

University of the Pacific Career Resource Center Employer Policy Statements

Employer Expectations

Employers engaged in any on-campus recruiting efforts are expected to inform the Career Resource Center of the hiring process status of Pacific students and communicate hiring decisions within an agreed upon time frame.

Employers are discouraged from pursuing any Pacific student who has already accepted a job offer from another organization, as this behavior can damage relationships with students, other recruiters, and relationships with the Pacific community. Withdrawing job offers, whether verbal or written, violates professional standards and Pacific recruiting policy. If you are considering retracting an offer for whatever reason, please call our office immediately.

Employers are expected to avoid discrimination in their recruitment activities and to follow equal employment opportunity and affirmative action principles.

Third Party Recruiters - Guidelines for Posting

Third party recruiters are able to post positions on Tiger Jobs, but they must specify that they are recruiting for another company, as well as disclose the company's name to Career Resource Center. The company's information does not have to be shown on the job posting, but the Career Resource Center must be informed of the employer's name.

Informal Job Postings

The Career Resource Center prohibits posting of jobs that are located in private residences where employers do not offer workers' compensation insurance and can not provide a current business license. Additionally, any organization and/or company that can not provide workers' compensation insurance or can not provide a current business license will be prohibited from posting/advertising opportunities through Tiger Jobs.

Multi-Level Marketing

Pacific will not post opportunities on Tiger Jobs that require students to make an initial financial obligation or commitment to the company in order to be affiliated with that company.