Indiana University South Bend Career Services Office
Disclaimer and Employer/Student Policy Statement

DISCLAIMER:
Indiana University South Bend Career Services Offices (CSO) acts as a referral service by permitting employers to post information about current job/internship listings. The University is unable to research the integrity of the organizations or persons who list positions with us, and we make no representations, recommendations or guarantees regarding any positions posted or employment data transmitted through IUSBCareers. We urge students to exercise caution and common sense when applying for any position.

Indiana University South Bend shall not be responsible to anyone who posts or accesses information or otherwise uses IUSBCareers for any direct or indirect harm, damage or loss incurred in connection with such use, regardless of the nature of the claim or cause of action. Without limiting the foregoing, the University expressly disclaims any responsibility or obligation to assess or determine the suitability of any individual seeking employment, any potential employer, or any potential employment situation.

By using the online system to post or retrieve information or to engage in employment activities, the user shall be deemed to understand and agree to the above terms and disclaimer of University liability.

THE CAREER SERVICES OFFICE WILL NOT POST A POSITION IF:
1. The employment opportunity involves on-campus solicitation or on-campus sales.
2. The student is required to purchase or rent any type of sales kit or presentation supplies that are non-refundable.
3. The employment opportunity is contingent upon the student paying a fee for employment or placement services.
4. We do not grant access to other online posting sites via IUSBCareers.
5. The employment opportunity is not offered by a for-profit or non-profit (501c3) organization (e.g. baby sitters, tutors, nannies).

THIRD PARTY RECRUITERS:
1. Third party recruiters will be allowed to post positions if they provide to the staff of the Indiana University South Bend Career Services Office, when requested, the contact information for the organization for which the third party is providing recruiting services.
2. The third party agency must state that it will not charge any fees to students.
3. The third party recruiter may only disclose student information for the open and advertised position. Any other disclosure of student information must have the written consent of the student.

- We reserve the right to refuse individual postings.
- Any recruiter who violates any of these policies will have their recruiting and posting privileges revoked.