Rutgers Offer Policy

Learn Your Rights, Responsibilities & Rules Before You Renego!
Receiving an Offer

- If you receive an offer, you can continue to interview with other employers. Make sure that you respond to the offering employer prior to the deadline.
- Once you accept an offer, it is ethically wrong to continue to interview, send letters of application or conduct other job search activities. You have made your decision and a commitment. **Your job search is over.**
- Review your offers, and figure out what is the best option for you.
- Only commit to an offer once you have weighed your options, and are certain of your decision.
Offer Guidelines

- Students may ask the employer for more time to make a decision. BUT ultimately, it is up to the employer whether or not to provide an extension.
- Rutgers University Career Services prohibits the acceptance of multiple offers by students.
- Students are prohibited from accepting an offer with an organization only to renege on or decline that offer at a later date.
- Students are not permitted to interview for positions with a similar or competing start date as the accepted offer.
Offer Guidelines (cont’d)

<table>
<thead>
<tr>
<th>Type of Offer</th>
<th>When Offer was Extended</th>
<th>Offer Deadline</th>
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</thead>
<tbody>
<tr>
<td>Full-Time</td>
<td>Summer</td>
<td>November 1st</td>
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<tr>
<td>Internship, Co-Op, and Full-time for Summer start date</td>
<td>Fall Semester</td>
<td>Minimum of 2 weeks or until December 1st (whichever is later)</td>
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<tr>
<td>Full-time</td>
<td>On or After January 1st</td>
<td>Minimum of 2 weeks</td>
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<tr>
<td>Internship and Co-Op</td>
<td>Spring Semester</td>
<td>Minimum of 2 weeks or until March 12th (whichever is later)</td>
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Handling an Expiring Offer

What should I do if I have an expiring offer?

- Offers can be extended to the student at any time during the recruitment period.
- Students can request for an extension from the employer.
- Contact OCM for further guidance.
- **Note:** Accounting firms have a separate set of guidelines when recruiting Accounting majors. To learn more, click [here](#).
Ethical practice dictates that students discontinue interviewing for positions after they have accepted an offer of employment.

There are no circumstances that would legitimize your reneging on an offer.

**Definition of Renege:**
1) to go back on a promise or commitment
Renege Policy

University Career Services prohibits students from:

1. Acceptance of multiple offers;
2. Accepting an offer from an organization to later renege or decline the offer at a later date;
3. Continue interviewing for positions with a similar or competing start date as the accepted offer.

There are no circumstances that would legitimize your reneging on an offer.
If You Renege

There are consequences for your actions:

1. Hurts your reputation and relationship with Career Services and Employers
   - In many cases an employer relationship cannot be repaired.
   - Many employers track and keep records of reneged offers.

2. Lose privileges to CareerKnight as a current student and alumni
   - Employers who use CareerKnight are specifically targeting Rutgers students for their openings.
   - Majority of students will not retire with the same company; CareerKnight is an invaluable resource for seeking new opportunities as an alum.
If You Renege (cont’d)

3. Damages rapport between Rutgers and Employer
   - Employers may decide to not participate in future career fairs, Rutgers-sponsored programs and events.

4. Our Office reserves the right to report unethical or inappropriate actions to the Office of Student Conduct for further review.
Resources

- For more in-depth details on the Offer Acceptance Policy, click here.

- Contact us! We’re here to help you navigate the offer process.

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