

Handshake Accessibility Conformance Report

Revised Section 508 Edition

(Based on VPAT® Version 2.4)

Name of Product/Version: Handshake

Report Date: August 27, 2020

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

Evaluation Methods Used: Testing Handshake involved a combination of manual and functional testing. Level Access (Level) comprehensively tested a selection of pages representative of the product using, among other methodology, the screen reader JAWS 2020, exclusive use of the keyboard, and manual inspection of code. Level also tested six typical user flows with three different types of assistive technology: JAWS 2019, ZoomText 2019, and Dragon® NaturallySpeaking 15.

Applicable Standards/Guidelines

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

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

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 2.0 Report

Tables 1 and 2 also document conformance with Revised Section 508:

- Chapter 5 – 501.1 Scope, 504.2 Content Creation or Editing
- Chapter 6 – 602.3 Electronic Support Documentation

Note: When reporting on conformance with the WCAG 2.0 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><u>1.1.1 Non-text Content</u> (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: Text alternatives are provided for most non-text content. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> • Some images and icons that provide information lack textual alternatives. • Some decorative images are not hidden from assistive technology. • Some images, such as banner images, have alternative text that is not meaningful. • Some image links use CSS to provide the image, without a textual alternative. • Information conveyed visually by some SVG graphs is not provided textually.
<p><u>1.2.1 Audio-only and Video-only (Prerecorded)</u> (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) 	<p>Web: Supports</p>	<p>Web: The product does not contain audio-only or video-only prerecorded media.</p>

<ul style="list-style-type: none"> • 504.2 (Authoring Tool) • 602.3 (Support Docs) 		
<p><u>1.2.2 Captions (Prerecorded)</u> (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: The product does not contain prerecorded synchronized media.</p>
<p><u>1.2.3 Audio Description or Media Alternative (Prerecorded)</u> (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: The product does not contain prerecorded media requiring audio description or a media alternative.</p>
<p><u>1.3.1 Info and Relationships</u> (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: Most visual structure and relationship information is provided through element semantics. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> • Heading levels do not correctly convey the structure of content. • Some headings are implied visually, but not conveyed semantically.

		<ul style="list-style-type: none"> • Some groups of controls are not grouped and labelled programmatically. • Some inputs are not programmatically associated with their visible labels. • Some input constraints and error messages are not programmatically associated with their inputs.
<p><u>1.3.2 Meaningful Sequence</u> (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: The product presents content in a meaningful sequence.
<p><u>1.3.3 Sensory Characteristics</u> (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: Instructions do not rely on sensory characteristics.
<p><u>1.4.1 Use of Color</u> (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: Partially Supports	Web: Most product functions do not convey information through the use of color alone. However, a rating of Partially Supports has been given for the following reason:

		<ul style="list-style-type: none"> In calendar components, color alone is used to indicate current day.
<p><u>1.4.2 Audio Control</u> (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: The product does not contain audio that plays automatically.
<p><u>2.1.1 Keyboard</u> (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: Partially Supports	<p>Web: Most product functionality can be operated with a keyboard alone. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> Some controls, such as custom buttons, radio buttons, checkboxes, and calendar controls, cannot receive keyboard focus or cannot be activated with keyboard alone.
<p><u>2.1.2 No Keyboard Trap</u> (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: The product does not contain keyboard traps.
<p><u>2.2.1 Timing Adjustable</u> (Level A)</p> <p>Also applies to:</p>	Web: Supports	Web: The product does not include time limits.

<p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 		
<p><u>2.2.2 Pause, Stop, Hide</u> (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: The product does not include elements which move, blink, scroll, or auto-update.</p>
<p><u>2.3.1 Three Flashes or Below Threshold</u> (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: The product does not contain flashing content.</p>
<p><u>2.4.1 Bypass Blocks</u> (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: Supports</p>	<p>Web: The product provides skip links to bypass repeated blocks such as the site header.</p>
<p><u>2.4.2 Page Titled</u> (Level A)</p> <p>Also applies to:</p> <p>Revised Section 508</p>	<p>Web: Partially Supports</p>	<p>Web: Most pages have titles that describe the page’s purpose. However, a rating of Partially</p>

<ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 		<p>Supports has been given for the following reason:</p> <ul style="list-style-type: none"> • Several pages share the same generic page title.
<p><u>2.4.3 Focus Order</u> (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: Most components receive focus in a meaningful order. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> • Focus is not managed as expected for some custom controls, such as tabs and menus.
<p><u>2.4.4 Link Purpose (In Context)</u> (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: The purpose of most links can be determined from the link text alone or from the link text together with its programmatically determined link context. However, a rating of Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> • Some image links lack alternative text. • Some links have generic text and their unique purpose cannot be determined from the immediate surrounding context.

