

CODE OF CONDUCT

Wasatch Employers Network

Members must collectively uphold a positive, fair, and productive environment to enjoy the many benefits and opportunities provided through the Wasatch Employers Network. When interacting with network members (employers), HR professionals, staffing companies, and potential candidates, members agree to maintain:

Legal Compliance and Ethical Conduct

Members comply with all relevant state and federal legislation. They strive for ethical conduct beyond what is legally required, considering what is fair for all parties involved. Members maintain the reputation of the Wasatch Employers Network by sharing only accurate information, and they do not refer or recommend candidates or employers who engage in illegal or questionable business practices.

Collaborative Network Relationships

The Wasatch Employers Network maintains an open competitive environment wherein members are supportive of each other's efforts. Members recognize that working collaboratively affords a competitive advantage unavailable to employers, recruiters, HR professionals, or Candidates outside of the network. As such, members treat each other with fairness and respect. They maintain clear communication with other network members and refrain from demeaning or harassing behavior.

Professionalism Towards Companies

Employers, recruiters, or staffing companies may communicate an open position or recommend a candidate to the Wasatch Employers Network without expecting compensation. Members respect each other's time and capacity by not immediately and aggressively pursuing, overwhelming, or pressuring companies to contract for paid services. Members share open positions and candidates for FREE. This helps ensure that companies receive the best support possible while maintaining the professional reputation of Wasatch Employers Network members.

Equitable Practices

Members provide equal employment opportunities based on job qualification without regard to race, color, religion, national origin, sex, age, disability, or any other basis prohibited by law. Members actively control discrimination and personal / organizational biases when seeking, selecting, referring, and recommending candidates.

Confidentiality and Sensitivity

To preserve trust and integrity, members prioritize candidate confidentiality at all stages of the recruitment process. They do not share candidate information within the network without the candidate's permission. Sensitive data is only shared for its intended purpose.

Accuracy and Transparency

To the best of their knowledge, members provide candidates with accurate information regarding employment opportunities, including wages, benefits, hours, periods of service, and work conditions. Members promptly address questions and complaints concerning the terms and conditions of employment.

Membership is a Privilege

WEN works because of the mutual respect and trust of each member. To maintain WEN's unique culture, all members are expected to know and follow the Code of Conduct. Members are also expected to hold each other accountable. Wasatch Employer Network leaders are committed to moderating the Code promptly, fairly, and consistently. Actions contrary to the Code of Conduct may result in exclusion from the WEN Network.