

POLICIES | UNIVERSITY OF CALIFORNIA, IRVINE SCHOOL OF LAW ON-CAMPUS INTERVIEWING (OCI)

Non-Discrimination Policy

The University of California, Irvine School of Law (UCI Law) is committed to the principle of equal opportunities for all individuals. Equal employment opportunity is inherent in the ideals of the legal profession. We expect that prospective employers using the facilities of the Career Development Office accept this goal and that their employment policies will be consistent with it. UCI Law is committed to a policy against discrimination in employment based on race, color, religion, national origin, gender, sexual orientation, age, disability, veteran status, or any other characteristic protected by applicable law. Under University of California policies, UCI Law facilities are not available to employers whose employment practices violate applicable state or federal law. All employers interviewing on campus or posting positions for UCI Law students are encouraged to be familiar with The National Association for Law Placement (NALP) [Principles and Standards](#).

Grading System and Policies

UCI Law grades on a scale of A+ (4.3) to F (0.0). Thus, all GPAs are on a 4.3 scale. Class rank will not be made public, as per the [Academic Rules, Standards and Procedures](#). All year-long courses are designated “in progress” (IP) at the end of the first semester. For more detailed information about our grading system, required medians, and additional policies, [please click here](#).

Callback Policy

Students are instructed to make efforts to minimize time away from classes and should schedule callbacks accordingly. We encourage employers to assist in this endeavor.

Offers

We expect all employers who recruit at UCI Law to comply with the [NALP Guidelines](#) with respect to callbacks and offers. Specifically, we do not condone “exploding” offers or signing bonuses contingent on the timing of an acceptance. Similarly an employer may not extend an offer that remains open until a target number of acceptances is received, at which point additional outstanding offers are withdrawn. We expect employers to comply with the deadlines established by the [NALP General Standards for the Timing of Offers and Decisions](#). For our part, UCI Law instructs students to provide timely notice of acceptances and of affirmations of interest in pending offers.

Offers to First-Year Students

Under NALP and UCI Law guidelines, prospective employers and first-year law students should not initiate contact with one another, and employers should not interview or make offers to first-year students, before December 1. All offers to first-year students for summer employment should remain open for at least two weeks after the date the offer is extended.

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Release of Student Information

UCI Law will not release to any third party, except with the consent of the student, data pertaining to the student's educational record. Periods of attendance are matters of public information and may be released to employers. Employers seeking information on grades or academic standing may ask the student to submit a UCI Law transcript.

You may refer such questions directly to:

University of California, Irvine School of Law
Registrar's Office
401 East Peltason Drive, Suite 1000
Irvine, CA 92697-8000
registrar@law.uci.edu
(949) 824-0066

(Please sign and submit the Employer Verification Form on the next page.)

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Employer Verification Form

I am authorized to verify that my employer understands and is in compliance with the University of California, Irvine School of Law's On-Campus Interviewing (OCI) Policies. All recruiters participating in any OCI programs on behalf of my employer will be made aware of and be bound by these Policies.

Name (Printed)

Date

Signature

Employer Name:

Street Address:

City, State, Zip Code:

Telephone Number:

Email Address:
