



Northwestern

PRITZKER SCHOOL OF LAW

INNOVATING FOR IMPACT



Northwestern Pritzker Law is a longstanding leader in innovative legal education and aims to prepare students for success in a rapidly changing legal profession. Technology, globalization, and the need for progress on social and racial justice are transforming our society. COVID-19 has only accelerated those changes and exacerbated inequalities. Our cutting-edge courses and academic programs, professional development opportunities, and individualized career support help our graduates launch their careers and make an impact.

We are committed to Northwestern Pritzker Law being a welcoming and inclusive environment for every member of our community, and to actively combating bias and inequality at the Law School, Northwestern, and in our broader society. We are building upon our existing initiatives to develop additional concrete action grounded in active listening.

At Northwestern Pritzker Law, you will have all the resources of one of the top research institutions in the world with small classes taught by a faculty of leading legal scholars and practitioners. You can choose to focus your studies in one of our many areas of strength, including appellate law, business enterprise, civil litigation and dispute resolution, environmental law, international law, law and social policy, and technology, innovation and entrepreneurship. We offer numerous joint degree programs, including the JD-MBA, JD-PhD, and JD-LLM in Taxation, and a two-year JD program designed for internationally educated attorneys. Our Innovation Lab, Law and Technology Initiative, Center for Practice Engagement, San Francisco Immersion Program, and interdisciplinary NUvention course provide our students with cross-cutting skills.

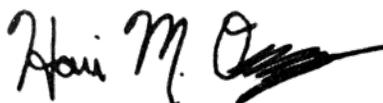
Our students benefit from an extensive array of practice and research opportunities. The nationally-recognized Bluhm Legal Clinic's 13 centers allow our students to advance justice and learn through experience. Our students have worked on U.S. Supreme Court cases and have honed their advocacy skills through national and international moot court and trial competitions, including winning the 2020-2021 Saul Lefkowitz Moot Court Competition. Our location in downtown Chicago is an ideal

setting for students to access law firms, the courts, large corporations, government agencies, and local non-profits. Through our Senior Research program, students spend a semester or year conducting intensive research alongside a faculty mentor, often culminating in a co-authored, published article.

You will launch your career with the support of an extensive alumni network – more than 17,000 strong all over the globe. Our Career Strategy Center and mentoring programs provide our students and graduates with personalized assistance. Northwestern Pritzker Law also offers unparalleled opportunities for you to prepare for both public and private practice in today's global legal market. Our International Programs Office facilitates participation in our dynamic study abroad and international dual-degree programs, and our International Team Project courses provide opportunities to conduct research and field studies abroad and gain firsthand experience in legal and business environments outside the United States.

And when you need a break from studying, you can unwind by taking a walk by Lake Michigan, exploring Chicago's unparalleled cultural offerings (including the Museum of Contemporary Art only a few steps away), cheering for the Northwestern Wildcats or any of Chicago's professional sports teams, visiting the city's more than 600 public parks, or dining at the restaurants that have put Chicago at the forefront of this country's gourmet food scene.

I invite you to explore our programs further on our website or in person through a visit. We look forward to welcoming you to Northwestern Pritzker Law in the heart of downtown Chicago.



Hari M. Osofsky



INNOVATING FOR IMPACT





At this moment of change in our society and the legal profession, Northwestern Pritzker Law is building its next chapter of innovation that makes a difference.

Northwestern Pritzker Law leads in interdisciplinary and social justice research and teaching:

- Most interdisciplinary research faculty in the nation (over 50% with PhDs) who produce impactful scholarship
- Low student to faculty ratio (3rd lowest among top law schools)
- Innovative programs and joint degrees at the intersection of law, business, and technology
- Leading clinical program that changes law and advances justice and access to justice
- Mentoring programs for students from historically underrepresented groups
- Downtown Chicago location helps support innovative partnerships across Chicago, nation, and world
- Global alumni network of over 17,000 across more than 90 countries

Our Commitment to Diversity, Equity, and Inclusion

At Northwestern Pritzker Law, we are deeply committed to creating a welcoming and inclusive environment for all members of our diverse community and to taking concrete actions to advance diversity, equity, and inclusion, as well as social and racial justice, in our Law School and in the broader society.

