VPAT Accessibility Conformance Report

(Based on ITI VPAT©)

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| **Name of Product** | **Faculty Search** |
| **Date Last Updated** | **June 6, 2023** |
| Completed by | Ted Gies (Digital Accessibility Team)Madison Russell (Digital Accessibility Team) |
| **Applicable Standards/Guidelines** | This document rates Faculty Search according to the W3C WCAG 2.1 A and AA requirements.  |
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| **Testing Tools and Methods** | **Hands-on keyboard operationFirebug/Code inspectionJAWS 17 on Chrome V 108 on Windows 10NVDA screen reader v2022.1Wave ExtensionaXe Extension for Chrome****Color Contrast AnalyzerW3C WAI Pages**Elsevier Accessibility Checklist: <http://romeo.elsevier.com/accessibility_checklist/> |
| **Document Sections** | The review document below includes all WCAG 2.1 A and AA checkpoints and is organized into 6 logical sections: * Visuals
* Keyboard
* Headings and Structure
* Labeling
* Multimedia
* Usability
 |
| **Pages Covered** | Positions, Templates, Administration, Reports, Users & Groups |
| **Terms** | * **Supports: The functionality of the product has at least one method that meets the criteria without known defects or meets with equivalent facilitation.**
* **Partially supports: Some functionality of the product does not meet the criteria.**
* **Does not support: Majority of functionality of the product does not meet the criteria.**
* **Supports (N/A): According to W3C on conformance, "If there is no content to which a success criterion applies, the success criterion is satisfied."**
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| **Notes/Terminology** | **“AT” stands for Assistive Technology such as screen readers, voice input, etc.** |

| **WCAG 2.1 Success Criterion**  | **Level** | **Evaluation** |
| --- | --- | --- |
| 1.1.1 Non-text Content | A | Partially supports |
| 1.2.1 Audio-only and Video-only (Prerecorded) | A | Supports (N/A) |
| 1.2.2 Captions (Prerecorded) | A | Supports (N/A) |
| 1.2.3 Audio Description or Full Text Alternative | A | Supports (N/A) |
| 1.2.4 Captions (Live) | AA | Supports (N/A) |
| 1.2.5 Audio Description | AA | Supports (N/A) |
| 1.3.1 Info and Relationships | A | Partially supports |
| 1.3.2 Meaningful Sequence | A | Supports |
| 1.3.3 Sensory Characteristics | A | Supports |
| 1.3.4 Orientation (2.1) | AA | Supports |
| 1.3.5 Identify Input Purpose (2.1) | AA | Supports (N/A) |
| 1.4.1 Use of Color | A | Partially supports |
| 1.4.2 Audio Control | A | Supports (N/A) |
| 1.4.3 Contrast (Minimum) | AA | Partially supports |
| 1.4.4 Resize text | AA | Partially supports |
| 1.4.5 Images of Text | AA | Partially supports |
| 1.4.10 Reflow (2.1) | AA | Supports |
| 1.4.11 Non-Text Contrast (2.1) | AA | Partially supports |
| 1.4.12 Text Spacing (2.1) | AA | Supports |
| 1.4.13 Content on Hover or Focus (2.1) | AA | Partially supports |
| 2.1.1 Keyboard | A | Partially supports |
| 2.1.2 No Keyboard Trap | A | Supports |
| 2.1.4 Character Key Shortcuts (2.1) | A | Supports (N/A) |
| 2.2.1 Timing Adjustable | A | Does not support |
| 2.2.2 Pause, Stop, Hide | A | Supports (N/A) |
| 2.3.1 Three Flashes or Below Threshold | A | Supports (N/A) |
| 2.4.1 Bypass Blocks | A | Does not support |
| 2.4.2 Page Titled | A | Supports |
| 2.4.3 Focus Order | A | Partially supports |
| 2.4.4 Link Purpose (In Context) | A | Partially supports |
| 2.4.5 Multiple Ways | AA | Does not Support |
| 2.4.6 Headings and Labels | AA | Partially supports |
| 2.4.7 Focus Visible | AA | Supports |
| 2.5.1 Pointer Gestures (2.1) | A | Supports (N/A) |
| 2.5.2 Pointer Cancellation (2.1) | A | Supports |
| 2.5.3 Label in Name (2.1) | A | Partially supports |
| 2.5.4 Motion Actuation (2.1) | A | Supports (N/A) |
| 3.1.1 Language of Page | A | Supports |
| 3.1.2 Language of Parts | AA | Supports |
| 3.2.1 On Focus | A | Supports |
| 3.2.2 On Input | A | Partially supports |
| 3.2.3 Consistent Navigation | AA | Supports |
| 3.2.4 Consistent Identification | AA | Partially supports |
| 3.3.1 Error Identification | A | Supports (N/A) |
| 3.3.2 Labels or Instructions | A | Partially supports |
| 3.3.3 Error Suggestion | AA | Supports (N/A) |
| 3.3.4 Error Prevention (Legal, Financial, Data) | AA | Supports (N/A) |
