PeopleGrove –
Accessibility Conformance Report WCAG Edition

(Based on VPAT® Version 2.5)

Name of Product/Version: PeopleGrove platform

Report Date: May 06, 2024

Product Description: PeopleGrove is an integrated alumni management platform that encourages learners at every stage of their journey to flourish. It empowers institutions to bring personalized, mentor focused communities to students and alumni from enrollment to long after graduation. PeopleGrove connects every student and alumni with the network and resources they need to realize their full potential before, during, and after their time in college. The platform creates meaningful connections and a deep-rooted community. It provides support by bringing the power of communities to individuals when and where they need it while guiding them on best practices to make the most of the connections they build. The platform delivers a matching algorithm, allowing teams to receive automated connection recommendations. Administrators can view unread messages, share thank you messages, and send meeting requests to nurture relationships. PeopleGrove also enables managers to create documents to guide members and post articles.

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Notes: None

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Evaluation Methods Used: Evaluation of the product involved a combination of automated, manual, and functional testing against the applicable success criteria within the Web Content Accessibility Guidelines (WCAG) 2.2 Conformance Level A and AA. Level Access (AA) tested a selection of the product using a representative sample to cover the components and functionality of use flows. Below is a list of the assistive technologies (ATs) used:

- NVDA/Chrome
- VoiceOver/iOS
- VoiceOver/Mac
- ZoomText

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)
Web Content Accessibility Guidelines 2.1	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.2	Level A (Yes) Level AA (Yes) Level AAA (No)

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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 Level AAA.

WCAG 2.2 Report

Note: When reporting on conformance with the WCAG 2.2 Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the WCAG 2.2 Conformance Requirements.

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Table 1: Success Criteria, Level A

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.1.1 Non-text Content (Level A)	**Partially Fixed**	**Features:** Most non-text content presented to the user in the product has text alternatives that serve the equivalent purpose. **Exceptions include:** • Inbox: There is visually hidden content "Link in user description" meant to be hidden from all users, but it can still be accessed by keyboard or screen reader users. • Header: There are modal dialogs "Hamburger Menu" that allow keyboard and/or screen reader access to elements behind the dialog.
1.2.1 Audio-only and Video-only (Prerecorded) (Level A)	**Supports**	**Features:** The product does not contain prerecorded audio-only or video-only media.
1.2.2 Captions (Prerecorded) (Level A)	**Supports**	**Features:** The product provides captions for prerecorded synchronized media (video with audio).
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)	**Supports**	**Features:** The product provides appropriate audio descriptions or a media alternative for prerecorded video media.

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Criteria	Conformance Level	Remarks and Explanations
1.3.1 Info and Relationships (Level A)	**Partially Supports**	**Features:** In most instances, the product ensures that information, structure, and relationships conveyed through presentation can also be determined programmatically or through text. **Exceptions include:** • Landing page: The text "Select the one that best matches your current status. You can update this at any time", etc. is unnecessarily tagged as a heading level 3. • Groups - Asks and Offers: There are improperly structured lists for the elements "Manage" & "About". • Events: The incorrect heading tag <h4> is provided for the text "Register for Event". • Inbox: In the thread section, the user information layout list has a <div> container that is breaking the list structure. • My Profile: The visual regions of the page are not programmatically defined as landmark regions for the "About section", "Career story", etc. • Advising - Book Meeting: The text "Quick Details" is unnecessarily tagged as a heading level 3.
1.3.2 Meaningful Sequence (Level A)	**Supports**	**Features:** The product ensures that a correct reading order can be programmatically determined for content whose presentation sequence affects its meaning.
1.3.3 Sensory Characteristics (Level A)	**Supports**	**Features:** The product does not contain instructions that rely solely on sensory characteristics such as shape, size, visual location, or sound.

