



TOLEDO LAW

THE UNIVERSITY OF TOLEDO

Office of Professional Development Newsletter

IN THIS ISSUE

**Professional
Development Program
(PDP)**

Upcoming Programs

OPD Evening Hours

**Professional
Development Program
Activities**

Legal Programs, Scholarships, and Contests

- Kegler Brown Hill + Ritter
Annual Diversity Scholarship -
Deadline January 13, 2020
- Center for Alcohol Policy
Essay Contest - **Deadline
January 17, 2020**
- Louis Jackson Memorial
National Student Writing
Competition in Employment
and Labor Law - **Deadline
January 22, 2020**

Job Fairs and Conferences

- Save the Date - 12th Annual Conference on Women in the Law - March 13, 2020
- College of Labor and Employment Lawyers Annual Law Student Writing Competition - **Deadline June 15, 2020**

Jobs of the Week

General Info

- Join a bar association!
- Find archived newsletters [here](#)
- 2018 AFL-CIO Lawyers Coordinating Committee Directory of Members - Now Available in the OPD
- OH and MI Bar Deadlines

Professional Development Program

Professional Development Program

Student Instructions

The College of Law designed the Professional Development Program to help you build your professional identity and network throughout your legal education career. Each year you will be required to complete certain mandatory activities. Additionally, throughout law school you will be required to attend networking and skills events, complete pro bono awareness tasks, and participate in career exploration activities. Inside your designated class folder will include the activity categories and numbers of activities required for each class year. This Professional Development Program is a floor, not a ceiling; OPD encourages you participate in as many of the activities as your schedule allows.

How it works:

Mandatory Activities: Mandatory activities include class level specific programming required by the Office of Professional Development. These meetings will be announced in the OPD newsletter and/or via emails sent by OPD staff. Some activities may be “on-demand” or web-based. Additionally, these activities will likely require pre- or post-work such as filling out a professional identity assessment or updating your application documents.

Networking and Skills Events: These are events sponsored, or co-sponsored by OPD, and generally involve participation by Toledo Law alumni or friends of the law school. OPD staff will publicize notice of events that qualify under this category in the OPD newsletter and/or by email.

Pro Bono Awareness Tasks: Ohio, along with many other states, encourages pro bono work as part of a lawyer’s professional duties to the public and justice system. Therefore, these tasks are not only a resume builder, but they will help kick-start a commitment to your professional duty as lawyers. The Ohio Supreme court states in the Preamble to the Ohio Rules of Professional Conduct: “[A]ll lawyers should devote professional time and resources and use civic influence to ensure equal access to our system of justice for those who because of economic or social barrier cannot afford or secure legal counsel.” It is your responsibility to find pro bono clinics and volunteer to help, or find an attorney to work with or shadow. OPD is happy to help in your search but will not be responsible for placement in these opportunities. OPD may advertise pro bono projects and other opportunities via the newsletter or emails.

Professional Exploration: Professional exploration tasks will aid in determining your professional identity and long-term career path. Exploring the profession can be done on a large scale, by attending a legal conference, for example. Or on a smaller scale, such as a one-on-one informational interview. It is your responsibility to find outside events related to your areas of interest, set up informational interviews, or arrange observation of a legal proceeding. OPD is happy to help in your search.

Tracking: This webcourse should be used tracking your completed activities. You are responsible for reporting the activities that you completed. The Office of Professional Development will track attendance at all mandatory *in-person* activities. Note, if you complete a mandatory activity on-demand, you are responsible for tracking it in the “2019-2020 Professional Development Program (PDP)” webcourse.

Turn-in: You are required to report each Networking and Skills, Pro Bono Awareness, and Professional Exploration activity by end of the semester in which you complete the number of credits for each class level. This is your “reporting period.” Reporting is done via the “2019-2020 Professional Development Program (PDP)” webcourse, and should be done in the appropriate drop-box or questionnaire for each activity.

For example, if you are a full-time 1L student who started in August 2019 and completed 30 hours by the end of Spring 2020, you would report your 1L activities by the end of the Spring 2020 semester for the “1L reporting period.” If you are a part-time 1L student who started in August 2019 and completed 30 hours by the end of Spring 2021, you would report your activities by the end of the Spring 2021 semester.

2-year JD students will only complete the first and second reporting periods.

Contact OPD@utoledo.edu with questions about the Professional Development Program (PDP).