| 4.1.1 Parsing | A | Partially supports |
| 4.1.2 Name, Role, Value | A | Partially supports |
| 4.1.3 Status Messages (2.1) | AA |  Supports |

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| **Visuals** |
| **WCAG 2.1****Checkpoint** | **Supporting Features** | **Remarks** |
| [1.1.1: Non-Text Content](http://www.w3.org/TR/WCAG20/#text-equiv-all) (A)Provide text alternatives for non-text content (e.g. images) | Partially supports | Interfolio Faculty Search does not contain a lot of non-text content.**Supporting Remarks:****Icon buttons such as edit/pencil and delete/x are labelled.** **Exceptions:** The following are currently missing a text alternative:Templates: Exclamation circle iconsReports: Forms Report and Logs search icon, Advanced Reports Filters refresh icon, Advanced Reports Filters menu iconUsers & Groups: Search icon |
| [1.3.3: Sensory Characteristics](http://www.w3.org/TR/WCAG20/#content-structure-separation-understanding) (A)Do not rely on sensory characteristics of components such as shape, size, visual location, orientation, or sound | Supports | Instructions provided for understanding and operating content do not rely solely on sensory characteristics of components such as shape, size, visual location, orientation, or sound. |
| [1.4.1: Use of Color](http://www.w3.org/TR/WCAG20/#visual-audio-contrast-without-color) (A)Color is not used as the only visual means of conveying info | Partially supports | Most content on Faculty Search does not use color to convey meaning.**Exceptions:** Reports: Advanced Reports graphs use color only to indicate percentageAdministration: Links have a color contrast of 2.6:1 and color is the only indicator that the text is a link |
| [1.4.3: Color Contrast (Minimum)](http://www.w3.org/TR/WCAG20/#visual-audio-contrast-contrast) (AA)Text has enough contrast with the background (4.5:1 for small text and 3:1 for large text) | Partially supports | Most text within Faculty Search has a color contrast of at least 4.5:1.**Supporting Remarks:** **Exceptions:**Positions: Text inside “filters” has a color contrast of 4.1:1Administration: Search placeholder text has a contrast ratio of 1.4:1Reports: Search placeholder text has a contrast ratio of 1.4:1, Positions Report open date and close date placeholder text have a contrast ratio of 1.4:1  |
| [1.4.4: Resize Text](http://www.w3.org/TR/WCAG20/#visual-audio-contrast-scale) (AA)Text can be enlarged up to 200% without loss of functionality. | Partially supports | Text can be enlarged up to 200% on most Faculty Search pages without loss of functionality.**Exceptions:** Reports: Advanced Reports text cut off when magnified, Positions Report table and inputs cut off when magnified, when magnified calendar buttons and help tooltips are hidden |
| [1.4.5: Images of Text](http://www.w3.org/TR/WCAG20/#visual-audio-contrast-text-presentation) (AA)Text is used rather than images of text, except where the presentation of text is essential, such as logos | Partially supports | Most Faculty Search pages do not contain images of text. **Exceptions:**Reports: Advanced Reports uses image of text for “positions created, positions open, etc” |
| [1.4.10 Reflow](https://www.w3.org/TR/WCAG21/#reflow) (AA) (2.1)Content can be presented without loss of information or functionality, and without requiring scrolling in two dimensions for:Vertical scrolling content at a width equivalent to 320 CSS pixels;Horizontal scrolling content at a height equivalent to 256 CSS pixels. | Supports | Faculty Search content can be presented without loss of information and functionality and without requiring scrolling in two dimensions. **Supporting Remarks:**Faculty Search pages are responsive, pages reflow nicely starting at 200% browser zoom on a desktop. |
| [1.4.11 Non-Text Contrast](https://www.w3.org/TR/WCAG21/#non-text-contrast) (AA)(2.1)User interact components and graphical objects have a contrast ratio of at least 3:1 against adjacent color(s). | Partially supports | Overall Faculty Search provides good contrast between graphical objects and backgrounds.**Exceptions:**Administration: Search icon and search input border have a contrast ratio of 1.4:1, Add New Message Template input borders have a contrast ratio of 1.4:1Reports: Search icon and input have a contrast ratio of 1.4:1, Positions Report open date and close date inputs have a contrast ratio of 1.4:1, input checkboxes have a contrast ratio of 2.2:1, radio buttons have a contrast ratio of 2.1:1, filters toggle switches have a contrast ratio of 1.2:1Users & Groups: Textboxes have a contrast ratio of 1.4:1 |
