

## **SPS Career & Experiential Learning Reneging on Employment Offers Policy**

At Clark University's School of Professional Studies, we prioritize professionalism, integrity, and ethical conduct throughout the employment search process. Accepting an employment offer signifies a commitment that impacts not only individual professional growth but also reflects upon the reputation of our institution and fellow students. We expect all students adhere to the following policy:

**Commitment to Accepted Offers:** Upon accepting an employment offer, students are expected to honor that commitment unless faced with extenuating circumstances that prevent them from fulfilling the obligation.

**Consequences of Reneging:** Reneging on an accepted offer can have serious repercussions, including damage to personal reputation, negative impact on relationships with the hiring organization, and potential consequences on future opportunities. Additionally, reneging can reflect poorly on the reputation of our institution and fellow students. Students who renege on an offer may face limitations in accessing career center services or participating in specific SPS events for a designated period. Students who face restrictions due to reneging may regain access to career center services after a review or completion of specific remedial actions as outlined by the Director of Experiential Learning.

**Communication and Accountability:** If circumstances arise that may lead to reconsideration or reneging on an accepted offer, individuals are encouraged to communicate promptly and transparently with their primary career coach. We are here to assist and provide guidance in navigating such situations while upholding professionalism and minimizing negative impacts.

**Professional Conduct and Brand Representation:** As representatives of SPS and Clark University, students are expected to demonstrate professionalism, integrity, and ethical behavior throughout the recruitment process and during their professional endeavors.

Remember, the reputation of our institution and the opportunities available to future students are influenced by the actions of our current students. We encourage thoughtful decision-making, guided by informed choices and ethical considerations.

If you have any questions or require clarification regarding this policy, please do not hesitate to contact your primary career coach.

Thank you for upholding the standards of integrity and professionalism expected of SPS students.