

RECRUITING POLICIES

The following policies have been established to protect the interests of both law students and employers. By recruiting at the University of Pittsburgh School of Law, employers agree to abide by these policies.

STATEMENT OF NON-DISCRIMINATION

The University of Pittsburgh, as an educational institution and as an employer, values equality of opportunity, human dignity, and racial/ethnic and cultural diversity. Accordingly, the University prohibits and will not engage in discrimination or harassment on the basis of race, color, religion, national origin, ancestry, sex, age, marital status, familial status, sexual orientation, gender identity and expression, genetic information, disability, or status as a veteran. The University also prohibits and will not engage in retaliation against any person who makes a claim of discrimination or harassment or who provides information in such an investigation. Further, the University will continue to take affirmative steps to support and advance these values consistent with the University's mission.

OFFER CONSIDERATION POLICY

The Professional Development Office (PDO) is guided by the [Principles for a Fair and Ethical Recruitment Process](#), as stated by the National Association for Law Placement (NALP). Because NALP no longer provides guidance on the timing of offers, Pitt Law has adopted the following policy for all employers who participate in the On-Campus Interview (OCI) program:

For offers made to a first, second or third year law student for summer or permanent employment, we request employers provide a period for consideration of those offers that is no less favorable than the period provided to students from any other law school. Offers of employment resulting from interviews during an OCI period shall remain open for at least 5 business days from the date of the offer.

We ask that employers generously grant student requests for extensions of time to consider an offer.

The above offer consideration policy does not apply to offers resulting from interviews conducted for positions posted on PittLawWorks or conducted as part of other interview programs.

EMPLOYER EVENTS

Individual employer information sessions or networking receptions must be open to all Pitt Law students, but may be limited to a particular class year.

Please direct questions to Rochelle McCain, Executive Director, Professional Development Office, Rochelle.McCain@law.pitt.edu.