



Recruiting Policies

(Updated April 1, 2023)

The Yale School of Management (SOM) recruiting policies are designed to encourage the best and most equitable outcomes for both students and employers. As such, these policies apply to all employers, regardless of on-campus presence or utilization of Yale SOM Career Development Office (CDO) resources.

Academics

- Yale SOM does not permit students to miss class for any recruiting activities on- or off-campus. The CDO will schedule activities to avoid class conflict, and expects recruiters, alumni, and other employer representatives to accommodate academic schedules accordingly.

Timing

- Yale SOM does NOT set first dates to engage with students, interview students or extend offers to students.
- First dates for engagements and interviews on the Yale SOM Recruiting Calendar relate only to when the CDO will provide logistic support and space in Evans Hall for in-person/ on-campus activities. These dates are set based on an understanding of the academic and school calendar as well as student education and availability, and we suggest organizations follow them regardless of event location and format. However, employers are welcome to organize their own engagements and interviews at any time and are requested to share these dates with their CDO liaison who can provide guidance and marketing support.

Offers

- All full-time offers must remain open in their fundamental terms for four weeks or until November 30, 2023 (whichever is later) without any material change to the offer. This includes offers through diversity initiatives.
- All summer internship offers must remain open in their fundamental terms for three weeks or until February 1, 2024 (whichever is later) without any material change to the offer. This includes offers through pre-MBA and diversity initiatives.
- Yale SOM recognizes some non-MBA recruiting processes have earlier timelines.
- Financial incentives encouraging acceptance before the deadline are permitted.

If at any time a student feels that the amount of time granted is not sufficient, we encourage the student to communicate to the organization how much time is required and why the time is needed. We ask employers to be as accommodating of these requests as possible.

Unfortunately, organizations sometimes establish an earlier decision date than outlined above and do not accommodate a later decision date when asked by a Yale SOM student. In these cases, the Yale SOM CDO will not consider an offer as renewed if the Yale SOM student accepts and then declines the offer in the time window outlined above.

Professional Standards

- Yale SOM holds all parties involved in the recruiting relationship to the highest professional standards and is committed to maintaining fundamental principles of mutual respect, honesty, integrity, and professionalism throughout the recruiting process.
- In accordance with Yale University policy and as delineated by federal and Connecticut law, Yale does not discriminate in admissions, educational programs, or employment against any individual on account of that individual's sex, sexual orientation, gender identity or expression, race, color, national or ethnic origin, religion, age, disability, status as a special disabled veteran, veteran of the Vietnam era or other covered veteran.

Please be advised that by interviewing our students, posting a job opening, or participating in our educational and networking programs, you are affirming that your employment practices are in compliance with this policy as well as applicable federal, state, and local laws. Further information about the Yale University policy can be found at www.yale.edu/nondiscrimination.

Employer Policy Non-Compliance

- All employers of Yale SOM students are expected to abide by recruiting policies and to abide by professional standards of conduct to ensure an equitable and professional recruiting process for all students and employers. Students are encouraged to report any policy or professional standards violations to the Yale SOM CDO.
- In the case that an organization chooses not to abide by these recruiting policies, including but not limited to the timing of offer deadlines outlined earlier, the Yale SOM CDO will not hold students accountable for offer renegees.

Student Standards of Conduct and Repercussions

- The Yale SOM CDO holds students to professional standards of conduct. Should any organization feel that a student is behaving unprofessionally or in bad faith, please reach out to your Employer Partnership Manager or to som.recruiting@yale.edu.
- Students are expected to honor any accepted offer; the CDO considers both verbal and written acceptances as binding. If you believe a student has reneged on an offer from your organization, please contact your Employer Partnership Manager or som.recruiting@yale.edu.
- Student repercussions for renegeing offers are determined on a case-by-case basis.