



TOLEDO LAW

THE UNIVERSITY OF TOLEDO

Office of Professional Development Newsletter

IN THIS ISSUE

Upcoming Programs

- OLAP Presentation (Required for Oh Bar Takers): Oct. 30th
- Practice Area Speed Networking Event - November 7th, 5:30pm
- Class Meeting Videos

OPD Evening Hours

Professional Development Opportunities

Legal Programs, Scholarships, and Contests

- Shumaker, Loop, and Kendrick, LLP Diversity Scholarship

Jobs of the Week

General Info

- Join a bar association!
- Find archived newsletters [here](#)
- 2018 AFL-CIO Lawyers Coordinating Committee

Job Fairs

Directory of Members - Now
Available in the OPD

- OH and MI Bar Deadlines

Upcoming Programs

Ohio Lawyers Assistance Presentation (OLAP)

Tuesday, October 30th

11:50am - 12:50pm Auditorium (You must attend the **WHOLE** hour.)

The OLAP presentation is required by the Ohio Supreme Court prior to sitting for the bar exam. This is the only live presentation this academic year, so if you are graduating in Dec. '18 - Dec. '19, you are encouraged to attend.

Those unable to attend will have to contact Dean Goheen in the library to schedule a make-up session which involves watching the video in the library at a mutually convenient time.

The law school has to certify completion of this to the OH SC, therefore you must attend the whole hour presentation to be certified. Do not be late.

Practice Area Speed Networking Event

Wednesday, November 7th

5:30pm - 7:30pm, SLK

RSVP required on Symplicity by Monday, November 5th. Appetizers will be served.
Business Attire.



Practice Area

Speed Networking Event



Wednesday, Nov. 7, 2018

5:30 - 7:30pm in 300

Civil Litigation

Kayla Henderson '16
Associate Attorney
RCO

Angela Carter
Director of Compliance
Owens Corning

Compliance

Employment Law

Kara Maruszak '16
Labor and Employment Specialist
Owens Corning

Todd Williams '08
Attorney
Todd M. Williams, Attorney at Law, Ltd.

Energy Law

Family Law

Cindy Kirby '92
Attorney
Kirby Family Law

Albert Balewski '14
Legal Counsel
HCR ManorCare

Health Law

Non Profit

Lucinda Weller '97
Managing Attorney
LAWO

Additional Practice Areas May Be Added

RSVP on Symplicity by Monday, November 5th. Appetizers will be served.

Save the Date:

October 15th - November 21st: 1L individual OPD appointments.

November 2nd: TBA Fellowship Info Meeting

December 1st: 1Ls can apply for jobs

Class Meetings

1L Fall Class meeting (September 6, 2018): <http://lawms.utoledo.edu/Mediasite/Play/b2c2b9ebcab24c8ab3e63885e1ed5bee1d>

Ohio Character and Fitness (September 11, 2018): <http://lawms.utoledo.edu/Mediasite/Play/fe8bc17aabaa435e8c01b65923f6c3391d>

UBE and Other State Bar

Exam: <http://lawms.utoledo.edu/Mediasite/Play/4601f6aa91834d93bc6bdea0abc98fcb1d>

If you missed your class meeting, you are required to make it up by watching the video replay. You can find the link to each video below - note you will be asked to log-in, your credentials are your UTAD Username and Password. Once you watch the entire video, you must email Maureen Dwyer the following statement by the deadline:

"I certify that I have watched the entire (Video Name) on (date). - (Name)"

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 2018-2019 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!

Be Featured on Toledo Law's Social Media

Want to be featured on Toledo Law's Social Media? Fill out this google form for a chance to be featured! <https://goo.gl/forms/HOHKkeSiQN5OHVhk1>

OPD Evening Hours

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

- Tuesday, November 13th
- Monday, December 3rd

Professional Development Activities

We are placing additional emphasis on professional development this year, and we will continue to add professional development offerings throughout the rest of your law school career. Below are opportunities open to all students and participation in the activities is strongly encouraged.

Please reach out to OPD if you have questions, suggestions, or need help finding an activity that fits within your schedule.

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

Additional clinics include: Divorce Clinic on October 5th and 19th.

Job Fairs

To review information on these and other job fairs on the OPD's Job Fairs page, [click here](#). Students who register for any job fairs should also send an e-mail to Kelly Tomlinson at kelly.tomlinson@utoledo.edu to notify her that they have registered.

