



Employer Web Site User Agreement

Welcome to **jobs.utah.gov** — the Utah Department of Workforce Services (DWS) employer job listing and job seeker search system. DWS provides information through this website as a free public service. As a user you have the ability to:

- Access a large pool of job seekers, 24 hours a day, 7 days a week
- Search for job seekers by job qualifications and other legitimate criteria
- Immediately view job seeker summary information (system generated resumé)
- Electronically sort job seeker summaries
- Directly contact job seekers regarding employment opportunities

Disclaimer: DWS does not investigate or certify that job seekers meet all work authorization requirements, nor do they verify job seeker qualifications or references. DWS reserves the right to remove any job listing if it contains inaccurate, illegal or inappropriate information. Federal law authorizes DWS to discontinue the provision of jobs.utah.gov services to any entity upon discovery that the entity's job listings contain material misrepresentation.

Employer Use: The following are terms of agreement between you and DWS. By accessing, browsing or using this website, you acknowledge that you have read, understand and agree to be bound by these terms and to comply with all applicable laws and regulations. If you do not agree to these terms, please do not use this website.

- Job listings must be valid, describe an immediate opening and provide a detailed job description.
- Job seeker information cannot be used for any purpose other than to fill an immediate job opening; job seeker information is the property of the seeker and selling it or reposting of this information, in whole or in part, violates the seeker's privacy rights.
- Employers posting a job listing to the jobs.utah.gov site must have an established employer/employee relationship by the fact that they hire, pay, fire, supervise and otherwise control the work of such employee. An association of employers shall be considered an employer if it meets the criteria of an employer set forth in this definition.
- DWS does not accept job listings for independent contractors (1099 employment), business opportunities, unpaid internships or volunteer work.
- Commission only positions must meet requirements set forth in the Fair Labor Standards Act (FLSA) and laws regulating employment including minimum wage requirements.
- Job listings cannot contain material that is obscene, scandalous, inflammatory, pornographic, profane, unlawful, threatening, libelous, defamatory or otherwise inappropriate.
- Job seekers cannot be charged a fee to access a job or as a condition of accepting a job. Usual and customary licensing fees or certifications, such as a real estate broker's license, are acceptable. Application fees, purchasing kits and work-from-home plans are not acceptable.
- This website cannot be used to recruit replacement workers in a labor dispute, either through job listing or job seeker summary (resumé) searches.
- Various laws prohibit DWS from accepting discriminatory job listings. Employers must provide equal employment opportunities to applicants without regard to race, color, gender, age, religion, national origin or disabilities in compliance with federal and state laws. Job postings that place restrictions on applicants based on their credit history, unemployment status, or other hiring criterion that is not job-related and consistent with business necessity may violate federal civil rights laws.
- You cannot post a job listing that requires race, age, gender or religious preference unless it is a bona fide job requirement.
- DWS may revise this User Agreement and any other information contained in this website at any time without notice to you and may make improvements or changes to the site at any time without notice.

Surveys: We may occasionally ask you to participate in surveys to gauge the value and effectiveness of services and to seek your advice on improving services. Participation in these surveys is voluntary.

Contact Us: Questions regarding job listings may be directed to postajob@utah.gov or by calling 1-888-920-9675 or 1-801-526-0997.