For the checklist of activities, log into Blackboard > "2019-2020 Professional Development Program (PDP)" and click on the appropriate folder for your reporting period under "Content."

Upcoming Programs

REGISTRATION NOW OPEN!

Summer Opportunities Forum: Thursday, January 16th, 11:50-12:50, Room 1002

Are you wondering how to get legal experience this summer? Do you have questions about externship or work study opportunities? Come to the Summer Opportunities Forum on Thursday, January 16th at 11:50am and learn about the Public Service Externship Clinic, Work Study, Public Service Commendation, and Public Service Fellowships. Prof. Fink from the clinic, Katie Schuyler from OPD, and Tara Thompson from Financial Aid will be there to present on and answer your questions regarding various programs!

RSVP on TLCN by 5pm on Tuesday, January 14th. Pizza will be provided for those who RSVP.

What: Summer Opportunities Forum

When: Thursday, January 16th at 11:50am – 12:50pm

Where: 1002

Why: To learn about opportunities to gain valuable legal experience this summer

Who: You! (Open to all class levels)

Food: Pizza for those that RSVP

SAVE THE DATE: MOCK INTERVIEWS

FRIDAY, JANUARY 17TH AND JANUARY 24TH, OFF CAMPUS

Save the date for mock interviews. Remember, you **MUST** participate in a mock interview prior to being allowed to participate in On-Campus Interviews (OCI). Mock interview signups will be posted as soon as they are finalized. Keep an eye on your email and the newsletter for information once it's available.

REGISTRATION NOW OPEN!
GOVERNMENT AND PUBLIC INTEREST FORUM

Tuesday, January 28th, 5:30-7:30, SLK Lounge

The Government and Public Interest Forum will be Tuesday, January 28, 2020 in SLK. Employers from various government agencies and organizations and public interest organizations will be in attendance to talk about their organizations and opportunities for students and graduates. Many employers will be collecting resumes at this event, and holding interviews on February 7th for summer positions.

Note: This is how most students found their Gov & PI jobs last summer!

Dress code: Suit

Confirmed employers:

- Toledo City Council
- Toledo Municipal Court - Judges' Division
- Toledo Bar Association Pro Bono Legal Services Program
- United States Coast Guard
- United States Marine Corps - Officer Programs
- Indiana Department of Child Services
- Legal Services of South Central Michigan

- Lucas County Children Services

More to come!

**Attendance at this event counts towards a "Networking and Skills Event" for 1Ls, 2Ls, and 3Ls/4Ls

RSVP POLICY

Please note The Office of Professional Development's RSVP Policy:

The Office of Professional Development will be following a strict RSVP policy for the 2019-2020 school year. Any programming put on by OPD that advertises that pizza or food will be provided, requires an RSVP by the date listed. OPD will only order food for those that RSVP by the deadline. This includes required programming, such as mandatory class meetings, specifically whether you are attending at 11:50am or 5:15pm.

Additionally, other programming such as networking events or events with alumni involvement, may list a required number of RSVPs by a certain deadline to go forward. If the number is not reached, the event may be canceled. Please RSVP to these events as soon as you know you will be able to attend.

RSVP early, often, and encourage your friends!

OPD Evening Hours

The OPD staff is available in the evenings by appointment only. If you would like to make an appointment, please contact us at opd@utoledo.edu or 419-530-2851.

Professional Development Program Activities

Activities below count towards your Professional Development Program (PDP) Activities. If you have any questions, or would like an activity advertised here and count towards your PDP, please contact Katie Schuyler at kate.schuyler@utoledo.edu. Remember to report your completed activities on the Blackboard Course under your reporting period folder.

Toledo Bar Association Pro Bono Clinics

The Toledo Bar Association has many pro bono clinics coming up in the near

future. You can register to volunteer [here](#). Once you register, email Michelle Tussing to let her know you are a student.

Note: If you sign up, you are committing to participate, if you can no longer participate for any reason, you must inform Michelle Tussing as soon as possible. Michelle's email is MTussing@toledobar.org

Participation in a Toledo Bar Association Pro Bono Clinic counts as a "Pro Bono Awareness" Task for 2Ls & 3Ls/4Ls

Job Fairs and Conferences

2020 Damali Booker 1L Minority Job Fair



The NBA's annual Damali Booker 1L Minority Job Fair will be held on Saturday, February 1, at [Waller](#) in Nashville. The event will kick off with a reception for all candidates and participating employers on Friday, January 31, at 5:30pm (a/s at Waller).