Legal Programs, Scholarship, and Contests

Shumaker, Loop, and Kendrick, LLP Diversity Scholarship

The Shumaker Diversity Scholarship provides a \$7,500.00 scholarship to two (2) outstanding first or second year law students who are enrolled at an ABA accredited law school and who participate in the firm's summer associate program, to assist in offsetting his or her law school expenses. The scholarship is in addition to the salary paid to the student for his or her Summer Associate position.

The Shumaker Diversity Scholarship is available to students who are members of underrepresented or minority groups. Applicants must have outstanding undergraduate and law school academic credentials, and demonstrated leadership abilities and community involvement. Applicants must also demonstrate a commitment to practice law after graduating from law school in the geographic area of one of our firm's offices.

Eligibility for the Shumaker Diversity Scholarship requires that the recipient participate in and complete the firm's summer associate program following his or her first or second year of law school, for a minimum of eight weeks. Shumaker will select the office in which the student will

work, but will attempt to place the student in the office location of his or her choice. The scholarship will be paid upon the student's completion of the firm's summer associate program.

Students who are interested in applying for the Shumaker Diversity Scholarship must submit the following documents:

1. A completed application form, together with a current law school transcript. (contact OPD for application, or see Symplicity)
 2. A current resume, including a description of the applicant's academic and leadership skills, community involvement, and personal and professional accomplishments.
 3. A description of why the student believes that diversity is important and how his or her identified diverse background(s) would contribute to that philosophy.
 4. A legal writing sample.
 5. Letters of recommendation from three academic or professional references.
- Applications should be sent via email to: wzimmerman@slk-law.com.

Deadlines:

1Ls: February 28, 2019

Jobs of the Week

Below are a few select job postings for 2L and 3L/4L students. For the full posting and to view other positions go to [Symplicity](#). Apply as soon as possible!

[Associate Attorney](#) (10058)

Atkins And Atkins, Attorneys At Law, LLC (Columbus, OH) - Columbus, Ohio
United States

***Toledo Law On-Campus Interviews ***Associate Attorney Atkins and Atkins is seek applicant to become a full time (30 billable hours per week) associate attorney. Applicant

[2019 FCC Attorney Honors Program](#) (10025)

Federal Communications Commission (Washington , DC) - Washington, District of Columbia
United States

2019 FCC Attorney Honors Program Application Window: September 13, 2018 through
Communications Commission's Attorney Honors Program is a two-year employment and
[details](#)

[Full-time Assistant Prosecutor in the Felony Division](#) (10020)

Licking County Prosecutor's Office (Newark, Ohio) - Newark, Ohio
United States

Full-time Assistant Prosecutor in the Felony Division Description The Licking County P
for a full-time Assistant Prosecutor in the Felony Division. Primary duties with the positi

[Municipal Attorney](#) (10021)

The City of Springfield Ohio - Springfield, Ohio
United States

The City of Springfield, Ohio Municipal Attorney Description Municipal Attorney The C
attorney. The focus of the job is civil representation of the City. The ... [view details](#)

[2019 Winter/Spring Internships](#) (9440)

Environmental Protection Agency - Environmental Appeals Board - Washington, District
of Columbia
United States

2019 Winter/Spring Internship The Environmental Appeals Board (Board) is the final EP
appeals under all major environmental statutes that EPA administers. Located in Washing

[Associate Attorney](#) (9921)

The Law Office of Brian Jones, LLC (Delaware, OH) - Delaware, Ohio
United States

Associate Attorney The Law Office Of Brian Jones, LLC The Law Office Of Brian Jones, L
defense firm is seeking a full-time Associate Attorney. We ... [view details](#)

[Staff Attorney- Children's Project](#) (9997)

ABA-South Texas Pro Bono Asylum Representation Project (ProBAR) - Harlingen, Texas
United States

Staff Attorney will be accountable for facilitating pro bono representation of detained un-
immigration removal proceedings, including by providing direct representation as require

[Assistant Prosecutor](#) (10065)

Erie County Prosecutor's Office - Sandusky, Ohio
United States

Criminal Assistant Prosecuting Attorney Erie County Prosecuting Attorney's Office seek
Assistant Prosecuting Attorney position. The successful candidate will be primarily resp

[Judicial Law Clerk to Justice Pat DeWine](#) (10051)

The Supreme Court of Ohio (Columbus, OH) - Columbus, Ohio
United States

Judicial Law Clerk to Justice Pat DeWine Supreme Court of Ohio Supreme Court of Ohio
applications for the position of Judicial Law Clerk in his ... [view details](#)

