
Municipality of Chatham-Kent: Fraudulent Job Posting Policy

Effective: January 1, 2026

1. Purpose

The Corporation of the Municipality of Chatham-Kent provides job board functionality that allows authorized job board users to publish publicly advertised job postings.

This policy outlines how reports of fraudulent or misleading job postings are received and addressed on the Corporation of the Municipality of Chatham-Kent community job boards.

2. Scope

This policy applies publicly advertised job postings published within the Chatham-Kent Community job board.

3. What Constitutes a Fraudulent Job Posting

For the purposes of this policy, a fraudulent or misleading job posting may include, but is not limited to:

- Job postings that misrepresent the employer, position, or compensation
- Postings that request payment, financial information, or personal banking details from applicants
- Impersonation of legitimate organizations
- Scam-related recruitment activity
- Postings created for data harvesting or phishing purposes
- Postings that materially mislead applicants regarding employment terms
- Postings that use profanity or abusive language
- Postings for illegal activities

This list is not exhaustive.

4. Reporting a Suspicious Job Posting

The Community job board includes a “Report this Job” feature that allows individuals to submit concerns regarding a job posting.

When a report is submitted:

- The report is forwarded to the operator responsible for the job board.
- The operator reviews and determines appropriate action in accordance with this job posting policy and applicable law, which may include, without limitation, removal of the job posting.

5. The Corporation of the Municipality of Chatham-Kent reserves the right to take action, in its sole discretion, including removing job postings and/or disabling access to the platform, where systemic misuse, abuse, or legal violations are identified.

6. Record Retention

Reports submitted through the job reporting feature are retained in accordance with system data retention practices.

7. Disclaimer

This policy is provided for transparency purposes and does not constitute legal advice. Employers are responsible for ensuring compliance with all applicable laws and regulations.

For inquiries related to this policy please contact Employment and Social Services at ckess@chatham-kent.ca or by calling 519-351-8573.