

Policies and Recruiting Guidelines

Barry University Career Services endorses the National Association of Colleges and Employers (NACE) "Principles for Professional Conduct for Career Services and Employer Professionals," which provides a framework for professional relationships among colleges/universities, employing organizations, and candidates. These principles provide three basic precepts for career planning, placement, and recruitment:

- Maintain an open and free selection of employment opportunities in an atmosphere conducive to objective thought, where job candidates can choose optimum long-term uses of their talents that are consistent with personal objectives and all relevant facts;
- Maintain a recruitment process that is fair and equitable to candidates and employing organizations;
- Support informed and responsible decision-making by candidates.

Barry University has a special interest in establishing an atmosphere in which informed decisions can be made. To that end,

- Students are encouraged to contact employers if they have any questions. In turn, students should expect that they may receive questions from employers.
- Both students and employers are encouraged to call Career Services if they have any concerns, problems, or unusual experiences with the process.
- In accordance with NACE, Career Services supports an alcohol-free recruiting process.

Adherence to the guidelines will support the collaborative effort of career planning, placement, and recruitment professionals while reducing the potential for abuses. The guidelines also apply to new technology or third-party recruiting relationships which may be substituted for the traditional personal interaction among career services professionals, employer professionals, and students.