

Once a student accepts an offer, professional and ethical guidelines dictate that the acceptance is considered final and the student should cease participating in job interviews with other employers. Consider two scenarios:

1. An employer offers a summer internship, then informs the student one week before the job begins that they've changed their minds, leaving the student to begin the entire process of job hunting anew, with very few jobs available.
2. A student accepts a summer internship, then accepts a different position and informs the employer they've changed their minds, leaving the employer to begin the applicant search anew, with very few students available.

In both situations, the timing creates an extremely difficult situation for the party responsible for finding a new job or hire. It is considered unethical and unprofessional to renege on an offer, especially in close proximity to the start date. The iSchool works with students and employers to ensure these situations occur as rarely as possible.

With this in mind, students should take care to make sure they are confident in the offer they accept by:

- asking for job offers in writing
- asking for assistance from career services in evaluating job offers and in negotiating timelines and salaries so they feel confident in their decisions
- asking the employer for more time to make a decision if they expect a competing offer
- contacting other companies they've interviewed with to let them know they have a competing offer and check in on the hiring timeline
- understanding that employers who recruit on campus or through Handshake are expected to follow [campus guidelines on offer timelines](#).
- If campus recruiters do not follow the timelines above, please contact iSchool Career Services, ischool-careers@illinois.edu, so we can remind them of these terms

Just as we ask employers to provide reasonable timelines to students, students are asked to behave ethically and professionally and to honor their acceptances. Students who renege on job offers may lose access to the Handshake Career Services Platform for up to one semester. The exact length of time will be determined by the proximity of the renege to the job offer date and the start date.