PROHIBITED EMPLOYER PROCESS

What it means for the CSPD to "prohibit" an employer

- The CSPD has the right to limit and/or terminate service to any organization or individual it becomes aware of who does not comply with the standards set forth in our Networking and Recruiting Policy.
- Any organization / individual deemed by the CSPD as unequivocally and/or irredeemably in violation of our Networking and Recruiting Policy may be prohibited from service.
- Violation examples include but are not limited to:
  - Student report(s) of unsafe working conditions, workplace discrimination, harassment or abuse of any nature at any point during recruitment process/employment, withheld payment(s), and employment scams.
  - Repeated employer disregard for campus policies as part of their recruiting strategy such as recruiting on campus without invitation or posting unapproved fliers.
  - Misrepresentation or falsification of employment opportunities/responsibilities.

How the CSPD prohibits an employer

- Discuss with the CSPD team. Depending on the nature of the violation, others at the university may also need to be made aware, including DelVal Title IX Coordinator, VPs and Deans (if a university relationship exists) and/or Public Safety (if there is a campus security issue).
- Contact the employer to discuss the situation. Share general details on the situation without directly identifying students, if possible. Gather details on situation from employer's perspective. Discuss opportunities to resolve the situation, if possible. Share details on how they violated our policy.
- Based on details from these conversations, determine if employer will be archived from ExperienceLink. If so, notify employer that ExperienceLink account will be archived and they will no longer be allowed to engage in formal campus recruiting activities, such as Recruiting Tables, Spring Job and Internship Fair, and posting on ExperienceLink. If the employer attempts to register again through Symplicity Recruit, reject the registration.