**Recommended Recruiting Policies**

**Job Offer Policy**
To give students enough time to make an informed and thoughtful decision, please give students the following minimum deadlines when accepting an offer:

Fall, Winter, and Spring Quarters: 3 weeks minimum response time, from receipt of the written offer

Summer: If you would like to make an offer of full-time employment to a student at the end of a summer internship, the student has until November 30th to accept or decline the offer. Same deadline applies if you would like to extend a return Internship offer.

If you experience any student related issues regarding offers/reneges, please let Connie Chan and Trudy Gonzalez know immediately.

**Statement of Non-Discrimination**
The Computer Forum makes the Gates Building facilities available to all its members for on-campus interviews. However, we also abide by the following non-discrimination policy: The Computer Forum permits an employer to use the facilities of the Gates Computer Science Building and the services of the Computer Forum staff only if that employer does not unlawfully discriminate in the selection of employees on the basis of national origin, race, religion, gender, sexual orientation, handicap or any other basis prohibited by applicable law.