

**In accordance with the University of North Dakota, North Dakota University System, American Association of Law Schools, and the American Bar Association, the University of North Dakota School of Law notifies all people, business, organizations, and agencies wishing to utilize its assistance, online job board, or facilities for any employment related function of our sincere expectation that you will comply with the following policies. Acknowledgement of our expectation is required for anyone soliciting employment applications from our law students.**

### **University of North Dakota**

The University of North Dakota practices a policy of non-discrimination in recruiting, hiring, and promoting all of its employees—faculty, staff, and students. It is committed to administering all personnel actions including, but not limited to, demotion, transfer, use of facilities, treatment during employment, rates of pay or other forms of compensation, selection for training, lay off, or termination without regard to race, color, national origin, religion, sexual orientation, gender identity, genetic information, sex, age, creed, marital status, veteran's status, political belief or affiliation, or physical, mental, or medical disability unrelated to the ability to engage in activities involved with the job. The University of North Dakota actively supports an affirmative action program in order to provide equal employment and educational opportunity in all areas: academic, supportive, and construction.

### **NDUS - Personnel - Section: 603.2 Equal Employment Opportunity**

Every vacant position shall be filled based upon applicants' qualifications and performance requirements of the job. Discrimination against an employee or applicant based on sex, race, color, religion, age, physical or mental disability, pregnancy, status with regard to marriage or public assistance, sexual orientation, participation in lawful activity off the employer's premises during nonworking hours or on genetic information in appointment, promotion, salary, benefits, or conditions of employment is prohibited.

STATUTORY REFERENCE: N.D.C.C. Sections 14-02.4-03, 15-10-17, (4) and 34-11.1-04.1

### **American Bar Association Standard 205 Non-Discrimination and Equality of Opportunity**

(d) Non-discrimination and equality of opportunity in legal education includes equal employment opportunity. A law school shall communicate to every employer to whom it furnishes assistance and facilities for interviewing and other placement functions the school's firm expectation that the employer will observe the principles of non-discrimination and equality of opportunity on the basis of race, color, religion, national origin, gender, sexual orientation, age and disability in regard to hiring, promotion, retention and conditions of employment.

### **American Association of Law Schools – AALS**

#### **Bylaw 6-3 Diversity: Nondiscrimination and Affirmative Action**

(b) A member school shall pursue a policy of providing its students and graduates with equal opportunity to obtain employment, without discrimination or segregation on the ground of race, color, religion, national origin, sex, gender (including identity and expression), sexual orientation, age, or disability. A member school shall communicate to each employer to whom it furnishes assistance and facilities for interviewing and other placement functions the school's firm expectation that the employer will observe the principle of equal opportunity.

**Executive Committee Regulation 6-3.2 The Obligation to Provide Equal Opportunity to Obtain Employment Without**

**Discrimination.**

(a) A member school shall inform employers of its obligation under Bylaw 6-3(b), and shall require employers, as a condition of obtaining any form of placement assistance or use of the school's facilities, to provide an assurance of the employer's willingness to observe the principles of equal opportunity stated in Bylaw 6-3(b).