the overlapping content is not available to people with low vision who increase the size of text and other content using the browser zoom. This occurs on the following pages: Filters modal; Career Fair Details; Events; Company Details; Notification Preferences.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<p><a href="#">1.4.11 Non-text Contrast</a> (Level AA 2.1 and 2.2)</p>	<p>Partially Supports</p>	<p>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.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>• 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 pages: Job Search; Quick Apply Modal; Notification Preferences.</li> <li>• 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 to understand the information presented by the icon. This occurs on the following pages: Filters modal; Registration Step 2 - School; Registration Step 4 - Tell Us About Yourself; Request Experiences.</li> <li>• 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 pages: Article Details, Request</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<a href="#">1.4.12 Text Spacing</a> (Level AA 2.1 and 2.2)	Partially Supports	<p>For most content, the spacing between letters, words, lines of text and paragraphs can be adjusted with no loss of content or functionality.</p> <p>The following exception exists:</p> <ul style="list-style-type: none"> <li>When text spacing is adjusted to help people with vision, reading and cognitive disabilities, some content cannot be seen because it is cut off. This occurs on the following pages: Job Search; Job Details.</li> </ul>
<a href="#">1.4.13 Content on Hover or Focus</a> (Level AA 2.1 and 2.2)	Partially Supports	<p>In most cases 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.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>Content that appears on mouse hover or keyboard focus (such as tooltips, drop-down menus, or popups) is not dismissible, so it obscures all or part of the original content on the page. This occurs on the following pages: Feed; Article Details.</li> <li>Content that appears on mouse hover (such as tooltips, drop-down menus, or popups) disappears when the mouse pointer is moved over that content, meaning people with disabilities, especially people with low vision who need to magnify text, may not be able to read the additional content. This occurs on the following pages: Job Search; Job Details.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<a href="#">2.4.5 Multiple Ways</a> (Level AA)	Supports	Multiple ways are available to find other pages on the site.
<a href="#">2.4.6 Headings and Labels</a> (Level AA)	Partially Supports	<p>Most headings and labels for form and interactive controls are informative.</p> <p>The following exceptions exist:</p> <ul style="list-style-type: none"> <li>• 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: Filters modal; Job Search; Events; Company Details; Job Details; My Profile; Registration Step 2 - School; Employer collections; Career Center and Date Picker component found on multiple pages.</li> <li>• 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 pages: Feed; Job Search; Company Details; Job Details; My Profile; Registration Step 4 - Tell Us About Yourself; Home; Request Experiences; Employers; Steps to Reach Home page; Event Details - Registered.</li> </ul>

Criteria	Conformance Level	Remarks and Explanations
<a href="#">2.4.7 Focus Visible</a> (Level AA)	Partially Supports	<p>In most cases, it is visually apparent which page element is currently receiving keyboard focus.</p> <p>The following exception exists:</p> <ul style="list-style-type: none"> <li>An interactive element (such as a link, button, or form input) does not have a visual focus indicator, so sighted people who use a keyboard to navigate content will not know when that element is receiving focus. This occurs on the following page: Job Search.</li> </ul>
<a href="#">2.4.11 Focus Not Obscured (Minimum)</a> (Level AA 2.2 only)	Partially Supports	<p>When most user interface components receive keyboard focus, each component is not entirely hidden due to author-created content.</p> <p>The following exception exists:</p> <ul style="list-style-type: none"> <li>A focused element is completely covered by other author-created content, which may cause people who use the keyboard to navigate content to become disoriented. This occurs on Job Search and across the application pages as well.</li> </ul>
<a href="#">2.5.7 Dragging Movements</a> (Level AA 2.2 only)	Supports	<p>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.</p>

Criteria	Conformance Level	Remarks and Explanations
<a href="#">2.5.8 Target Size (Minimum)</a> (Level AA 2.2 only)	Partially Supports	<p>The size of the target for most clickable controls 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.</p> <p>The following exception exists:</p> <ul style="list-style-type: none"> <li>• A target's hit area does not meet minimum 24x24 pixel size or spacing. making it difficult for users with hand tremors and those who have difficulty with fine motor movement to activate them accurately on the following pages: Request Experiences; Employers; Career Center; Steps to Reach Home Page.</li> </ul>
<a href="#">3.1.2 Language of Parts</a> (Level AA)	Supports	The language of each section of content that is different from the default language of the page is correctly identified and can be determined programmatically.
<a href="#">3.2.3 Consistent Navigation</a> (Level AA)	Supports	Navigation patterns that are repeated on web pages are presented in the same relative order each time they appear and do not change order when navigating through the site.
<a href="#">3.2.4 Consistent Identification</a> (Level AA)	Supports	Labels, names, and text alternatives for content that have the same functionality across multiple web pages are consistently identified.

Criteria	Conformance Level	Remarks and Explanations
<a href="#">3.3.3 Error Suggestion</a> (Level AA)	Partially Supports	<p>In most cases, 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.</p> <p>The following exception exists:</p> <ul style="list-style-type: none"> <li>• A form field has a required input format (such as "MM/DD/YYYY" for a date), but the field's error message does not indicate the required data format, so users do not know the correct format to use. This occurs on the following page: Request Experiences.</li> </ul>
<a href="#">3.3.4 Error Prevention (Legal, Financial, Data)</a> (Level AA)	Supports	<p>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.</p>
<a href="#">3.3.8 Accessible Authentication (Minimum)</a> (Level AA 2.2 only)	Supports	<p>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.</p>



Criteria	Conformance Level	Remarks and Explanations
<a href="#">4.1.3 Status Messages</a> (Level AA 2.1 and 2.2)	Partially Supports	<p>In most cases, status messages can be programmatically determined and presented by assistive technologies without receiving focus.</p> <p>The following exception exists:</p> <ul style="list-style-type: none"> <li>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 pages: Filters modal; Feed; Articles; Job Search; Job Details; Registration Step 2 - School; Registration Step 4 - Tell Us About Yourself; Request Experiences; Employer collections; Employers; New Appointment; Steps to Reach Home page; Registration Step 1 - Email.</li> </ul>

### 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*