

## **RESTRICTIONS ON STUDENT PARTICIPATION IN OFF-CAMPUS RECRUITING ACTIVITIES**

### **Current Stage: RED**

The University of Richmond has returned to in-person residential education in August 2020, guided by two fundamental priorities: promoting the health and safety of the University community and ensuring an excellent academic experience. In developing plans for reopening, the University sought to preserve the hallmarks of a Richmond education while making necessary adjustments to promote the health and safety of the campus community. This will require diligence of all community members as well as adherence to public health guidance.

In this effort, the University has developed a [Physical Distancing Framework](#) (the “framework”), which serves as a guide for how the University will proceed through a phased re-opening of campus through four stages, as conditions warrant. We anticipate operating in one of the two most restrictive stages (Red or Orange) for during the upcoming recruiting season. Guidelines in these two stages restrict University of Richmond students from participating in activities that are traditionally part of the recruiting process for many organizations. However, University of Richmond Career Services will continue to provide a full range of recruiting services through virtual methods, including but not limited to interviews, office hours, information sessions, tabling, expos and similar activities.

As detailed below, the University requests that employers refrain from requiring or inviting students to participate in in-person recruiting activities to help protect the health and safety of our campus community as well as members of your organization.

- 1. On-campus recruiting.** Visitors, including Richmond alumni, may not be invited to campus for meetings or events. Regrettably, Career Services cannot welcome organizations to campus at this time to conduct in-person recruiting activities. Employers remain an important part of our community and we will continue to provide a full range of recruiting services through virtual methods.
- 2. Student travel.** University of Richmond students are limited to on-campus activities and required off-campus travel (e.g., doctors’ appointments, employment). Likewise, students are prohibited from engaging in local, national, or international University-sponsored travel. To comply with these guidelines and protect all parties involved, Career Services asks organizations to provide University of Richmond students opportunities to engage in recruiting activities virtually, including all interviews.

All students were required to sign a Healthy Web Community Compact (the “compact”), which is a commitment to following the University’s health and safety procedures and a demonstration of our shared responsibility for the health of the Spider community. Failure to comply with the compact’s stated expectations may result in student conduct sanctions, including suspension

## **Restrictions on Student Participation in Off-Campus Recruiting Activities – Continued**

from the University and/or removal from campus housing. Please help us protect the health and safety of our students and their ability to fully engage in campus activities.

This policy is subject to change and may be updated due to transitions between the four stages, as outlined in the framework, as well as changes made to University policies or procedures to comply with actions and guidance from state and federal authorities (e.g., Commonwealth of Virginia, Virginia Department of Health, CDC, etc.). Please visit our [website](#) for more information and updates in relevant University policies and guidelines.