

Accessibility Statement for Jobteaser.com

Last Update : February 21th 2025

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

Notice for Countries of the European Union

JobTeaser endeavours to meet the standards expressed by The Directive 2016/2102.

This Regulation applies to public sector bodies, as well as certain non-commercial and for-profit private organisations.

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 and tools.

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.

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

In January 2025, an independent evaluator assessed certain parts of the website based on the following specific criteria.

The platform's average compliance ratio was found to be 50.5%.

C: Compliant

NC: Non-compliant

NA: Not applicable

Criteria	Average	C	NC	NA
Pictures				
Does every image carrying information have a textual alternative?	31%	4	9	0
Is every decorative image correctly ignored by assistive technologies?	17%	2	10	1
For each information-carrying image with a textual	67%	4	2	7

alternative, is this alternative relevant (excluding special cases)?				
For each image used as a CAPTCHA or as a test image, with a textual alternative, does this alternative make it possible to identify the nature and function of the image?	NA	0	0	13
Is there a detailed description of each information-bearing image?	NA	0	0	13
For each information-bearing image with a detailed description, is the description relevant?	0%	0	1	12
In the absence of a replacement mechanism, every information-carrying text image should be replaced by styled text if possible. Is this rule respected (except in special cases)?	NA	0	0	13
Is every image caption, if necessary, correctly linked to the corresponding image?	NA	0	0	13
Frames				
Does each executive have an executive title?	38%	3	5	5
For each executive with an executive title, is the executive title relevant?	50%	2	2	9
Colors				
On every web page, information doesn't have to be conveyed by color alone. Is this rule respected?	50%	1	1	11
On every web page, is the contrast between text color and background color sufficiently high (excluding special cases)?	54%	7	6	0
In every web page, are the colors used in interface components or graphic elements carrying information sufficiently contrasted (excluding special cases)?	46%	6	7	0
Multimedia				
Does each pre-recorded time-lapse medium have a text transcription or audio description, if required (excluding special cases)?	0%	0	2	11
For each pre-recorded time-lapse medium with synchronized text transcription or audio description, are these relevant (excluding special cases)?	NA	0	0	13
Does each pre-recorded synchronized time-lapse medium	0%	0	1	12

have synchronized subtitles, if necessary (excluding special cases)?				
For each pre-recorded time-synchronized medium with synchronized subtitles, are these subtitles relevant?	NA	0	0	13
Does each pre-recorded time-lapse medium have a synchronized audio description, if required (excluding special cases)?	0%	0	1	12
For each pre-recorded time-lapse medium with a synchronized audio description, is it relevant?	NA	0	0	13
Is each temporal medium clearly identifiable (excluding special cases)?	0%	0	2	11
Does each non-temporal medium have an alternative, if necessary (excluding special cases)?	NA	0	0	13
For each non-temporal medium with an alternative, is the alternative relevant?	NA	0	0	13
Is every automatically triggered sound controllable by the user?	100%	1	0	12
Is it possible to control the consultation of each temporal medium using the keyboard or any other pointing device?	100%	2	0	11
Is the consultation of each non-temporal media controllable via the keyboard and any pointing device?	NA	0	0	13
Are all temporal and non-temporal media compatible with assistive technologies (excluding special cases)?	100%	1	0	12
Tables				
Does each complex data table have a summary?	NA	0	0	13
For each complex data table with a summary, is the summary relevant?	NA	0	0	13
For each formatting table, is the linearized content still comprehensible (excluding special cases)?	NA	0	0	13
For each data table with a title, is the title correctly associated with the data table?	NA	0	0	13
For each data table with a title, is the title relevant?	NA	0	0	13
For each data table, are each column header and each row header correctly declared?	NA	0	0	13
For each data table, is the appropriate technique used to	NA	0	0	13

