

Policy: Endorsements

1.0 Purpose

The Australian Association of Graduate Employers (AAGE) is an independent, professional association that represents the Australian graduate recruitment and development industry. It is therefore important that the AAGE maintains its independence and objectivity by avoiding situations where the AAGE, its staff or its Directors provide (or appear to provide) endorsements for third parties.

The purpose of this policy is to clarify the situations where the AAGE, AAGE Directors and AAGE Staff can and cannot provide endorsements for third parties.

2.0 Scope

This policy applies to AAGE Directors and AAGE Staff. This policy does not apply to AAGE Committee members.

3.0 Related Document

AAGE Director's Agreement

4.0 Definitions

AAGE – Australian Association of Graduate Employers.

AAGE Staff – All staff employed by the AAGE including the Chief Executive Officer.

Board – means the board of Directors of the Company.

Director – Person elected to the Board of the Company. A Director must be a Full Member of the Company and a Committee Member and cannot be an Associate Member.

Endorsement – written or verbal testimonial or public comment in support of a third party.

5.0 Policy

- 5.1 On occasion, Directors and/or AAGE Staff are asked to provide endorsements for third parties such as suppliers, universities, professional associations, employers and other individuals or organisations.
- 5.2 AAGE Staff are not permitted to provide endorsements of any nature.
- 5.3 An AAGE Director's own employer may provide an endorsement of a third party as long as the AAGE Director's name is not published. For example, the person's role title, company name or logo may all be used as part of an endorsement.

5.4 The conditions in which an endorsement can be provided by an AAGE Director are:

- a) The Director must not use their title as an AAGE Director to endorse a third party.
- b) The Director must have utilised the services of the third party in the course of their employment within the graduate recruitment and development industry.

5.5 Where the third party has requested the person's name be used, or the nature of the endorsement cannot prevent this (e.g. co-presenting at a conference), the following process must be followed:

- a) The request must be distributed to the AAGE Board by email.
- b) The Board has three (3) days to provide comment on the request. If comments are not received within this three (3) day period, the request is able to proceed.
- c) If there are concerns relating to the endorsement, a written response is required within the three (3) day period and a AAGE Board decision must then ensue.

5.6 The matter of endorsements is a standing agenda item on monthly AAGE Board meetings to ensure ongoing and open discussion.