

VELOXP

ADA Compliance Audit

WCAG 2.1 AA Website Accessibility Assessment

99%

Compliance Rate

47

Violations Found

10

Pages Scanned

⚠ HIGH LEGAL RISK

Client: Potter Handy

Website: potterhandy.com

Date: March 25, 2026

Standard: WCAG 2.1 Level AA (DOJ reference standard)

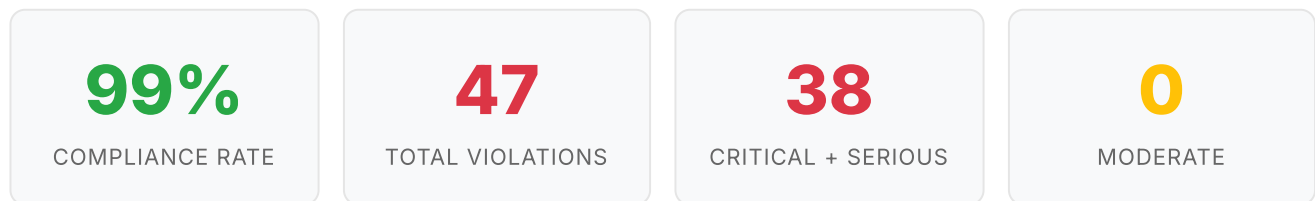
Pages scanned: 10 of 10 total public pages

Executive Summary

Our automated WCAG 2.1 AA scan of Potter Handy's website (potterhandy.com) identified 47 accessibility violations across 4 unique issue types, with a 99% overall pass rate across 10 pages. This represents significant legal exposure under ADA Title II and III requirements.

The most prevalent issues are ensure links have discernible text (15 instances) and ensure the contrast between foreground and background colors meets wcag 2 aa minimum contrast ratio thresholds (13 instances). These are classified as 'serious' under WCAG guidelines — meaning they create significant barriers for users with disabilities.

With 47 serious/critical violations and the DOJ's April 2026 Title II deadline approaching, Potter Handy should prioritize remediation to avoid potential ADA litigation (4,605 website lawsuits filed in 2024, average settlement \$5K-\$20K per case).



Violation Severity Distribution



Compliance Scorecard

Category-level assessment across WCAG 2.1 AA accessibility criteria:

Category	Score	Status
Overall Compliance	99%	PASS
Critical Violations	9	FAIL
Serious Violations	38	FAIL
Moderate Violations	0	PASS
Pages Fully Compliant	0/10	FAIL
Keyboard Access*	—	REQUIRES MANUAL AUDIT
Screen Reader Compatibility*	—	REQUIRES MANUAL AUDIT

* These categories cannot be fully tested via automated scanning and require the paid Audit tier for comprehensive assessment.

Methodology: This scan uses the **axe-core** accessibility engine (industry standard, used by Google, Microsoft, and the US Government) to test every element on every page against WCAG 2.1 Level AA criteria. While 99% of checks pass, **every remaining violation represents a real barrier** for users with disabilities — and a potential legal liability.

Potential Liability Exposure

Based on current ADA enforcement trends and Potter Handy's 47 violations, here is the estimated financial exposure if a lawsuit is filed.

\$15,000-\$75,000

Typical settlement
(first offense)

\$50,000-\$100,000

Legal defense costs
(if contested)

\$65,000-\$175,000

Total exposure
(worst case)

Context: ADA-related exposure can include legal defense, settlement pressure, emergency remediation, and reputational harm. Organizations with essential digital workflows often face increased urgency.

Recent Accessibility Actions

Sample Health System (2025)

\$420,000

Patient access and portal accessibility remediation

Sample Retail Brand (2024)

\$190,000

Online shopping flow accessibility settlement

Sample University (2024)

\$125,000


Digital course platform accessibility improvements

Sample Financial Service (2023)

\$160,000


Authenticated portal accessibility resolution

Current Deadlines & Obligations

 **Compliance timelines vary:** Confirm the latest federal, state, contractual, and procurement accessibility obligations that apply to your organization and digital services.

Top Accessibility Violations

The most prevalent WCAG 2.1 AA violations found during the automated scan, ranked by frequency and impact.

 **Template-Level Issues Detected:** 3 of the violations below are **global issues** — they appear on 80%+ of pages because they originate from the site's template/theme code. Each global issue requires **a single fix** that resolves it across all affected pages.

Ensure links have discernible text

SERIOUS 15 instances **GLOBAL — 1 FIX**

This issue appears on 15 of 10 pages because it's embedded in the site template. A single template-level fix will resolve all instances.

