

The Federal Acquisition Regulation (FAR) defines prohibited recruitment fees as

"Any type, including charges, costs, assessments, or other financial obligations, that are associated with the recruiting process, regardless of the time, manner, or location of imposition or collection of the fee"

<p>Prohibited fees include fees for...</p>	<ul style="list-style-type: none"> • Soliciting, identifying, considering, interviewing, referring, retaining, transferring, selecting, training, providing orientation to, skills testing, recommending or paying employees or potential employees • Advertising • Obtaining labor certifications • Processing applications and/or petitions • Visas • Acquiring photographs, identity or immigration documents (e.g. passports) • Medical examinations and immunizations • Background, reference and security clearance checks and examinations • Employer’s recruiters, agents, attorneys or other notary/legal fees • Language interpretation or translation • Government-mandated fees such as border crossing fees, levies, or worker welfare funds • Transportation and subsistence costs • Security deposits, bonds, and Insurance • Equipment charges
<p>Prohibited fees include fees in form of...</p>	<ul style="list-style-type: none"> • Property or money • Deduction from wages • Wage or benefits • Kickback • Bribe • In-kind payment • Free labor • Tip • Tribute
<p>Prohibited fees include fees collected by...</p>	<ul style="list-style-type: none"> • Agents • Labor Brokers • Recruiters • Staffing firms (including private employment and placement firms) • Subsidiaries/affiliates of the employer • Any Agent or employee of such entities • Subcontractors at all tiers

* The table only provides examples and is not exhaustive. Any other fees associated with the recruitment process may qualify as an illegal recruitment fee.

* The FAR human trafficking prohibition applies to every "acquisition by and for the use of the federal government"

<https://www.acquisition.gov/sites/default/files/current/far/pdf/FAR.pdf>