

# Handshake – Student Site Web Accessibility Conformance Report WCAG 2.1 and Revised Section 508 Edition

(Based on VPAT® Version 2.4)

**Name of Product/Version:** Handshake Student Site

**Report Date:** June 2022

**Product Description:** Handshake is the #1-way college students get hired. Receive personalized job recommendations based on your major, interest, and 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:** Email: [support@joinhandshake.com](mailto:support@joinhandshake.com), Phone: (415) 944-9960

**Notes:** N/A

**Evaluation Methods Used:** Handshake Student Site audit involved a combination of manual and functional testing on the desktop platform. Level Access (Level) comprehensively tested a selection of pages representative of the Handshake Student Site using JAWS 2022, ZoomText 2022, Dragon® Naturally Speaking 15, exclusive use of the keyboard, and manual inspection of code and Accessibility API output (using tools, such as Microsoft Inspect). The level also functionally tested a typical user flow with three different types of assistive technology: JAWS 2022 screen reader, ZoomText 2022 screen magnifier, and Dragon® NaturallySpeaking 15 dictation software.

## 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 2.1</a>	Level A - Yes Level AA - Yes Level AAA - No
<a href="#">Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018</a>	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 2.0 Conformance Requirements](#).

Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p><b><u>1.1.1 Non-text Content</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Text equivalents are provided for most non-text elements within Handshake Student Site. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• In multiple instances, decorative images and icons are rendered to assistive technology.</li> <li>• In some instances, custom controls do not indicate name, role, and state information.</li> <li>• In some instances, meaningful images do not have informative alternative text.</li> <li>• In some instances, hidden elements are rendered to assistive technology.</li> <li>• In some instances, charts and graphs lack descriptive text alternatives.</li> <li>• In some instances, meaningful icon fonts lack text equivalents.</li> <li>• In some instances, meaningful images lack informative alternative text.</li> </ul>

		<ul style="list-style-type: none"> <li>• On the Survey Results, complex images are used that lack descriptive text equivalents.</li> <li>• In a couple of modules, meaningful CSS background images are used without text equivalents.</li> <li>• On the Inbox module, image buttons are not provided with a meaningful text alternative.</li> </ul>
<p><b><u>1.2.1 Audio-only and Video-only (Prerecorded)</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Web: Supports	Web: Handshake Student Site does not include any “audio-only” or “video-only” content.
<p><b><u>1.2.2 Captions (Prerecorded)</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Web: Supports	Web: Handshake Student Site does not include any "synchronized multimedia".
<p><b><u>1.2.3 Audio Description or Media Alternative (Prerecorded)</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Web: Supports	Web: No content requiring audio description, or a media alternative is present on Handshake Student Site.
<p><b><u>1.3.1 Info and Relationships</u></b> (Level A)</p> <p>Also applies to:</p>	Web: Partially Supports	Web: Relationships among content in Handshake Student Site

<p>Revised Section 508</p> <ul style="list-style-type: none"><li>• 501 (Web)(Software)</li><li>• 504.2 (Authoring Tool)</li><li>• 602.3 (Support Docs)</li></ul>		<p>are represented semantically in most cases. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"><li>• In some instances, form fields lack explicit labels. The visual labels are not programmatically associated with the corresponding form fields.</li><li>• In some cases, list items lack appropriate markup.</li><li>• In some instances, the headings lack heading elements.</li><li>• In some instances, the heading levels do not match the headings' visual importance.</li><li>• In some cases, heading levels are used unnecessarily.</li><li>• In multiple cases, live regions are not indicated for dynamically changing content.</li><li>• In some cases, focus does not update appropriately as content updates.</li><li>• In some instances, dialogs lack proper structure.</li><li>• On the Upload Documents Modal, the dialog lacks a descriptive title.</li></ul>
--	--	---

		<ul style="list-style-type: none"> <li>• On the My Profile: Full Page, a group of form fields lack fieldset and legend elements for programmatically associating the group label with the corresponding form fields.</li> <li>• On the Survey - How have you compensated, the multiple labels are not programmatically associated with the corresponding form fields.</li> <li>• On the Notification Preferences, data tables are used for layout purposes but are not marked up as presentational. The screen reader renders the information as tabular data.</li> <li>• In some instances, a placeholder value is used for user input.</li> <li>• In some instances, ARIA regions, landmarks, and sections are not defined to uniquely identify a landmark.</li> </ul>
<p><b><u>1.3.2 Meaningful Sequence</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Handshake Student Site provides content in a meaningful sequence to support navigation and correct reading order. However, a rating of Partially Supports has been given for the following reason:</p>