Fix: Fix all of the following: Element is in tab order and does not have accessible text Fix any of the following: Element does not have text that is visible to screen readers aria-label attribute does not exist or is empty aria-labelledby attribute does not exist, references elements that do not exist or references elements that are empty Element has no title attribute

Ensure the contrast between foreground and background colors meets WCAG 2 AA minimum contrast ratio thresholds

SERIOUS 13 instances **GLOBAL — 1 FIX**

This issue appears on 13 of 10 pages because it's embedded in the site template. A single template-level fix will resolve all instances.

Fix: Fix any of the following: Element has insufficient color contrast of 2.07 (foreground color: #ffffff, background color: #14cab4, font size: 10.5pt (14px), font weight: bold). Expected contrast ratio of 4.5:1

Ensure that lists are structured correctly

SERIOUS 10 instances **GLOBAL — 1 FIX**

This issue appears on 10 of 10 pages because it's embedded in the site template. A single template-level fix will resolve all instances.

Fix: Fix all of the following: List element has direct children that are not allowed: a

Ensure every form element has a label

CRITICAL 9 instances GLOBAL — 1 FIX

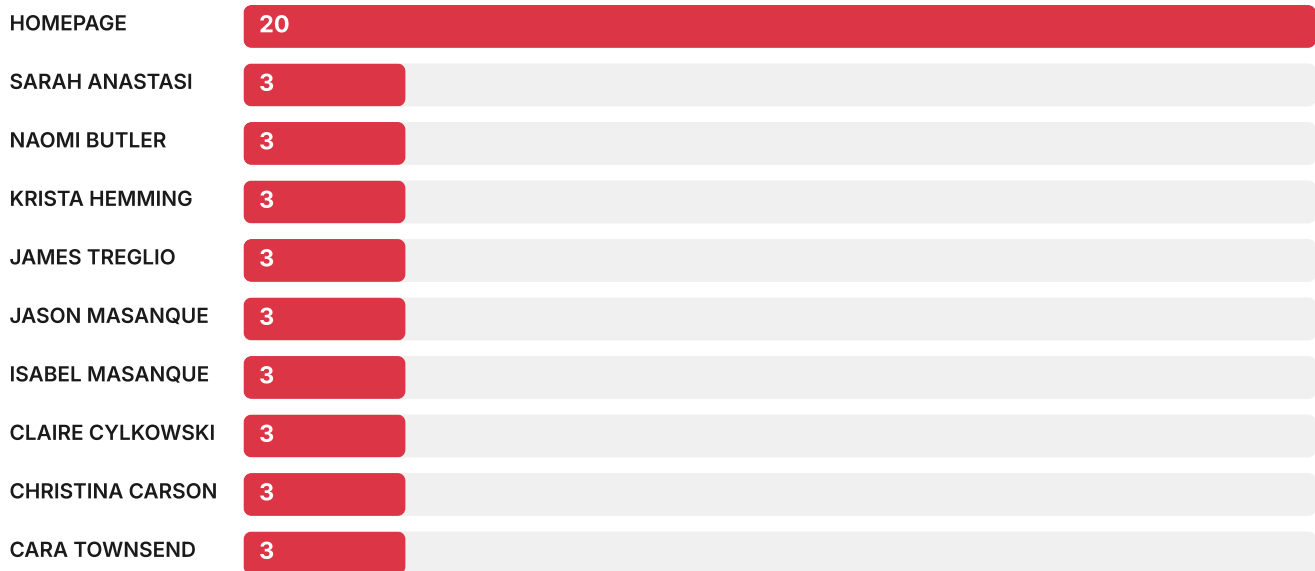
This issue appears on 9 of 10 pages because it's embedded in the site template. A single template-level fix will resolve all instances.

Fix: Fix any of the following: Element does not have an implicit (wrapped) Element does not have an explicit aria-label attribute does not exist or is empty aria-labelledby attribute does not exist, references elements that do not exist or references elements that are empty Element has no title attribute Element has no placeholder attribute Element's default semantics were not overridden with role="none" or role="presentation"

Actual remediation scope: While 47 total instances were detected, they map to only **4 unique fixes** needed. 3 of these are template-level changes that each resolve dozens of instances at once.

Violations by Page

Breakdown of accessibility issues on each of the 10 scanned pages (of 10 total), sorted by violation count. Pages with most violations should be prioritized for remediation.



