

IRIS Commitment Statement

GB English

The ACB Job Agentur Cottbus GmbH explicitly commits itself to the principles of fair, transparent, and responsible recruitment.

1. No Recruitment Fees

Students and applicants pay no fees for the placement of a job in Germany.

2. Optional Additional Services

All offered additional services (e.g., language coaching, preparation courses, technical support) are voluntary, transparently listed, and not linked to the placement.

3. Legal Compliance

Our procedures comply with § 14 (2) of the German Employment Regulation (BeschV) as well as the current guidelines of the Federal Employment Agency (BA) and the ZAV.

4. IRIS Standard (IOM)

We have aligned our internal procedures with the principles of the International Recruitment Integrity System (IRIS) of the International Organization for Migration (IOM):

- Transparency
- Fairness
- Voluntariness
- Protection of the rights of all parties involved

5. Data Protection & Consent

All personal data are processed exclusively in compliance with the GDPR. Use is only made with documented, voluntary consent.

6. Complaints Management

Students, parents, and partners may submit complaints at any time through a transparent procedure (email, online form, telephone). Every complaint is documented and processed promptly.

ACB Job Agentur Cottbus GmbH

Certified Provider under AZAV

 Lutherstraße 21, 03050 Cottbus, Germany

 kontakt@job-acb.de |  +49 355 86959590