

Accessibility Quick Guide

How to activate and use the accessibility features?

By clicking on the “accessibility” button now appearing in inspira, a drop-down menu allows users to activate the desired accessibility profile, depending on the specific needs of the user. The accessibility profile enables users with disabilities to access the same content and functionalities of inspira, such as searching and applying to jobs, but adapted to their unique needs.

The new accessibility features include adjustments to monitor settings, keyboard navigation, and a wide range of standard assistive technologies, such as screen readers and alternative keyboards. These features are available in both English and French.

Accessibility profiles

There are seven predefined accessibility profiles users can select from: **Screen Reader**, **Keyboard Navigation**, **Color Contrast**, **Monochromatic**, **Text Color Contrast**, **Block Blinking**, and **Help**.

Each profile dynamically changes the page to adapt to the particular needs of the user.

The specifics of each profile are as follows:

Screen Reader: This profile optimizes the site for users who require the use of a screen reader. If the user has a screen reader system activated, this profile automatically detects the screen reader. The profile ensures proper navigation of the site and correct identification of the links and images.

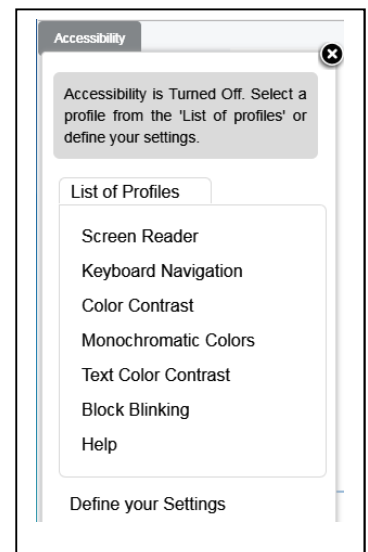
Keyboard Navigation: This profile ensures that individuals not using a mouse can still reach every interactive element on the page. This profile also streamlines keyboard navigation by categorizing the site’s macro-elements (i.e. header, footer, main content, etc.) into groups. As such, users attain each site area more quickly. This mitigates frustration due to manually tabbing through every link or button on the page.

Color Contrast: This profile inverts the color scheme of the site, including images and text.

Monochromatic: This profile re-colors the entire site into grayscale, including images and text.

Text Color Contrast: This profile is similar to the **Color Contrast** profile. However, the color inversion only impacts text where the contrast ratio is not high enough. Users can see content they might otherwise miss due to it blending with the background.

Block Blinking: This profile disables all flashing or blinking elements on the page.



Help: This profile displays additional information over each element to help individuals navigate the site. This includes additional information on links, buttons, and images.

Users can also create their own settings by mixing and matching accessibility features from the list of predefined profiles (e.g. Keyboard Navigation with Color Contrast).