[U.S. Senator Rob Portman's 2019 Spring Internship Program](#) (10027)

U.S. Senator Rob Portman's Internship Program - Multiple Locations

2019 Spring Semester Internship Program Internships in the Washington, DC and Ohio o
college-aged students an exciting introduction to the U.S. Senate and the workings ... [vie](#)

[Staff Attorney](#) (10056)

Twelfth District Court of Appeals (Middletown, Ohio) - Middletown, Ohio
United States

Staff Attorney The Twelfth District Court of Appeals is currently seeking to hire a full-time qualified applicants who are members of the Ohio Bar, ... [view details](#)

[Attorney General's Honors Program](#) (10031)

Attorney General's Office - Sacramento, California
United States

Deputy Attorneys General (DAGs) who are part of the Attorney General's Honors Program prepare a variety of legal documents, often under tight deadlines. In ... [view details](#)

[2019 Attorney Fellowship](#) (10033)

Toledo Bar Association (Toledo, OH) - Toledo, Ohio
United States

Toledo Bar Association Fellowship Collaborative 2019 Attorney Fellowship Announcement to this posting. The Toledo Bar Association, in collaboration with the Toledo Legal Aid Society

[Associate](#) (10064)

Friedman & Mirman Co., LPA - Columbus, Ohio
United States

Friedman & Mirman Co., LPA, an AV-rated, first tier Best Lawyers in America law firm with three years of family law or trial ... [view details](#)

[Law Clerk](#) (10047)

The Head Law Firm, PLC - Farmington Hills, Michigan

United States

We are currently seeking a law clerk to join our team! This is a paid, part-time position, c local law school students (2L and 3L preferred). ... [view details](#)

[Staff Attorney](#) (10045)

Land of Lincoln Legal Assistance Foundation, Inc. - East St. Louis, Illinois

United States

<http://lollaf.org/wp-content/uploads/2012/12/CRO-WRO-Bankruptcy-Consumer-Attorne>
LINCOLN LEGAL ASSISTANCE FOUNDATION, INC. NOTICE OF JOB OPPORTU
at Land of Lincoln Legal Assistance Foundation's Central and Western Regional Offices.
... [view details](#)

[Spring 2019 Intern](#) (9864)

SICANA, Inc. (New York, NY) - New York, New York

United States

SICANA Inc. (New York): Internship As a leading international arbitral institution, the I International Chamber of Commerce attracts a growing caseload from all over the ... [view](#)

[Externship - Fall 2018/Spring 2019](#) (9724)

Federal Public Defender (Cleveland, OH) - Toledo, Ohio

United States

Externship - Fall 2018/Spring 2019 Location: 617 Adams Street, Toledo OH Externs wil through legal research and writing assignments. Externs will also be reviewing discovery

[Legal Intern Fall 2018 and Spring 2019](#) (10002)

Owens Corning - Toledo, Ohio

United States

Legal Intern Fall 2018 and Spring 2019 Location: Toledo, OH – United States Legal Intern treated like full-time employees—you will take on a great ... [view details](#)

[Assistant City Attorney](#) (10054)

City of Evanston - Evanston, Illinois

United States

Assistant City Attorney Employer: City of Evanston Location: Evanston - IL Employer Other Type of Job: Full Time Description: Nature of Work/Essential Functions Under the

[Staff Attorney and manager, Clean and Safe Energy Campaign](#) (10053)

Waterkeeper Alliance (New York, NY) - New York, New York

United States

Job Title: Staff Attorney and Manager, Clean and Safe Energy Campaign Employer: Waterkeeper Alliance (New York, NY) - New York, New York Employment Type: Public Interest Practice Area: Other Type of Job: Full Time ... [view details](#)

[2019 Summer Legal Intern\(s\)](#) (10043)

Habeas Corpus Resource Center (San Francisco, CA) - San Francisco, California

United States

The Habeas Corpus Resource Center (HCRC) is seeking interns for the summer of 2019. In 1998, the HCRC is a state judicial branch entity that ... [view details](#)

[STAFF ATTORNEY POSITION TACOMA, WA](#) (10044)

Northwest Immigrant Rights Project - Tacoma, Washington

United States

STAFF ATTORNEY POSITION TACOMA, WA <https://nwirp.org/jobs> SUMMARY OF THE POSITION The Northwest Immigrant Rights Project (NWIRP) seeks a Spanish-speaking attorney to work with individuals detained in immigration detention facilities ... [view details](#)

