



Policy Type: Member Ethics

Policy Title: Acceptable Recruiting Practices

Policy Objective: To foster ethical hiring practices within the industry and engage in recruiting programs that are professional in application, and in keeping with the PHTCC Code of Ethics.

Policy Statement: Members are to carry out recruitment activities in a manner that is respectful of their fellow peers.

Policy Application: Members are encouraged to make use of existing recruiting vehicles at their avail, such as:

- the job posting area on the PHTCC website
- rental of a booth in the annual Expo to promote the company
- the taking out of an advertisement in a trade publication or newspaper

Note of intent: While employee referrals are considered an acceptable approach to recruiting within the aquatic leisure industry, out of respect for their peers Members are to refrain from poaching at the Canadian Pool & Spa Conference & Expo and other Council events. Poaching is seen as an aggressive approach that effectively undermines the objectives of the national convention and other Council events.

Associated Documents

PHTCC Code of Ethics

Policy Name: Acceptable Recruiting Practices

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