The Office of Diversity, Equity & Inclusion (DEI) provides support and guidance for students with identities that are historically underrepresented in the field of law as they meet the challenges of navigating law school and entering the legal profession. Through programming and outreach tailored to each phase of the law school experience and career—from applying for admission to joining alumni networks—the Office of DEI works to create an environment where students can thrive and reach their full academic and professional potential.

The Office of Diversity, Equity & Inclusion also strives to foster an inclusive and engaged community through programming on DEI-related topics for the entire Law School, including programming on topics such as imposter syndrome, microaggressions, unconscious bias, cross-cultural competency, communication and conflict, cross-cultural lawyering, racism, and allyship.

“The Office of Diversity, Equity & Inclusion is committed to fostering a sense of belonging for all members of the Law School community. We strive to create a legal learning environment that is inclusive of individuals of all identities and to maintain an intellectually rigorous educational setting in which diverse viewpoints are shared, explored, and debated.”

—Samantha Woo (JD '12), Interim Associate Dean of Diversity, Equity & Inclusion



Northwestern
PRITZKER SCHOOL OF LAW



Student Organizations

As early as the first semester, students may join any number of thriving student-run organizations. There are more than 40 official student organizations at Northwestern Pritzker Law, all under the general governance of the Student Bar Association.

The student organizations advance an array of purposes and offer leadership opportunities to all members of the community. There are affinity associations, women's coalitions, and organizations focused on various legal practice areas. Students may join political organizations, public interest programs, faith-based societies, and many more.

Through their leadership in these organizations, our students raise funds for causes, host speakers, build networking skills, provide academic support for their members, promote collaboration and teamwork, and influence the evolving agenda of the Law School.

For a listing of the Law School's student organizations, along with brief descriptions of their purposes, please visit: www.law.northwestern.edu/student-life/studentorganizations.

**PREPARING
OUR
STUDENTS
TO LEAD**





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A RIGOROUS FOUNDATION

Northwestern Pritzker Law is constantly evaluating the needs of today's legal marketplace and evolving our curriculum to ensure our students are prepared to be leaders in a dynamically changing profession.

Our educational program provides a strong core foundation in the law and legal reasoning, exposes students to the law in context and in action, builds teamwork and communication skills, and reflects the increasing globalization of law and business.

First-year students focus on building a solid foundation in legal reasoning, analysis, and writing, as well as a thorough understanding of the structures and policies of the law.

Teamwork and communication skills are developed in classes such as Communication and Legal Reasoning, a required year-long course in which students collaborate on analytical exercises and group projects. As part of this class, students participate in the Arlyn Miner First-Year Moot Court where they prepare a written brief and argue the case against fellow students before an appellate court composed of alumni and faculty.

After the first year, students must complete the legal ethics requirement, but all other courses are elective. Students may choose a general course of study or select a concentration.





Concentrations

Northwestern Pritzker Law offers a number of concentrations for students who are interested in focusing their studies in a specific area of the law.

Appellate Law: Provides comprehensive training in the theory and practice of appellate law through our federal appellate clinic, Supreme Court clinic, and relevant coursework.

Business Enterprise: Offers strong background in business-related law and flexibility for students to create their own business-related curriculum.

Civil Litigation and Dispute Resolution: Designed for students who desire a strong background in litigation and trial advocacy.

Environmental Law: Provides a strong foundation in environmental law and policy. In addition to coursework and research, students participate in interdisciplinary projects at Northwestern University as well as practical externship and clinical offerings at environmental organizations across the country.

International Law: Designed for students with a particular interest in public international law, international business law, or comparative law.