| [1.4.12 Text Spacing](https://www.w3.org/TR/WCAG21/#text-spacing) (AA)(2.1)In content implemented using markup languages that support the following text style properties, no loss of content or functionality occurs by setting all the following and by changing no other style property:Line height (line spacing) to at least 1.5 times the font size;Spacing following paragraphs to at least 2 times the font size;Letter spacing (tracking) to at least 0.12 times the font size;Word spacing to at least 0.16 times the font size. | Supports | All text-based CSS settings within Faculty Search can be changed to certain minimum values without loss of content or functionality |
| [1.4.13 Content on Hover or Focus](https://www.w3.org/TR/WCAG21/#content-on-hover-or-focus) (AA)(2.1)Where receiving and then removing pointer hover or keyboard focus triggers additional content to become visible and then hidden, the following are true:* Dismissable
* Hoverable
* Persistent
 | Partially Supports | **While there is very little content which displays on hover or on focus, some features are not supported:**On reports, there is a custom tooltip which displays the full name of the listed items (Units, Position Status). This tooltip disappears when you try to move the mouse pointer over the tooltip. In addition, the tooltips should be hidden (be dismissible when users hit the escape key. Additionally the question mark icons next to calendars are not hoverable. |
| [2.3.1: Three Flashes or Below Threshold](http://www.w3.org/TR/WCAG20/#seizure-does-not-violate) (A)No more than three flashes in a 1-second period, or the flashes are below the defined thresholds | Supports (N/A) | Faculty Search does not contain flashing content. |
| **Keyboard** |
| **WCAG 2.1****Checkpoint** | **Supporting Features** | **Remarks** |
| [1.3.2: Meaningful Sequence](http://www.w3.org/TR/WCAG20/#content-structure-separation-sequence) (A)The correct reading sequence can be programmatically determined | Supports | The correct reading sequence can be programmatically determined on all Faculty Search pages.  |
| [2.1.1: Keyboard](http://www.w3.org/TR/WCAG20/#keyboard-operation-keyboard-operable) (A)All functionality is available from a keyboard, except for tasks such as drawing | Partially supports | Overall Faculty Search provides keyboard access to most of the interactive links and buttons.**Supporting Remarks:**Left-side navigation and tab menus are fully keyboard accessible.Calendar widget provides full keyboard support to select years, months, and days.**Exceptions:**Administration: drag and drop under Statuses is not keyboard operableReports: Advanced report right click context menu cannot be activated via keyboard. Graphs provide tooltips which are only mouse hover driven. |
| [2.1.2: No Keyboard Trap](http://www.w3.org/TR/WCAG20/#keyboard-operation-trapping) (A)The user can use the keyboard to move through page elements and is not trapped on a particular element | Supports | There are no keyboard traps within Faculty Search. |
| [2.1.4 Character Key Shortcuts](https://www.w3.org/TR/WCAG21/#character-key-shortcuts) (A)(2.1)If a keyboard shortcut is implemented in content using only letter (including upper- and lower-case letters), punctuation, number, or symbol characters, then at least one of the following is true:* Turn off
* Remap
* Active only on focus
 | Supports (N/A) | Faculty Search does not have any keyboard shortcuts using single keys. |
| [2.4.3: Focus Order](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-focus-order) (A)Users can tab through the elements of a page in a logical order | Partially supports | Overall Faculty Search users can tab through the interface in a logical order, where elements receive focus from top to bottom, left to right.**Exceptions:**Left-side navigation links are in the tab order when closed (should only gain focus when navigation is open/visible)Positions: “private” label should not receive focusAdministration: EEO forms table headers do not need to receive focus, Disposition Codes table header “action” does not need to receive focus |
