



NALP believes in fairness, facts and the power of a diverse community.

We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.



NALP's New Principles for a Fair and Ethical Recruiting Process

Free Member Webinar
December 18, 2018

Presenters:
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NALP's Principles for a Fair and Ethical Recruitment Process

- The NALP Board of Directors has approved new ***Principles for a Fair and Ethical Recruitment Process***, which replace the old ***Principles and Standards for Law Placement and Recruitment Activities***.
 - The old timing guidelines have been replaced by guidelines that emphasize reasonableness.
 - The 28-day period during which offers for summer and permanent employment were to remain open has been eliminated, as have the reaffirmation provisions.
 - The five offer maximum has been eliminated.
 - The October 15 and December 1 timing guidelines for advising and recruiting first-year students have been eliminated.

NALP's Principles for a Fair and Ethical Recruitment Process

- All the bedrock values that have been important to NALP members since the creation of the association almost fifty years ago remain in place.



NALP's Principles for a Fair and Ethical Recruitment Process

Voluntary Guidelines

NALP's Principles for a Fair and Ethical Recruitment Process

- The Principles for a Fair and Ethical Recruitment Process are organized into 4 areas:
 - General Principles
 - Principles for Employers
 - Principles for Law Schools
 - Principles for Candidates

NALP's Principles for a Fair and Ethical Recruitment Process

Why?



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Difficult Decisions



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Why now?



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Competitive Market

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Broader Experimentation



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Reasonableness

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What is
reasonable?

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reasonable?

NALP's Principles for a Fair and Ethical Recruitment Process

- The Principles emphasize that all recruitment activities should be scheduled to minimize interference with students' academic work.
- The Principles emphasize that the legal profession should be accessible to all individuals on a non-discriminatory basis, free of harassment.
- They continue to promote good judgment from law schools, candidates, and employers.

NALP's Principles for a Fair and Ethical Recruitment Process

- The Principles emphasize exercising particular sensitivity during the first semester of law school and respecting individual law school guidelines surrounding 1L recruitment
- The Principles urge members to aspire to the highest ethical and professional standards
- The Principles urge members to maintain policies and procedures that allow students to meaningfully choose between competing offers and allow employers to effectively manage their recruitment processes.

NALP's Principles for a Fair and Ethical Recruitment Process

“I appreciate the board making these changes and having the confidence in employers, students and schools to do the right thing.”

NALP's Principles for a Fair and Ethical Recruitment Process

- Every NALP member institution is encouraged to review its own policies and procedures in light of these changes.
- All members are urged to commit their policies and procedures to writing and to communicate those policies and procedures appropriately.
- Law schools and employers share a responsibility to educate law students about the various recruitment policies and procedures that are in place, and about the high ethical standards that all parties involved uphold.

NALP's Principles for a Fair and Ethical Recruitment Process

- NALP will continue to educate and support you in your roles as expert advisors at the institutions where you work.
- We will be forming volunteer work groups to help us adapt the NALP Directory of Legal Employers and NALP Directory of Law Schools so that they can become repositories for the institutional recruiting policies and procedures that emerge.
- We will be gathering and publishing answers to frequently asked questions about the new Principles, and will continue to provide a forum for dialogue, education, and support to help you do your jobs at the highest level.

NALP's Principles for a Fair and Ethical Recruitment Process

- The new Principles and supporting materials can be found at www.nalp.org/principles.

We now have time for your questions.



We advance law careers