associate each cell with its headers (excluding special cases)?				
Each formatting table must not use elements specific to data tables. Is this rule respected?	NA	0	0	13
Links				
Is every link self-explanatory (except in special cases)?	67%	8	4	1
Does every link on every web page have a heading?	92%	11	1	1
Scripts				
Is each script, if necessary, compatible with assistive technologies?	60%	1	9	3
For each script with an alternative, is this alternative relevant?	NA	0	0	13
Can each script be controlled via the keyboard or any other pointing device (except in special cases)?	46%	6	4	3
For each script that initiates a context switch, is the user warned or does he/she have control over it?	0%	0	13	0
In each web page, are status messages correctly rendered by assistive technologies?	0%	0	2	11
Mandatory elements				
Is each web page defined by a document type?	100%	13	0	0
For each web page, is the generated source code valid for the specified document type?	100%	13	0	0
Is the default language present on every web page?	100%	13	0	0
For each web page with a default language, is the language code relevant?	0%	0	13	0
Does each web page have a page title?	100%	13	0	0
For each web page with a page title, is the title relevant?	0%	0	13	0
Is every language change indicated in the source code of every web page (except in special cases)?	14%	1	6	6
On each web page, is the language code for each language change valid and relevant?	100%	1	0	12
In every web page, tags must not be used solely for presentation purposes. Is this rule respected?	15%	2	11	0

Are changes in reading direction indicated on every web page?	NA	0	0	13
Structure				
Is the information on each web page structured by the appropriate use of headings?	50%	6	6	1
Is the structure of each web page consistent (excluding special cases)?	38%	5	8	0
Is every list correctly structured on every web page?	92%	11	1	1
Is every quotation correctly indicated on every web page?	NA	0	0	13
Presentation of information				
Are style sheets used to control the presentation of information on the website?	54%	7	6	0
In each web page, is visible content carrying information still present when style sheets are deactivated?	92%	12	1	0
In each web page, is information still comprehensible when style sheets are deactivated?	100%	13	0	0
In every web page, is the text still legible when the font size is increased to at least 200% (excluding special cases)?	46%	6	7	0
On every web page, are CSS declarations for element background and font colors used correctly?	0%	0	13	0
In every web page, is every link whose nature is not obvious visible in relation to the surrounding text?	NA	0	0	13
Is the focus visible on every web page for every element that receives focus?	33%	4	8	1
For each web page, is hidden content intended to be ignored by assistive technologies?	70%	7	3	3
On every web page, information should not be provided by shape, size or position alone. Is this rule respected?	62%	8	5	0
In every web page, information should not be given by shape, size or position alone. Is this rule implemented appropriately?	100%	1	0	12
For each web page, can content be presented without loss of information or functionality, and without resorting to either vertical scrolling for a window height of 256 px, or horizontal scrolling for a window width of 320 px (excluding	31%	4	9	0

special cases)?				
In every web page, can text spacing properties be redefined by the user without loss of content or functionality (excluding special cases)?	77%	10	3	0
In every web page, can the user control the additional content that appears when he or she focuses on or hovers over an interface component (excluding special cases)?	0%	0	13	0
In every web page, can additional content appearing via CSS styles only be made visible using the keyboard or any other pointing device?	0%	0	1	12
Forms				
Does each form field have a label?	17%	1	5	7
Is each label associated with a form field relevant (excluding special cases)?	100%	5	0	8
In each form, is each label associated with a form field having the same function and repeated several times in the same page or in a set of pages consistent?	100%	1	0	12
In each form, are each field label and its associated field next to each other (excluding special cases)?	100%	5	0	8
In each form, are fields of the same nature grouped together, if necessary?	50%	2	2	9
In each form, is there a legend for each grouping of form fields?	20%	1	4	8
In each form, is each legend associated with a grouping of fields of the same nature relevant?	0%	0	1	12
In each form, are items of the same nature in a choice list grouped together in a relevant way?	0%	0	1	12
In each form, is the title of each button relevant (excluding special cases)?	100%	4	0	9
Is the input control used appropriately on every form (excluding special cases)?	0%	0	3	10
In each form, is the input control accompanied, if necessary, by suggestions to help correct input errors?	100%	2	0	11
For each form that modifies or deletes data, or transmits answers to a test or examination, or whose validation has financial or legal consequences, can the data entered be	100%	1	0	12

