Southern Polytechnic State University (SPSU) has established the following Third Party Recruiting policy:

1. Agreement that the agency, organization, or individual is a third-party recruiter as defined in the NACE Principles for Third Party Recruiters.

2. Adherence to all NACE principles, specifically those related to and stated within the "Principles for Third Party Recruiters".

3. Access to resumes of SPSU students and alumni will not be allowed; however the position description and application instructions will be listed as indicated by the agency, organization or individual as long as they agree to the following conditions:
   a. The title of the position and the name of the organization must be indicated at the time of the referral.
   b. The client name must be disclosed to the Career and Counseling Center, and the Career and Counseling Center maintains the right to verify this information with the known client. Although the client information does not need to be listed in the posting, the third-party recruiter must disclose the client name to prospective candidates.
   c. Under no circumstances can student information be disclosed for other than recruiting purposes nor can it be sold or provided to other entities outside of the client for whom the resumes are designated.
   d. Third party recruiters who directly charge candidates being referred for the position(s) are prohibited from listing positions.

Attendance at SPSU Career Fairs will be limited to a small number of agencies, organizations or individuals as determined by the Career and Counseling Center on a first-come-first-served basis. The third-party recruiters permitted to participate must represent employers who have authorized them and must disclose, to the Career and Counseling Center, the names of the represented employers.

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