

# SMSU Handshake

## Terms and Conditions

By logging into Handshake, the employer agrees to the terms and conditions set forth by Southwest Minnesota State University for the use of this online recruiting system. Failure to abide by these terms and conditions may result in discontinuation of the access to Handshake.

### Employer Access

There is no cost to use Handshake.

### Results of Resume Searches

Results may vary depending on several factors including student participation. Results of resume searches and interview schedules are not guaranteed.

### Student Data

The information on Handshake may include private education data that is protected by Minnesota and federal law. Individuals who have posted information on Handshake have given the university written consent to disclose this data to potential employers for the purpose of accessing their qualifications for employment. Use of this information for any unauthorized purpose is prohibited.

Re-disclosure of this information to others outside your company is allowed only if you have prior written consent of the individual. Improper use or re-disclosure of these records may result in the university barring your access to Handshake.

### Employer/Job Information

Employers are responsible for the accuracy and completeness of employer information, contact name and address, as well as all information on job descriptions.

Employers are encouraged to post positions that are professional and require degrees.

All employers are responsible to read and adhere to Southwest Minnesota State University's equal opportunity and affirmative action standards, or they will forfeit access to participate in Career Services events and services.

Third Party Recruiters will have to meet the two requirements before SMSU Career Services will approve posting a position to MustangJobs.com. 1) Third party recruiters must provide the name of the employer seeking candidates to Career Services for each job opening. 2) Third party recruiters may not charge SMSU student candidates for their services. Career Services will approve the position as "POST ONLY". Third Party Recruiters will not have access to student resumes.

The Director of Career Services' interpretation and implementation of the "Employer Terms and Conditions" is final.

If you have questions regarding mustangjobs.com please contact Career Services in BA 156 or by phone 507-537-6221 or email [Careers@SMSU.edu](mailto:Careers@SMSU.edu).