

## AccVerify Report

Verified File Name: <http://www.sjsu.edu/hr/index.html>

Date and Time: 4/6/2007 12:32:24 PM

### Failed Automated Verification

The level of detail setting for the report is to show all detail.

#### Verification Checklist

Checkpoints	Passed		
	Yes	No	Other
<b>508 Standards, Section 1194.22</b>			
<p><a href="#">A. 508 Standards, Section 1194.22, (a)</a> A text equivalent for every non-text element shall be provided (e.g., via "alt", "longdesc", or in element content).</p> <ul style="list-style-type: none"> <li>● Rule: 1.1.1 - All IMG elements are required to contain either the alt or the longdesc attribute. <ul style="list-style-type: none"> <li>○ Warning - IMG Element found at Line: 17, Column: 408 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 18, Column: 415 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 19, Column: 395 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 20, Column: 407 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 21, Column: 417 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 22, Column: 406 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 27, Column: 271 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 32, Column: 633 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 33, Column: 604 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 34, Column: 604 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 35, Column: 605 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 36, Column: 607 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 37, Column: 609 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 38, Column: 602 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 39, Column: 593 contains the 'alt' attribute with an empty value. Please verify that this image is only used for spacing or design and has no meaning.</li> <li>○ Warning - IMG Element found at Line: 40, Column: 605 contains the 'alt' attribute with an empty value. Please verify that this image is only used for</li> </ul> </li> </ul>		No	



<ul style="list-style-type: none"> <li>○ <b>Failure</b> - IMG Element at Line: 98, Column: 15</li> <li>○ <b>Failure</b> - IMG Element at Line: 100, Column: 15</li> <li>○ <b>Failure</b> - IMG Element at Line: 102, Column: 15</li> <li>○ <b>Failure</b> - IMG Element at Line: 113, Column: 38</li> <li>○ <b>Failure</b> - IMG Element at Line: 115, Column: 23</li> <li>○ <b>Failure</b> - IMG Element at Line: 117, Column: 23</li> <li>○ <b>Failure</b> - IMG Element at Line: 119, Column: 24</li> <li>○ <b>Failure</b> - IMG Element at Line: 123, Column: 15</li> <li>○ <b>Failure</b> - IMG Element at Line: 133, Column: 31</li> <li>○ <b>Failure</b> - IMG Element at Line: 143, Column: 9</li> <li>○ <b>Failure</b> - IMG Element at Line: 163, Column: 27</li> <li>○ <b>Failure</b> - IMG Element at Line: 165, Column: 12</li> <li>○ <b>Failure</b> - IMG Element at Line: 167, Column: 53</li> <li>○ <b>Failure</b> - IMG Element at Line: 248, Column: 13</li> <li>○ <b>Failure</b> - IMG Element at Line: 249, Column: 16</li> <li>○ <b>Failure</b> - IMG Element at Line: 287, Column: 33</li> <li>○ <b>Failure</b> - IMG Element at Line: 293, Column: 16</li> <li>○ <b>Failure</b> - IMG Element at Line: 305, Column: 46</li> <li>● Rule: 1.1.2 - All INPUT elements are required to contain the alt attribute or use a LABEL. <ul style="list-style-type: none"> <li>○ No INPUT Elements found within document.</li> </ul> </li> <li>● Rule: 1.1.3 - All OBJECT elements are required to contain element content. <ul style="list-style-type: none"> <li>○ No OBJECT elements found in document body.</li> </ul> </li> <li>● Rule: 1.1.4 - All APPLETT elements are required to contain both element content and the alt attribute. <ul style="list-style-type: none"> <li>○ No APPLETT elements found in document body.</li> </ul> </li> <li>● Rule: 1.1.6 - All IFRAME elements are required to contain element content. <ul style="list-style-type: none"> <li>○ No IFRAME elements found in document body.</li> </ul> </li> <li>● Rule: 1.1.7 - All Anchor elements found within MAP elements are required to contain the alt attribute. <ul style="list-style-type: none"> <li>○ No Anchor Elements found within MAP element found at Line: 335, Column: 1.</li> </ul> </li> <li>● Rule: 1.1.8 - All AREA elements are required to contain the alt attribute. <ul style="list-style-type: none"> <li>○ <b>Failure</b> - AREA Element at Line: 336, Column: 3</li> </ul> </li> <li>● Rule: 1.1.9 - When EMBED Elements are used, the NOEMBED element is required in the document. <ul style="list-style-type: none"> <li>○ No EMBED elements found in document body.</li> </ul> </li> </ul>			
<p><a href="#">B. 508 Standards, Section 1194.22, (b)</a> Equivalent alternatives for any multimedia presentation shall be synchronized with the presentation.</p> <ul style="list-style-type: none"> <li>● Rule: 1.4.1 - Identify all OBJECT Elements that have a multimedia MIME type as the type attribute value. <ul style="list-style-type: none"> <li>○ No OBJECT elements found in document body.</li> </ul> </li> <li>● Rule: 1.4.2 - Identify all OBJECT Elements that have a 'data' attribute value with a multimedia file extension. <ul style="list-style-type: none"> <li>○ No OBJECT elements found in document body.</li> </ul> </li> <li>● Rule: 1.4.3 - Identify all EMBED Elements that have a 'src' attribute value with a multimedia file extension. <ul style="list-style-type: none"> <li>○ No EMBED elements found in document body.</li> </ul> </li> </ul> <p>Verified By: Joseph Liu</p>			N/A
<p><a href="#">C. 508 Standards, Section 1194.22, (c)</a> Web pages shall be designed so that all information conveyed with color is also available without color, for example from context or markup.</p> <p>Verified By: Joseph Liu</p>		No	
<p><a href="#">D. 508 Standards, Section 1194.22, (d)</a> Documents shall be organized so they are readable without requiring an associated style sheet.</p> <ul style="list-style-type: none"> <li>● Note: Document uses external stylesheets, inline style information, or header style information.</li> </ul> <p>Verified By: Joseph Liu</p>		No	

