

Guidelines for Action to be taken on Recruiters by AIPC for different violations

The following are the guidelines for handling the recruiter(s) violating the AIPC guidelines and declaration submitted the recruiter(s) during the registration for hiring process in any of the IIT.

Sl. No.	Nature of violation	Recommended action to be taken against the recruiting organization.
1.	Companies revoking intern/job offers across all IITs	Exclude/Pause such companies for two years in all IITs
2.	Companies partially revoking intern/job offers in some IITs	Exclude/Pause such companies for one year in all IITs
3.	Companies reducing stipend/compensation or changing intern/job profiles	Assign such companies not before D+2 slot in the upcoming year, where D represents the slot in which the respective company appeared in the previous year
4.	Companies delaying joining beyond September	Allow such companies to participate in processes from January onwards of the next placement season, subject to all students having joined by December of the same year
5.	Companies delaying joining beyond December of the next year	Do not allow such companies to participate in processes until the joining of students selected across all IITs is confirmed by AIPC.
6.	Companies not providing the shortlisting criteria of CV-shortlisted and test-shortlisted candidates	Send a reminder(s) to receive the criteria. If details not provided despite repeated reminders, such companies will not be assigned before D+1 slot for the interview in the same year, where D represents the slot in which the respective company appeared in the previous year. In case the company is coming for the first time, then it will be given one day delayed slot than it could have been provided otherwise.
7.	Disparity in CTC offer across IITs	Send an email seeking clarification on the disparity. If the clarification is not justified and the disparity is not resolved, such companies will be assigned delayed slot for the interview.