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Criteria	Conformance Level	Remarks and Explanations
1.4.1 Use of Color (Level A)	**Supports**	**Features:** The product does not use color as the only visual means of conveying information, indicating an action, or prompting a response.
1.4.2 Audio Control (Level A)	**Supports**	**Features:** The product does not include audio that plays automatically for more than 3 seconds.
2.1.1 Keyboard (Level A)	**Supports**	**Features:** The product ensures that interactive content and functionality is accessible and operable using a keyboard or keyboard emulator.
2.1.2 No Keyboard Trap (Level A)	**Supports**	**Features:** Where a component can receive keyboard focus, the product allows focus to be moved away using only the keyboard and/or advises users of any non-standard methods required to do so.
2.1.4 Character Key Shortcuts (Level A 2.1 only)	**Supports**	**Features:** The product does not use character key shortcuts.
2.2.1 Timing Adjustable (Level A)	**Supports**	**Features:** The product does not contain time-limited or time-dependent content.
2.2.2 Pause, Stop, Hide (Level A)	**Supports**	**Features:** The product does not contain content that moves, blinks, scrolls, or auto-updates.
2.3.1 Three Flashes or Below Threshold (Level A)	**Supports**	**Features:** The product does not contain flashing content.
2.4.1 Bypass Blocks (Level A)	**Supports**	**Features:** The product provides skip links and other mechanisms to bypass blocks of content repeated on multiple pages.
2.4.2 Page Titled (Level A)	**Supports**	**Features:** Pages of the product provide titles that adequately describe their topic or purpose.

Criteria	Conformance Level	Remarks and Explanations
2.4.3 Focus Order (Level A)	**Supports**	**Features:** The product ensures that focusable components receive focus in an order that preserves meaning and operability.
2.4.4 Link Purpose (In Context) (Level A)	**Supports**	**Features:** The product ensures that the purpose of links can be determined from the link text alone or in combination with the surrounding or programmatic context.
2.5.1 Pointer Gestures (Level A 2.1 only)	**Supports**	**Features:** The product does not require multipoint or path-based gestures for operation.
2.5.2 Pointer Cancellation (Level A 2.1 only)	**Supports**	**Features:** The product ensures that functionality on pointer down-event is completed only when the user releases the pointer or allows the user to abort and/or undo the action.

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Criteria	Conformance Level	Remarks and Explanations
2.5.3 Label in Name (Level A 2.1 only)	**Partially Supports**	**Features:** In most instances, the product ensures that when interface components have visual labels that include text, the provided accessible name contains the visually presented text. **Exceptions include:** • Groups - Asks and Offers: The visual label "Add your reply" is not included in the programmatic name "Click here to reply to Hello there! I'm really happy to be in this group a...". • Events: The visual label "Dec 2" is not included in the programmatic name "Open Expo Default". • Pathways: There is a control with accessible name "Start How to move PAST mentors to Super Mentors" that does not include the text of their visual label "Start Pathway". • Community: There is a control with accessible name "Select active users" that does not include the text of their visual label "Active Users". • My Profile: There is a control with accessible name "Add video Answer" that does not include the text of their visual label "Add Video Response". • Pathway - The Art of Informational Interviews: There is a control with accessible name "Not started - Step 4, Call-to-Action" that does not include the text of their visual label "Pending".
2.5.4 Motion Actuation (Level A 2.1 only)	**Supports**	**Features:** The product does not contain functionality that requires device motion or user motion.
3.1.1 Language of Page (Level A)	**Supports**	**Features:** The product ensures that the default human language used on each page can be programmatically determined.

Criteria	Conformance Level	Remarks and Explanations
3.2.1 On Focus (Level A)	**Supports**	**Features:** The product ensures that interface components do not initiate a change of context when receiving focus.
3.2.2 On Input (Level A)	**Supports**	**Features:** The product ensures that interactive components do not initiate a change in context when the component setting is changed unless followed by an explicit user action such as activation of a button or link unless the user has been advised of this behavior before use.
3.2.6 Consistent Help (Level A 2.2 only)	**Supports**	**Features:** Help mechanisms occur in the same order relative to other page content in the product.
3.3.1 Error Identification (Level A)	**Supports**	**Features:** Where the product automatically detects input errors, the item or field in error is identified and the error is described to the user in text.
3.3.2 Labels or Instructions (Level A)	**Supports**	**Features:** Where user input is required, the product presents adequate labels or instructions for successfully providing that input.
3.3.7 Redundant Entry (Level A 2.2 only)	**Supports**	**Features:** The product does not request user information in multi-step processes.
4.1.1 Parsing (Level A)	**Does Not Apply**	For WCAG 2.0, 2.1, EN 301 549, and Revised 508 Standards, the September 2023 errata update indicates this criterion is always supported. See the WCAG 2.0 Editorial Errata and the WCAG 2.1 Editorial Errata. As this report follows WCAG 2.2, this criterion becomes obsolete.