<p><a href="#">E. 508 Standards, Section 1194.22, (e)</a> Redundant text links shall be provided for each active region of a server-side image map.</p> <ul style="list-style-type: none"> <li>● Rule: 1.2.1 - Locate any IMG element that contains the 'ismap' attribute. <ul style="list-style-type: none"> <li>○ No IMG elements found in document body that contain the 'ismap' attribute.</li> </ul> </li> <li>● Rule: 1.2.2 - Locate any INPUT element that contains the 'ismap' attribute. <ul style="list-style-type: none"> <li>○ No INPUT elements found in document body.</li> </ul> </li> </ul> <p>Verified By: Joseph Liu</p>	Yes		
<p><a href="#">F. 508 Standards, Section 1194.22, (f)</a> Client-side image maps shall be provided instead of server-side image maps except where the regions cannot be defined with an available geometric shape.</p> <ul style="list-style-type: none"> <li>● Rule: 9.1.1 - No IMG element should contain the 'ismap' attribute. <ul style="list-style-type: none"> <li>○ No server-side image map IMG elements found in document body.</li> </ul> </li> <li>● Rule: 9.1.2 - No INPUT element should contain the 'ismap' attribute. <ul style="list-style-type: none"> <li>○ No INPUT elements found in document body.</li> </ul> </li> </ul>			N/A
<p><a href="#">G. 508 Standards, Section 1194.22, (g)</a> Row and column headers shall be identified for data tables.</p> <ul style="list-style-type: none"> <li>● Rule: 5.1.1 - Identify all Data TABLE elements. <ul style="list-style-type: none"> <li>○ Note: Data TABLE Element found at Line: 91, Column: 9.</li> <li>○ Note: Data TABLE Element found at Line: 109, Column: 19.</li> <li>○ Note: Data TABLE Element found at Line: 141, Column: 3.</li> </ul> </li> </ul> <p>Verified By: Joseph Liu</p>		No	
<p><a href="#">H. 508 Standards, Section 1194.22, (h)</a> Markup shall be used to associate data cells and header cells for data tables that have two or more logical levels of row or column headers.</p> <ul style="list-style-type: none"> <li>● Rule: 5.2.1 - Identify all Data TABLE elements. <ul style="list-style-type: none"> <li>○ Note: Data TABLE Element found at Line: 91, Column: 9.</li> <li>○ Note: Data TABLE Element found at Line: 109, Column: 19.</li> <li>○ Note: Data TABLE Element found at Line: 141, Column: 3.</li> </ul> </li> </ul> <p>Verified By: Joseph Liu</p>			N/A
<p><a href="#">I. 508 Standards, Section 1194.22, (i)</a> Frames shall be titled with text that facilitates frame identification and navigation.</p> <ul style="list-style-type: none"> <li>● Document is not a FRAMESET Page.</li> </ul>			N/A
<p><a href="#">J. 508 Standards, Section 1194.22, (j)</a> Pages shall be designed to avoid causing the screen to flicker with a frequency greater than 2 Hz and lower than 55 Hz.</p> <ul style="list-style-type: none"> <li>● Rule: 7.1.1 - Documents are required not to contain the BLINK element. <ul style="list-style-type: none"> <li>○ No BLINK elements found in document body.</li> </ul> </li> <li>● Rule: 7.1.2 - Documents are required not to contain the MARQUEE element. <ul style="list-style-type: none"> <li>○ No MARQUEE elements found in document body.</li> </ul> </li> <li>● Note: SCRIPT element(s) found in document body, a visual verification must be done to ensure the script does not cause the screen to flicker.</li> </ul> <p>Verified By: Joseph Liu</p>		No	
<p><a href="#">K. 508 Standards, Section 1194.22, (k)</a> A text-only page, with equivalent information or functionality, shall be provided to make a web site comply with the provisions of this part, when compliance cannot be accomplished in any other way. The content of the text-only page shall be updated whenever the primary page changes.</p> <p>Verified By: Joseph Liu</p>	Yes		
<p>(k) Option A - Check for the string 'Text Version' within the document.</p>			N/V
<p>(k) Option B - Check for a Global Text Version Link within the document.</p>			N/V
<p>(k) Option C - Check for an Accessibility Policy Link within the document.</p>			N/V
<p><a href="#">L. 508 Standards, Section 1194.22, (l)</a> When pages utilize scripting languages to display content, or to create interface elements, the information provided by the</p>		No	