| [2.4.7: Focus Visible](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-focus-visible) (AA)The page element with the current keyboard focus has a visible focus indicator | Partially supports | Most page elements have a visible focus indicator.**Exceptions:** Reports: Advanced report page has no visible focus on the page, In advanced reports tutorial pop-up, “next” button has no visible focus.As in 2.4.3 when the left side menu is closed, the links receive focus but are not visible. |
| [3.2.1: On Focus](http://www.w3.org/TR/WCAG20/#consistent-behavior-receive-focus) (A)When a UI component receives focus, this does not trigger unexpected actions. | Supports | UI components on Faculty Search do not trigger unexpected actions when receiving focus. |
| **Headers and Structure** |
| **WCAG 2.1****Checkpoint** | **Supporting Features** | **Remarks** |
| [1.3.1: Information and Relationships](http://www.w3.org/TR/WCAG20/#content-structure-separation-programmatic) (A)Info, structure, and relationships can be programmatically determined | Partially supports | On most pages, information, structure, and relationships can be programmatically determined. **Supporting remarks:**Tables on Users & Groups and Positions are screen reader accessible with headers appropriately marked up and announced. **Exceptions:**Administration: Administration navigation items should not be headers, Disposition Codes custom table cannot be read properly by screenreaderReports: Logs “select unit” and “select form(s)” should be h3 headings. |
| [2.4.1: Bypass Blocks](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-skip) (A)Users can bypass repeated blocks of content. | Does Not Support | “Skip to main content” button appears on all pages, but does not skip the left-side main navigationAdditionally, currently when the left side Nav is closed, hidden links are still in the tab order.Supporting Remarks:Screen reader users can skip repetitive elements by using quick keys. For example, to get to the main page content, the 1 key will skip JAWS/NVDA users to the H1 heading. |
| [2.4.6: Headings and Labels](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-descriptive) (AA) Headings and labels are clear and consistent. | Partially supports | Most pages on Faculty Search have clear and consistent headings and labels**Supporting Remarks:** **Exceptions:**Templates: Level one heading does not match name of page in navigation (Templates vs Approval Templates)Users & Groups: Level one header does not match name in navigation (Users & Groups vs Users, Units & Titles) |
| [3.1.1: Language of Page](http://www.w3.org/TR/WCAG20/#meaning-doc-lang-id) (A)The language of the page is specified | Supports | All pages on Faculty Search have the language of the page specified. |
| [3.1.2: Language of Parts](http://www.w3.org/TR/WCAG20/#meaning-other-lang-id) (AA)Specify the language of text passages that are in a different language than the default language of the page. | Supports (N/A) | All pages on Faculty Search are in the same language. |
| [4.1.1: Parsing](http://www.w3.org/TR/WCAG20/#ensure-compat-parses) (A)Use valid, error-free HTML | Partially supports | Most page elements have complete start and end tags, elements are nested according to their specifications, elements do not contain duplicate attributes, and any IDs are unique.**Exceptions:**Landmarks are present however need some adjustment to meet W3C ARIA best practices. For example, all pages should contain a main landmark. The banner and ContentInfo landmarks should not be contained within another landmark. Multiple navigation landmarks should have distinct labels. Positions: Duplicate ID “positions-index”Reports: Duplicate ID “b” |
| **Labeling** |
| **WCAG 2.1****Checkpoint** | **Supporting Features** | **Remarks** |
| 1.3.5 Identify Input Purpose (AA) (2.1)The purpose of each input field collecting information about the user can be programmatically determined when:The input field serves a purpose identified in the Input Purposes for User Interface Components section; and the content is implemented using technologies with support for identifying the expected meaning for form input data. | Supports (N/A) | Faculty Search does not provide input fields pertaining to the end user. The Interfolio Account Settings page does have input fields pertaining the user however is covered by a separate VPAT. |
