



To: All Employers Recruiting On-Grounds

From: James L. McBride, Jr. Executive Director of University Career Services

Date: October 20, 2006

Re: Why We Support the No Alcohol During College Recruiting Policy

University Career Services at the University of Virginia 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.

The *Principles* document tells us that serving alcohol to job candidates is inappropriate and inadvisable. The principle states "Serving alcohol should not be part of the recruitment process." 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.

This memo is intended to demonstrate University Career Services' support of the "No Alcohol in Campus Recruiting" policy.

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

If you would like to read U.Va.'s policy on alcohol, you can find it on the University of Virginia's web site at: <https://etg07.itc.virginia.edu/policy/policydisplay?id=%27STU-001%27>

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.

University
Career
Services