script shall be identified with functional text that can be read by assistive technology.

- Rule: 6.3.1 - Anchor elements are required not to use javascript for the link target when the NOSCRIPPT element is not present in the document. These elements will not cause a failure of the checkpoint if the NOSCRIPPT element is found, however, they will be identified.
  - No Anchor elements that use javascript for the link target were found in document body.
- Rule: 6.3.2 - AREA elements are required not to use javascript for the link target when the NOSCRIPPT element is not present in the document. These elements will not cause a failure of the checkpoint if the NOSCRIPPT element is found, however, they will be identified.
  - No AREA elements that use javascript for the link target were found in document body.
- Rule: 6.3.3 - Locate elements that use HTML event handlers.
  - Note: BODY Element found at Line: 14, Column: 1 contains the 'onload' event handler.
  - Note: A Element found at Line: 17, Column: 21 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 17, Column: 21 contains the 'onmouseover' event handler.
  - Note: A Element found at Line: 18, Column: 21 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 18, Column: 21 contains the 'onmouseover' event handler.
  - Note: A Element found at Line: 19, Column: 21 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 19, Column: 21 contains the 'onmouseover' event handler.
  - Note: A Element found at Line: 20, Column: 21 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 20, Column: 21 contains the 'onmouseover' event handler.
  - Note: A Element found at Line: 21, Column: 21 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 21, Column: 21 contains the 'onmouseover' event handler.
  - Note: A Element found at Line: 22, Column: 21 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 22, Column: 21 contains the 'onmouseover' event handler.
  - Note: A Element found at Line: 27, Column: 21 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 27, Column: 21 contains the 'onmouseover' event handler.
  - Note: A Element found at Line: 32, Column: 25 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 32, Column: 25 contains the 'onmouseover' event handler.
  - Note: A Element found at Line: 33, Column: 25 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 33, Column: 25 contains the 'onmouseover' event handler.
  - Note: A Element found at Line: 34, Column: 25 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 34, Column: 25 contains the 'onmouseover' event handler.
  - Note: A Element found at Line: 35, Column: 25 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 35, Column: 25 contains the 'onmouseover' event handler.
  - Note: A Element found at Line: 36, Column: 25 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 36, Column: 25 contains the 'onmouseover' event handler.
  - Note: A Element found at Line: 37, Column: 25 contains the 'onmouseout' event handler.
  - Note: A Element found at Line: 37, Column: 25 contains the 'onmouseover' event handler.



