



Recruiting Policies offers.

We ask that you not exert undue pressure or inducements to accept offers early. We recognize that extenuating circumstances might mean that an employer needs flexibility regarding the offer acceptance period, especially in a smaller organization. If this is the case, we ask that you use a reasonableness standard, taking

By the same token, we expect WCL students to weigh the H P S O needs and to be considerate of other candidates when contemplating multiple offers.

We have designed this policy to make it easy for all of us to work together to create great outcomes for everyone. Please contact us at recruit@wcl.american.edu if you would like any guidance regarding our recruiting programs, events, or offer process.

RECRUITING POLICY

1. Prerecruiting Activities We are eager to welcome you to our campus. We ask that all employers please notify our office in advance of any prerecruiting activities, as well as the application requirements for any job opportunities. This notice will allow us to announce these opportunities to our student body according to the instructions provided by the employer and ensure robust participation and non-discrimination.
2. General Recruiting Policies
 - a. All offers to students for employment during law school (e.g., summer associate positions) should remain open for at least 14 days.
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 - c. A student may hold up to three offers at any one time. A student must release each offer received over the three offer limit no later than seven days after receiving the additional offer.
3. Special Offer Extensions
 - a. General Extension. Before the expiration of an offer, a student may request that an offer remain open for an additional seven days.
 - b. Public Interest/Public Service Extension. Before the expiration of an offer, a student may request that a private sector employer hold an offer open as late as April 1, if the student is

actively pursuing positions within government or public sector organizations. We encourage employers to accommodate any such requests. A student may hold open only one offer in such circumstances.

4. Postgraduate Positions

a. Large Employers Employers with over 40 attorneys in all offices should offer full-time postgraduate positions to students that:

i. had not previously been employed by them (e.g., in a summer associate position) and

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