| [2.4.2: Page Titled](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-title) (A)The page has a title describing its topic or purpose | Supports | Faculty Search pages have a title that describes the topic or purpose of the page. |
| [2.4.4: Link Purpose (In Context)](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-refs) (A)The purpose of each link can be determined from the link text or surrounding context. | Partially supports | Most links have descriptive and unique names.**Exceptions:**All pages contain more than one link called “administration” that lead to different destinations.  |
| [2.5.3 Label in Name](https://www.w3.org/TR/WCAG21/#label-in-name) (A)(2.1)For user interface components with labels that include text or images of text, the name contains the text that is presented visually. | Supports | UI components with labels that include text have an accessible name that includes that text. |
| [3.2.4: Consistent Identification](http://www.w3.org/TR/WCAG20/#consistent-behavior-consistent-functionality) (AA)UI components used across the web site are identified consistently on every page. | Supports | UI components are identified consistently and on every page.  |
| [3.3.1: Error Identification](http://www.w3.org/TR/WCAG20/#minimize-error-identified) (A)Input errors are clearly marked and described to the user. | Supports | Faculty Search identifies input errors in a variety of ways including text which appears below form inputs, popups, and alerts. |
| [3.3.2: Labels and Instructions](http://www.w3.org/TR/WCAG20/#minimize-error-cues) (A)Items requiring user input are clearly labeled or have clear instructions. | Partially supports | Most form inputs provide an accessible name using the <label> tag or aria-label. **Supporting Remarks:****Exceptions:**Users & Groups: Users Search has no accessible name, Titles automatically updates search but does not indicate this with a labelReports: Filters toggle switches do not have labelsTemplates: “Add Template” is not a descriptive label and should include the type of template (faculty, fellowship, etc) |
| [3.3.3: Error Suggestion](http://www.w3.org/TR/WCAG20/#minimize-error-suggestions) (AA)When the user makes an input error, give suggestions for valid input. | Supports (N/A) |  |
| [4.1.2: Name, Role, Value](http://www.w3.org/TR/WCAG20/#ensure-compat-rsv) (A)For all UI components, the name, value, and role can be programmatically determined. | Partially supports | Overall, the name, role, and value can be programmatically determined for most UI components. **Supporting Remarks:****Exceptions:**Left-side navigation does not utilize aria-expandedAdministration: tabs say “selected” on focus and not when they are actually selected |
| [4.1.3 Status Messages](https://www.w3.org/TR/WCAG21/#status-messages) (AA)(2.1)In content implemented using markup languages, status messages can be programmatically determined through role or properties such that they can be presented to the user by assistive technologies without receiving focus. | Supports | Faculty Search uses status messages pertaining to error text around form fields.**Supporting Remarks:**When new items are added such as a new Position Setting, a toast message is displayed and announced by screen readers.For example, “Position Type Updated Successfully”. |
| **Multimedia** |
| **WCAG 2.1****Checkpoint** | **Supporting Features** | **Remarks** |
| [1.2.1: Audio-only or Video-only (Prerecorded)](http://www.w3.org/TR/WCAG20/#media-equiv-av-only-alt) (A)Provide alternatives for pre-recorded audio-only or video-only content. | Supports (N/A) | There is no pre-recorded audio-only or video-only content on the site. |
| [1.2.2: Captions (Prerecorded)](http://www.w3.org/TR/WCAG20/#media-equiv-captions) (A)Provide captions for pre-recorded audio | Supports (N/A) | There is no pre-recorded audio on the site. |
| [1.2.3: Audio Description or Media Alternative (Prerecorded)](http://www.w3.org/TR/WCAG20/#media-equiv-audio-desc) (A)Provide alternatives for pre-recorded synchronized audio/video | Supports (N/A) | There is no pre-recorded synchronized audio/video on the site. |
