

**Statement on Nondiscrimination  
and Fair Access in Law Placement and Recruitment**

*Adapted by the Career Services Office from the National Association of Law Placement (NALP) Non-Discrimination Policy.*

It is the policy of the University of Wyoming College of Law (UW Law) not to discriminate on the basis of race, color, creed, religion, national origin, ancestry, citizenship, age, gender, sexual orientation, disability, or veteran status in the offering of benefits, services, and educational and employment opportunities. UW Law is fundamentally committed to helping to make the legal profession accessible to all individuals on a nondiscriminatory basis.

UW Law has adopted this policy to educate employers that post on UW Law's job posting site and recruit law students from UW Law. UW Law will not accept inappropriate interviewing behavior, illegal or unacceptable inquiries, and/or illegal or unacceptable behavior or considerations in an employer's recruiting activities and decisions. Such practices taint the recruiting process and undermine the ethical foundations of the legal profession. Employers who engage in such practices and who are brought to the attention of UW Law's Career Services Office and/or administration will be subject to a temporary and/or permanent ban from posting on UW Law's website and/or recruiting on the UW Law campus.

UW Law is committed to working with legal employers to develop additional educational programs on recruiting and to provide education and information regarding acceptable and legal interview questions and behaviors. UW Law reaffirms its strong opposition to discrimination based upon gender, age, race, color, religious creed, national origin, disability, marital, parental, or veteran status, sexual orientation, or the prejudice of clients related to such matters.

Employers and legal recruiters who post job openings on the UW Law website and/or who recruit UW law students for legal employment understand and agree to follow UW Law's nondiscrimination policy in the conduct of interviewing, reviewing applications and hiring.