Law and Social Policy: Offers a focused curriculum on how law shapes society and is informed by the knowledge and techniques of the social sciences. Within this concentration there are two tracks: a policy analysis track and a public interest track.

Technology, Innovation, and

Entrepreneurship: Addresses the role of technology in the modern economy and the issues that drive the innovation process. Courses address innovation regulation and policy, legal practice technology, and entrepreneurship, culminating with an experiential course in which students put their knowledge and skills they have learned into practice.

Required Courses

- Civil Procedure
- Communication and Legal Reasoning I and II
- Constitutional Law
- Contracts
- Criminal Law
- Property
- Torts

Upperclass Electives Open to First-Year Students

During the second semester of your first year, you will have the opportunity to take two upperclass electives. Course offerings may change from year to year, but recent options have included:

- Basic Federal Income Taxation
- Business Associations
- Civil Procedure II
- Economic Analysis of Law
- Employment Discrimination
- Environmental Law
- Estates and Trusts
- Family Law
- First Amendment
- Immigration Law
- Intellectual Property
- International Criminal Law
- Labor Law
- Law and Social Change
- Legislation
- Local Government Law
- Patent Law
- Privacy Law
- Remedies
- The Legal Profession



APPLYING THE LAW

Student Journals

Northwestern Pritzker Law students publish seven journals featuring the work of leading researchers. Two of these journals, the *Northwestern University Law Review* and the *Journal of Criminal Law and Criminology*, boast a legacy of more than 100 years of groundbreaking scholarship.

Second- and third-year law students participating on journals have the opportunity to select, edit, and write cutting-edge scholarship; to pursue leadership opportunities by serving on a journal editorial team; and to collaborate with other members in advancing the journal's goals.

In addition to publishing scholarship, our journals also gather leading scholars for frequent symposia on significant developments in the law.

- *Northwestern University Law Review* (founded 1906)
- *Journal of Criminal Law and Criminology* (founded 1910)
- *Journal of International Law and Business* (founded 1979)
- *Northwestern Journal of Technology and Intellectual Property* (founded 2003)
- *Journal of Human Rights* (founded 2003)
- *Journal of Law and Social Policy* (founded 2006)
- *Northwestern Law Journal des Refusés* (founded 2022)



“The people that are most impacted by the law—for example, people of color, women, members of the LGBTQ community, people with disabilities, immigrants—aren’t part of the conversation. They’re simply subjects of the conversation, and one of my goals as Editor-in-Chief of the *Law Review*, is to broaden that dialogue, to broaden that conversation to include those voices. Only by having those perspectives are we able to shape and drive the law to create more equitable outcomes for those that are most impacted by it.”

—Bradford McGann (JD '23)

Editor-in-Chief, *Northwestern University Law Review*, 2022–2023

ALUMNI FOCUS

Matthew Heins (JD '15)

Associate, Williams & Connolly

As part of his Senior Research project, Heins co-authored a paper with Professor Martin H. Redish entitled "Premodern Constitutionalism," which was published in the May 2016 issue of the *William & Mary Law Review*.



Senior Research Program

The Owen L. Coon/James A. Rahl Senior Research Program gives third-year students an opportunity to work in close collaboration with faculty on questions of doctrine and policy. Students can earn up to twelve credit hours for their project. Each year, over forty students work one-on-one with faculty on topics ranging from "Rethinking the Privileges and Immunities Clause" to "Cryptocurrencies: Behind the Speculative Bubble."



Professor Martin H. Redish

"Senior research was, without question, the most academically rigorous and intellectually fulfilling experience I have ever had. It was the culmination of everything I learned in law school (actually, come to think of it, in my twenty-plus years as a student). Throughout the process, I grew immensely as a researcher, writer, and thinker. Professor Redish pushed me all year, challenging me to read more critically, write more clearly, argue more forcefully, and develop my own authorial voice." —Matthew Heins (JD '15)

Moot Court and Trial Teams

Moot Court and trial teams are an important part of legal training at Northwestern Pritzker Law. Working under faculty supervision, students prepare briefs and present oral arguments in competitions with schools across the nation and around the world.

