

Idaho State University Career Center

Job & Internship Posting Disclaimer and Privacy Statement

Disclaimer

The Idaho State University (ISU) Career Center provides job and internship postings, recruitment events, and related resources as a service to students, alumni, and community members. While ISU Career Center staff make a reasonable effort to screen opportunities and employers, postings are provided for informational purposes only. ISU does not endorse or guarantee the legitimacy, safety, wages, working conditions, or other aspects of any employment or internship opportunity listed through its services, including those hosted on Handshake or other platforms.

Applicants should always use sound judgment and caution when applying for any position. It is the responsibility of each applicant to:

- Research the employer to ensure the organization is legitimate.
- Carefully review job descriptions, expectations, and requirements.
- Verify that the position aligns with personal skills, values, and career goals
- Protect personal and financial information—never provide Social Security numbers, bank account details, or other sensitive information to unknown parties.

If an opportunity appears suspicious, fraudulent, or inconsistent with professional employment practices, applicants should not engage further and should report the concern immediately to the ISU Career Center at careers@isu.edu or (208) 282-2380.

Equal Opportunity and Non-Discrimination

In accordance with Idaho State University policy and federal law, employers using ISU Career Center services must comply with equal employment opportunity and non-discrimination practices. ISU Career Center reserves the right to decline or remove job postings that violate these standards or that do not align with the mission, values, or interests of the university and its students.

ISU prohibits discrimination in employment, recruitment, and hiring based on race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, veteran status, or any other protected category under applicable law.

Fraudulent Posting Awareness

Unfortunately, fraudulent job and internship postings occasionally appear online, including on legitimate platforms. Students should be alert to red flags such as:

- Offers of unusually high pay for minimal work or “work-from-home” positions with vague duties.
- Requests to handle or transfer money, cash checks, or purchase items on behalf of an employer.

- Employers who request personal financial information early in the hiring process. Poorly written job descriptions, inconsistent contact information, or untraceable business websites.

If a posting or employer seems suspicious, contact the Career Center before taking further action. Students who believe they have been the victim of a scam are encouraged to contact their local police department and financial institutions immediately.

Privacy Policy

The ISU Career Center is committed to protecting the privacy and security of students' and alumni's personal information. The Career Center partners with Handshake, an online career management system, to provide access to job listings, career resources, and on-campus recruiting.

Information collected through Handshake—including student profiles, resumes, and application materials—is stored securely on servers managed by Handshake and its hosting provider, Amazon Web Services (AWS). ISU Career Center staff may use this information solely for career advising, event registration, employment reporting, and program improvement purposes.

All information is handled in compliance with the Family Educational Rights and Privacy Act (FERPA) and Idaho State University data protection policies. The Career Center does not share personal information with employers or third parties without student consent, except as required by law.

Data Use and Security

- User data is accessed only by authorized Career Center staff on an as-needed basis.
- Aggregate, non-identifiable data may be used for institutional reporting and assessment.

Users are encouraged to review Handshake's own Privacy Policy for additional details about data handling.

Accessibility

ISU Career Center is dedicated to providing equal access to all students and community members. Individuals with disabilities who encounter accessibility challenges when using Handshake or other Career Center resources are encouraged to contact careers@isu.edu or call (208) 282-2380 for assistance or reasonable accommodations.

Contact Information

For questions, concerns, or to report suspicious postings, please contact:

Idaho State University Career Center

Email: careers@isu.edu

Phone: (208) 282-2380

Website: isu.edu/career