modified, updated or retrieved by the user?				
Can the purpose of an input field be inferred to facilitate automatic filling of fields with user data?	0%	0	2	11
Navigation				
Does each page set have at least two different navigation systems (excluding special cases)?	0%	0	13	0
In each set of pages, are the menu and navigation bars always in the same place (excluding special cases)?	83%	10	2	1
Is the “site map” page relevant?	NA	0	0	13
In each set of pages, is the “site map” page accessible from the same functionality?	NA	0	0	13
Is the search engine accessible in the same way on each set of pages?	NA	0	0	13
Can content grouping zones present on several web pages (header, main navigation, main content, footer and search engine zones) be reached or avoided?	0%	0	13	0
Is every web page equipped with an avoidance or quick-access link to the main content area (excluding special cases)?	0%	0	13	0
Is the tab order consistent on every web page?	0%	0	13	0
The navigation on every web page should be free of keyboard traps. Is this rule respected?	85%	11	2	0
Are keyboard shortcuts using a single key (upper or lower case letter, punctuation, number or symbol) controllable by the user?	NA	0	0	13
In every web page, is additional content that appears when hovering, focusing or activating an interface component, if necessary, accessible from the keyboard?	100%	9	0	4
Miscellaneous				
For each web page, does the user have control over each time limit modifying the content (excluding special cases)?	NA	0	0	13
In every web page, the opening of a new window must not be triggered without user action. Is this rule respected?	100%	13	0	0
On every web page, does every office document available for download have an accessible version (except in special	0%	0	12	1

cases)?				
For each office document with an accessible version, does this version offer the same information?	NA	0	0	13
On every web page, does every cryptic content (ASCII art, emoticons, cryptic syntax) have an alternative?	NA	0	0	13
In each web page, for each cryptic content (ASCII art, emoticon, cryptic syntax) with an alternative, is this alternative relevant?	NA	0	0	13
On every web page, are sudden changes in brightness or flash effects used correctly?	NA	0	0	13
Is every moving or flashing content on every web page controllable by the user?	NA	0	0	13
Is the content on every web page viewable in any screen orientation (portrait or landscape) (excluding special cases)?	100%	13	0	0
On each web page, can functions that can be used or accessed using a complex gesture also be accessed using a simple gesture (excluding special cases)?	0%	0	1	12
In each web page, can actions triggered by a pointing device on a single point on the screen be cancelled (excluding special cases)?	100%	13	0	0
In each web page, can functionalities involving movement to or from the device be satisfied alternatively (excluding special cases)?	NA	0	0	13

Measures to support accessibility

2020

In 2020, the following initiatives have been implemented :

- Accessibility audits are being conducted, both by internal and external parties
- Specific corrections and improvements targeting the student-facing part of the website have been carried out in order to bring the website to WCAG A conformance first, then to WCAG AA conformance.

2021-2022

JobTeaser has maintained a strategy to enhance the digital accessibility of its products.

The objective was to prioritise initiatives that will improve accessibility for the greatest number of users.

In 2021 and 2022, JobTeaser continued the strategy initiated in 2020 : Specific corrections and improvements targeting the student-facing part of the website have been carried out in order to achieve WCAG A conformance first, and then to progress to WCAG AA conformance.

2023

In 2023, JobTeaser initiated a strong overhaul of the student platform based on industry standards and a new design system - foundations to any further development.

Built from the ground up with accessibility in mind, we planned to progressively revamp our critical path.

Multiple teams have started working with, and impact positively the core pages of the experience such as job application flow, including search and detail pages, events, companies, and many more.

2024

In the first quarter of 2024, JobTeaser reached its first accessibility KPI on our critical path.

For the first time, the job-ad details page has got 100/100 on Lighthouse's accessibility score.

To efficiently monitor our accessibility improvements, we performed monthly audits on our critical path (login - student dashboard - job ads - events, etc).

This audit was based on WCAG 2.1 criteria level AA and ensured accessibility is going in the right direction at JobTeaser.

Furthermore, accessibility reports have been directly integrated in our developer tools to leverage a fast feedback loop.

2025

In January 2025, JobTeaser underwent an accessibility audit conducted by an external agency. The audit assessed 13 pages of the platform based on RGAA

4.1.2, which includes 94 criteria. The platform's average compliance ratio was found to be 50.5%.

The audit results were shared internally and have been acknowledged as best practices for future development. Moving forward, development teams are strongly encouraged to ensure that any new features, such as a redesigned navigation menu or new pages, comply with these accessibility standards.

Additionally, over the coming quarters, JobTeaser plans to progressively enhance existing pages to align with Google Lighthouse's accessibility standards. This initiative aims to improve the platform's overall accessibility, ensuring a more inclusive experience for all users.