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Criteria	Conformance Level	Remarks and Explanations
4.1.2 Name, Role, Value (Level A)	**Partially Supports**	**Features:** In most instances, the product contains user interface components whose name, role, state, and value can be programmatically determined, and whose state, properties, and value, where applicable, can be programmatically set. **Exceptions include:** • Advising - Book Meeting: The tooltips on the buttons present on Toolbar are available using only mouse, not read by the screen reader. • Careers Path page: As of now, the tooltip has corresponding name and/or role information, but the screen reader does not announce the custom control properly.

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Table 2: Success Criteria, Level AA

Notes:

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA)	**Supports**	**Features:** The product does not contain any live synchronized media (video with audio) that requires real-time captioning.
1.2.5 Audio Description (Prerecorded) (Level AA)	**Supports**	**Features:** The product provides appropriate audio descriptions for prerecorded synchronized media (video with audio).
1.3.4 Orientation (Level AA 2.1 only)	**Supports**	**Features:** The product does not restrict its view and operation to a single display orientation, such as portrait or landscape unless a specific orientation is essential.
1.3.5 Identify Input Purpose (Level AA 2.1 only)	**Supports**	**Features:** The product ensures that the purpose of input fields that request information about the user, such as name or email, can be programmatically determined.

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Criteria	Conformance Level	Remarks and Explanations
1.4.3 Contrast (Minimum) (Level AA)	**Partially Supports**	**Features:** In most instances, the visual presentation of text and images of text in the product provides a contrast ratio of at least 4.5:1 against adjacent colors. **Exceptions include:** • Pathways: The color contrast ratio between the element text "View all Pathways" on hover and its background is less than 4.5:1. • Jobs: The color contrast ratio between the placeholder text "Search" and its background is less than 4.5:1. • Resources - Accessibility Documentation: The color contrast ratio between the element text "Clear" and its background is less than 4.5:1. • Inbox: The color contrast ratio between the time of the sent message "7:19pm" and its background is less than 4.5:1. • Pathway - The Art of Informational Interviews: The color contrast ratio between the element text "Incorrect answer" and its background is less than 4.5:1. • Job Details: The color contrast ratio between the element text "Apply Now" on hover or focus and its background is less than 4.5:1.

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Criteria	Conformance Level	Remarks and Explanations
1.4.4 Resize text (Level AA)	**Partially Supports**	**Features:** In most instances, the product allows text to be resized without assistive technology up to 200 percent without loss of content or functionality. **Exceptions include:** • Jobs: There is content "Job postings" that disappears when viewing the page at 200% browser zoom. • Job Details: There is content for job details that disappears or is cut off when viewing the page at 200% browser zoom.
1.4.5 Images of Text (Level AA)	**Supports**	**Features:** The product does not allow authors to include images of text in generated content.
1.4.10 Reflow (Level AA 2.1 only)	**Partially Supports**	**Features:** In most instances, pages of the product allow for resizing to a minimum width of 320 CSS pixels or vertical height of 256 CSS pixels without loss of content or functionality, and without requiring scrolling in two dimensions except where scrolling is required for content usage such as tables or diagrams. **Exception includes:** • Careers Path page: All the page content is disappearing, overlaps, is cut off, or requires horizontal scrolling to view when the page at 400% browser zoom.
1.4.11 Non-text Contrast (Level AA 2.1 only)	**Supports**	**Features:** Visual presentation of non-text content in the product has a contrast ratio of at least 3:1 against adjacent color(s).