2020 JOB FAIR TIMELINE

If you are interested in attending, please review the timeline and attachments on the Nashville Bar Association

website: <https://www.nashvillebar.org/index.cfm?pg=DamaliBooker1LMinorityJobFair> or contact

OPD with questions. A list of participating employers will be posted on the NBA website in mid-December. **Deadline to turn in required documents is January 10, 2020.**



The Midwest Public Interest Law Career Conference is the Midwest's largest public interest job fair. Join students, public interest organizations, and government institutions for a day of interviews and informal networking.

The 32nd Annual
Midwest Public Interest Law Career Conference
Saturday, January 25, 2020
Northwestern Pritzker School of Law, Chicago, IL

PLEASE NOTE: You should have received an email directly from MPILCC on January 2nd. You are responsible for setting up your account and submitting your bids to employers. If you have not received a username and password, please contact OPD.

Some of the employers who would like to interview 1Ls and 2Ls include: Ascend Justice, Beyond Legal Aid, Chicago Alliance Against Sexual Exploitation, Citizen Advocacy Center, Corporate Accountability Lab, Federal Trade Commission - Midwest Region, Office of Indiana Attorney General, Resolution Systems Institute, U.S. Dept. of Labor, Office of the Solicitor, and Women's Justice Institute.

A full list of employers can be found at https://docs.google.com/spreadsheets/u/1/d/e/2PACX-1vRLU-oQF1E-IEVmbX9kceYsU7vPrCq0bhrEAshGHlzH7yGeD72V0zDsyhwB3iKktAV6kvgjG_It3jBk/pubhtml.

Please review the Midwest Public Interest Law Career Conference's

website: <http://www.mpilcc.org> for a timeline as well as FAQs, or contact Katie Schuyler at kate.schuyler@utoledo.edu for more information.



Legal Programs, Scholarships, and Contests

2020 Diversity Scholarship

About Kegler Brown's Diversity Scholarship

The Columbus, Ohio-based law firm of Kegler Brown Hill + Ritter will begin accepting applications for its annual Diversity Scholarship on December 1, 2019. The \$10,000 Kegler Brown Diversity Scholarship includes a paid clerkship position with the firm's summer associate class. The firm is seeking all first-year law students who will advance the Diversity + Inclusion mission of Kegler Brown Hill + Ritter.

Our Diversity Scholarship is awarded annually based on demonstrated academic performance, accomplishments + activities, and commitment to diversity + inclusion. Those interested in being considered should submit the following materials no later than January 13, 2020:

- ✓ **Cover Letter (including name, address, phone number, e-mail address)**
- ✓ **Resume**
- ✓ **Undergraduate Transcript(s)**
- ✓ **First Semester Transcript (as soon as available)**
- ✓ **Completed Application Questions (Please keep each response to one typed page):**

- 1** Discuss how your background or life experience will contribute to the diversity of Kegler Brown Hill + Ritter and describe a specific experience you've had where diversity, or the lack thereof, had a meaningful impact.
- 2** Explain why you are interested in working in Columbus, Ohio.

WHERE TO SEND

Electronic or hard copies of these materials should be delivered to the attention of Jenna Eldridge, Director of Human Resources at the address indicated below no later than 5:00 p.m. ET on January 13, 2020. Make sure to include your name, address, phone number and e-mail address on the Cover Letter of your application.

Capitol Square, Suite 1800, 65 East State Street, Columbus, OH 43215
Phone: (614) 462-5400 | Toll Free: (800) 860-7885 | Fax: (614) 464-2634
Email: hrr@keglerbrown.com

<https://www.keglerbrown.com/news/kegler-brown-now-accepting-applications-for-2020-diversity-scholarship/>



LOOKING FOR A MEANINGFUL LEGAL EXPERIENCE?

Stipend

\$5,000

+
Travel,
accommodations and
food at seminars held
in Columbus

APPLY
BY
JANUARY 15

Learn more and apply
at

<https://www.lawandleadership.org/diversity-in-leadership/>

DIVERSITY IN LEADERSHIP FELLOWSHIP

The Diversity in Leadership Fellowship is a 1-year fellowship beginning in February 2020. Open to first and second year law students in good standing, the fellowship seeks to create a generation of leaders who are culturally competent, who are confident in their diversity and leadership expertise, and who are committed to championing these issues as they lead now, and as they continue to positions of higher leadership in the future.

