

The University of Baltimore School of Law

Expectations for a Respectful Learning Environment

Culture of Respect:

Individuals who supervise and mentor University of Baltimore School of Law (UBalt Law) students during an internship or externship serve as key teachers and influencers. We partner with organizations to post and promote internship and externship opportunities to our students. We require that our partner organizations and their employee supervisors model respectful, collegial, professional, and civil relationships with others and maintain a supportive internship or externship environment that is ethical, safe and fair.

Students should be treated with civility and as a respected member of the team by the host organization. Their contributions should be acknowledged and appreciated by the organization and those who supervise and/or direct the student's work.

Supervisors must avoid abusive language or behavior that would threaten, embarrass or humiliate a student learner. Feedback should be constructive, designed to help the student grow professionally, and delivered in respectful manner.

Culture of Learning:

Students are placed with our partner organizations to learn, and should be assigned meaningful work that will encourage substantive learning. Student interns and externs do not receive student practice licenses under Maryland Rule 19-220 or any comparable licensing standard in another jurisdiction. The organization's supervising attorney must treat law students as non-attorney assistants, and ensure that their work is compatible with the professional obligations of an attorney, in accordance with Maryland Rule 19-305.3.

Credited externship placement work and supervision must meet specific ABA standards, as assessed by UBalt Law. As students, it is understood that they will require training, guidance, and coaching. In a supportive learning environment, mistakes may happen, but supervisors should use those instances as respectful teaching opportunities.

Evaluations of student learners must be based on performance, effort, professional behavior, integrity, achievement and progress toward achieving learning objectives.

Supervisors who take on student learners should be mindful of the students' academic commitments. Students require adequate time to attend class, study for exams, and complete class assignments. Per ABA guidance, full-time law students should not work more than 20 hours per week during the academic year.

Anti-Discrimination and Sexual Harassment

UBalt Law does not discriminate on the basis of race, color, national origin, age, religion, sex, disability, sexual orientation, gender, marital status, pregnancy, ethnicity, genetic information, gender identity or expression, military status, veteran status, or other legally protected characteristics in its programs and activities, including admissions and employment practices. By partnering with UBalt Law, organizations are deemed to agree with and abide by UBalt Law policies of non-discrimination and must also maintain a policy against and procedures to address sexual harassment and other types of protected status-based discrimination and harassment within their organization.

UBalt’s Title IX policies may be found at the following link - [Sexual Harassment and Other Sexual Misconduct - University of Baltimore \(ubalt.edu\)](#). UBalt’s other non-discrimination policies may be found at the following link - [Non-Discrimination Policy and Procedures – Student Respondents](#) and [Non-Discrimination Policy and Procedures - Employee Respondents](#).

Termination of Relationship:

UBalt Law maintains full discretion to terminate a relationship with an organization that, in its judgment, falls short of meeting any standard above or may not provide an educationally meaningful experience for our students. This includes, but is not limited to, discretion to refrain from posting positions, matching for EXPLOR placements, and/or approving externship site placements.

I acknowledge receipt of these expectations and understand my responsibilities.

Supervising Attorney Signature

Date

Supervising Attorney Name