

CERP Commitment to Support Ethical Recruitment Practices

CERP member organizations are committed to supporting ethical recruitment and employment practices and expect employer partners and customers to do so as well.

Employer Terms & Conditions

Employers utilizing the services provided through this web site or by CERP member organizations must abide by the following Terms and Conditions. CERP member organizations reserve the right to refuse any person or organization use of its services.

Employers who use this web site service must adhere to the Employment Standards Act, The Ontario Human Rights Code and Occupational Health & Safety Act in their recruitment and employment practices.

Job Postings and Employment Opportunities

Employers must provide the following information in order to post a job opportunity on our job posting website www.communityerp.ca. Failure to do so may result in the job posting not being accepted for posting:

1. name of organization with full mailing address and phone number
2. full name of contact person with phone number and email address
3. an adequate description of the nature of the position being offered and the type of job (e.g., full time permanent, contract, volunteer, etc.)

Recruitment Agencies and Third Party recruiters may be required to provide the name of the organization for which they are recruiting. This information will be kept confidential, and will *not* be disclosed in the job posting.

CERP member organizations will *not* accept the following types of employment:

1. work that is pyramid-type or multi-level marketing (MLM) in nature, or work for organizations that are pyramid-type or multi-level marketing (MLM) in structure
2. work which requires the purchase of a service/product, requires a monetary deposit or similar, as a condition of employment
3. work involving unpaid or reduced pay for training (with the exception of volunteer organizations)
4. work involving credit in lieu of pay
5. employment contracts or franchise contracts which charge a fee (i.e. certification fee, licensing fee, equipment purchase, initial investment in a company)

Refusal of Service

CERP member organizations reserve the right to remove or refuse any employer conducting recruitment and advertising job postings where:

1. non-compliance with these terms and conditions has occurred
2. incorrect or misleading information has been provided

3. there are founded complaints regarding unethical recruitment practices
4. the employment opportunity is considered to not represent a viable work opportunity
5. the behaviour or conduct of an employer represents unethical recruitment conduct

Special Events (Hiring Fairs/ Career Information Fairs)

Based on the CERP commitment to ethical recruitment practices employer involvement in hiring fairs and community events sponsored by member organizations will be limited and will exclude the following types of employment:

1. work that is pyramid-type or multi-level marketing (MLM) in nature, or work for organizations that are pyramid-type or multi-level marketing (MLM) in structure
2. work which requires the purchase of a service/product, requires a monetary deposit or similar, as a condition of employment
3. work involving unpaid or reduced pay for training (with the exception of volunteer organizations)
4. work involving credit in lieu of pay
5. employment contracts or franchise contracts which charge a fee (i.e. certification fee, licensing fee, equipment purchase, initial investment in a company)

CERP member organizations will not be liable to employers with respect to any loss or damage which may have resulted directly or indirectly in regard to the services supplied by this web site, any individual service provider, or sponsored activity.

CERP member organizations do their best to screen and register businesses, however event organizers do not endorse any particular business, nor do they give any guarantee concerning any employment opportunity which may be presented. Job Seekers are advised to satisfy themselves that any employment opportunity is selected only after having investigated and understood all terms and conditions of employment which is presented.