



Employer Policy:

In accordance with Harvard University policy, the Harvard Alumni Real Estate Board does not discriminate against any person on the basis of race, color, sex, sexual orientation, religion, age, national or ethnic origin, political beliefs, veteran status, or handicap in admission to, access to, treatment in, or employment in its programs and activities.

Accordingly, the Board makes its Employment Portal available to recruiting organizations whose practices are consistent with this policy. Board also requests that all recruiters abide by the following principles:

- Students seeking full-time employment should not be required to accept offers before the beginning of spring term in early February or three weeks after the offer is made, whichever date is later.
- Students seeking summer internships should not be required to accept summer internship offers before our spring break at the end of March or three weeks after the offer is made, whichever date is later.
- Students offered a full-time employment offer as a result of their summer internship, should not be required to accept offers before the end of the Fall Semester (mid-December).
- Should an employer not be in a position to abide by the timing above, clear expectations are set during the interview/offer process.
- Job offers containing incentives, such as signing bonuses or tuition reimbursement, must remain open in their entirety in line with the timing above.
- We ask that recruiters not pursue students who have already accepted job offers from another employer, as this practice can damage relationships with students, other recruiters, and the board.
- Withdrawing job offers, whether verbal or written, violates professional standards and may put students in a difficult position. If your firm is considering retracting an offer for whatever reason, please consider calling our office to discuss the situation. Reneging on job offers is a serious issue. If a student is concerned about his or her employment decision, please let us know. We may be able to help the student think through the issues.
- Failure to meet these policies may result in restricted, or denial of, access to the portal resources and services. Participation in our programming indicated that you read and will abide by our policies.