

Texas Christian University's University Career Services Policy on Recruitment and Alcohol

Texas Christian University's (TCU) University Career Services (UCS) is a member of the National Association of Colleges and Employers (NACE), the association for human resources and career services professionals. As members, we abide by the *Principles for Professional Conduct*, an ethics document that serves as the framework and foundation for practices within the career planning, placement, and recruitment processes.

Principles for Professional Conduct document states, "Serving alcohol should not be part of the recruitment process." That means, having an open bar, a paid bar, or holding a recruiting event in a bar is inappropriate. Given the whole notion of alcohol abuse and the problems college campuses are having with alcohol among students, serving alcohol at a reception is sending the wrong message. Further, many college students are younger than the state's drinking age, and many college campuses now have a zero-alcohol-tolerance policy in effect. Therefore, serving alcohol could be in violation of a state's law and a school's policy.

TCU cannot coordinate nor advertise information sessions or interviews if a recruitment organization will be hosting alcohol on or off campus.

If you would like to read the *Principles for Professional Conduct* document in its entirety, you can find it on NACE's website, NACEWEB, at www.naceweb.org/principles/princip1.html. If you would like to read the history of why this principle is included in the *Principles for Professional Conduct* document, you can read an article composed by the NACE Principles for Professional Conduct Committee on NACEWEB at www.naceweb.org/about/legal98sm.html.

I would be happy to discuss this matter with you, and the staff of the career services office hopes that you will also support the policy while recruiting on our college campus.

Sincerely,

Patricia (Trish) Bergmaier
Executive Director
University Career Services
Texas Christian University