



BOSTON COLLEGE

CAREER CENTER

ON-CAMPUS RECRUITING POLICIES FOR EMPLOYERS

Job and Internship Offer Policy

The Boston College Career Center requires all students to sign a social responsibility agreement prior to participating in on-campus recruitment. The agreement includes strict policies for students who miss on-campus interviews, act unethically during the job/internship search or renege on employment offers.

In return, we ask employers to refrain from pressuring students on acceptances and understand the necessity of letting candidates make an informed decision. Exploding offers and special incentives such as diminishing bonuses and location preference should not be held out to induce a student to accept an offer early. These practices place undue pressure on students and compromise their ability to make informed decisions resulting in truly committed employees.

We request that employers honor the Job and Internship Offer Decision Deadlines outlined below.

Offer Decision Deadlines	
Full-Time Offers for 2018 Start Dates	
to Summer 2017 Interns	September 30th or 3 Weeks (whichever is later)
during FALL Recruiting	October 30th or 3 Weeks (whichever is later)
during SPRING Recruiting	2 Weeks from the day of the offer
Internship Offers for 2018 Summer	
to Summer 2017 Leadership Program Participants Typically 2-3 day seminars to familiarize students (e.g., sophomore, first year and/or diversity students) about a particular organization and career industry. These programs help students develop leadership, career readiness and networking skills. Due to the brevity of the program, students could attend more than one seminar.	August 1st or 3 Weeks (whichever is later) Candidates can: Accept, Decline or Defer and be included in the Fall recruiting cycle without prejudice.
during FALL Recruiting	November 15th or 3 Weeks (whichever is later)
during SPRING Recruiting	2 Weeks from the day of the offer

We request that you inform us once a candidate has accepted an offer with you so that we can adjust their account to prevent them from continuing to apply for other positions through the On-Campus Recruiting Program.

Additional Policies and Considerations

- **Second Round Interviews**
Employment professionals who conduct extensive second round or “super day” interviews are asked to confirm these dates with our office at the time of scheduling their on-campus interviews. Should there be a scheduling conflict, this information will allow us to inform candidates regarding alternate dates for second round interviews.
- **National Association for Colleges and Employers (NACE)**
We expect our employer partners to uphold the “[Principles for Professional Practice for Career Services and Employment Professionals.](#)”
- **Alcohol Policy**
When hosting recruiting events (on or off campus), it is preferred that alcohol not be present or provided, even if all students are of legal drinking age. Offering alcohol can inappropriately shift the focus of the event and may put students in an uncomfortable position.

NOTE: Candidates have been informed of this policy, so they will know what to expect throughout the on-campus recruiting process.