		<ul style="list-style-type: none"> <li>In a couple of modules, the programmatic (DOM) order does not match the visual reading order.</li> </ul>
<p><b><u>1.3.3 Sensory Characteristics</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Web: Supports	Web: Instructions that rely solely on sensory characteristics are not present on Handshake Student Site.
<p><b><u>1.4.1 Use of Color</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	Web: Partially Supports	<p>Web: Color is not used as the sole means of conveying information, indicating an action, prompting a response, or distinguishing a visual element within Handshake Student Site. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>In a couple of instances, color is used as the only visual means to indicate the selection of the Page Tab.</li> <li>In some instances, color is the only means to convey information.</li> <li>In a couple of modules, color is the only means to indicate the current date on the calendar.</li> </ul>
<p><b><u>1.4.2 Audio Control</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p>	Web: Supports	Web: No audio content that plays automatically is present on Handshake Student Site.

<ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>		
<p><b><u>2.1.1 Keyboard</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Most of the interactive elements within Handshake Student Site can be accessed and invoked with the keyboard. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• In some cases, interactive elements are not actionable from the keyboard.</li> <li>• In some instances, interactive elements are focusable but are not actionable from the keyboard.</li> <li>• In some instances, custom controls are not actionable from the keyboard.</li> <li>• On the New Appointment, calendar control cannot be activated from the keyboard.</li> <li>• On the My Profile: Full Page, the “My Journey” inactive container receives keyboard focus.</li> <li>• In some instances, interactive elements are not actionable activating the assistive technology.</li> </ul>



<p><b><u>2.1.2 No Keyboard Trap</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Supports</p>	<p>Web: Keyboard traps do not occur when navigating through the actionable elements within Handshake Student Site.</p>
<p><b><u>2.1.4 Character Key Shortcuts</u></b> (Level A 2.1 only)  Also applies to:  Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: No keyboard shortcuts are implemented in Handshake Student Site.</p>
<p><b><u>2.2.1 Timing Adjustable</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Handshake Student Site contains a time limit set by the content. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• On the Video Experience, users are logged out without the option to extend the time after a certain period of inactivity.</li> </ul>
<p><b><u>2.2.2 Pause, Stop, Hide</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Supports</p>	<p>Web: There is no moving, blinking, scrolling, or auto-updating information on Handshake Student Site.</p>
<p><b><u>2.3.1 Three Flashes or Below Threshold</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Supports</p>	<p>Web: There is no flashing content on Handshake Student Site.</p>

<p><b><u>2.4.1 Bypass Blocks</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software) – Does not apply to non-web software</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>	<p>Web: Supports</p>	<p>Web: Handshake Student Site does provide a mechanism to bypass repetitive content for the pages.</p>
<p><b><u>2.4.2 Page Titled</u></b> (Level A).</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Most of the pages on Handshake Student Site are provided with a unique page title. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• In some instances, pages lack meaningful a title.</li> <li>• On the Upload Documents Modal, the dialog lacks a descriptive title.</li> </ul>
<p><b><u>2.4.3 Focus Order</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Page design and content is set up in such a way that focus order is intuitive for most page content and actionable elements. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• In some instances, the focus order on the interactive elements is not logical.</li> <li>• In some instances, the content update does not define focus update appropriately.</li> </ul>

<p><b><u>2.4.4 Link Purpose (In Context)</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: In most cases, link text on Handshake Student Site is descriptive and easy to understand in context. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• In some instances, the image links do not have meaningful text alternatives.</li> <li>• In some instances, image links are provided with redundant text alternatives.</li> <li>• In some instances, link text is not meaningful within the context.</li> </ul>
<p><b><u>2.5.1 Pointer Gestures</u></b> (Level A 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: Handshake Student Site does not require multipoint or path-based gestures for operation.</p>
<p><b><u>2.5.2 Pointer Cancellation</u></b> (Level A 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: Functionality within Handshake Student Site using a single pointer does not use the down-event to execute any part of the function.</p>
<p><b><u>2.5.3 Label in Name</u></b> (Level A 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	<p>Web: Partially Supports</p>	<p>Web: Visual labels are included in the accessible name of most form fields on Handshake Student Site. However, a rating of Partially Supports has been given for the following reasons:</p>