<p><u>3.1.1 Language of Page</u> (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: The default human language of each page can be programmatically determined.</p>
<p><u>3.2.1 On Focus</u> (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: A change of context is not initiated when user interface components receive focus.</p>
<p><u>3.2.2 On Input</u> (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: A change of context is not initiated by changing the setting of user interface components.</p>
<p><u>3.3.1 Error Identification</u> (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: Most input errors are identified and described to the user in text. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> • On some forms, screen reader users are not informed that errors are present.
<p><u>3.3.2 Labels or Instructions</u> (Level A)</p> <p>Also applies to:</p>	<p>Web: Partially Supports</p>	<p>Web: Labels are provided for most input fields. However, a rating of</p>

<p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 		<p>Partially Supports has been given for the following reasons:</p> <ul style="list-style-type: none"> • Some required fields are not indicated visually or are indicated with a symbol that is not explained. • Some fields are labelled only with the placeholder attribute. • Some fields lack visible labels, relying on selection options to imply their purpose.
<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: Most elements have complete start and end tags, are nested according to their specifications, and do not contain duplicate attributes. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> • Some inputs have duplicate IDs.
<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: Most user interface components provide programmatic name, role, state, and value information. However, a rating of Partially Supports has been given for the following reasons:</p>

		<ul style="list-style-type: none"> • Some controls, such as certain icon buttons, image links, and custom comboboxes, lack an accessible name. • The aria-pressed state for some toggle conveys incorrect information. • Tabs lack associated tab panels. • Some dialogs lack accessible names.
--	--	---

Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.2.4 Captions (Live)</u> (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) 	Web: Supports	Web: The product does not contain live synchronized media.
<p><u>1.2.5 Audio Description (Prerecorded)</u> (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) 	Web: Supports	Web: The product does not contain prerecorded media requiring audio description.

<ul style="list-style-type: none"> 602.3 (Support Docs) 		
<p><u>1.4.3 Contrast (Minimum)</u> (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) 	Web: Partially Supports	<p>Web: Most text in the product meets minimum contrast requirements. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> Placeholder text in most inputs, and some label and heading text in forms, does not meet minimum contrast requirements.
<p><u>1.4.4 Resize text</u> (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) 	Web: Partially Supports	<p>Web: Most text in the product can be resized up to 200 percent without loss of content or functionality. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> Some text elements are obscured at the required zoom level.
<p><u>1.4.5 Images of Text</u> (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) 	Web: Supports	<p>Web: The product uses text instead of images of text, except for branding elements.</p>
<p><u>2.4.5 Multiple Ways</u> (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p>	Web: Supports	<p>Web: More than one way is available to locate a page within a</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>set of pages, such as site navigation and site search.</p>
<p><u>2.4.6 Headings and Labels</u> (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: Most headings and labels are descriptive. However, a rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> • Some buttons have generic text that does not adequately describe the control’s purpose.
<p><u>2.4.7 Focus Visible</u> (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: Interactive elements have a visible focus style.</p>
<p><u>3.1.2 Language of Parts</u> (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: Content in the product is presented in only one language at a time.</p>
<p><u>3.2.3 Consistent Navigation</u> (Level AA)</p> <p>Also applies to:</p> <p>Revised Section 508</p>	<p>Web: Supports</p>	<p>Web: Navigation elements appear in the same relative order each time they are repeated.</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><u>3.2.4 Consistent Identification</u> (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: Components that have the same functionality within the product are identified consistently.</p>
<p><u>3.3.3 Error Suggestion</u> (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: Where input errors are detected and suggestions for correction are known, suggestions are provided to the user.</p>
<p><u>3.3.4 Error Prevention (Legal, Financial, Data)</u> (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: The product does not process legal commitments or financial transactions but does process user-controllable data. A rating of Partially Supports has been given for the following reason:</p> <ul style="list-style-type: none"> • Some user-controllable data, such as reviews, is not reversible, checked, or

		confirmed before finalizing the submission.
--	--	---

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:

Criteria	Conformance Level	Remarks and Explanations
601.1 Scope	Heading cell – no response required	Heading cell – no response required
602 Support Documentation	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 WCAG 2.0 section	See information in WCAG 2.0 section.
602.4 Alternate Formats for Non-Electronic Support Documentation	Applicable – Not Tested	
603 Support Services	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	