

UC DAVIS SCHOOL OF LAW RECRUITING POLICIES

Effective May 2019

NALP Principles for a Fair and Ethical Recruitment Process

UC Davis is a member of the National Association of Law Placement (NALP). In December 2018, NALP eliminated their recruiting policies, the *Principles and Standards for Law Replacement*, replacing them with their [NALP Principles for a Fair and Ethical Recruitment Process](#) which students and employers shall also adhere to. Additionally, UC Davis has created the following recruitment policies.

Non-Discrimination

The UC Davis School of Law Career Services Office expects employers recruiting at King Hall to share our belief that the diversity of our students' backgrounds, experience and interests will enrich the legal profession.

UC Davis School of Law does not make its career services facilities or services available to employers who discriminate in the selection of employees on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy (including pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, age, medical condition (cancer-related or genetic characteristics), ancestry, marital status, citizenship, sexual orientation, or service in the uniformed services (includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services) status as a Vietnam-era veteran or special disabled veteran, in accordance with all applicable state and federal laws, and with university policy). Employers must ensure that they are in compliance with the Americans with Disabilities Act. A limited exception to this Policy exists for military recruiters to the extent that their employment and hiring practices are permitted under federal law.

An employer that submits a job posting or registers for our On-Campus Interview Program/Resume Collection affirmatively agrees to comply with UC Davis School of Law's Non-Discrimination Policy.

[Relevant Policies Pertaining to Military Recruitment at UC Davis School of Law](#)

Offers and Decision Guidelines

General Provisions for 2Ls

- Offers should remain open for at least 14 days from the date of the written offer.
- Law students will comply with written terms of offer letters, including requests for reaffirmation.
- Students should make offer decisions in a timely manner.
- A student should not hold open more than 3 offers. For each offer over the 3 offer limit, the student should release an offer within one week.

Summer Employment Offers from Employers with over 40 Attorneys

1. Offers for summer employment should remain open for at least 14 days from the date of the written offer. We request that employers strongly consider granting reasonable extensions of at least 7 days.

2. Offers made by law firms with over 40 attorneys prior to the first day of our early On-Campus Interview Program (OCI) should remain open for at least 14 days after the first day of OCI. **This year our early OCI session will begin in August 1, 2022.**
3. A student should not hold open more than 3 offers. For each offer over the 3 offer limit, the student should release an offer within one week.

Full-Time Employment Offers to Third-Year Students from Employers with over 40 Attorneys

1. Offers for full-time employment to students not previously employed by the employer, made on or before December 1, should remain open for 14 days.
2. Offers for full-time employment to students not previously employed by the employer, after December 1, should remain open for at least two weeks.
3. Offers for full-time employment to students previously employed by the employer, made on or before September 2, should remain open until October 1.

Open Offer Limit

We ask students to not hold open more than 3 offers at a time. For each offer over the 3 offer limit, the student should release an offer within one week.

First-Year Student Recruitment

Prospective employers should not initiate recruiting contact, including application materials, interviews or job offers prior to November 1. In limited circumstances government employers requiring lengthy background checks may receive application materials prior to November 1.

Offers should remain open for at least 14 days from the date of the written offer, unless from a private sector employer with fewer than 40 attorneys.

Questions

If you have any questions or concerns, please contact: Kim Thomas at ksthomas@ucdavis.edu.

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Student Level	Employment Type	Offers
1L	Prospective employers should not initiate recruiting contact, including application materials, interviews or job offers prior to November 1. In limited circumstances government employers requiring lengthy background checks may solicit application materials prior to November 1.	Offers should remain open for at least 14 days from the date of the written offer, unless from a private sector employer with fewer than 40 attorneys.
2L	Summer Employment Offers	Offers for summer employment should remain open for at least 14 days from the date of the written offer. We request that employers strongly consider granting reasonable extensions of at least 7 days. Offers made by law firms with 40 or more attorneys prior to the first day of our early On-Campus Interview Program (OCI) should remain open for at least 14 days after the first day of OCI. <u>This year our early OCI session will begin August 1, 2022.</u> A student should not hold open more than 3 offers. For each offer over the 3 offer limit, the student should release an offer within one week.
3L	Full-Time Employment Offers to Third-Year Students from Employers with over 40 Attorneys	Offers for full-time employment to students not previously employed by the employer, made on or before December 1, should remain open for 14 days. Offers for full-time employment to students not previously employed by the employer, after December 1, should remain open for at least two weeks. Offers for full-time employment to students previously employed by the employer, made on or before September 2, should remain open until October 1.
Student Level	Offers	
1L, 2L, 3L	Open Offers and Offer Limit	We ask students to not hold open more than 3 offers at a time. For each offer over the 3 offer limit, the student should release an offer within one week. Students should make offer decisions in a timely manner. Law students will comply with written terms of offer letters, including requests for reaffirmation.