		<ul style="list-style-type: none"> <li>• In some instances, visual labels are not included in the accessible label of the form fields.</li> <li>• In some instances, form fields lack explicit labels. The visual labels are not programmatically associated with the corresponding form fields.</li> </ul>
<p><b><u>2.5.4 Motion Actuation</u></b> (Level A 2.1 only)  Also applies to:  Revised Section 508 – Does not apply</p>	Web: Supports	Web: Handshake Student Site does not have functionality that requires device motion or user motion.
<p><b><u>3.1.1 Language of Page</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Web: Supports	Web: In Handshake Student Site, the default human language of web pages can be programmatically determined within the product.
<p><b><u>3.2.1 On Focus</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Web: Partially Supports	<p>Web: In most cases, user interface component within Handshake Student Site do not initiate a change of context when receiving focus. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• On the Quick Apply, when the focus is set to the Attach your resume, it shifts to another location without user request.</li> </ul>

<p><b><u>3.2.2 On Input</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Most controls on Handshake Student Site do not change page content on input. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• On My Profile Sidebar, when ATs are turned on and the user selects any of the listed skills, input controls change the context of the page without the user being notified. This prevents the user to add the selected skill.</li> </ul>
<p><b><u>3.3.1 Error Identification</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Handshake Student Site mostly indicates specifically which input is in error, using a text description when such errors are detected. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• On Survey - How are you compensated, the updated error message appears after leaving a field blank, the message is not communicated to screen reader users.</li> </ul>
<p><b><u>3.3.2 Labels or Instructions</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Labels or instructions are provided for the most of form fields on Handshake Student Site. However, a rating of Partially</p>

<ul style="list-style-type: none"> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>		<p>Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• In some instances, form fields are not programmatically associated with their corresponding labels.</li> <li>• In some cases, form fields lack visual instruction for user input.</li> <li>• In a couple of instances, required form fields lack textual indication.</li> <li>• On the My Profile: Full Page, a group of form fields lack fieldset and legend elements for programmatically associating the group label with the corresponding form fields.</li> </ul>
<p><b><u>4.1.1 Parsing</u></b> (Level A)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Most of pages in Handshake Student Site do not have parsing issues. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• In some cases, elements contain a non-unique id attribute.</li> <li>• On Job Search, improper nesting is utilized; the anchor tag has div, button, and other elements nested that are not permitted by the HTML specification.</li> </ul>

		<ul style="list-style-type: none"> <li>• In some instances, elements are not well-formed. For example, img element has a role of img instead of an alt attribute.</li> </ul>
<p><b><u>4.1.2 Name, Role, Value</u></b> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Handshake Student Site contains elements with appropriate names, roles, and values. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• In some instances, custom controls are provided with invalid ARIA roles and states and/or properties.</li> <li>• In some instances, custom controls are provided with inappropriate ARIA attributes.</li> <li>• In some instances, custom controls do not indicate name, role and state information.</li> <li>• In some instances, form fields lack explicit labels. The visual labels are not programmatically associated with the corresponding form fields.</li> <li>• On the Inbox module, image buttons are not provided with a meaningful text alternative.</li> </ul>

		<ul style="list-style-type: none"> <li>• In some instances, dialogs lack proper structure.</li> <li>• In some instances, a placeholder value is used for user input.</li> <li>• In a couple of instances Page Tabs lack role and state information.</li> <li>• On the Survey - How have you compensated, multiple labels are not programmatically associated with the corresponding form fields.</li> </ul>
--	--	---

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p><b>1.2.4 Captions (Live)</b> (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Web: Supports	Web: No content requiring live captions is present on Handshake Student Site.
<p><b>1.2.5 Audio Description (Prerecorded)</b> (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Web: Supports	Web: No content requiring audio description is present on Handshake Student Site.