- Arlyn Miner First-Year Moot Court Program
- Julius H. Miner Moot Court Competition
- Philip C. Jessup International Law Moot Court Team
- Bartlit Center National Trial Team
- National Trial Team
- Willem C. Vis International Commercial Arbitration



Global Opportunities

Students have many opportunities to prepare for both public and private practice in today's global legal market.

Study abroad options are available through 11 different international exchange partners.

International Team Project (ITP), a popular comparative law course, enables students to learn about the role of United States law, legal institutions, as well as political, economic and cultural systems in comparison to a foreign country. Students work in teams to develop a comprehensive semester-long curriculum, culminating in an international field experience. Students then work together to prepare a paper of publishable quality detailing their research and findings.

Access to Health, an interdisciplinary health and human rights project, brings students and faculty from the Law School, the Kellogg School of Management, and the Feinberg School of Medicine together to work with communities in the developing world on projects that promote improved health outcomes.



Students have opportunities to supplement classroom learning with research abroad. During spring break in 2016, Professor Emily Kadens and eight of her English Legal History students traveled to London to conduct primary source research in legal archives. In this photograph, Christine Fiedler (JD '18) researches a late sixteenth century case from the Court of Star Chamber at the National Archives in London.



ITP Spain students (from left) Ryan Parchment (JD '17), Jessica Dent (JD '17), Alaina DiMarco (JD '16), Shirin Savliwala (JD '16), and Agnieszka Kawecki (JD '16) met with Spanish labor and social security inspectors Virginia de Alarcon Pareja and José Ignacio Martín Fernández.



ITP Ireland student leaders (from left) Cassandra Abernathy (JD '17), A.J. Singletary (JD-MBA '16), Claire Brennan (JD '16), and Kirsten Moran (JD '17) visited the Cliffs of Moher in County Clare, Ireland.

“ITP Ireland offered a class of 25 students, under the guidance of Professor Alyson Carrel, the experience of completing in-depth research projects comparing law between the United States and Ireland. My group focused on same-sex marriage, studying how Ireland, which passed same-sex marriage nationwide via popular vote, compares to the United States, which passed same-sex marriage nationwide via the courts. I will look back on ITP as a true highlight of my law school experience.”

—A. J. Singletary (JD-MBA '16)

INTERDISCIPLINARY PROGRAMS

Business Curriculum and Kellogg Collaborations

Northwestern Pritzker Law is committed to educating business-minded lawyers who can adeptly navigate the complex legal and business issues of today's economy. Law School graduates learn the critical business skills needed to think strategically and partner with their clients.

Business Enterprise Concentration: This concentration offers a structured curriculum in business-related law for students who are specifically interested in a business-focused education.

Kellogg Core Courses: In the past, law students have had the opportunity to take certain core Kellogg School of Management courses, such as Accounting for Decision-Making and Business Strategy, taught by full-time Kellogg professors. A varying number of these courses have been offered each academic year, and law students have received full course credit toward their law degree when taking them.

JD-MBA Program: Students can earn a Juris Doctor from Northwestern Pritzker Law and a Master of Business Administration from Kellogg in just three years – rather than the five it would take to complete both degrees separately. JD-MBA students participate in the same classes and coursework as their counterparts who are seeking only an MBA or law degree. The first and third year of the program are spent at the Law School, while one summer and the second year are spent at Kellogg.

West Coast Initiatives (San Francisco/L.A./Seattle Immersion Programs): The West Coast Initiative offers students new opportunities in three key west coast markets. Through this program, students spend an entire semester on the West Coast, taking classes on and externing with companies that touch on locally relevant industries. Whether it be in the technology entrepreneurship environment of San Francisco or Seattle, or the entertainment and sports industries of Los Angeles, Northwestern Pritzker Law students now have pathways through our alumni networks and Law School presence in these west coast markets to engage in ways previously limited by geography and access.



