

Handshake Web Accessibility Conformance Report

WCAG 2.1 and Revised Section 508 Edition

(Based on VPAT® Version 2.4)

Name of Product/Version: Handshake Employer Web Application

Report Date: July 2021

Product Description: Handshake was created to ensure that all college students have equal access to meaningful careers. Since our 2013 founding in Michigan, our network of university and employer partners—and the impact for students—has grown exponentially. Within a few years, Handshake has become the leading early career community in the US.

Contact Information: accessibility@joinhandshake.com

Notes:

September 2020 – Product Audit

June 2021 – Product Validation Completed

Evaluation Methods Used: Testing involved extensive use of leading assistive technology, such as screen reader, screen magnifier and speech recognition software, as well as exclusive use of the keyboard. Native platform accessibility features were also used to assist with testing. These were supplemented with techniques, such as manual inspection of Accessibility API output.

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 2.1	Level A - Yes Level AA - Yes Level AAA - No
Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018	Yes

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.x Report

Tables 1 and 2 also document conformance with :

- Revised Section 508: Chapter 5 – 501.1 Scope, 504.2 Content Creation or Editing, and Chapter 6 – 602.3 Electronic Support Documentation.

Note: When reporting on conformance with the WCAG 2.x Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the [WCAG 2.x Conformance Requirements](#).

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
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1.1.1 Non-text Content (Level A)

Also applies to:

Revised Section 508

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

Web: Partially Supports

Web: Handshake provides text alternatives for some instances of non-text content. A rating of Partially Supports has been given for the following reason(s):

- User added images do not have a method to add alt text.
- Line graphs have no text alternative.
- Student icons have no alt text.
- Images through the application are not properly marked as decorative.
- Heading icons and links are not hidden from assistive technologies.
- Logos and placeholder images do not have text alternatives.
- Header logo does not have meaningful alt text of “logo”.
- Alt text is missing from images present in “Select and Upload Image” modal.
- Decorative down arrow in Date Picker is not marked as decorative.

Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> • Message writing dialog image has generic alt text. • Job Edit back button icon has no alt text. • Some div elements contain aria-label which is not conveyed to assistive technologies.
<p>1.2.1 Audio-only and Video-only (Prerecorded) (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not contain prerecorded audio-only or video-only media.</p>
<p>1.2.2 Captions (Prerecorded) (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not contain prerecorded synchronized multimedia.</p>

Criteria	Conformance Level	Remarks and Explanations
<p>1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not contain prerecorded synchronized multimedia.</p>

1.3.1 Info and Relationships (Level A)

Also applies to:

Revised Section 508

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

Web: Partially Supports

Web: Handshake utilizes structure and relationship information in the product provided through element semantics. A rating of Partially Supports has been given for the following reason(s):

- Many input elements do not have a programmatically associated label.
- Some inputs only have placeholder text as their labels.
- Some comboboxes lack a programmatically associated label.
- Some input elements are not using the proper input type.
- Some labels, such as “Message Schedule”, are redundant information.
- Some checkboxes in tables do not provide a programmatically associated label.
- Select all checkboxes do not have a programmatically associated label.

		<ul style="list-style-type: none">• Sort controls have programmatically associated labels that do not accurately describe the control.• When interacting with messages, users are not notified of what folder they are viewing.• Some status messages are not announced to assistive technologies.• When altering content on some pages, assistive technology users are not notified of the changes.• Month and Year inputs reference two different labels, one of which is not present in the DOM.• Tabular data is visually presented as a table, but no HTML markup is used.• Some table headers are empty.• On some pages, headings do not reflect content structure.
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Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> • Some content, such as the week controls, are unnecessarily wrapped in a heading element. • Some list elements are nested improperly. • Some content is improperly marked as a sub-list. • Site navigation does not semantically convey its structure. • Some section navigations are not properly marked as links. • A list bullet is improperly used as a separator.
<p>1.3.2 Meaningful Sequence (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake presents content in a meaningful sequence on most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> • The DOM order on the Request Interview Schedule Review page is not logical.

Criteria	Conformance Level	Remarks and Explanations
<p>1.3.3 Sensory Characteristics (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not include instructions that rely on specific sensory characteristics.</p>
<p>1.4.1 Use of Color (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake does not convey information through color alone for most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● Some link text only uses color to differentiate it from other text. ● Color alone is used to convey which page is current which is not conveyed to assistive technologies. ● Tick marks are conveyed only using the color green alone. ● The currently selected date element uses color alone to convey the state.

