Nondiscrimination Policy

The Georgia Institute of Technology is committed to affirmative implementation of equal employment opportunity in education and employment. The Institute does not discriminate against individuals on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, or veteran status in the administration of admissions policies, educational policies, employment policies, or any other Institute governed programs and activities. The Institute’s non-discrimination policy applies to every member of the institute community. Therefore, The Center for Career Discovery and Development Center will make its facilities available only to recruiting organizations whose practices are consistent with this policy.

Confidentiality

Employment professionals will maintain the confidentiality of student information, regardless of the source, including personal knowledge, written records/reports, and computer databases. No disclosure of student information should be given to another organization without the prior written consent of the student, unless necessitated by health and/or safety considerations.

Individuals engaged in administering, evaluating, and interpreting assessment tools, tests, and technology used in selection should be trained, and qualified to do so. Employment professionals must advise students/alumni in a timely fashion of the type and purpose of any test that students/alumni will be required to take as part of the recruitment process and to whom the test results will be disclosed. All tests should be reviewed by the employing organization for impact and job relevance.
Extending Offers: Campus Recruiting Offer Policy

The intention of the Campus Recruiting Offer Policy at Georgia Tech is to allow students ample time to carefully consider all of their employment options and to make informed decisions about their employment after graduation. We provide career-related counseling and workshops to our students to assist them in their job search process, and help them evaluate and negotiate their job offers. We discourage them from hasty decisions that may lead to reneging on a job offer, which we strongly discourage.

“Exploding” offers and bonuses puts enormous pressure on our students to make a decision 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. Often, students with “exploding” offers are calling other employers in an attempt to arrange early interviews, thus greatly inconveniencing those firms as well. Pressuring a student to accept quickly makes it harder for us to enforce our policy against reneging offers.

Fall:

If you extend full time job offers to students during Fall recruiting for summer start dates in the following year, we ask that you give these students at least until the end of the Fall of recruiting season to decide.

Spring:

If you extend full time job offers to students during Spring recruiting for Fall start dates in the following year, we ask that you give these students at least until the end of the Spring of recruiting season to decide.

If you are interviewing students for summer co-op/internships, please give them until March 1st to decide on your offer.

If a full-time job offer is made at the end of summer to co-op/internship students returning for their senior year, we ask that you give them until the end of our Fall recruiting season (review Recruiting Calendar for specific dates) to make a decision, so that they may fully participate in our on-campus recruiting process.

In some cases, students may ask for extensions beyond these recommended deadlines; we hope you will be able to accommodate their requests. We strongly discourage employers who put pressure on students to accept offers within a very short time period or attach bonuses that “explode” if an offer is not immediately accepted. This method of recruiting students does not benefit the employer and contributes to an ineffective and stressful experience for our students. We ask that if there is a sign-on bonus, it be honored whenever the student accepts the offer.

Please respect the commitment students have for their academics, as well as other previously scheduled interviews, and refrain from forceful recruiting tactics. We’ve appreciated your cooperation in the past, and ask for your flexibility in the future.