Offer Acceptance Policy

Learn Your Rights, Responsibilities & Rules Before You Reneg!
Handling an Expiring Offer

What should I do if I have an expiring offer?

0 Offers can be extended to the student at any time during the recruiting period.

0 No student will be required to respond to an offer prior to the agreed upon university “Offer Deadline.”
# Offer Guidelines

<table>
<thead>
<tr>
<th>Type of Offer</th>
<th>When Offer was Extended?</th>
<th>Offer Deadline</th>
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<tbody>
<tr>
<td>Full-time, Internships &amp; Co-Ops</td>
<td>Summer</td>
<td>Until November 1st</td>
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<td></td>
<td>Fall Semester</td>
<td>3 weeks or until December 1st (whichever comes later)</td>
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<td>January 1st through Winter Break</td>
<td>Minimum of 2 weeks for students to decide</td>
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<td></td>
<td>Spring Semester</td>
<td>Minimum of 2 weeks or until March 12th (whichever comes later)</td>
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The Act of Reneging

Ethical practice dictates that students discontinue interviewing for positions after they have accepted an offer of employment.

**Definition of Renege:**

1) to go back on a promise or commitment
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
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.
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.