<p><b><u>1.3.4 Orientation</u></b> (Level AA 2.1 only)  Also applies to:  Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: Content within Handshake Student Site does not restrict its view and operation to a single display orientation.</p>
<p><b><u>1.3.5 Identify Input Purpose</u></b> (Level AA 2.1 only)  Also applies to:  Revised Section 508 – Does not apply</p>	<p>Web: Partially Supports</p>	<p>Web: The purpose of each input field collecting information about the user can be programmatically determined on Handshake Student Site. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• In multiple instances, common input fields (e.g., First Name, Last Name, and Job Location) lack a way (generally, via the autocomplete attribute in HTML 5.3) to communicate the input purpose.</li> </ul>
<p><b><u>1.4.3 Contrast (Minimum)</u></b> (Level AA)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Most elements on Handshake Student Site meets the WCAG 4.5:1 contrast ratio for the text that is smaller than 18px and the 3.5:1 contrast ratio for text 18px or larger. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• In some instances, text elements or images of text do not meet the WCAG 2.1 required minimum color contrast ratio of 4.5:1.</li> </ul>
<p><b><u>1.4.4 Resize text</u></b> (Level AA)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Handshake Student Site allows text to be resized up to 200 percent without loss of content or functionality for most of the site. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• On Virtual Career Fair: Schedule 1:1, the content disappears, overlaps, or is cut</li> </ul>

		off when viewing the page at 200% browser zoom and a 1280-pixel viewport width.
<p><b>1.4.5 Images of Text</b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software)</li> <li>• 504.2 (Authoring Tool)</li> <li>• 602.3 (Support Docs)</li> </ul>	Web: Partially Supports	<p>Web: Handshake Student Site uses text instead of images of text (except for logos). However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• On Career Fair Details, the content uses images of text rather than actual text. For example, the image in Career Fair Description.</li> </ul>
<p><b>1.4.10 Reflow</b> (Level AA 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	Web: Partially Supports	<p>Web: Handshake Student Site supports reflow of content without loss of information or functionality, and without requiring scrolling. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>• In some instances, content and/or functionality is lost when the horizontal width is 320 CSS pixels/vertical height is 256 CSS pixels.</li> <li>• In some instances, content requires horizontal scroll when the horizontal width is 320 CSS pixels.</li> </ul>
<p><b>1.4.11 Non-text Contrast</b> (Level AA 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	Web: Partially Supports	<p>Web: In Handshake Student Site, the visual presentation of non-text content provides sufficient contrast. However, a rating of Partially Supports has been given for the following reasons:</p>

		<ul style="list-style-type: none"> <li>• In some instances, the active interface components do not meet the required contrast ratio of 3:1.</li> <li>• In multiple instances, meaningful parts of graphical objects do not meet minimum required contrast ratio of 3:1.</li> </ul>
<p><b><u>1.4.12 Text Spacing</u></b> (Level AA 2.1 only)  Also applies to:  Revised Section 508 – Does not apply</p>	Web: Partially Supports	<p>Web: In Handshake Student Site loss of content or functionality does not occur when setting text style properties and by changing no other style property. However, a Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• In some instances, when the user is attempting to override text spacing, the content gets disappears, overlaps, or is cut off when the width is 320px.</li> </ul>
<p><b><u>1.4.13 Content on Hover or Focus</u></b> (Level AA 2.1 only)  Also applies to:  Revised Section 508 – Does not apply</p>	Web: Partially Supports	<p>Web: Content that appears on hover or on focus within Handshake Student Site is persistent, dismissible, and hoverable. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>• In multiple instances, the content that appears on hover does not allow the pointer to move to it without disappearing.</li> </ul>
<p><b><u>2.4.5 Multiple Ways</u></b> (Level AA)  Also applies to:  Revised Section 508</p> <ul style="list-style-type: none"> <li>• 501 (Web)(Software) – Does not apply to non-web software</li> <li>• 504.2 (Authoring Tool)</li> </ul>	Web: Supports	<p>Web: All the pages in Handshake Student Site are steps in a process. The pages that do not step in that process, as well as some, but not all, of the pages in the process, can be accessed in multiple ways.</p>