[City Internships | Global Explorer Program 2019](#) (10046)

City Internships - Multiple Locations

Nine Cities. Nine Industries. The Global Explorer Program is most popular with current students who want to explore and discover their career path. Key Features: - An 8-week ... [view details](#)

[Attorney](#) (10063)

Disability Rights Ohio - Columbus, Ohio

United States

ATTORNEY Reports To: Team Leader Job Summary: The Attorney provides legal advice and prepares legal memoranda as needed, engages in individual representation and compl

[Law Clerk](#) (10066)

Centre County (Bellefonte, PA) - Bellefonte, Pennsylvania

United States

Law Clerk Summary of Position - Initiate legal research, analyze case files, determine issues and prepare memorandum of law. - Researches, interprets and applies laws, ... [view details](#)

[Summary Court Law Clerk](#) (10067)

County of Richland (Columbia SC) - Columbia, South Carolina

United States

Summary Court Law Clerk Location: Decker Center, Columbia, SC 29204 Department: Court Magistrates Job Status: Part-Time Shift: 8:30 AM - 1:30 PM Rate of Pay: \$13.99/hourly

[Policy Counsel, Mississippi](#) (10049)

Southern Poverty Law Center - Jackson, Mississippi

United States

Summary: The Policy Counsel is an outgoing, results-driven, and experienced advocate, rights for society's most vulnerable members and communities. The Policy Counsel work

[STAFF ATTORNEY POSITION LITIGATION/DIRECT REPRESENTATION](#) (10050)

Northwest Immigrant Rights Project - Seattle, Washington

United States

STAFF ATTORNEY POSITION LITIGATION/DIRECT REPRESENTATION SEATTLE
SUMMARY OF POSITION: The Northwest Immigrant Rights Project (NWIRP) seeks a the Legal Director managing ... [view details](#)

[EPA Region 10 Honors Attorney Fellow \(Attorney-Advisor\)](#) (10069)

U.S. Environmental Protection Agency, Region 10 (Seattle, Washington) - Seattle, Washington

United States

The Honors Attorney Fellowship Program is designed for 2019 law school graduates and clerkships. Candidates with excellent academic credentials, including strong research, wr

[Associate Attorney](#) (10062)

Shinners & Cook (Saginaw, MI) - Saginaw, Michigan

United States

Shinners & Cook, an established law firm is seeking an Associate Attorney for our Saginaw law firm specializes in business, real estate, estate planning, ... [view details](#)

[Spring 2019: Internship Program](#) (9593)

Office of the Attorney General for the District of Columbia (Washington, DC) -

Washington, District of Columbia

United States

The Office of the Attorney General for the District of Columbia (OAG) seeks highly qualified students to work as volunteer interns during the academic year and summer ... [view details](#)

[Associate Attorney, New York](#) (10070)

Earthjustice - California Regional Office - New York, New York

United States

The Northeast Office of Earthjustice, based in New York City, is hiring an Associate Attorney for litigation. Ideally, the successful applicant will start as soon as possible. ... [view details](#)

[2019 Summer Legal Intern](#) (10059)

Allstate Insurance Company (Detroit, MI) - Detroit, Michigan

United States

2019 Summer Legal Intern Job Description Job Characteristics: Allstate Insurance Company is seeking to join the Litigation Services Department as a Summer Intern. Allstate's Staff ... [view details](#)

[Metuchen NJ Public Defender Volunteer Internships](#) (8728)

Metuchen Public Defender (Edison, NJ) - Edison, New Jersey

United States

Metuchen NJ Public Defender Volunteer Internships available The Public Defenders provide legal defense for criminal or serious motor vehicle charges with free or limited cost legal defense. The Pub

[Term Law Clerk](#) (10023)

United States Bankruptcy Court Southern District of Ohio - Columbus, Ohio

United States

United States Bankruptcy Court Southern District of Ohio Vacancy Announcement Position
Judge C. Kathryn Preston Announcement Number: 2018-11 Location: Columbus, OH Or

[NASCAR Diversity Internship Program - Legal](#) (10011)

NASCAR - Nationwide

United States

NASCAR Diversity Internship Program - Legal: NASCAR (National Association for Sports Car Racing) is seeking exceptional, the talented and the driven to contribute to its success as one ... [view details](#)