The Fellowship consists of three components:

Seminars with public officials: board members of non-profit organizations; speakers offering perspectives from the judiciary, corporate offices, firms, and government offices; and experts in issues of Diversity & Inclusion;

Training on how to successfully implement a legal diversity pipeline program by teaching high school students in the Law and Leadership Institute; and

Experiential and academic research on issues impacting diversity and inclusion.

Diversity in Leadership Fellows will become assets to law firms, government organizations, and corporations - all of whom have expressed a renewed commitment to D&I programming in the workplace. Prepare yourself to lead. Apply today to become a 2020 Diversity in Leadership Fellow!

For more information or to apply, visit: <https://www.lawandleadership.org/diversity-in-leadership>



Essay Contest



The Center for Alcohol Policy is now accepting entries for its 12th Annual National Essay Contest. The topic for this year's contest is:

During the United States Supreme Court 2019 term, the Court announced in June its decision in Tennessee Wine and Spirits Retailers Association v. Thomas. Based on the Court's decision, what do you believe will be the next steps for alcohol policy in the United States?

WHO CAN ENTER: The contest is open to all persons who are over the age of 18 as of December 2019. Students, academics, practicing attorneys, policymakers, regulators and anyone with an interest in state-based alcohol regulation is invited to participate.

HOW TO ENTER: Essay submissions must be received by 5:30 p.m. EST on Jan. 17, 2020. Essays submitted after this deadline will not be considered. Entries may be submitted [here](#).

DEADLINE: The deadline for entries is Jan. 17, 2020. Winners will be announced soon after.

AWARDS: Cash prizes will be awarded to the first, second and third place winners in the amounts of \$5,000, \$2,500 and \$1,000 respectively.

View [additional guidelines here](#).

Read the [2018 winning essays](#).

[SUBMIT ESSAY HERE](#)

<https://www.centerforalcoholpolicy.org/essay-contest/>

Louis Jackson Memorial National Student Writing Competition in Employment and Labor Law

We are pleased to announce that the annual Louis Jackson Memorial National Student Writing Competition in Employment and Labor Law is now accepting submissions for 2019-2020. The competition is sponsored by [Jackson Lewis LLP](#) and is administered by IIT Chicago-Kent College of Law's Institute for Law and the Workplace (ILW). The three winners receive scholarships: \$3000 for the first-place winner, and \$1000 each for the two second-place winners.

ELIGIBILITY REQUIREMENTS

Entries must be the law student author's own work and must not be submitted for publication elsewhere. Authors must have completed or be currently taking course work in employment or labor law, and must be enrolled in an accredited law school during the Fall 2019 semester. Only the first two submissions per law school will be accepted as entries for consideration.

FORMAT

Entries must be suitable for publication in a law review. Citations must conform to current Bluebook style. Papers must not exceed 35 pages in length, 8½ by 11 inch, including footnotes, set in 12 point Times Roman font, footnotes in 10 point font, with double spacing and one inch margins.

JUDGING

Entries will be blind-judged by an independent panel of law professors from across the United States. The determination of the judges' panel is final. Neither Jackson Lewis LLP nor the Institute for Law and the Workplace is involved in judging the competition. *The only identification that may appear on the first or subsequent pages of the paper is the paper title.*

SUBMISSION

To submit an entry through our online submission form, please [click here](#)

Hard copies may be mailed to:

Louis Jackson Writing Competition
c/o Institute for Law and the Workplace
Chicago-Kent College of Law
Illinois Institute of Technology
565 West Adams Street
Chicago, IL 60661-3691