<ul style="list-style-type: none"> <li>602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>		
<p><b><u>2.4.6 Headings and Labels</u></b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Headings and labels accurately describe the content on Handshake Student Site. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>In multiple instances, buttons are not provided with descriptive labels and do not uniquely describe the purpose of the buttons.</li> </ul>
<p><b><u>2.4.7 Focus Visible</u></b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Most actionable elements on Handshake Student Site display a visible outline when focused with the keyboard. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>In some instances, visual indication of keyboard focus is missing when using TAB or SHIFT+TAB to navigate through the interactive elements.</li> </ul>
<p><b><u>3.1.2 Language of Parts</u></b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	<p>Web: Supports</p>	<p>Web: Handshake Student Site does not use inline language changes.</p>
<p><b><u>3.2.3 Consistent Navigation</u></b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software) – Does not apply to non-web software</li> <li>504.2 (Authoring Tool)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Navigation is consistent throughout Handshake Student Site. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>On Video Experience, pages do not have a consistent navigation structure</li> </ul>

<ul style="list-style-type: none"> <li>602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>		<p>(Handshake video test (<a href="https://joinhandshake-demo.com/emp/video_sessions/166381">https://joinhandshake-demo.com/emp/video_sessions/166381</a>))</p>
<p><b>3.2.4 Consistent Identification</b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software) – Does not apply to non-web software</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs) – Does not apply to non-web docs</li> </ul>	<p>Web: Supports</p>	<p>Web: Controls and interfaces on Handshake Student Site are consistent with each other.</p>
<p><b>3.3.3 Error Suggestion</b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	<p>Web: Partially Supports</p>	<p>Web: Error messages on Handshake Student Site provide suggestions for fixing the errors where appropriate. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> <li>On Request Experiences, required form fields do not provide error messages when left blank. For example, Employer field input.</li> <li>Request Experiences, the error messages do not provide suggestions on how to fix the issue. For examples, Invalid Date format errors.</li> </ul>
<p><b>3.3.4 Error Prevention (Legal, Financial, Data)</b> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> <li>501 (Web)(Software)</li> <li>504.2 (Authoring Tool)</li> <li>602.3 (Support Docs)</li> </ul>	<p>Web: Supports</p>	<p>Web: Handshake Student Site does not contain pages that cause legal commitments or financial transactions, or pages that irreversibly modify user-controllable data. Checklist evaluations do not prevent a user from submitting empty responses and/or incomplete responses.</p>

<p><a href="#">4.1.3 Status Messages</a> (Level AA 2.1 only) Also applies to: Revised Section 508 – Does not apply</p>	<p>Web: Partially Supports</p>	<p>Web: In most cases, status messages are accessible to users with disabilities on Handshake Student Site. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> <li>In some instances, the status messages are not communicated to screen reader users. For example, Created Job Alert &amp; Deleted Search Alert notification, and loading notification.</li> </ul>
--	--------------------------------	--

## Revised Section 508 Report

Notes:

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

Notes:

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Partially Supports	Handshake Student Site is operable by users without vision and provides functional support with text-to-speech technologies. In most cases, non-textual elements have text alternatives, visual relationships are conveyed programmatically, and controls can be activated with the keyboard. The reading order of

		<p>the page is logical. However, there are exceptions, as described in <a href="#">Table 1</a>: 1.1.1, 1.3.1, 1.3.2, 1.4.1, 2.1.1, 2.2.1, 2.4.2, 2.4.4, 2.4.3, 3.2.1, 3.2.2, 3.3.1, 3.3.2, 4.1.1, and 4.1.2 and <a href="#">Table 2</a>: 1.4.5, 2.4.6, 3.3.3, and 4.1.3.</p>
302.2 With Limited Vision	Partially Supports	<p>Handshake Student Site is operable by users with limited vision and provides functional support with screen magnification assistive technology. sufficient contrast is provided, and a highly visible programmatic focus indication is present when tabbing to controls. In most cases, non-textual elements have text alternatives, visual relationships are conveyed programmatically, controls can be activated with the keyboard, and color alone is not used to convey information. The reading order of the page is logical.</p> <p>However, there are some exceptions, as described in <a href="#">Table 1</a>: 1.1.1 and 1.4.1 <a href="#">Table 2</a>: 1.4.3, 1.4.4, 1.4.5, 1.4.10, 1.4.11, 1.4.12, and 1.4.13.</p>
302.3 Without Perception of Color	Partially Supports	<p>Handshake Student Site is operable by users without perception of color and provides functional support with color-</p>