| [1.2.4: Captions (Live)](http://www.w3.org/TR/WCAG20/#media-equiv-real-time-captions) (AA)Provide captions for live audio in synchronized audio/video. | Supports (N/A) | There is no live audio in synchronized audio/video. |
| [1.2.5: Audio Description (Prerecorded)](http://www.w3.org/TR/WCAG20/#media-equiv-audio-desc-only) (AA)Provide an audio description of pre-recorded video. | Supports (N/A) | There is no pre-recorded video on the site.  |
| [1.4.2: Audio Control](http://www.w3.org/TR/WCAG20/#visual-audio-contrast-dis-audio) (A)Audio can be paused and stopped, or the audio volume can be changed. | Supports (N/A) | There is no audio content on the site.  |
| [2.2.2: Pause, Stop, Hide](http://www.w3.org/TR/WCAG20/#time-limits-pause) (A)Users can stop, pause, or hide moving, blinking, scrolling, or auto-updating information. | Supports (N/A) | There is no moving, blinking, or scrolling content. |
| **Usability** |
| **WCAG 2.1****Checkpoint** | **Supporting Features** | **Remarks** |
| [2.2.1: Timing Adjustable](http://www.w3.org/TR/WCAG20/#time-limits-required-behaviors) (A)Users are warned of time limits shorter than 20 hours and time limits can be turned off or extended | Does Not Support | **Exceptions:**Faculty Search has a session timeout. Users who return to Faculty Search after a period of inactivity will be logged out and shown a session timed out message with a button to log back in.  |
| [2.4.5: Multiple Ways](http://www.w3.org/TR/WCAG20/#navigation-mechanisms-mult-loc) (AA)More than one way is available to navigate to other web pages. | Does Not Support | The main areas of the site (Positions, Templates, Administration, Reports, Users & Groups) can only be reached by the left side navigation (mobile menu for magnified/small screen view). |
| [3.2.2: On Input](http://www.w3.org/TR/WCAG20/#consistent-behavior-unpredictable-change) (A) Changing the setting of a checkbox, radio button, or other UI component does not trigger unexpected changes in context. | Partially Supports | Most Faculty Search pages do not trigger unexpected changes in context when changing the setting of a checkbox, radio button, or other UI component.**Exceptions:**Administration: toggling “comments enabled” and “tags enabled” open a modal dialog |
| [3.2.3: Consistent Navigation](http://www.w3.org/TR/WCAG20/#consistent-behavior-consistent-locations) (AA)Navigation menus are in the same location and order on every web page. | Supports | Faculty Search’s navigation menus are in the same location and order on every page. |
| [3.3.4: Error Prevention (Legal, Financial, Data)](http://www.w3.org/TR/WCAG20/#minimize-error-reversible) (AA)For web pages with legal or financial commitments, input can be reviewed and corrected before final submission, and submissions can be reverted. | Supports (N/A) | No data submissions on the site require legal or financial commitments.No data submissions allow for a users’ profile to be deleted.  |
| **Mobile User Experience** |
| **WCAG 2.1****Checkpoint** | **Supporting Features** | **Remarks** |
| [1.3.4 Orientation](https://www.w3.org/TR/WCAG21/#orientation)(AA) (2.1)Content does not restrict its view and operation to a single display orientation, such as portrait or landscape, unless a specific display orientation is essential. | Supports | Content on Faculty Search does not restrict to a single display orientation. |
| [2.5.1 Pointer Gestures](https://www.w3.org/TR/WCAG21/#pointer-gestures) (A) (2.1)All functionality that uses multipoint or path-based gestures for operation can be operated with a single pointer without a path-based gesture, unless a multipoint or path-based gesture is essential. | Supports (N/A) | Faculty Search does not contain multipoint or path-based gestures. |
| 2.5.2 Pointer Cancellation (A) (2.1)For functionality that can be operated using a single pointer, at least one of the following is true:* No Down-Event
* Abort or Undo
* Up Reversal
* Essential
 | Supports |  |
| [2.5.4 Motion Actuation](https://www.w3.org/TR/WCAG21/#motion-actuation) (A)(2.1) Functionality that can be operated by device motion or user motion can also be operated by user interface components and responding to the motion can be disabled to prevent accidental actuation, except when:* Supported Interface
* Essential
 | Supports (N/A) | Faculty Search does not contain motion actuation. |