Law/Technology Intersection

The Law School offers a comprehensive, integrated, and innovative curriculum that connects the study of law to the STEM disciplines—science, technology, engineering, and math—to provide opportunities for our students to develop the multidisciplinary skills they will need in the technologically driven global economy.

Law and Technology Initiative: In partnership with the Engineering school, the Law and Technology Initiative connects faculty, students, practitioners, and business leaders to brainstorm and create needed innovation.

Technology, Innovation and Entrepreneurship Concentration: This focused curriculum prepares students to lead at the interface of law, business, and technology.

Innovation Lab: Student teams of law and computer science students explore a problem related to the legal profession, understand the stakeholders' needs, brainstorm, prototype, and test ideas, and iterate through the development of a technology-based solution.

NUvention: Students work in groups to create a viable business plan for a product or service.



Professors Esther Barron and Steve Reed work with student entrepreneurs at The Garage, Northwestern University's home for student entrepreneurs, a cross-disciplinary space created to nurture entrepreneurship and innovation.

Donald Pritzker Entrepreneurship Law Center

The Donald Pritzker Entrepreneurship Law Center (DPELC) was one of the first legal clinics in the United States to provide intensive, hands-on training for students who want to be transactional lawyers or founders of start-up companies.

Under the supervision of clinical faculty, DPELC students work together to represent new ventures, established businesses, social entrepreneurs, and nonprofit organizations. Client projects range from entity selection and formation, to intellectual property protection, to drafting founders' agreements and customer contracts. Since its founding in 1998, the DPELC has served close to 1,000 clients.

The DPELC also engages with the broader entrepreneurship community through partnerships with incubators including 1871 and Techstars Chicago, an annual conference, a speaker series, and numerous workshops. Through these initiatives, students begin to think like entrepreneurs, employing different problem-solving methods and learning new ways to evaluate risk.



ALUMNI FOCUS

Michelle Hunt (JD '22)

"In the Entrepreneurship Law Center, students serve startup business and nonprofit clients as advocates while receiving valuable guidance from Northwestern Law professors and from our peers. We were also encouraged to develop professional communication and presentation skills for the corporate law setting that I'll carry with me into practice. Taking the DPELC was the most valuable experience I had attending Northwestern Pritzker School of Law, and I will cherish the skills and relationships I built in the clinic for years to come."



ADVANCING JUSTICE THROUGH CLINICAL EDUCATION

Experiential learning is a fundamental way Northwestern Pritzker Law trains students to become effective, ethical lawyers. Through the Bluhm Legal Clinic, externships, and simulation-based courses, students tackle the legal problems of real clients leveraging the theoretical knowledge they have acquired in the classroom.

Bluhm Legal Clinic

The Bluhm Legal Clinic is widely recognized as one of the most comprehensive and effective clinical programs in the country. Second- and third-year students gain direct experience representing clients and fine-tuning their skills as advocates. Students also work with clinical faculty and staff to challenge the fairness of legal institutions and to propose solutions for reform.

Typically, 90 percent of students from each graduating class participate in Bluhm Legal Clinic programs during their time at the Law School, working side-by-side with nationally recognized scholars and practitioners from diverse backgrounds and perspectives.

Our students serve hundreds of clients annually, from teenagers tangled up in the juvenile legal system to members of international justice tribunals. As students gain unparalleled real-world experience, they also work to dramatically improve the lives of those they serve.

Our students are...

