



**HARVARD LAW SCHOOL**  
Office of Career Services

Dec 12, 2017

Dear Employer:

As you know, the recruitment of the Class of 2020 is currently underway. Given the heightened attention to sexual harassment and discrimination in the workplace, I write to emphasize our shared goal of maintaining a fair, open, effective and safe hiring process for our students.

Our experience shows that the vast majority of employers and representatives behave appropriately and can be held out as exemplary role models for the legal profession. Regrettably and occasionally, however, there are some individuals who behave inappropriately. We strongly urge employers to train their employees and recruiters and to actively manage their recruiting environment to mitigate the risk of such inappropriate behavior. A critically important part of that effort must involve emphasizing awareness and training around issues of harassment and alcohol consumption at all recruiting-related activities, including off-campus receptions and dinners.

We also wish to remind you of [Harvard Law School's recruiting policies](#), which include a zero tolerance policy for inappropriate behavior. We will share this letter with our students and we will inform them about our recruiting policies and about our expectations of appropriate behavior, both on their part and on the part of employers. As in the past, we strongly encourage our students to report any inappropriate behavior they experience during the recruitment process.

We deeply appreciate the time, effort, and resources you commit to recruiting at Harvard Law School and we know that you will appreciate the quality, character and diversity of our students, many of whom will become your professional colleagues. On behalf of the entire [OCS team](#), we look forward to our continued work together in the coming year and hope to send many of our students your way.

With many thanks and much appreciation,

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