DEADLINE DATE

January 22, 2020

<https://www.kentlaw.iit.edu/institutes-centers/institute-for-law-and-the-workplace/louis-jackson-writing-competition>



eleven
international publishing

IJODR Student Edition

- In 2020 the International Journal of Online Dispute Resolution (<http://www.international-odr.com/>) will publish its first International Student Edition.
 - An invitation will be issued for all graduate students in Law Schools, Dispute Resolution degree programs, and related academic programs internationally to submit articles to the IJODR.
 - The subject matter of the articles is open: any topic related to online dispute resolution (ODR) will be considered.
 - The articles will be reviewed by an international panel of ODR experts, and final decisions regarding publications will be made by the IJODR co-Editors-in-Chief, Daniel Rainey, Ethan Katsh, and Mohamed S. Abdel-Wahab.
 - Manuscripts must be between 3000-5000 words, and must conform to the Eleven style guide (http://www.international-odr.com/documenten/eleven_stylesheet_2013_ijodr.pdf).
 - Manuscripts must be submitted to Editor Rainey at daniel@danielrainey.us no later than 1 April 2020.
 - Questions regarding the journal or potential submissions can be addressed to any of the following email addresses:
daniel@danielrainey.us
ethan.katsh@gmail.com
msw@zulficarpublishers.com
-

**ANNOUNCEMENT FOR –
The College of Labor and Employment Lawyers and
American Bar Association Section of Labor and Employment Law
Annual Law Student Writing Competition for 2020**

The ABA Section of Labor and Employment Law and The College of Labor and Employment Lawyers are pleased to announce their 2020 writing competition. This competition is open to articles written while the author is an active student at an accredited law school in the United States. Authors may not have graduated from law school prior to December 1, 2019. Graduate students in law school (LLM candidates) are not eligible.

Prizes are as follows: First Place: \$3000; Second Place: \$1000, and Third Place: \$500. The first-place winning article may be selected for publication in the **ABA Journal of Labor & Employment Law**. In addition, the author of the first-place paper will be a guest at the ABA Annual Section of Labor and Employment Law Conference and honored at the Annual Induction Dinner of the College of Labor and Employment Lawyers. The College and the Section reserve the right not to select any article for publication or award any prizes if, in their judgment, the submissions do not meet their standards for outstanding legal writing.

Articles must be submitted by midnight (EDT) on June 15, 2020.

For complete rules, please

visit https://www.laborandemploymentcollege.org/images/pdfs/AME_COL_WRITING_COMPETITION_ANNOUNCEMENT_AND_RULES_2020.pdf

Jobs of the Week

Below are a few select job postings for students. For the full posting and to view other positions go to [TLCN](#) Apply as soon as possible.

Job Title

[Law Clerk - during JD](#)

[Judicial Intern Opportunity Program](#)

[Paul D. White Scholarship and Paid Summer Clerkship](#)

[Clerkship/Scholarship Opportunity](#)

[Fellowship/Clerkship](#)

[MAP Summer Law Clerks](#)

[2020 Diversity in Leadership Fellowship](#)

[1L LCLD Intern](#)

[2020 Experiential Internship](#)

[Summer Fellowship](#)

[1L Diversity Fellowship](#)

[Summer Associate](#)

[2020 1L Scholars Program - Leadership Council on Legal Diversity](#)

[Summer 2020 and Academic-Year Clerkship](#)

[2020 Summer Internship](#)

[Summer Associate](#)

[2020 TFAS Summer Law Fellowship](#)

[Summer Fellowship](#)

[1L Diversity Clerkship](#)

Employer Name

Shaffer & Associates

American Bar Association

Bakerhostetler

Kegler Brown Hill + Ritter

McAndrews, Held & Malloy, Ltd.

Michigan Advocacy Program

Law and Leadership Institute

McGuire Woods LLP

AbbVie Patent Legal Academy Pr

Peggy Browning Fellowship Progi

McGlinchy Stafford PLLC

Legal Aid Society of Cleveland

Faegre Baker Daniels LLP

US EPA Region 3

Major League Baseball

Main Diversity Summer Associate

The Fund for American Studies

Rural Summer Legal Corps

Van Ness Feldman

[Legal Internship \(Spring, Summer and Fall\)](#)

White House, Office of Science and
Technology Policy

[Extern](#)

Federal Public Defender

General Info

Join a bar association! Getting to know your local bar association and their members is a great way to network with attorneys. Some bar associations are even free for law students.

[American Bar Association](#)

[Columbus Bar Association](#)

[Cleveland Bar Association](#)

[Detroit Bar Association](#)

[Ohio State Bar Association](#)

[Federal Bar Association](#)

[State Bar of Michigan](#)

[Toledo Bar Association](#) - Join the bar by filling out [this application](#)

[Toledo Women's Bar Association](#)

[Washtenaw County Bar Association](#)

Find archived newsletters [here](#)

2019 AFL-CIO Lawyers Coordinating Committee Directory of Members - Now Available in the OPD

This directory contains contact information about national and local union legal departments, as well as firms that practice union-side labor law. If you are interested in using this resource, stop by the OPD or e-mail opd@utoledo.edu.

