



Career Planning & Resources Policies and Guidelines for On-Campus Recruitment

Career Planning & Resources (CP&R) at Scripps College has established guidelines to help facilitate the hiring process for all employers. As a member of the National Association of Colleges and Employers (NACE), we ask that our Employers be familiar with and honor the [Principles for Professional Practice](#) published by NACE. Please [contact our office](#) with questions.

Non-Discrimination Policy

CP&R requires all employers to comply with all applicable state and federal civil rights laws prohibiting discrimination in hiring and in the workplace, which includes discrimination on basis of race, color, sex (gender or gender identity), sexual orientation, age, marital status, religion, disability, national origin, ethnic origin, or prior military service.

Privacy Policy

Career Planning & Resources (CP&R) and the National Association of Colleges and Employers (NACE) are committed to maintaining the privacy of personal information provided by students, alumni, and employers as users of CP&R. NACE's commitment to all participants – schools, employers, students/alumni – is to maintain the confidentiality of all information collected on NACElink Network, and NACE will not sell, transmit, or disclose, in any fashion, this information to any other organization. NACElink Network is the host server for, storing and maintaining the data. NACE also has a partner, Symplicity, which will provide backup hosting services to NACE's servers and is as committed to privacy as NACE.

NACElink has been branded "ClaremontConnect" at the Claremont Colleges and is a shared resource across the consortium.

Disclaimer

NACE and NACElink Network are not affiliated with Scripps College and therefore Scripps College cannot guarantee, nor does it otherwise accept responsibility for, any portion of this statement that depends on NACE's representations and its compliance with those representations.

Job and Internship Offer Timeframes

Experience shows the best employment decisions for both students and employers are those that are made without pressure and with the greatest amount of information. Students given sufficient time to attend career fairs, participate in on-campus interviews, and/or complete the interviewing in which they are currently engaged are more likely to make good long-term employment decisions and may be less likely to renege on job acceptances and in the long run, this will improve attrition rates.

Thus, the intent of these guidelines is to allow students reasonable time to give careful consideration to all of their employment options and to make informed decisions about offers. In order to facilitate this process, CP&R suggests that employers extend offers in accordance with these guidelines.

Full-time Offers

| <u>Written Offer Extended by Employer</u> | <u>Recommended Earliest Response Date for Student</u> |
|---|---|
| To a prior summer intern | Nov. 15 or 2 weeks, whichever is later |
| Before November 15 | Nov. 15 or 2 weeks, whichever is later |
| After November 15 | 2 weeks |

Summer Internships Offers

| <u>Written Offer Extended by Employer</u> | <u>Recommended Earliest Response Date for Student</u> |
|---|---|
| To a prior summer intern | Nov. 1 or 2 weeks, whichever is later |
| Before November 15 | November 30 |
| After November 15 | 2 weeks |

Exploding offers

CP&R asks that employers refrain from making “exploding offers” or rescinding bonus offers which put undue pressure on students to make decisions in a short-time frame or before they have completed the interviewing process. Most students are not ready, nor should they be, to make a final decision before completing all their interviews. Regrettably, pressure to accept early makes it harder for us to enforce our policy against renegeing.

Note: CP&R would prefer that employers not pursue students who have already accepted job offers from another organization.

Second Round Interviews

Ideally, second round interviews should not be scheduled within three days of your first round interviews. Students have classes, exams and other prior obligations that they cannot cancel on a moment’s notice. We ask that students not be immediately eliminated from the pool if they can’t make their second round interviews due to a prior commitment, but that alternative options are provided. Employers that have been flexible with scheduling are often able to attract and attain the strongest candidates.

Employers should not ask or expect a student to cancel a first round interview with a different company to take their second round interview. This is unfair to the student and creates conflict between companies.

Alcohol Policy

We discourage employers from serving alcohol as part of the recruitment process. Our concern is for your liability and the safety and welfare of our students, especially when attending an off-site event that would require students to drive back to campus safely. Underage drinking is strictly forbidden.

Home Office Policy

Due to liability and risk management issues, CP&R does not allow interns or job applicants into a home office or home training situation.