Recruiting Activities Policy

To ensure the quality of our services, and to minimize risk to Grinnell College students, alumni, and other users of our services, the Center for Careers, Life, and Service (CLS) has outlined this policy to govern all recruiting activities that occur on the Grinnell College campus and that are sponsored by the CLS. The guidelines below are in accordance with, and a supplement to, the Principles for Professional Conduct established by the National Association of Colleges and Employers (NACE).

SECTION I: Definition of Recruiting Activities

Recruiting activities include, but are not limited to on campus: career, internship, or volunteer fairs; interviews; information sessions or meetings; company presentations; information tables; presentations and guest panel discussions; postings for jobs, internships, fellowships, volunteer programs, or related opportunities; and other advertised opportunities communicated to students through bulletin boards, posters, mail announcements, and other campus communication methods.

SECTION II: Communication

Organizations are expected to go through the CLS for their recruiting purposes and refrain from contacting other Grinnell departments, offices, programs, faculty, staff, or students directly. This is to ensure compliance with this policy and centralize communication on-campus.

SECTION III: Minimum Requirements

The Center for Careers, Life, and Service will sponsor recruiting activities that meet the following conditions:

1) All organizations seeking to recruit students for any activity or employment position must comply with all federal, state, and local equal employment opportunity regulations (including ADA) and the College’s nondiscrimination policy;

2) All job postings must supply the position title, description, and qualifications; a company/organization description; and appropriate application instructions. Anonymous postings will not be accepted;

3) All organizations recruiting for employment purposes must have a public, formal website and the recruiting contacts must have email addresses directly affiliated with the organization they are representing;

4) Postings for internship positions must require or prefer enrollment in a bachelor’s degree program;
5) All “for-profit” private sector employers wishing to post an unpaid internship position must review and agree to meet the criteria set forth by the Department of Labor Fair Labors Standards Act:

   a. The internship, even though it includes actual operation of the facilities of the employer, is similar to training which would be given in an educational environment;
   b. The internship experience is for the benefit of the intern;
   c. The intern does not displace regular employees, but works under close supervision of existing staff;
   d. The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion its operations may actually be impeded;
   e. The intern is not necessarily entitled to a job at the conclusion of the internship; and
   f. The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.

6) Postings for full-time positions must require or prefer a completed bachelor’s degree.

7) Postings of part-time employment positions is only permitted for those organizations located within the Grinnell city limits. (Organizations seeking to recruit candidates for part-time positions outside the Grinnell city limits may advertise in The Grinnell Herald-Register, The Times Republican, or the Penny Saver.)

8) Outside undergraduate and post-graduate service organizations must have their recruiting activities sanctioned by the CLS.

9) Posting of materials or other forms of solicitation for external graduate or undergraduate service opportunities must be approved by and coordinated by the CLS. All such communication materials will be stamped as having received CLS approval.

SECTION IV: Excluded Recruiting Practices

The Center for Careers, Life, and Service will not sponsor recruiting activities for opportunities if:

1) The opportunity involves on-campus solicitation including, but not limited to, the posting of materials and/or sale of products or services.

2) The organization is sponsoring an individual to establish their own business/organization for the purpose of selling products or services, and/or recruiting other individuals to establish their own business/organization.

3) Compensation for the opportunity is exclusively commission or fees/percentage of sales from others under their sponsorship in the organization.

4) The job, internship, volunteer, or fellowship opportunity requires an individual to pay a fee—either directly or through the raising of funds—to participate.

5) The employer requires an initial payment or investment, account balance, or similar fiscal requirement, with the organization itself serving as an umbrella or parent corporation. The initial investment may include, but is not limited to: requirement to attend unpaid orientation or training sessions; direct payment of a fixed fee; payment to attend orientation or training sessions; and/or the purchase, leasing, or renting of a starter kit, sales kit, or presentation supplies.
6) The opportunity negatively affects the academic progress of a student, or encourages a student to discontinue their studies.

7) The employer fails, for any reason, to provide necessary information needed to post a job vacancy or internship opportunity (e.g., job description, qualifications, application instructions).

8) Upon request, the employer is unable or unwilling to provide written documentation of registration with a Better Business Bureau.

9) Upon request, the employer refuses to provide references to vouch for their organization.

SECTION V: Third Party Agencies

A third party agency or recruiter represents a candidate or an employer client, and is not the principal employing organization. This includes, but is not limited to, organizations such as contract recruiters, career development consultants, career marketing firms, and temporary or contact agencies.

The Center for Careers, Life, & Service will sponsor third party recruiting activities if the third party agency agrees to:

1) If requested by the College, the agency will reveal the identity of the employer being represented and the nature of the relationship between the agency and the employer, and permit career services to verify this information by contacting the client.

2) If the Center for Careers, Life, and Service has an existing relationship with the client, we will inform the third party agency and decline to post the position.

3) Provide a position description for valid openings. In accordance with the Family Education Rights and Privacy Act (FERPA), release candidate information only with the written permission of the employment candidate and only to the identified employer.

SECTION VI: Reporting of Data

When requested, a recruiting organization will supply to the Center for Careers, Life, and Service information regarding Grinnell students who have been successfully recruited. This includes students who have been either hired to fill full-time, internship, or other related positions as well as those who have provided volunteer services for the organization. Information may include, but is not limited to, student name, title, position’s division or unit within the organization, geographic location of position, employment or volunteer start date, compensation, or hours served.

SECTION VII: Campus Solicitation Policy

External organizations seeking to reserve space on campus to sell products or services, advocate for a cause, solicit support for an issue, or share political materials is not permitted.

SECTION VIII: Disclaimer

Grinnell College’s Center for Careers, Life, and Service reserves the right, in its sole discretion, to deny any employer or recruiter access to the services offered by the Center.

SECTION IX: Policy Changes & Updates
Changes and/or updates to this policy can be made without notice.