MPRE Test Changes:

The process for requesting Multistate Professional Responsibility Examination test accommodations is changing. Beginning with the March 2020 MPRE, candidates must apply for accommodations **prior to registering** and scheduling a test appointment. A detailed [explanation of the application process](#) is provided at the National Conference of Bar Examiners website; please read it carefully. NCBE will begin accepting requests for accommodations for 2020 administrations of the MPRE on October 21, 2019. Candidates should not register for the exam until after they apply for, receive, and accept their accommodations decision from NCBE.

Beginning with the March 2020 administration, all candidates will take the computer-based exam at Pearson VUE testing centers. The 2020 MPRE will be administered on two weekdays per administration rather than on Saturdays. Depending on testing center location and capacity, one or both test days may be available for scheduling for each administration. Travel may be required; early registration and scheduling are strongly encouraged.

Bar Exam Info

For links to state bar exam websites, [click here](#).

Ohio Bar Exam Info

[MORE ABOUT IMPORTANT DATES](#)

2020	
NOTE:	When a deadline for filing an application falls on a Saturday or Sunday, the application can be timely filed on the Monday following the deadline.
Jan. 15	Deadline: Late Application to Register as a Candidate for the July 2020 bar examination
Feb. 25 - 27	Administration of the February 2020 Bar Examination
April 1	Deadline: Application to take the July 2020 bar examination Note: The dates for the July 2020 bar examination are July 28 - 29
May 1	Release of the results of the February 2020 bar examination
May 10	Deadline: Late Application to take the July 2020 bar examination
May TBD	Admissions Ceremony for successful February examinees who have met all admission requirements - Palace Theatre, 2 p.m. The May TBD Bar Admissions ceremony will be recorded as a service for the newly admitted attorneys, their families and guests. The video will contain coverage of the entire event, including all speakers and the presentation of wall certificates. This video can be viewed in the Supreme Court video archive .
July 28 - 29	Administration of the July 2020 bar examination
Aug. 15	Deadline: Late Application to register as a candidate for the February 2021 bar examination
Oct. TBD	Release of the results of the July 2020 bar examination
Nov. 1	Deadline: Application to take the February 2021 bar examination Note: The dates for the February 2021 bar examination are Feb. 23 - 24
Nov. TBD	Admissions Ceremonies for successful July examinees who have met all admission requirements - Palace Theatre, 10:30 a.m. or 2 p.m. The time of the ceremony is based upon the law school attended by the examinee. View the list by school . The Nov. TBD Bar Admissions ceremony will be recorded as a service for the newly admitted attorneys, their families and guests. The video will contain coverage of the entire event, including all speakers and the presentation of wall certificates. This video can be viewed in the Supreme Court video archive .
Nov. 15	Deadline: Timely Application to Register as a Candidate for Admission to the Practice of Law (for applicants in the second year of law school)
Dec. 10	Deadline: Late Application to take the February 2021 bar examination

IMPORTANT: Every applicant who intends to take the Ohio bar examination shall file with the Office of Bar Admissions of the Supreme Court an Application to Register as a Candidate for Admission to the Practice of Law by November 15 of the applicant's second year of law school. *(This means in your second year of law school, whether you are on the Full-Time or Part-Time track, no matter when you plan to graduate!)* [Click here for more details.](#)

Michigan Bar Exam Info

[MORE ABOUT MICHIGAN DEADLINES](#)

DEADLINES FOR OTHER STATES VARY, PLEASE CHECK WITH THE STATE IN WHICH YOU PLAN TO TAKE THE BAR EXAMINATION FOR MORE DETAILS.



Copyright © 2019 The University of Toledo College of Law, All rights reserved.

The University of Toledo College of Law is committed to a policy of equal opportunity in education, employment, membership and contracts without regard to race, color, religion, sex, age, national origin, ancestry, sexual orientation, gender identity and expression, military or veteran status, the presence of a disability, genetic information, familial status, political affiliation and participation in protected activities, except as mandated by pertinent legal requirements. The College of Law will take affirmative action as required or permitted by federal or state law.