

*Pledge Program was approved on June 1, 1996, by the Board of Governors of The State Bar of California, on request of the Standing Committee on Legal Professionals with Disabilities.*

## **Law Firm Pledge**

**The Law Firm of \_\_\_\_\_**

and its attorneys subscribe to the fundamental belief that society is best served by a legal profession which reflects an inclusive, diversified, membership. Accordingly, we support the provision of full and equal employment opportunities, and reasonable accommodations to access such opportunities, for persons with disabilities and chronic medical conditions in the legal profession.

In recognition of our commitment to the promotion and full and equal participation of persons with disabilities and chronic medical conditions in the legal profession, the firm and its attorneys make the following pledge:

The firm pledges to conform to the obligations under the Americans with Disabilities Act of 1990, and related state and federal laws; and,

The firm pledges to ensure a work environment which is free of bias against persons with disabilities; and,

The firm pledges to accord all qualified persons with physical and mental disabilities full and equal employment opportunities in all aspects of the application and employment process, including recruitment, hiring, retention, advancement, compensation, training, work-related activities and all other policies and practices and terms, conditions and privileges of employment, held and desired, unless to do so would impose an undue hardship or an individual poses a direct threat; and,

The firm pledges to provide reasonable accommodations to otherwise qualified applicants and employees with disabilities in all aspects of the application and employment process, unless to do so would impose an undue hardship or an individual poses a direct threat; and,

The firm pledges that in all aspects of the application and employment process all qualified persons with disabilities shall have full and equal opportunities (i) to be considered for a job; and (ii) to perform the essential functions of a job, held or desired; and, (iii) to attain the same level of performance as their counterparts without a disability; and (iv) to enjoy the same level of terms, conditions, and privileges of employment as are available to their counterparts without a disability; and,

The firm pledges to implement policies and procedures in furtherance of the objectives of this pledge program; and,

The firm pledges to work collaboratively with the State Bar, the Judiciary, Law Schools and Bar Associations in furtherance of the objectives of this pledge program.

On behalf of the firm, I am submitting this pledge to the State Bar of California to evidence the commitment of our firm to further the objectives of this pledge program and to request recognition for such commitment as well as to consent to the firm name being recognized publicly as a signatory to this pledge.

Dated: \_\_\_\_\_

Firm Name: \_\_\_\_\_

By: \_\_\_\_\_

Managing Partner