- event handler.
- Note: A Element found at Line: 63, Column: 23 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 64, Column: 23 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 64, Column: 23 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 65, Column: 23 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 65, Column: 23 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 66, Column: 23 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 66, Column: 23 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 67, Column: 23 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 67, Column: 23 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 68, Column: 23 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 68, Column: 23 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 93, Column: 15 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 93, Column: 15 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 95, Column: 19 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 95, Column: 19 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 97, Column: 15 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 97, Column: 15 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 99, Column: 27 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 99, Column: 27 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 101, Column: 27 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 101, Column: 27 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 112, Column: 44 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 112, Column: 44 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 114, Column: 24 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 114, Column: 24 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 116, Column: 23 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 116, Column: 23 contains the 'onmouseover' event handler.
- Note: A Element found at Line: 118, Column: 24 contains the 'onmouseout' event handler.
- Note: A Element found at Line: 118, Column: 24 contains the 'onmouseover' event handler.
- Rule: 6.3.4 - When SCRIPT Elements are used, the NOSCRIPT element is required in the document.
  - Warning - SCRIPT Element(s) are found in document and the NOSCRIPT element is not.

Verified By: Joseph Liu

<p><a href="#">M. 508 Standards, Section 1194.22, (m)</a> When a web page requires that an applet, plug-in or other application be present on the client system to interpret page content, the page must provide a link to a plug-in or applet that complies with §1194.21(a) through (l).</p> <ul style="list-style-type: none"> <li>● Rule: 6.3.5 - All OBJECT elements are required to contain element content. <ul style="list-style-type: none"> <li>○ No OBJECT elements found in document body.</li> </ul> </li> <li>● Rule: 6.3.6 - All APPLET elements are required to contain both element content and the alt attribute. <ul style="list-style-type: none"> <li>○ No APPLET elements found in document body.</li> </ul> </li> <li>● Rule: 6.3.7 - When EMBED Elements are used, the NOEMBED element is required in the document. <ul style="list-style-type: none"> <li>○ No EMBED elements found in document body.</li> </ul> </li> <li>● Rule: 6.3.8 - All pages that have links to files that require a special reader or plug-in are required to contain the specified text indicating a link to the reader or plug-in. <ul style="list-style-type: none"> <li>○ Note: This rule has not been selected to be verified for this checkpoint.</li> </ul> </li> </ul>		N/V
<p><a href="#">N. 508 Standards, Section 1194.22, (n)</a> When electronic forms are designed to be completed on-line, the form shall allow people using assistive technology to access the information, field elements, and functionality required for completion and submission of the form, including all directions and cues.</p> <ul style="list-style-type: none"> <li>● Rule: (n).1 - Ensure form controls are accessible for use with assistive technology. <ul style="list-style-type: none"> <li>○ No FORM elements found in document body.</li> </ul> </li> </ul> <p>Verified By: AccVerify</p>		N/A
<p><a href="#">O. 508 Standards, Section 1194.22, (o)</a> A method shall be provided that permits users to skip repetitive navigation links.</p> <ul style="list-style-type: none"> <li>● Rule: (o).1 - All pages are required to contain a bookmark link to skip navigation that has the specified text in either the link text or the 'title' attribute value. Skip Navigation Text: <ul style="list-style-type: none"> <li>○ Note: This rule has not been selected to be verified for this checkpoint.</li> </ul> </li> </ul> <p>Verified By: Joseph Liu</p>		No
<p><a href="#">P. 508 Standards, Section 1194.22, (p)</a> When a timed response is required, the user shall be alerted and given sufficient time to indicate more time is required.</p> <p>Verified By: Joseph Liu</p>		N/A

