



Employer Guidelines for Participation in NJIT Career Fairs

NJIT Career Development Services (“NJIT”) has received complaints from both its current students and recent graduates (collectively “NJIT students”) concerning inappropriate practices by current and prospective employers, particularly IT consulting firms. In response, NJIT is requiring all participating companies to adhere to the following employment guidelines with respect to hiring NJIT students from its Career Fairs:

- Company will not engage in the practice of encouraging, requesting or requiring NJIT students to falsify their resumes or other credentials through the inclusion of skills, education, training, or prior work experience that they do not actually possess;
 - Company will not require NJIT students/graduates to commit to more than one (1) year of continuous employment;
 - Company will not require NJIT students/graduates to reimburse company for training, education, certification, housing, travel, meals and other expenses as a condition of employment and/or employment resignation or termination;
 - Company will not require NJIT students/graduates to pay company claimed lost profits as a condition of employment and/or employment resignation or termination;
 - Company will use best efforts to accurately describe to NJIT students/graduates the duties, probable length of employment, hours and salary of prospective positions;
 - Company will not knowingly subject NJIT students to illegal, immoral, or questionable business practices;
- and
- Company will only enter into employment and/or consulting contracts with NJIT students/graduates that are just, fair and reasonable.

NJIT’s goal with respect to conducting its career fairs is to provide NJIT students/graduates with job opportunities having optimum working environments. Your company agrees to use its best efforts to comply with the above guidelines throughout the employment and/or consulting tenure of all NJIT students/graduates even if a NJIT student may be willing to personally agree otherwise. NJIT students and graduates are advised to report inappropriate work practices to the NJIT career center. Employers found to be non-compliant with our guidelines will be prohibited from conducting employment recruiting at NJIT.

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