

**WAC 516-38-117 Recruitment activities.** (1) Employers or organizations (hereafter called employers) interested in hiring students or alumni, and recruiting personnel from college or university graduate schools may conduct recruitment activity on campus. These activities shall be coordinated by the career services center subject to the following conditions:

(a) Employers shall not discriminate on the basis of race, ethnicity, color, national origin, sex, sexual orientation, gender identity or expression, marital status, pregnancy or parenting status, age, creed, religion, disability (including the use of a trained guide dog or service animal), veteran or military status, citizenship or immigration status (except as authorized by federal or state law, regulation, or government contract), and/or genetic information.

(b) Employers must comply with all university recruitment policies as listed on the career services center website.

(2) All prospective employers shall be free to present their points of view, and all students shall be free to determine whether they desire to listen to their presentations.

[Statutory Authority: RCW 28B.35.120(12). WSR 23-01-023, § 516-38-117, filed 12/9/22, effective 1/9/23. Statutory Authority: RCW 28B.35.120(12), 34.05.220 (1)(b), 34.05.250, 28B.15.600, 42.17.310, 42.30.070 - 42.30.075, chapters 69.41 and 43.21C RCW. WSR 90-10-042, § 516-38-117, filed 4/27/90, effective 5/1/90; Order 72-10, § 516-38-117, filed 11/17/72.]