

Redhawk Network User Agreement

Introduction. This document describes the terms and conditions of use of the Seattle University Redhawk Network (“Network”). By clicking the “Submit Profile” button below, the user signifies acceptance of these terms and conditions of use.

Users. Seattle University (“Seattle U”) provides the Network as a convenient, efficient communication bridge regarding employment opportunities for three types of Network users : “Employers” are community employers offering employment opportunities to prospective campus community employees; “Recruiters” are third parties that are offering employment opportunities on behalf of an Employer; and “Candidates” are prospective applicants for employment from the Seattle U campus community, i.e. Seattle U students and alumni. Except as designated below, the terms and conditions herein apply to all users of the Network.

Employers and Recruiters. The following provisions apply to Employers and Recruiters.

1. You must abide by the [Principles for Employment Professionals](http://naceweb.org/principles/) of the National Association of College and Employers (NACE). Principles are set forth at <http://naceweb.org/principles/>
2. You must not discriminate on the basis of race, color, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, genetic information, political ideology or status as a Vietnam-era or special disabled veteran.
3. Job postings will remain active for 30 days. Once a posting expires, it is the responsibility of the employer or recruiter to repost it.
4. You shall not post or offer any job that states or requires any of the following:
 - a. The employment opportunity involves on-campus solicitation or on-campus sales.
 - b. The student is required to purchase, rent, or obtain a line of credit for any type of sales kit or presentation supplies.
 - c. The student is required to obtain a personal or corporate line of credit.
 - d. The student is required to participate in an “exchange for services” as part of the terms for employment.
 - e. The employment opportunity is contingent upon the student paying a fee for employment or placement services.
 - f. The posting is for a part-time commission-only position.
 - g. The position requires that Seattle University agree to act as a subcontractor.
 - h. The position (if paid) does not provide compensation that meets or exceeds the applicable minimum wage law.
5. You shall not post jobs for or grant access to other online job posting sites via the Redhawk Network. You shall not post advertisements for competitions or contests.
6. Seattle U reserves the right to refuse individual postings.

Recruiters. In addition to the provisions above, the following provisions apply to Recruiters:

1. You will only be allowed to post positions if you provide to the Seattle University the contact information for the organization for which you are providing recruiting services.
2. You must state that in the posting that neither you nor the Employer will charge any fee to Candidates.
3. You may only disclose Candidate information for the open and advertised position. Any other disclosure of Candidate information must have the written consent of the Candidate.
4. You may not have access to the resume database and may not participate in on-campus recruiting.

Candidates. The following provisions apply to Candidates.

When using the Redhawk Network, your personal information will not be released by the University to an Employer or Recruiter identified on the system unless and until you do one or more of the following:

1. Apply for a job/internship;
2. Apply for an interview schedule; or
3. Select the option to allow Employers and Recruiters to view your profile.

Should you apply for a job/internship, apply for an interview schedule, or select the option to allow Employers to view your profile, all information contained within your student profile will be viewable to the Employer(s), including your resume, address, email, phone number, work authorization, graduation date, and GPA.

This information is not covered by the Family Education Rights and Privacy Act of 1974 (FERPA). I understand that if I have requested that directory information not be shared with third parties, that request does not apply in the Redhawk Network.

Candidates utilizing the career services provided by the University, including the Redhawk Network, are required to abide by the guidelines set forth in the "Playing Fair—Your Rights and Responsibilities as a Job Seeker (NACE)". A copy of those guidelines may be accessed at http://www.naceweb.org/playing_fair/.

Candidates should review the rules and requirements for Employers and Recruiters set forth above and report any violations to the Career Services office.

Disclaimer, Release and Covenant Not to Sue. Seattle U is only a facilitator of communications about job opportunities between prospective Employers, Recruiters and Candidates. Seattle U does not and disclaims any responsibility to ascertain the truth or accuracy of any information posted to the Network by a user. That responsibility lies with the users in their interactions. Seattle U does not and disclaims any responsibility to determine the integrity or financial condition of any Employer or Recruiter or for determining the existence or suitability of any job opportunity for a Candidate. Similarly, Seattle U does not and disclaims any responsibility to determine the suitability of any Candidate for any job opportunity posted to the Network. Each user releases from any liability and covenants not to sue Seattle U, including its trustees, officers, directors, agents and employees, for any damages, injury or harm of any nature arising from or connected with use of the Network.

User Agreement

By clicking the "Submit Profile" button below and using an account on the Redhawk Network to post or retrieve information or to engage in employment activities, you agree to the foregoing terms and conditions.