



**Career Development Services adheres to the National Association of Colleges and Employers (NACE) Principles for Ethical Professional Practice:**

**1. Practice reasonable, responsible, and transparent behavior ...**

... that consciously avoids harmful actions by embodying high ethical standards.

... by clearly articulating and widely disseminating your organization's policies and guidelines.

... that guarantees equitable services for all constituencies.

... that is commensurate with professional association standards and principles.

... when resolving differences and addressing concerns.

... by nurturing sustainable relationships that are respectful and transcend transactions.

**2. Act without bias ...**

... when advising, servicing, interviewing, or making employment decisions.

... when defining what constitutes employment.

**3. Ensure equitable access ...**

... without stipulation or exception relative to contributions of financial support, gifts, affiliation, or in-kind services.

... in the provision of services and opportunities without discriminating on the basis of race, gender, gender identity, ethnicity, sexual orientation, religion, national origin, disability, age, or economic status.

... by proactively addressing inclusivity and diversity.

**4. Comply with laws ...**

... associated with local, state, and federal entities, including but not limited to EEO compliance, immigration, and affirmative action.

... in a timely and appropriate way if complaints of non-compliance occur.

... and respond to complaints of non-compliance in a timely and prudent manner.

**5. Protect confidentiality of ...**

... all personal information related to candidates and their interviews, and their engagement with services, programs, and resources.

... student information related to professional plans.