Page	URL	Violations	Serious	Moderate
Homepage	/	20	20	0
Sarah Anastasi	/sarah-anastasi	3	2	0
Naomi Butler	/naomi-butler	3	2	0
Krista Hemming	/krista-hemming	3	2	0
James Treglio	/james-treglio	3	2	0
Jason Masanque	/jason-masanque	3	2	0
Isabel Masanque	/isabel-masanque	3	2	0
Claire Cylkowski	/claire-cylkowski	3	2	0
Christina Carson	/christina-carson	3	2	0
Cara Townsend	/cara-townsend	3	2	0

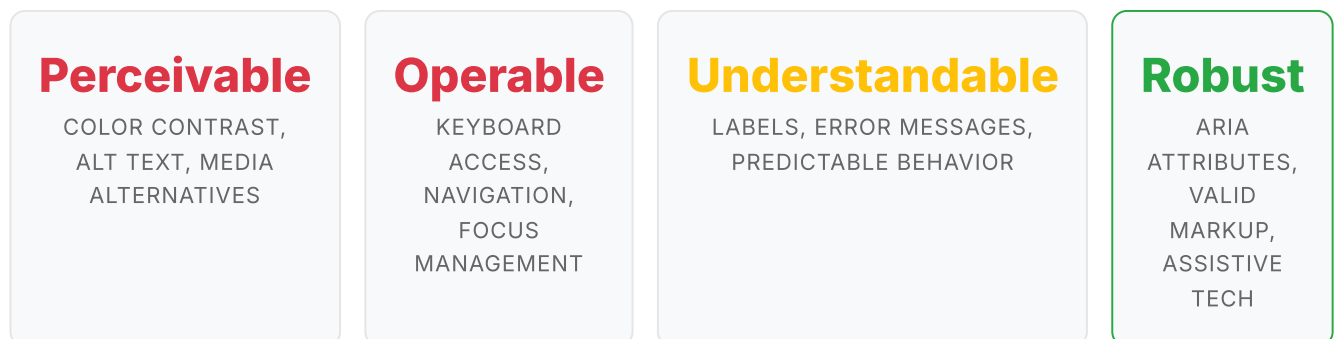
Complete Violation Inventory

All unique WCAG 2.1 AA violations identified, with WCAG criterion mapping and remediation impact level.

Rule	Instances	Impact	Description	WCAG
link-name	15	serious	Ensure links have discernible text	wcag2a, wcag244, wcag412
color-contrast	13	serious	Ensure the contrast between foreground and background colors meets WCAG 2 AA minimum contrast ratio thresholds	wcag2aa, wcag143
list	10	serious	Ensure that lists are structured correctly	wcag2a, wcag131
label	9	critical	Ensure every form element has a label	wcag2a, wcag412

WCAG 2.1 — The Four Principles

Every WCAG success criterion falls under one of four core principles. Here's how Potter Handy's violations map:



Automated scanning primarily detects Perceivable and Robust issues. Manual review (Audit tier) additionally tests Operable and Understandable criteria — which account for the other ~70% of potential violations that automation cannot catch.

Legal & Regulatory Context

ADA website compliance is federally mandated. Enforcement is accelerating.

4,605

LAWSUITS FILED (2024)

8,800

TITLE III SUITS (2024)

441

RECENT MONTHLY VOLUME

Why Overlays Are Not Enough

⚠️ Overlay warning: Toolbar or widget products do not remediate underlying code, content, or interaction barriers. Sustainable compliance requires source-level fixes and documented validation.

Evaluation Approaches Compared

Capability	Automated Only	Overlay Widget	Full Audit
Issue detection rate	~30%	~5%	30-100%
Keyboard navigation	No	No	Yes
Screen reader testing	No	No	Yes
Legally defensible	Partial	No	Yes
Developer-ready fix specs	Generic	None	Code examples

Who Is At Risk?

Public-facing websites face accessibility risk. Organizations that serve the public online should treat digital accessibility as both a compliance and customer experience priority.

Remediation Roadmap

A phased approach to achieving WCAG 2.1 AA conformance, prioritized by legal risk and user impact.

Audit Scope & Compliance Criteria

A full accessibility audit extends beyond automated scanning to include expert validation, workflow testing, and remediation-ready documentation.

What the Audit Covers


Area	Scan (This Report)	Full Audit (Paid)
Automated WCAG 2.1 AA scan	✓ (10 of 10 pages)	✓ (all public pages)
Manual expert review	—	✓ (critical workflows)
Keyboard-only navigation test	—	✓
Screen reader test	—	✓
Form & interactive element validation	—	✓
Color contrast remediation guidance	Flagged only	✓ detailed guidance
ARIA attribute validation	Partial	✓ complete
Developer-ready code examples	—	✓ per violation
VPAT / Conformance Report	—	✓
Strategy / remediation call	—	✓

WCAG 2.1 AA Success Criteria Tested


The audit evaluates Level A and AA success criteria across the four WCAG principles:

Principle	Key Criteria	What We Test
1. Perceivable	1.1.1 Non-text Content 1.3.1 Info & Relationships 1.4.3 Contrast (Minimum) 1.4.4 Resize Text	Alt text, headings, color contrast ratios, text scaling
2. Operable	2.1.1 Keyboard 2.1.2 No Keyboard Trap 2.4.1 Bypass Blocks 2.4.4 Link Purpose	Tab order, focus indicators, skip links, link text
3. Understandable	3.1.1 Language of Page 3.2.1 On Focus 3.3.1 Error Identification	Page language, form labels, error handling
4. Robust	4.1.1 Parsing 4.1.2 Name, Role, Value	Valid HTML, ARIA attributes, dynamic content

ADA Compliance Validation

 **Legal Basis:** WCAG 2.1 AA is commonly used as the benchmark for digital accessibility conformance, and many organizations document results through a VPAT or comparable accessibility report.

