

Equalweb - Accessibility certificate document

www.careercentre.me (<http://www.careercentre.me>)

Production

This Certificate verifies that this site has been reviewed and tested by software developers and remediated to be meet standards set by the WCAG 2.1 (Web Content Accessibility Guidelines 2.1) AA level (<https://www.w3.org/TR/WCAG21/>). The Web Content Accessibility Guidelines (WCAG 2.1) AA level covers a wide range of recommendations for making Web content more accessible.

The WCAG 2.1 AA level guidelines include specific details on how to develop accessible Web content. This statement certifies that specific techniques were met for the Success Criterion detailed by WCAG. As a result your content has been made accessible to a wider range of people with disabilities, including blindness and low vision, deafness and hearing loss, learning disabilities, cognitive limitations, limited movement, speech disabilities, photosensitivity and combinations of these. By implementing and adhering to these guidelines your site's web content has also become more usable to users in general.

For more information on compliance guidelines see Understanding WCAG 2.1 (<https://www.w3.org/WAI/WCAG21/Understanding/>) and Techniques for WCAG 2.1 (<https://www.w3.org/WAI/WCAG21/Techniques/>).

Accessibility modifications

Our team of developers, designers and content accessibility experts has reviewed, remediated and tested this website by performing multi-layer accessibility testing and analysis of the new and updated accessibility measures and web content. As part of the process adjustments were made that included Javascript & CSS work. The process also includes accessibility modifications for assistive technologies (eg. NVDA, JAWS etc.). Below is a complete list of accessibility modifications and functionalities made.

This site used **12** widgets.

Accessibility Widget	Description	Links to WCAG 2.1 criteria
Shortcut Menu (Bypass Blocks)	Provides a navigation menu at the top of each page that leads directly to main page areas	<p>2.4.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-skip)</p> <p>2.4.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-focus-order)</p> <p>3.2.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#consistent-behavior-consistent-locations)</p>
Blocks (Consistent Navigation)	Ensuring that users are not trapped in content	<p>1.3.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#content-structure-separation-sequence)</p> <p>1.3.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#content-structure-separation-understanding)</p> <p>2.1.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#keyboard-operation-keyboard-operable)</p> <p>2.1.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#keyboard-operation-trapping)</p> <p>2.4.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-focus-order)</p> <p>3.2.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#consistent-behavior-consistent-locations)</p>
Ignore elements	Ignoring or hiding unnecessary elements from tabindex sequence	<p>2.4.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-focus-order)</p> <p>4.1.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#ensure-compat-rsv)</p>

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Set Attributes	Sets HTML attributes to elements, includes ARIA-Roles attributes	<p>1.1.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#text-equiv-all)</p> <p>1.3.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#content-structure-separation-programmatic)</p> <p>1.3.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#content-structure-separation-understanding)</p> <p>1.4.5 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#visual-audio-contrast-text-presentation)</p> <p>2.1.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#keyboard-operation-keyboard-operable)</p> <p>2.4.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-title)</p> <p>2.4.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-focus-order)</p> <p>2.4.4 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-refs)</p> <p>2.4.6 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-descriptive)</p> <p>3.1.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#meaning-doc-lang-id)</p> <p>3.1.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#meaning-other-lang-id)</p> <p>3.2.4 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#consistent-behavior-consistent-functionality)</p> <p>3.3.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-identified)</p> <p>3.3.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-cues)</p> <p>3.3.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-suggestions)</p> <p>3.3.4 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-reversible)</p> <p>4.1.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#ensure-compat-rsv)</p>
Tabpanel	Make tabpanel and accordion widgets accessible to keyboard navigation and screen readers	<p>2.1.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#keyboard-operation-keyboard-operable)</p> <p>2.4.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-focus-order)</p> <p>4.1.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#ensure-compat-rsv)</p>