Criteria	Conformance Level	Remarks and Explanations
<p>1.4.2 Audio Control (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not have audio that plays automatically.</p>

<p>2.1.1 Keyboard (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake can be operated through a keyboard interface for most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● Some icons are not navigable when using Shift + Tab. ● WYSIWYG editor toolbar buttons do not receive keyboard focus. ● Tooltips are not able to be focused or activated with keyboard only. ● SVG line graphs are not keyboard accessible. ● Calendar date picker element is not fully keyboard accessible. ● “Select from [X] students...” button is not keyboard actionable. ● Some Close buttons in modals, like those activated by Insert link or Insert image links, are not keyboard accessible.
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Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> ● Custom combobox controls cannot be activated correctly with a screen reader. ● Multiple interactive controls in the Upload Image Dialog are not keyboard accessible. ● Some table Action Bar buttons are not keyboard focusable. ● Some links have a tabindex of -1 which makes them not keyboard focusable. ● Some accordian elements do not receive keyboard focus. ● Some radio buttons, such as those in filter controls, are not keyboard focusable. ● Some controls that appear after selecting an option are not keyboard focusable.

Criteria	Conformance Level	Remarks and Explanations
<p>2.1.2 No Keyboard Trap (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake does not include keyboard traps on most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● Focus gets trapped in the WYSIWIG editor when users get to the text area. ● Multi-select combobox controls trap keyboard focus.
<p>2.1.4 Character Key Shortcuts (Level A 2.1 only)</p> <p>Also applies to:</p> <p>Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: Handshake does not include keyboard shortcuts in its content.</p>
<p>2.2.1 Timing Adjustable (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Does Not Support</p>	<p>Web: Handshake does have time limits on all pages. A rating of Does not Support has been given for the following reason:</p> <ul style="list-style-type: none"> ● Sessions will time out without any indication to users.

Criteria	Conformance Level	Remarks and Explanations
<p>2.2.2 Pause, Stop, Hide (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not contain moving, blinking, scrolling, or auto-updating information.</p>
<p>2.3.1 Three Flashes or Below Threshold (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not include flashing content.</p>
<p>2.4.1 Bypass Blocks (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) – Does not apply to non-web software ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) – Does not apply to non-web docs 	<p>Web: Partially Supports</p>	<p>Web: Handshake provides a mechanism to bypass repetitive navigations links for most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● The skip link targets below the section header which is incorrect.

Criteria	Conformance Level	Remarks and Explanations
<p>2.4.2 Page Titled (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake provides descriptive titles of its pages that describe their purpose for most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● Some pages do not have a unique title.

Criteria	Conformance Level	Remarks and Explanations
<p>2.4.3 Focus Order (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake components receive focus in a meaningful order on most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● Closing site navigation does not send focus to a meaningful location. ● Focus does not remain within modal dialogs when they are open. ● Newly added content, such as subsequent Job Location fields, do not receive focus after being added. ● Many modals, such as the Invite to Apply message dialog, do not properly send focus to activating element after being dismissed. ● Date picker elements often receive focus, even when visually hidden.

Criteria	Conformance Level	Remarks and Explanations
<p>2.4.4 Link Purpose (In Context) (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake links can be determined from the link text alone or from the programmatic context of the link for most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> • Some elements are contained within the same link which cause redundant links. • Some pages have links with names that are not unique. • Many controls in the WYSIWYG dialog do not provide accessible names. • Many interactive elements are missing meaningful accessible names. • Links inside some tables do not have unique link text. • Some elements inappropriately contain the role of link. • Some image links lack meaningful link text.

Criteria	Conformance Level	Remarks and Explanations
<p>2.5.1 Pointer Gestures (Level A 2.1 only)</p> <p>Also applies to:</p> <p>Revised Section 508 – Does not apply</p>	Web: Supports	Web: Handshake does not require the use of pointer gestures to perform actions.
<p>2.5.2 Pointer Cancellation (Level A 2.1 only)</p> <p>Also applies to:</p> <p>Revised Section 508 – Does not apply</p>	Web: Supports	Web: Handshake elements all of the use of pointer cancellation.
<p>2.5.3 Label in Name (Level A 2.1 only)</p> <p>Also applies to:</p> <p>Revised Section 508 – Does not apply</p>	Web: Supports	Web: Handshake provides accessible names of controls include the text of their visible labels.
<p>2.5.4 Motion Actuation (Level A 2.1 only)</p> <p>Also applies to:</p> <p>Revised Section 508 – Does not apply</p>	Web: Supports	Web: Handshake does not require the use of motion to perform actions.
<p>3.1.1 Language of Page (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Web: Supports	Web: Handshake programmatically indicates the default language used on all pages.