[Summer Honors Internship Program](#) (9952)

New York City Law Department (New York, NY) - New York, New York

United States

**For full details and links go to: <https://www1.nyc.gov/site/law/careers/summer-honors-honors-internship-program> The Law Department selects approximately 50 Summer Honors Internship Program applicants submitted each year. Weekly stipends ... [view details](#)

[Law Clerk or Associate](#) (9900)

Graly & Guido Law Office - Fort Wayne, Indiana

United States

Graly & Guido Law Office seeks applicants for a law clerk or associate position for a graduate law, elder law, and general civil ... [view details](#)

[Law Clerk](#) (10071)

Kisling, Nestico & Redick, LLC - Toledo, Ohio

United States

Kisling, Nestico & Redick is one of the largest personal injury law firms in Ohio. We are law student for a part-time Law Clerk ... [view details](#)

[Legal Internship/Externship Program - Rolling Deadlines/Program](#) (9520)

Office of the Solicitor - U.S. Department of the Interior (Washington, DC) - Washington,

District of Columbia

United States

Legal Internship/Externship Program - Rolling Deadlines/Program Opening Date March 1 Semester 2018 Fall Year 1L, 2L, 3L Opening Date June 1, 2018 Closing ... [view details](#)

[2019 Summer Internships](#) (9663)

Environmental Protection Agency - Environmental Appeals Board - Washington, District of Columbia

United States

2019 Summer Internship The Environmental Appeals Board (Board) is the final EPA decision under all major environmental statutes that EPA administers. Located in Washington, DC

[1L Shumaker Diversity Scholarship](#) (9888)

Shumaker, Loop & Kendrick, LLP (Toledo, OH) - Toledo, Ohio

United States

Shumaker, Loop & Kendrick, LLP is committed to fostering diversity and inclusion among and believe that including attorneys and staff members from diverse backgrounds is ... [view details](#)

[Law Clerk](#) (9961)

New Jersey Judiciary - Various New Jersey Cities, New Jersey
United States

The New Jersey Judiciary seeks upcoming and recent law school graduates to fill approximately 100 positions that will commence August 26, 2019 and end August 31, 2020. ** ... [view details](#)

[Law Clerk 2019-2020](#) (9756)

NJ Courts (Trenton, NJ) - Multiple Cities/Statewide, New Jersey
United States

Law Clerk 2019-2020 Court Term: August 26, 2019 through August 31, 2020 Salary Information:
Superior Court Appellate Division - \$59,875 Superior Court Assignment Judge - \$54,886

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](#)

Comprehensive Fellowship Guide – Now Available on PSJD

The 2017-2018 edition of the [Comprehensive Fellowship Guide](#) is now available online on PSJD. The Guide provides a portal to the database, which features over 300 fellowship opportunities. Because the Guide is available online, it will always reflect the most recent updates and is available to job seekers and career development offices 24/7. PSJD also provides tips on applying for [fellowships](#) as well as a [primer](#), including how to search by fellowship type, geographic location, or deadline. Many fellowship application deadlines are quickly approaching.

2018 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.

Bar Exam Info

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

Ohio Bar Exam Info

[MORE ABOUT OHIO DEADLINES](#)

2018

Nov. 1 **Deadline:** Application to take the February 2019 bar examination
Note: The dates for the February 2019 bar examination are Feb. 26, 27, and 28

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 2019 bar examination
2019

Jan. 15 **Deadline:** Late Application to Register as a Candidate for the July 2019 bar examination

Feb. 26 - 28 Administration of the February 2019 Bar Examination

April 1 **Deadline:** Application to take the July 2019 bar examination
Note: The dates for the July 2019 bar examination are July 30, 31, and Aug. 1

April 26 Release of the results of the February 2019 bar examination

May 10 **Deadline:** Late application to take the July 2019 bar examination
Admissions Ceremony for successful February examinees who have met all admission requirements

May 13 The May 13 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 30 - Aug. 1 Administration of the July 2019 bar examination

Aug. 15 **Deadline:** Late Application to register as a candidate for the February 2020 bar examination

Oct. 25 Release of the results of the July 2019 bar examination

- Nov. 1 **Deadline:** Application to take the February 2020 bar examination
Note: The dates for the February 2020 bar examination are Feb. 25, 26, and 27
Admissions Ceremony for successful July examinees who have met all admission requirements
- Nov. TBD 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 2020 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 © 2018 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.