Checkpoint Result Legend: **Yes** = Passed Automated Verification, **No** = Failed Automated Verification, **Warning** = Failed Automated Verification, however, configured not to cause page to fail (Priority 2 or 3 only), **N/V** = Not selected for verification, **N/A** = No related elements were found in document (Visual only), **No Value** = Visual Checkpoint

Report generated by HiSoftware AccVerify®  
AccVerify® is a registered trademark of [Hiawatha Island Software Inc. \(www.hisoftware.com\)](http://www.hisoftware.com)

## Source Listing

```

1: <!doctype html public "-//W3C//DTD HTML 4.0 Transitional//EN">
2:
3: <html>
4: <head>
5: <title>San Jose State University - Human Resources Service Group</title>
6: <link rel="stylesheet" type="text/css" href="styles.css">
7: <script language="JavaScript" src="cascade.js"></script></head>
8: </html>
9:
10: <html>

```

```
11: <head>
12: </head>
13:
14: <body bgcolor="#ffffff" topmargin="0" leftmargin="0" marginheight="0" marginwi
15:
16: <!-- BENEFITS Layers -->
17: <div ID="benefits1"><a href="benefits/benefit_programs.html" onMouseOver="show
18: <div ID="benefits2"><a href="benefits/benefits_summary_sheets.html" onMouseOve
19: <div ID="benefits3"><a href="benefits/eap.html" onMouseOver="showBenefits3(
20: <div ID="benefits4"><a href="benefits/fee_waiver_prog.html" onMouseOver="showB
21: <div ID="benefits5"><a href="benefits/frequently_called_numbers.html" onMouseO
22: <div ID="benefits6"><a href="safetyrisk/workers_comp.html" onMouseOver="showBe
23:
24: <!-- DTS LAYERS -->
25:
26: <!-- EMPLOYEERREL LAYERS -->
27: <div ID="laborrell1"><a href="http://www.calstate.edu/LaborRel/Contracts_HTML/c
28:
29: <!-- EMPLOYIMMIG LAYERS -->
30:
31: <!-- EQUITYDIVERS LAYERS -->
32: <div ID="equitydivers1"><a href="forms/equitydivers/Office_for_Equity_&_Divers
33: <div ID="equitydivers2"><a href="equitydivers/equal_opp_laws.html" onMouseOver
34: <div ID="equitydivers3"><a href="equitydivers/types_unlawful.html" onMouseOver
35: <div ID="equitydivers4"><a href="equitydivers/campus_policies.html" onMouseOve
36: <div ID="equitydivers5"><a href="equitydivers/complaint_process.html" onMouseO
37: <div ID="equitydivers6"><a href="equitydivers/off_campus_contacts.html" onMous
38: <div ID="equitydivers7"><a href="equitydivers/publications.html" onMouseOver="
39: <div ID="equitydivers8"><a href="equitydivers/faq.html" onMouseOver="showEquit
40: <div ID="equitydivers9"><a href="equitydivers/affirmative_act.html" onMouseOve
41:
42: <!-- ORGDEV LAYERS -->
43: <div ID="orgdev1"><a href="orgdev/course_catalog.html" onMouseOver="showOrgdev
44: <div ID="orgdev2"><a href="orgdev/training_calendar.html" onMouseOver="showOrg
45: <div ID="orgdev3"><a href="orgdev/reg_transcripts.html" onMouseOver="showOrgde
46: <div ID="orgdev4"><a href="orgdev/org_effect_services.html" onMouseOver="showO
47: <div ID="orgdev5"><a href="orgdev/mpp_perf_rev.html" onMouseOver="showOrgdev5(