Criteria	Conformance Level	Remarks and Explanations
<p>3.2.1 On Focus (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not initiate any changes of context when a component receives focus.</p>
<p>3.2.2 On Input (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not have changes of context that occur automatically on user input.</p>

Criteria	Conformance Level	Remarks and Explanations
<p>3.3.1 Error Identification (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake indicates specifically which input is in error, using a text description, when such errors are detected for most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● Some error messages are not programmatically associated to their respective fields. ● Multi-step form error messages do not clearly identify which fields are in error.

<p>3.3.2 Labels or Instructions (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake utilizes labels and instructions for most inputs. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● The “employer_role” legend should not include the underscore. ● Checkboxes that are grouped in fieldsets do not always have meaningful labels. ● Some legend elements are not properly structured in fieldset elements. ● The legend for used for “Paid/Unpaid” radio buttons is improperly set as “Estimated salary”. ● Graduation Date, GPA, and Department GPA are not properly grouped in legend/fieldset elements. ● Graduation Date month and year inputs lack visible labels.
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Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> • Required fields are indicated by an asterisk, but there are no instructions defining the asterisk as required. • Some required fields provide no identification of such. • Some form fields, such as “Related amabassador”, do not have its instructive text programmatically associated to the input. • Calendar date picker controls do not provide instructions of the expected date format. • Some input elements, such as Start/End date inputs, do not have visible labels.

Criteria	Conformance Level	Remarks and Explanations
<p>4.1.1 Parsing (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake elements have complete start and end tags, elements are nested according to their specifications, and most elements do not contain duplicate attributes for most elements. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● Nav element for tabs do not have an accessible name.

<p>4.1.2 Name, Role, Value (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake includes many user interface components whose name, roles and value (as well as states and properties) can be determined and set programmatically. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● Editor toolbar buttons do not have accessible names. ● Some modal dialogs lack an accessible name. ● WYSIWYG modal dialogs do not have proper dialog structure. ● Custom combobox controls lack accessible name, role, and state. ● Custom controls with tables lack accessible names, role, and state. ● Multi-select comboboxes have issues with its name and state. ● Many accordian elements do not convey state information.
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		<ul style="list-style-type: none">• Dialog aria-label references elements not in the DOM.• The iframe and the text area in the WYSIWYG editor does not have an accessible name or state.• Step indicators do not have aria-current set on the current step.• Some controls such as the Applications, Events, RSVPs, and Fair RSVPs buttons are nested improperly.• “Search your schools to add job postings” field is not implemented correctly.• Some controls, such as the “Yes/No” controls, have an accessible name that is not meaningful.• At smaller breakpoints, the navigation hamburger does not have proper expanded/collapsed states.
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Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> • Links that filter notifications do not indicate their state properly. • Messages do not properly indicate the currently selected message. • Some links that have the same destination do not also have the same name. • Some listbox elements do not state the role of the element after an option has been selected. • Compose Message form does not have an accessible name or state. • Some drop down elements do not have state information. • Many controls lack the proper aria attributes, such as aria-expanded. • Many controls have unnecessary aria attributes.

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p>1.2.4 Captions (Live) (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not contain live synchronized media.</p>
<p>1.2.5 Audio Description (Prerecorded) (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not contain prerecorded synchronized media.</p>
<p>1.3.4 Orientation (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: Handshake content does not restrict its view and operation to a single display orientation.</p>
<p>1.3.5 Identify Input Purpose (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: Handshake’s technology has support for programmatic identification of input purpose.</p>

Criteria	Conformance Level	Remarks and Explanations
<p>1.4.3 Contrast (Minimum) (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake’s visual presentation of text has a sufficient contrast ratio in some places. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> • The number for Notifications and Messages does not meet minimum contrast requirements of 4.5:1. • Some text within input elements does not meet minimum contrast requirements of 4.5:1. • Some controls elements, such as buttons or links, do not meet minimum contrast requirements of 4.5:1. • Buttons in the Job Edit form navigation do not meet minimum contrast requirements of 4.5:1. • Multi-select combobox controls options do not meet the minimum contrast requirements of 4.5:1. • List items within the Career Fairs list do not meet minimum contrast requirements of 4.5:1.

