

Why should I care about Corporate Responsibility?

- Companies that care about the environment and social justice care about their employees.
- You want to be able to tell your grand children about your job with pride.
- Better to find out about corporate responsibility now than in six months.
- You'll be happier when you are comfortable with your employer's ethical practices.
- Environmental and social responsibility usually has good side effects for employees:



For example, energy efficient natural lighting has been found to increase employee happiness. When used in schools, independent studies have found that grades increase, and cavities decrease (it's true!). Many other issues of responsibility will affect your daily life at the company.

But what if I scare off an employer that interests me?

You might embarrass a recruiter if the company they represent has a particularly bad record -- but most companies have mixed records. They'll be impressed that you are interested in their responsibility, and you'll be one person they don't forget.

By asking important questions, you show the employers that environmental and social concern matters to employees. As a student at a high-ranking school like Carnegie Mellon, your concern can have an impact on company practices. You don't have to "sell out" - there are good employers out there. Find them!

Questions for Recruiters

How are employees treated?

- Do your lowest paid employees receive a living wage?
- Does your company use sweatshop or prison labor?
- Do you offer same-sex benefits?
- Are you an equal opportunity employer?
- Do you have daycare facilities for employees with children? How about maternity leave?
- Are any of your employees unionized?

How is the environment treated?

- Does your company need to buy pollution credits? Are you producing more pollution than a company your size is expected to by the EPA?
- What environmental policies does your company have?
- Do you comply with environmental laws?
- Do you follow efficient building practices? Is your heating and cooling energy efficient?
- Do you use recycled materials? Do you recycle your waste? What percentage?
- Do you use reduced packaging with your products?
- What daily practices do you notice as an employee that are environmentally friendly?

How is the community treated?

- What interaction does your company have with the surrounding community?
- How do you show sensitivity to community concerns?
- Do you have any outreach programs?
- Do you hire from the local community?
- Do you have a commitment to keeping manufacturing jobs in the community they are currently in?

Remember: many recruiters won't have answers to all of your questions. This doesn't mean that the company isn't responsible in the area, but it should raise a flag; it means that they don't think the issue is important to prospective employees. Even if they do have the answers, take some time to do some follow up research on your own.