After remediation, the client can document validated scope, standards tested, and remaining known issues for governance, procurement, or stakeholder review.

 **Counsel review recommended:** If this report will support procurement, litigation response, or regulatory inquiries, have accessibility documentation reviewed by qualified counsel.

Service Tiers

Based on Potter Handy's 47 violations and HIGH risk level, we recommend the **Audit** tier.

Pricing based on 10 public pages detected on potterhandy.com.

	RECOMMENDED		
<p>Scan</p> <p>FREE</p> <p>Complimentary <i>Up to 10 pages</i></p> <p>Automated WCAG 2.1 AA scan — your first step to understanding compliance risk. See violation count, severity breakdown, and liability estimate.</p> <ul style="list-style-type: none">Automated WCAG 2.1 AA scan (up to 10 pages)Violation count by severity (Critical/Serious/Moderate)Risk level assessment and liability estimateLegal context and regulatory deadlinesService tier recommendations with pricing <p>✓ Current Report</p>	<p>Audit</p> <p>\$4,500</p> <p>One-time <i>10 pages detected (base covers 10)</i></p> <p>Comprehensive audit with manual expert review. Developer-ready fix specs. Legally defensible documentation.</p> <ul style="list-style-type: none">Full-site automated scan (all publicly accessible pages)Manual expert review of 10 critical pagesKeyboard navigation and focus testingScreen reader audit (NVDA + VoiceOver)Per-page violation detail with screenshotsComplete violation inventory with WCAG mappingDeveloper-ready code examples for every fix <p>Purchase — \$4,500</p>	<p>Remediate</p> <p>\$9,000</p> <p>One-time <i>10 pages detected (base covers 10)</i></p> <p>Full-service: we find and fix the violations. Complete audit plus hands-on code remediation and verification.</p> <ul style="list-style-type: none">Everything in AuditDirect code remediation (all scanned pages)Alt text creation for all images and mediaForm label and ARIA implementationKeyboard navigation and focus management fixesColor contrast and typography remediationPost-remediation verification scan <p>Purchase — \$9,000</p>	<p>Monitor</p> <p>\$700/mo</p> <p>Monthly (6-month minimum) <i>10 pages detected (base covers 10)</i></p> <p>Ongoing compliance monitoring. Monthly scans, regression detection, quarterly expert review.</p> <ul style="list-style-type: none">Monthly automated compliance scans (full site)Regression detection and instant alertsRemediation verification after fixesQuarterly manual review of critical pagesAccessibility statement maintenanceMonthly compliance scorecardPriority support for compliance questions <p>Purchase — \$700/mo</p>

Cost of Inaction vs. Investment

\$65,000-\$175,000

Potential cost of a single ADA lawsuit
(settlement + legal + remediation)

\$4,500

Audit investment
(comprehensive audit + fix specs)

Prevention costs **38x** less than a single lawsuit.

About This Assessment

This ADA Compliance Audit was produced by VeloXP's automated WCAG scanning system using axe-core and Puppeteer. It evaluates website accessibility against WCAG 2.1 Level AA standards — the benchmark recognized by the U.S. Department of Justice for ADA Title II and Title III compliance. Note: Automated scanning detects approximately 30% of WCAG issues. A comprehensive manual audit (available in the Audit tier) covers 100% of testable criteria.

Methodology

This assessment used axe-core via Puppeteer for automated WCAG 2.1 AA testing. Each page was rendered in Chromium and evaluated against machine-testable success criteria.

Tools Used

- **axe-core v4.x** (Deque Systems) — industry-standard WCAG testing engine
- **Puppeteer** — headless Chromium for full page rendering
- **AccessForge Report Engine** — Template-driven accessibility analysis and deliverable generation

Disclaimer & Scope Limitations

This preliminary scan is based on machine-testable accessibility criteria. Automated scanning typically identifies approximately 30% of all WCAG issues; the remaining criteria require human judgment and are assessed in the paid Audit tier. Results reflect site content at time of scan and may change as the website is updated. This report should not be construed as legal advice.

Prepared by [AccessForge Compliance](#) — Accessibility audits, remediation planning, and documentation |
team@accessforge.example.com | accessforge.example.com

This report is confidential and intended solely for Potter Handy. Distribution without consent is prohibited.