48: <div ID="orgdev6"><a href="orgdev/staff_perf_rev.html" onMouseOver="showOrgdev
49:
50: <!-- PERSONNEL LAYERS -->
51: <div ID="personnel1"><a href="personnel/personnel_payroll_programs.html" onMou
52: <div ID="personnel2"><a href="orgdev/staff_perf_rev.html" onMouseOver="showPer
53: <div ID="personnel3"><a href="personnel/calendar_deadlines.html" onMouseOver="
54:
55: <!-- SAFETYRISK LAYERS -->
56: <div ID="safetyrisk1"><a href="safetyrisk/environ_health_safety.html" onMouseO
57: <div ID="safetyrisk2"><a href="safetyrisk/risk_manage.html" onMouseOver="showS
58: <div ID="safetyrisk3"><a href="safetyrisk/workers_comp.html" onMouseOver="show
59:
60: <!-- WORKFORCE LAYERS -->
61: <div id="employserv1"><a href="workforce/app_info.html" onMouseOver="showEmplo
62: <div ID="employserv2"><a href="workforce/employment_policies.html" onMouseOver
63: <div ID="employserv3"><a href="workforce/perks_working_sjsu.html" onMouseOver=
64: <div ID="employserv4"><a href="workforce/recruit_process.html" onMouseOver="sh
65: <div ID="employserv5"><a href="workforce/benefits_info.html" onMouseOver="show
66: <div ID="employserv6"><a href="workforce/helpful_resources.html" onMouseOver="
```

```

67: <div ID="employserv7"><a href="workforce/position_descriptions.html" onMouseOv
68: <div ID="employserv8"><a href="workforce/rev_pos_incumbents.html" onMouseOver=
69:
70: <!-- BEGIN TOP HEADER & NAVIGATION -->
71: <table width="753" border="0" cellspacing="0" cellpadding="0">
72: <tr>
73: <td>
74: <table width="753" border="0" cellspacing="0" cellpadding="0">
75: <tr>
76: <td>
77: <table width="194" border="0" cellspacing="0" cellpadding="0">
78: <tr><td colspan="3">
80: <td></td>
81: <td></td>
82: <td></td>
83: </tr>
84: <tr><td colspan="3"> </td>
86: <td>
87: <table width="559" border="0" cellspacing="0" cellpadding="0">
88: <tr><td></td></tr>
89: <tr>
90: <td>
91: <table width="559" border="0" cellspacing="0" cellpadding="0">
92: <tr>
93: <td><a href="benefits/index.html" onMouseOver="document.benefits.src
94: <td></td>
95: <td><a href="dts/index.html" onMouseOver="document.dts.src='imag
96: <td></td>
97: <td><a href="laborrel/index.html" onMouseOver="document.laborrel.src
98: <td></td>
99: <td><a href="http://www.sjsu.edu/pass/facultystaff/nrat/
100: <td></td>
101: <td><a href="equitydivers/index.html" onMouseOver="docum
102: <td></td>
103: </tr>
104: </table> </td>
105: </tr>
106: <tr>
107: <td>
108:
109: <table width="570" border="0" cellspacing="0" cellpadding="0"
110: <tr>
111: <td width="183">
112: <div align="right"><a href="orgdev/index.html" onMouse
113: <td width="26"><a href="personnel/index.html" onMouseOver="document.pe
115: <td width="14"></td>
116: <td width="69"><a href="safetyrisk/index.html" onMouseOver="document.sa
117: <td width="22"></td>
118: <td width="131"><a href="workforce/index.html" onMouseOver="document.em
119: <td width="12"></t
120: </tr>
121: </table> </td>
122: </tr>

