

At the University of Victoria Faculty of Law, the Law Careers Office (LCO) is committed to the academic and professional success of all law students. Part of our role consists of fostering strong relationships with employers in the legal community in order to ensure that our students secure rewarding and meaningful opportunities throughout their studies as well as after graduation.

To ensure the quality of our services and to assist students at the Faculty of Law, the LCO has established job posting policies. Our policies are intended to provide a framework for the professional relationships between employers, students, third party recruiters, and career educators.

The University of Victoria and the Faculty of Law are committed to maintaining a learning and work environment that promotes the understanding of and respect for dignity of the person and that is free from harassment and discrimination.

## **Important Job Posting Policies**

All employers that post job opportunities with the University of Victoria Faculty of Law agree to provide a workplace that is free from harassment and discrimination in compliance with all provincial and federal human rights legislation as well as all provincial law society professional standards, codes of conduct, and recruitment procedures.

The LCO will not post articling opportunities that are unpaid, whether they are with for-profit or not-for-profit organizations.

Employers who wish to post a paid summer student opportunity must offer at least the provincial minimum wage.

We will not post any job opportunity or otherwise circulate employment information where a non-lawyer is seeking a student to perform legal research or engage in any activities that could potentially be construed as providing legal advice.

We reserve the right in our sole discretion to restrict, remove, or refuse to post, without notice, any job posting that we feel is inappropriate for our students and/or alumni.