- Working to free individuals who have been wrongfully convicted and changing the laws around interrogation
- Representing Black Lives Matter-Chicago in their efforts to keep local and federal agencies from trying to chill protests for racial justice
- Helping small business owners expand their companies while also rejuvenating whole neighborhoods
- Working with community partners in Lebanon to design a know-your-rights and financial literacy curriculum for Syrian refugees
- Representing African American homeowners on Chicago's West and South sides who were defrauded in a reverse mortgage scheme

The Bluhm Legal Clinic houses more than 20 clinics in 14 centers:

- Appellate Advocacy Center
- Bartlit Center for Trial Advocacy
- Center for Criminal Defense
- Center for Externships
- Center for International Human Rights
- Center on Negotiation and Mediation
- Center on Wrongful Convictions
- Children and Family Justice Center
- Civil Litigation Center
- Complex Civil Litigation and Investor Protection Center
- Donald Pritzker Entrepreneurship Law Center
- Environmental Advocacy Center
- MacArthur Justice Center
- Center for Racial and Disability Justice



Public Interest

The Public Interest Center at Northwestern Pritzker Law provides strategic leadership of key public interest activities on campus and promotes a strong public interest culture – one that encourages all students to develop a public service ethic. Among the Center’s features are financial support for students doing public interest work during and after law school; career counseling and programming; and a wide range of pro bono and public service opportunities. The Center also works closely with faculty involved in the Law School’s many public interest course offerings, helping to ensure that students gain a public interest ethic both inside and outside the classroom.

The Law School provides financial support for students interested in public service both during school and after graduation. This support includes the generous Summer Public Interest Funding Guarantee, a strong Loan Repayment Assistance (LRAP) program, and the Public Interest Post-Graduate Fellowship Program.

Children and Family Justice Center student Reginald Guy (JD '16), together with Professors Carolyn Frazier (JD '02) and Shobha Mahadev (JD '99), celebrate with client G.R. and his grandmother. G.R. was released from prison following a resentencing hearing held pursuant to the Supreme Court’s decision in *Miller v. Alabama*, which banned mandatory life-without-parole sentences for juveniles.



(from top left): Elizabeth Sanchez, Tessa Greenberg, Justin Bertsche, Katie Boraz, Brendan Gilligan, and Taylor Desgrosseilliers, all Class of 2023, secured public interest fellowships at organizations including The Intercept, Office of the State Appellate Defender, First District, IL Attorney General, Environmental Enforcement Bureau, Equip for Equality, and Electronic Frontier Foundation.

Civil rights attorney Andrew Stroth (JD '99) moderates a discussion on the intersection between social justice and community action with Father Michael Pflieger, civil rights leader and senior pastor at Saint Sabina Community Church; Chicago native and NBA player Jabari Parker; former Chicago Police Department Chief Fred Waller; and veteran news anchor Robin Robinson, as part of the 2018 Access to Social Justice Symposium.



LIFE AFTER LAW SCHOOL

The Northwestern Pritzker Law community extends well beyond our campus and the city of Chicago. Over 17,000 alumni across more than 90 countries are working in countless firms, corporations, nonprofits, and other sectors; together they constitute an invaluable lifelong network.

Career Planning

Career planning begins in the Career Strategy Center where career counselors provide students with the tools and strategies needed to conduct successful job searches and manage multi-job careers over their lifetimes.

Each year, hundreds of employers from around the country visit Northwestern Pritzker Law to recruit our students, and our graduates accept jobs in all the major markets. We are one of only three law schools that typically sends approximately 15% or more of its

graduates to both coasts as well as the Midwest.

Our successful approach to career strategy is clearly evident in our employment track record and is further validated through external recognition. For each of the past ten years, the National Law Journal has listed Northwestern among the top ten “Go-To” law schools, based on the percentage of graduates securing positions within the largest U.S. law firms.

Lifelong Support

The Career Strategy Center remains a partner after graduation. People no longer leave law school and stay at one firm for their entire career. They move around – into government, into business, into tech, and Northwestern Pritzker Law supports the professional and educational development of our alumni for the duration of their careers. A dedicated alumni career advisor provides

17,000+ alumni

90+ countries



personalized career counseling, hosts professional development webinars, creates peer groups focused around particular career milestones, and facilitates networking and mentorship opportunities.

