



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 on Handshake. 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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