Accessibility Statement for Jobteaser.com

This statement covers the jobteaser.com online platform and the JobTeaser Career Center.

JobTeaser endeavours to meet the standards expressed by The Directive 2016/2102, which was transposed into English law by the Public Sector Bodies (Websites and Mobile Applications) Regulations 2018, coming into force on 23 September 2018 (the "Regulations").
These Regulations apply to public sector bodies, and not commercial, for profit, private organisations, such as JobTeaser.

However, while JobTeaser is not legally required to do so, we are committed to ensuring digital accessibility of our products and services for people with disabilities. We are continually improving the user experience for everyone and have incorporated this into our long term strategy.

Assessment approach

Our efforts to assess and improve the accessibility of this website are supported by the expertise of an independent third party.

Alternative formats

If you need information on this website in an accessible format. Please email accessibility@jobteaser.com .
We'll consider your request and get back to you as soon as we can.

Reporting accessibility problems with this website:

We're always looking to improve the accessibility of this website. If you find any problems not listed on this page or think we're not meeting accessibility requirements, please email accessibility@jobteaser.com.

Enforcement procedure

The Equality and Human Rights Commission (EHRC) is responsible for enforcing the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018 (the 'accessibility regulations'). If you're not happy with how we respond to your complaint, contact the [Equality Advisory and Support Service (EASS)](#).

Technical information about this website's accessibility

JobTeaser is committed to making its website accessible, in accordance with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018. (Please refer to introductory statement)

Compliance Status

The Web Content Accessibility Guidelines (WCAG) defines requirements for designers and developers to improve accessibility for people with disabilities. It defines three levels of conformance: Level A, Level AA, and Level AAA.

Our goal is WCAG AA conformance.
This website is partially compliant with the [Web Content Accessibility Guidelines version 2.1](#) AA standard, due to the non-compliances listed below.

Compliance and non-compliance with the accessibility regulations

At the time of preparation of this statement, some parts of the website have been evaluated as non-compliant or partially compliant with the following criteria :

Criteria	Conformance level	Notes
Images		
Does each image have a text alternative?	Partially compliant	
For each decorative image with a text alternative , is this alternative empty?	Not compliant	Some decorative images have text alternatives.
For each image with a text alternative , is this alternative relevant ?	Compliant	
Does each image that conveys information have a detailed description if necessary?	Partially compliant	
Frames		
Does each frame have a title ?	Compliant	
For each frame with a title, is this title relevant?	Compliant	
Colours		
On each Web page, information does not have to be provided only by colour. Does this rule have been followed?	Partially compliant	
On each Web page, information does not have to be provided only by colour. Does this rule have been implemented in a relevant way?	Partially compliant	

On each Web page, is the contrast between text colour and the colour of text background high enough (except in special cases)?	Partially compliant	There are some texts which do not have a sufficient contrast with their background.
Non-text media		
Does each prerecorded time-based media have a text transcript or an audio description if necessary (except in special cases)?	Partially compliant	Some videos do not have a text transcript available.
Does each prerecorded synchronised time-based media have synchronised captions if necessary (except in special cases)?	Partially compliant	
For each prerecorded synchronised time-based media with synchronised captions, are the captions relevant?	Compliant	
Can each time-based media be clearly identified (except in special cases)?	Compliant	
Links		

Is each link explicit (except in special cases)?	Partially compliant	Some links on the homepage do not have an explicit text.
On each Web page, does each link, except in named anchors, have a text?	Partially compliant	Some links on the profile page do not have a text.
Scripts		
Can each script be controlled by keyboard and mouse (except in special cases)?	Not compliant	
Does each script support assistive technologies, if necessary?	Not compliant	
Structure		
Is each Web page defined by a document type?	Compliant	
For each Web page, is the source code valid according to the specified document type?	Partially compliant	
On each Web page, is the default human language available?	Partially compliant	Some pages do not have a default human language available

For each Web page with a default human language, is the language code relevant?	Compliant	
For each Web page with a page title, is this title relevant?	Partially compliant	A few pages have insufficiently relevant page title, and are being improved.
On each Web page, is each language change specified in the source code (except in special cases)?	Not compliant	
On each Web page, tags must not be used only for layout. Does this rule have been followed?	Partially compliant	On the homepage and dashboard page, some tage are used only for layout and are being improved.
On each Web page, is information structured by the appropriate use of headings?	Partially compliant	
On each Web page, is each list structured with the appropriate	Partially compliant	

tags?		
Presentation of information		
In the Web site, are style sheets used to control information presentation?	Compliant	
On each Web page, is visible content still available when style sheets or images are disabled?	Compliant	
On each Web page, is information still understandable when style sheets are disabled?	Compliant	
On each Web page, is text still readable when character size is increased until at least 200%?	Compliant	
On each Web page, are CSS declarations for colours for element background and fonts used properly?	Compliant	
On each Web page, is the focus visible for each element that receives focus?	Compliant	
On each Web page, is the focus visible for each element that receives focus?	Compliant	
For each Web page, are hidden texts rendered properly by assistive technologies?	Compliant	
Forms		
Does each form field have a label?	Partially compliant	
Is each label that is associated with a form field relevant?	Compliant	
In each form, are each control label and its related control positioned next to each other?	Compliant	
In each form, is same nature information grouped together, if	Partially compliant	

necessary?		
In each form, is each legend related with a form field grouping relevant?	Compliant	
In each form, does each form field grouping have a legend?	Partially compliant	
In each form, is the text of each button relevant?	Compliant	
In each form, is the input control used in a relevant way?	Partially compliant	
Navigation		
Does each set of pages have at least two different navigation systems (except in special cases)?	Partially compliant	The dashboard page is lacking a second navigation system
On each set of pages, are the menu or the navigation bars always located at the same place (except in special cases)?	Compliant	
Is the "site map" page relevant?	Compliant	
In each set of pages, is the "site map" page accessible in an identical way?	Compliant	
On each Web page, are bypass or quick access links to groups of important links and to the content area available?	Not compliant	

On each Web page, is tabbing order consistent?	Partially compliant	The form on the search criteria page has a tabbing order consistency issue and is being improved.
On each Web page, navigation must not contain keyboard trap. Has this rule been followed?	Partially compliant	

Measures to support accessibility

2020 Digital Accessibility Strategy

JobTeaser actively maintains a strategy to enhance the digital accessibility of its products. The objective is to prioritize initiatives which will improve accessibility for the greatest number of users.

For 2020, the following initiatives are actively being implemented:
- Accessibility audits are being conducted, both by internal and external parties
- JobTeaser developers are continuously trained on web development standards and accessibility best practices
- Specific corrections and improvements targeting the student-facing part of the website are being carried out in order to bring the website to WCAG A conformance first, then to WCAG AA conformance.

Preparation of this accessibility statement

This statement was prepared on July 29, 2020 by the JobTeaser product team.