

McGeorge Recruiting Policies

McGeorge School of Law values its relationships with employers and appreciates your interest in hiring McGeorge students and alumni. We subscribe to all [NALP Principles for a Fair and Ethical Recruitment Process](#), and we expect students and employers with whom we work to be guided by these principles as well. The Recruitment Policies set forth below are intended to supplement the NALP Principles.

Non-Discrimination

The McGeorge School of Law, University of the Pacific, does not make its interviewing facilities and/or services available to employers who unlawfully discriminate in the selection of employees on the basis of race, color, religion, national origin, sex, gender (including identity and expression), sexual orientation, age, disability, or on any other basis prohibited by applicable law. McGeorge School of Law reconfirms its policy of not discriminating on the basis of sexual orientation and gender identity and does not provide support or facilities to employers who practice such discrimination. Students are encouraged to discuss any concerns related to discrimination of any form or employer compliance with the Director. By using the McGeorge Career Development Office facilities and/or services employers agree to abide by this policy and the NALP principles and Standards for Law Placement and Recruiting Activities.

Military

MCGEORGE SCHOOL OF LAW NOTICE REGARDING MILITARY RECRUITMENT ON CAMPUS

The University of the Pacific, McGeorge School of Law, does not make its interviewing facilities and/or services available to employers who unlawfully discriminate in the selection of employees on the basis of race, color, ancestry, national origin, religion, creed, age (over 40), disability (mental and physical), sex, gender (including pregnancy, childbirth, breastfeeding or related medical conditions), sexual orientation, gender identity, gender expression, medical condition, genetic information, marital status, military and veteran status (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. Under the Solomon Amendment, the Law School is required to permit access to the military for recruiting

purposes or risk the loss of federal funding. The School recognizes that the military's recruitment policies are inconsistent with the nondiscrimination policy, and the faculty and administration remains committed to eradicating discrimination.

McGeorge School of Law reconfirms its policy of not discriminating on the basis of gender identity and does not provide support or facilities to employers who practice such discrimination. Students are encouraged to discuss any concerns related to discrimination of any form or employer compliance with the Director of the Career Development Office. By using the McGeorge Career Development office facilities and/or services employers agree to abide by this policy and the NALP principles and Standards for Law Placement and Recruiting Activities.

Standards for Offers & Decisions

1. McGeorge School of Law expects employers and students to schedule interviews outside of student class times.
2. All offers for employment should remain open for at least fourteen days from the date of the written offer. Reasonable student requests for extensions should be honored. If employers need an exception to this standard, please contact McGeorge's Assistant Director of Recruitment.

Provisions for 1L Recruitment

Recognizing that students' attention during their first semester of law school should be primarily focused on their academic acculturation, McGeorge School of Law asks that employers restrict their contact with 1Ls to mentoring—rather than on employment-related contact—until December 1. If employers need an exception to this standard, please contact McGeorge's Assistant Director of Recruitment.