

Standard Practice Statement for Indirect Job Postings

Contacts and Employers representing situations that require candidates to pay fees, tuition, membership dues, or any other monetary commitments will **not** be allowed to post positions College Central Network or anywhere within Career Development Services. Claims or assurances that the candidate's monetary investment will be recuperated upon job placement will **not** be an acceptable justification for exceptions. Situations that will **not** be approved for posting include, but are not limited to, the following:

- Training, education, and certification programs that require payment of tuition or fees.
- Job placement programs, networks, job boards, or sources that are candidate fee paid.
- Internships or jobs that charge a fee to apply.
- Internship or employment offerings that are not represented by the actual employer or an employer paid third-party agent of that employer that facilitates hiring of a specific identifiable position. Services are not available to third-party employers that are seeking to recruit candidates for foreign employment.

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