Criteria	Conformance Level	Remarks and Explanations
<p>1.4.4 Resize text (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake allows text to be resized on most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● Content, such as the Create Campaign form, is lost when web browser page zoom is at 200%. ● WYSIWYG editor text area has a set height causing content in the text area to not properly resize.
<p>1.4.5 Images of Text (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake uses text instead of images of text.</p>
<p>1.4.10 Reflow (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>Revised Section 508 – Does not apply</p>	<p>Web: Partially Supports</p>	<p>Web: Handshake content is presented at the required width without loss of content or functionality for most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● Content, such as the User menu or the Create Campaign form, is cut off when page is reflowed.

Criteria	Conformance Level	Remarks and Explanations
<p>1.4.11 Non-text Contrast (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>Revised Section 508 – Does not apply</p>	<p>Web: Partially Supports</p>	<p>Web: Handshake controls pass minimum contrast requirements for active interface components for most elements. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> • Many input elements have a border that do not meet minimum contrast requirements of 3:1. • Many dialog “X” buttons do not meet minimum contrast requirements of 3:1. • Many icon element, such as the Star icons present for messages or the “X” icon in tables of schools, do not meet minimum contrast requirements of 3:1.
<p>1.4.12 Text Spacing (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>Revised Section 508 – Does not apply</p>	<p>Web: Partially Supports</p>	<p>Web: Handshake allows text spacing on most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> • Text spacing causes text to overlap on Jobs list items.

Criteria	Conformance Level	Remarks and Explanations
<p>1.4.13 Content on Hover or Focus (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>Revised Section 508 – Does not apply</p>	<p>Web: Partially Supports</p>	<p>Web: Handshake does not contain elements triggered by hover or focus on most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> • Start/End date fields in the Date Range control obscures content and cannot be dismissed with keyboard. • SVG line graphs have hover content that disappear when mouse pointer is moved off of the hover content.
<p>2.4.5 Multiple Ways (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) – Does not apply to non-web software • 504.2 (Authoring Tool) • 602.3 (Support Docs) – Does not apply to non-web docs 	<p>Web: Supports</p>	<p>Web: Handshake allows for multiple ways to access its content.</p>

Criteria	Conformance Level	Remarks and Explanations
<p>2.4.6 Headings and Labels (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake’s headings and labels describe their purpose for most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● Some labels for newly added content is not unique. ● Modal dialog Close buttons lack meaningful labels.
<p>2.4.7 Focus Visible (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: Handshake’s focusable elements have a visible keyboard focus indicator for most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● Focus indication for input fields does not meet contrast requirements of 3:1.
<p>3.1.2 Language of Parts (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not change languages in its pages.</p>

Criteria	Conformance Level	Remarks and Explanations
<p>3.2.3 Consistent Navigation (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) – Does not apply to non-web software ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) – Does not apply to non-web docs 	<p>Web: Supports</p>	<p>Web: Handshake navigational mechanisms are repeated in a consistent order.</p>
<p>3.2.4 Consistent Identification (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) – Does not apply to non-web software ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) – Does not apply to non-web docs 	<p>Web: Supports</p>	<p>Web: Handshake components that have the same functionality within a set of pages are identified consistently.</p>

Criteria	Conformance Level	Remarks and Explanations
<p>3.3.3 Error Suggestion (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake provides suggestions for errors that are automatically detected.</p>
<p>3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Handshake does not process legal commitments, where users-controllable data is modified or financial transactions are processed, user input is checked for input errors, and the user is provided an opportunity to correct them.</p>
<p>4.1.3 Status Messages (Level AA 2.1 only)</p> <p>Also applies to:</p> <p>Revised Section 508 – Does not apply</p>	<p>Web: Partially Supports</p>	<p>Web: Handshake utilizes status messages in an accessible manner for most pages. A rating of Partially Supports has been given for the following reason(s):</p> <ul style="list-style-type: none"> ● When uploading an image, the loading status message is not conveyed to assistive technologies. ● Toast notifications are not conveyed to assistive technologies.

Table 3: Success Criteria, Level AAA

Notes: Not evaluated.

Revised Section 508 Report

Notes:

Chapter 3: [Functional Performance Criteria](#) (FPC)

Notes: This product is supported without Claim of Equivalent Facilitation and other standards in this document cover the product

Chapter 4: [Hardware](#)

Notes: Not Applicable

Chapter 5: [Software](#)

Notes: Not Applicable

Chapter 6: [Support Documentation and Services](#)

Notes: Not Applicable

Legal Disclaimer (Company)