		altering assistive technologies. Sufficient color contrast is provided throughout. In most cases, color alone is not used to communicate information. However, there are some exceptions, as described in <a href="#">Table 1</a> 1.4.1.
302.4 Without Hearing	Supports	Handshake Student Site is usable by people without hearing.
302.5 With Limited Hearing	Supports	Handshake Student Site is usable by people with limited hearing.
302.6 Without Speech	Supports	Handshake Student Site is usable by people without speech.
302.7 With Limited Manipulation	Partially Supports	Handshake Student Site is operable by users with limited manipulation and provides functional support with voice recognition software assistive technology as well as with the keyboard. In most cases, form controls are programmatically labeled. A highly visible programmatic focus indication is present when tabbing to controls, and keyboard focus is not trapped in any page. The focus order of the page is logical. However, there are some exceptions, as described in <a href="#">Table 1</a> : 2.1.1, 2.2.1, 2.4.3, 3.2.1, 3.2.2 and <a href="#">Table 2</a> : 2.4.7, 2.5.3.



<p>302.8 With Limited Reach and Strength</p>	<p>Partially Supports</p>	<p>Handshake Student Site is operable by users with limited manipulation and provides functional support with voice recognition software assistive technology as well as with the keyboard. In most cases, form controls are programmatically labeled. a highly visible programmatic focus indication is present when tabbing to controls, and keyboard focus is not trapped in any page. The focus order of the page is logical. However, there are some exceptions, as described in <a href="#">Table 1</a>: 2.1.1, 2.2.1, 2.4.3, 3.2.1, 3.2.2 and <a href="#">Table 2</a>: 2.4.7, 2.5.3.</p>
<p>302.9 With Limited Language, Cognitive, and Learning Abilities</p>	<p>Partially Supports</p>	<p>Handshake Student Site is operable by users with limited language, cognitive, and learning abilities. Most of the pages have meaningful titles, navigation is consistent, and headings and labels accurately describe content. Almost all pages in Handshake Student Site are steps in a process; many of those pages, as well as all the pages not in that process, can be accessed in multiple ways. Form errors are visually identifiable and provide suggestions where appropriate,</p>

		and a method is provided for reviewing, confirming, and correcting information before finalizing the submission of legally binding forms. However, there are some exceptions, as described in <a href="#">Table 1</a> : 2.2.1, 2.4.2, 2.4.4, 3.3.1, 3.3.2 3.2.2 and <a href="#">Table 2</a> : 2.4.5, 2.4.6, 3.2.3 and 3.3.3.
--	--	--

Chapter 4: [Hardware](#)

Notes: Not Applicable

Chapter 5: [Software](#)

Notes: Not Applicable

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

Notes:

Criteria	Conformance Level	Remarks and Explanations
<b>601.1 Scope</b>	Heading cell – no response required	Heading cell – no response required
<b><a href="#">602 Support Documentation</a></b>	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	Applicable – Not Tested	
602.3 Electronic Support Documentation	See <a href="#">WCAG 2.x</a>	See information in <a href="#">WCAG 2.x</a> section.
602.4 Alternate Formats for Non-Electronic Support Documentation	Applicable – Not Tested	

<a href="#"><u>603 Support Services</u></a>	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	Applicable – Not Tested	
603.3 Accommodation of Communication Needs	Applicable – Not Tested	

## Legal Disclaimer

As of the testing date to which this publication relates to (indicated in Report Date), this document describes the Handshake Student Site’s ability to support certain Section 508 standards for informational purposes only and the contents are subject to change without notice. This document does not represent a legal commitment and is provided “as is”. Handshake cannot guarantee that any information in this document will remain accurate after such date and works continuously to monitor the accessibility of its products and provide updates from time to time. Any modification or customization to the Handshake Student Site may render some or all of this document to become inapplicable. Handshake specifically disclaims any liability with respect to this document and no contractual obligations are formed either directly or indirectly by this document. Handshake further makes no representation concerning the ability of assistive technologies or other products to interoperate with the Handshake Student Site.