Accessibility Widget	Description	Links to WCAG 2.1 criteria
Dialoger	Make dialogs (popups) accessible to keyboard navigation and screen readers	<p>2.1.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#keyboard-operation-keyboard-operable)</p> <p>2.1.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#keyboard-operation-trapping)</p> <p>2.4.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-focus-order)</p> <p>3.3.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-identified)</p> <p>3.3.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-cues)</p> <p>3.3.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-suggestions)</p> <p>3.3.4 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-reversible)</p> <p>4.1.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#ensure-compat-rsv)</p>
Tooltips / Hidden-texts	Adding informative tooltips and injecting accessible hidden text without affecting the visual content	<p>1.3.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#content-structure-separation-understanding)</p> <p>2.4.4 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-refs)</p> <p>2.4.6 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-descriptive)</p> <p>3.2.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#consistent-behavior-unpredictable-change)</p> <p>3.3.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-cues)</p> <p>3.2.4 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#consistent-behavior-consistent-functionality)</p> <p>3.3.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-identified)</p> <p>3.3.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-cues)</p> <p>3.3.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-suggestions)</p> <p>3.3.4 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-reversible)</p> <p>4.1.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#ensure-compat-rsv)</p>

Accessibility Widget	Description	Links to WCAG 2.1 criteria
Link Grouper	Groups links that connected with same references	<p>2.4.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-focus-order)</p> <p>2.4.4 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-refs)</p> <p>3.2.4 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#consistent-behavior-consistent-functionality)</p> <p>4.1.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#ensure-compat-rsv)</p>
Force Events	Simulate necessary events to malefunctional elements	<p>2.1.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#keyboard-operation-keyboard-operable)</p> <p>2.2.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#time-limits-pause)</p> <p>2.4.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-focus-order)</p> <p>3.2.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#consistent-behavior-receive-focus)</p> <p>3.2.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#consistent-behavior-unpredictable-change)</p> <p>3.3.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-identified)</p> <p>3.3.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-cues)</p> <p>3.3.4 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#minimize-error-reversible)</p>
Pre Javascript	Adding pure Javascript code to fix miscellaneous accessibility issues	<p>All criteria (https://www.w3.org/WAI/WCAG20/quickref/20160105/#)</p>
Miscellaneous tools	Provide accessibility tools with specific purpose	<p>All criteria (https://www.w3.org/WAI/WCAG20/quickref/20160105/#)</p>
Add Javascript	Adding pure Javascript code to fix miscellaneous accessibility issues	<p>All criteria (https://www.w3.org/WAI/WCAG21/quickref/)</p>

Accessibility Widget	Description	Links to WCAG 2.1 criteria
Add Css	Adding pure CSS code to fix miscellaneous accessibility issues	<p>1.3.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#content-structure-separation-programmatic)</p> <p>1.3.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#content-structure-separation-sequence)</p> <p>1.4.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#visual-audio-contrast-without-color)</p> <p>1.4.3 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#visual-audio-contrast-contrast)</p> <p>1.4.4 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#visual-audio-contrast-scale)</p> <p>1.4.5 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#visual-audio-contrast-text-presentation)</p> <p>1.4.6 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#visual-audio-contrast7)</p> <p>2.2.2 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#time-limits-pause)</p> <p>2.3.1 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#seizure-does-not-violate)</p> <p>2.4.7 (https://www.w3.org/WAI/WCAG20/quickref/20160105/#navigation-mechanisms-focus-visible)</p>

Accessibility functions

The following is a detailed list of the remediation modifications made during the audit to make your website accessible.

Enable keyboard navigation - a full accessibility component.

Site adjustment for assistive technologies (Devices, equipment, or systems that enhance, increase, or maintain the physical and/or mental capabilities of people with disabilities.) (https://en.wikipedia.org/wiki/Assistive_technology) (eg. NVDA (NonVisual Desktop Access) (<https://www.nvaccess.org/>)) - a full accessibility component.

Stopping moving elements and blocking flickers - a full accessibility component.

Ability to increase the site font to 4 different sizes.

Change color contrast based on dark background.

Change color contrast based on a light background.

Matching and monochrome option for color blind people.

Change the font for readability.

Increase the cursor and change its color to black or white.

Increase the display to 2.1%.

Highlight links on the site.

Highlighting headers on the site.

Display an alternative description of the images.

Equalweb is a development company that specializes in web accessibility. We have made a concentrated effort to provide an accessibility option on all the pages of the website. It is possible that some pages on the site may not have been discovered, or the appropriate technological solution has not yet been found. We will continue our efforts to improve the site's accessibility as we are committed to having a site that is accessible – friendly and can be used by the entire population, including people with disabilities.