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Criteria	Conformance Level	Remarks and Explanations
1.4.12 Text Spacing (Level AA 2.1 only)	**Supports**	**Features:** The product supports user changes in text style properties, such as line height or text spacing, without loss of content or functionality.
1.4.13 Content on Hover or Focus (Level AA 2.1 only)	**Partially Supports**	**Features:** In most instances, content triggered by hover or focus becomes and remains visible while triggered, and is dismissed when hover or focus is removed, or can be otherwise dismissed by the user. **Exceptions include:** • Projects: There is content "All projects", "My applications" & "My posts" that appears on hover and/or focus, and cannot be dismissed without moving focus or the cursor. • Community: There is tooltip content that appears on hover and/or focus, obscures other content, and cannot be dismissed without moving focus or the cursor. • Jobs: There is content "Job title", "Location" & "Date posted" that appears on hover and/or focus, obscures other content, and cannot be dismissed without moving focus or the cursor. • Project Template: There is tooltip content that appears on hover and/or focus, obscures other content, and cannot be dismissed without moving focus or the cursor. • Community Message: There is tooltip content that appears on hover and/or focus, obscures other content, and cannot be dismissed without moving focus or the cursor. • Job Details: There is tooltip content that appears on hover and/or focus, obscures other content, and cannot be dismissed without moving focus or the cursor.

Criteria	Conformance Level	Remarks and Explanations
2.4.5 Multiple Ways (Level AA)	**Supports**	**Features:** The product provides multiple ways to navigate through pages in the product except where pages are sequential steps in a process.
2.4.6 Headings and Labels (Level AA)	**Partially Supports**	**Features:** The product uses headings and labels that describe their topic or purpose in most instances. **Exceptions include:** • Landing page: There are element labels "Next", etc that are not unique. • Homepage: There are buttons "Update" that perform different actions but have the same accessible name. • Projects: There are buttons "Share" & "Bookmark" with insufficiently descriptive accessible names. • My Preferences - Notifications: There are headings "Notification Preferences" & "Configure Notifications" that are not unique. • Careers Path page: There are buttons "Show All" with insufficiently descriptive accessible names. • Inbox: There are buttons "Text Options" & "Schedule Message" with insufficiently descriptive accessible names. • Community: There are buttons "View all" that perform different actions but have the same accessible name.

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Criteria	Conformance Level	Remarks and Explanations
2.4.7 Focus Visible (Level AA)	**Partially Supports**	**Features:** In most instances, the product provides a visible indication of keyboard focus for elements on each page. **Exception includes:** • Pathway - The Art of Informational Interviews: When the control is in focus there is still an issue that the visual indication is removed from the page if the mouse is moved or other interactions are preformed that do not traditionally move focus.
2.4.11 Focus Not Obscured (Minimum) (Level AA 2.2 only)	**Supports**	**Features:** When user interface components have keyboard focus, they are, at minimum, partially visible.
2.5.7 Dragging Movements (Level AA 2.2 only)	**Supports**	**Features:** The product does not use dragging movements for interactive functionality.
2.5.8 Target Size (Minimum) (Level AA 2.2 only)	**Supports**	**Features:** The size of the target meets the requirements of this criterion.
3.1.2 Language of Parts (Level AA)	**Supports**	**Features:** Pages of the product present content in a single language.
3.2.3 Consistent Navigation (Level AA)	**Supports**	**Features:** The product ensures that navigational mechanisms repeated across the product are presented consistently and in the same relative order.
3.2.4 Consistent Identification (Level AA)	**Partially Supports**	**Features:** In most instances, components with the same functionality are identified consistently across pages of the product. **Exception includes:** • Inbox: There are elements "View profile function" with the same functionality that are inconsistently identified.

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Criteria	Conformance Level	Remarks and Explanations
3.3.3 Error Suggestion (Level AA)	**Supports**	**Features:** Where the product automatically detects input errors and provides error messages, the product also provides suggestions for correcting each error.
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)	**Supports**	**Features:** The product does not cause legal commitments, process financial transactions, or modify or delete user-controllable data.
3.3.8 Accessible Authentication (Minimum) (Level AA 2.2 only)	**Supports**	**Features:** The product does not require users to complete a cognitive function test during its authentication process.
4.1.3 Status Messages (Level AA 2.1 only)	**Supports**	**Features:** When status messages appear, the product automatically provides those messages to assistive technology without requiring focus.

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