

Handshake User Agreement

At the University of Minnesota, equity, diversity, and inclusion are fundamental to everything we do. We, in career services stand with the University of Minnesota and the Office for Equity and Diversity in calling for sustained, meaningful action and change. As career services, we are supporting students and employer partners in their quest to dismantle systems of oppression through equitable employment practices. We encourage open dialogue between all employers and candidates, and encourage job seekers to thoroughly research each organization to ensure alignment with their personal and professional values.

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, or gender expression.

Employers and Third Party Recruiters:

By moving forward and using Handshake, you hereby affirm your organization is an equal opportunity employer, offering employment without regard to race, creed, religion, color, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, or gender expression.

The University of Minnesota reserves the right to refuse services through Handshake to employers due to any of the following: dishonesty; breach of confidentiality; fraud; misrepresentation; abuse or other harassment of University of Minnesota students, alumni and staff; failure to adhere to these Career Services policies and/or any other violation of University of Minnesota rules and regulations, and local, state or federal laws; or any other behavior or conduct which, in the discretion of Career Services staff, warrants denial of service. Career Services reserves the right to refuse service to any employer who imposes fees upon applicants, or otherwise requires applicants to make financial commitments, including but not limited to employers who require the purchase of a franchises, engage in multi-level marketing, or require "start-up" investments.

The University of Minnesota does not endorse any organizations participating in use of Handshake, nor do the views and policies of these organizations reflect the views and policies of The University of Minnesota. The University of Minnesota requires that all participating organizations event abide by the [University of Minnesota's Equal Opportunity and Affirmative Action statement](https://eoaa.umn.edu/policies) (<https://eoaa.umn.edu/policies>), as well as the Principles for Professional Practice as set forth by the National Association of Colleges and Employers (www.nacweb.org/principles). These include compliance with Equal Employment Opportunity standards, as well as compliance with all federal and state employment regulations.

By using Handshake, you are indicating that you have read and agree to the user agreement terms above.