```

```

123:         <tr><td></td></tr>
124:     </table>     </td>
125: </tr>
126: </table> </td>
127: </tr>
128: <!-- END TOP HEADER & NAVIGATION -->
129:
130:
131: <!-- BEGIN MAIN IMAGE -->
132: <tr>
133:   <td width="753" height="188">
135: <!-- END MAIN IMAGE -->
136:
137:
138: <!-- BEGIN GREY NAVIGATION TABS -->
139: <tr>
140:   <td>
141:     <table width="753" border="0" cellspacing="0" cellpadding="0">
142:       <tr>
143:         <td></td>
144:         <td><a href="calendarevents/index.html"><a href="jobopps/index.html"><a href="directory/index.html"><a href="guidelines/index.html">
160:       <tr>
161:         <td width="207" bgcolor="#0066cc" valign="top" align="left">
162:           <table width="190" border="0" cellspacing="0" cellpadding="0">
163:             <tr><td colspan="2">
165:               <td></td>
166:
167:                 <td valign="top" class="whitetext"> 
170:
171:                       //Specify the marquee's width (in pixels)
172:                       var marqueeWidth=175
173:                       //Specify the marquee's height
174:                       var marqueeHeight=300
175:                       //Specify the marquee's marquee speed (larger is faster 1-10)
176:                       var marqueeSpeed=2
177:                       //Pause marquee onMouseover (0=no. 1=yes)?
178:                       var pauseIt=1

```

```

179:
180: //Specify the marquee's content
181: //Keep all content on ONE line, and backslash any single quotations (i
182: var marqueecontent='<table width="175" height="300" border="0" cellpadding
183: ///NO NEED TO EDIT BELOW THIS LINE//////////
184:
185: marqueespeed=(document.all)? marqueespeed : Math.max(1, marqueespeed-1
186: var copyspeed=marqueespeed
187: var pausespeed=(pauseit==0)? copyspeed: 0
188: var iedom=document.all||document.getElementById
189: var actualheight=''
190: var cross_marquee, ns_marquee
191:
192: function populate(){
193: if (iedom){
194: cross_marquee=document.getElementById? document.getElementById("iemarq
195: cross_marquee.style.top=marqueeheight+8
196: cross_marquee.innerHTML=marqueecontent
197: actualheight=cross_marquee.offsetHeight
198: }
199: else if (document.layers){
200: ns_marquee=document.ns_marquee.document.ns_marquee2
201: ns_marquee.top=marqueeheight+8
202: ns_marquee.document.write(marqueecontent)
203: ns_marquee.document.close()
204: actualheight=ns_marquee.document.height
205: }
206: lefttime=setInterval("scrollmarquee()",20)
207: }
208: window.onload=populate
209:
210: function scrollmarquee(){
211:
212: if (iedom){
213: if (parseInt(cross_marquee.style.top)>(actualheight*(-1)+8))
214: cross_marquee.style.top=parseInt(cross_marquee.style.top)-copyspeed
215: else
216: cross_marquee.style.top=marqueeheight+8
217: }
218: else if (document.layers){
219: if (ns_marquee.top>(actualheight*(-1)+8))
220: ns_marquee.top-=copyspeed
221: else
222: ns_marquee.top=marqueeheight+8
223: }
224: }
225:
226: if (iedom||document.layers){
227: with (document){
228: if (iedom){
229: write('<div style="position:relative;width:'+marqueewidth+';height:'+m
230: write('<div id="iemarquee" style="position:absolute;left:0;top:0;width
231: write('</div></div>')
232: }
233: else if (document.layers){
234: write('<ilayer width='+marqueewidth+' height='+marqueeheight+' name="n

```

```

235:         write('<layer name="ns_marquee2" width='+marqueewidth+' height='+marqu
236:         write('</ilayer>')
237:         }
238:         }
239:         }
240:         </script>
241:     </td>
242: </tr>
243: </table>    </td>
244: <td width="32">&nbsp;   </td>
245:
246:         <td width="514" class="body" valign="top"> <br>
247:         <br>
248:         
249:         <p> <br>
250:         Thank you for visiting the SJSU Human Resources website.
251:         <p> We hope our website provides you with sufficient information a
252:         the array of services HR offers to applicants, students, staff,
253:         faculty and administrators. SJSU is one of the largest public-se
254:         employers in the Silicon Valley with a total workforce of 5,370
255:         with faculty and staff representing 60% and student assistants r
256:         40%. We believe a career with SJSU is a very rewarding experienc
257:         We are proud that SJSU will be celebrating its 150 year annivers
258:         in 2007 with a full year of planned university commemorative eve
259:         <p>HR embraces the university's shared values and Vision 2010
260:         for becoming the University of Choice. The Vision 2010 will guid
261:         HR operations to recruit, retain and engage a team of well-quali
262:         employees. HR will design a full spectrum of programs that will
263:         target compensation, benefits, work-life balance, employee devel
264:         and performance management.
265:         <p>HR invites you to explore our website and learn how the HR
266:         partners with the university to achieve its strategic goals and
267:         Vision 2010.
268:         <p>Just click on the Feedback Tab above and let us know how we are
269:         doing.
270:         <p>
271:         <table width="100%" border="0">
272:         <tr>
273:         <td width="59%">
274:         <ul>
275:         <li><font size="2"><a href="forms/avp/HR_ORG_Chartrev04.07
276:         Chart</a></font></li>
277:         <li><font size="2"><a href="forms/avp/2010_HR_Strategy.pdf
278:         HR Strategy</a></font></li>
279:         <li><font size="2"><a href="forms/avp/FY0607_scorecard.pdf
280:         FY2006/07 Scorecard</a></font></li>
281:         <li><font size="2"><a href="forms/avp/HR_wf_2nd_qtr.pdf">S
282:         Workforce Data</a><br>
283:         </font></li>
284:         <li><font size="2"><a href="forms/avp/fy200506_ar.pdf">HR
285:         <li><font size="2"><a href="forms/avp/0506_Sat_Survey_Intr
286:         </ul>
287:         </td>
288:         <td width="41%">
290:         </tr>
291:         </table>
292:         <p><i><font size="2">Maria Elena Rivera, <br>

```

```
291:         Associate Vice President/Human Resources </font></i>
292: <p>
293: <p> <br>
294:     One Washington Square <br>
295:     San Jose, California USA, 95192-0046 <br>
296:     UPD Building - Third Floor (Seventh Street)
297: <p>Hours: Monday through Friday, 8 a.m. - 5 p.m. <br>
298:     Office Number 408-924-2250 <br>
299:     TTY# 408-924-2265 <br>
300:     24hr Jobline 408-924-2266 <br>
301:     Fax# 408-924-2284
302: <p>
303: <table width="514" border="0" cellspacing="0" cellpadding="0">
304:     <tr>
305:         <td width="100" valign="top"> <a href="http://www.sjs
307:         Home</font></a> | <a href="https://sjsuone.sjsu.edu/sjsuphon
308:         Directory</font></a> | <a href="http://www.sjsu.edu/events"
309:         Events</font></a> | <a href="http://www.sjsu.edu/academic_pr
310:         Schedule</font></a><br>
311:         <a href="http://www.sjsu.edu/adminfinance/" class="related_l
312:         &amp; Finance Division</font></a> | <a href="http://www.fa.s
313:         Affairs</font></a> | <a href="http://www.calstate.edu/" clas
314:         Home</font></a> <br>
315:         <a href="../hr/posters/index.html">Federal &amp; State Labor
316:         Posters</a> | <a href="administrative/index.html" class="rel
317:         Policy Index</font></a> | <br>
318:         <a href="http://careercenter.sjsu.edu/">Career Center</a> |
319:         <a href="siteindex/index.html">Site Map</a></td>
320:     </tr>
321: </table>
322: <p><a class="disclaimer">Any problems associated with this site sh
323:     be directed to the </a><a href="mailto:lucille.surdi@sjsu.edu" c
324:     <br>
325:     <a class="disclaimer">&copy; 2002 San Jose State University. All
326:     rights reserved.</a> <br>
327:     <br>
328: </td>
329: </tr>
330: </table> </td>
331: </tr>
332: <!-- END MAIN CONTENT AREA -->
333: </table>
334:
335: <map name="Map">
336:     <area shape="rect" coords="1,2,191,109" href="http://www.sjsu.edu/150TH/">
337: </map>
338: </body>
339: </html>
340:
```

---