Financial Assistance

The Law School's Loan Repayment Assistance Program (LRAP) is designed to help recent graduates achieve their individual career objectives. Most law schools have a Loan Repayment Assistance Program (LRAP), but ours is different in an important way: it provides extra money in the first five years after graduation to help keep unpaid interest at bay. While other schools have LRAP programs that cover some or all of a graduate's Income-Based repayment (IBR), we provide a percentage of the IBR payment as well as a percentage of the unpaid interest for the first five years in the program. The College Cost Reduction and Access Act of 2007 (CCRAA) allows graduates to use Income-Based Repayment to lower monthly payments on federal student loans. However, one drawback of IBR is that the low payments often do not cover the interest due on the loan, much less the principal. Our LRAP helps graduates make their IBR payments and also pay down some of the unpaid interest during the first five years.



Employment Statistics: Class of 2022

EMPLOYMENT REPORT 10 MONTHS AFTER GRADUATION

EMPLOYMENT RATES

TOTAL GRADUATES: 265

U.S. News Employment

Includes graduates employed in a full-time position lasting a year or more and that requires bar passage or where a JD degree provides a demonstrable advantage in performing the job, as well as students pursuing additional graduate studies.

NUMBER REPORTED % EMPLOYED

261 98.5%

Total Employment

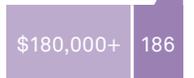
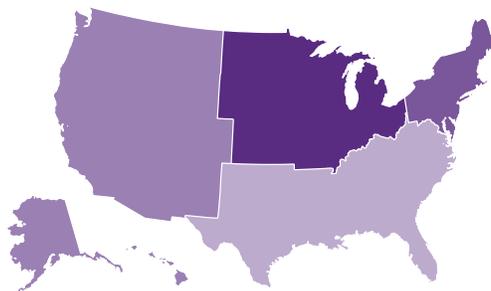
Includes all positions, regardless of duration or classification. Also includes students pursuing additional graduate studies.

262 99%

The following data reflects all position types, regardless of duration or classification:

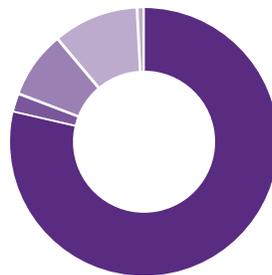
REPORTED JOBS BY REGION

Midwest	51%
Northeast	26%
West	13%
South	9%
International	1%
Number Reporting	262



REPORTED JOBS BY TYPE

Law Firms	74%
Business & Industry	4%
Public Sector/Public Interest	11%
Judicial Clerkships	10%
Education	1%
Number Reporting	261



CLERKSHIPS, 2013–2022

- 258 Clerkships immediately following graduation
- 302 Alumni clerkships a year or more after graduation
- 560 Total clerkships (includes 6 U.S. Supreme Court clerkships)

KNOWN SALARIES OF ALL EMPLOYED



Detailed information regarding employment statistics can be found at:
www.law.northwestern.edu/professional-life/career/stats/jd



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Northwestern Pritzker School of Law
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Northwestern University does not discriminate or permit discrimination by any member of its community against any individual on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, genetic information, reproductive health decision making, or any other classification protected by law in matters of admissions, employment, housing, or services or in the educational programs or activities it operates. Harassment, whether verbal, physical, or visual, that is based on any of these characteristics is a form of discrimination. Further prohibited by law is discrimination against any employee and/or job applicant who chooses to inquire about, discuss, or disclose their own compensation or the compensation of another employee or applicant.

Northwestern University complies with federal and state laws that prohibit discrimination based on the protected categories listed above, including Title IX of the Education Amendments of 1972. Title IX requires educational institutions, such as Northwestern, to prohibit discrimination based on sex (including sexual harassment) in the University's educational programs and activities, including in matters of employment and admissions. In addition, Northwestern provides reasonable accommodations to qualified applicants, students, and employees with disabilities and to individuals who are pregnant.

Any alleged violations of this policy or questions with respect to nondiscrimination or reasonable accommodations should be directed to Northwestern's Office of Equity, 1800 Sherman Avenue, Suite 4-500, Evanston, Illinois 60208, 847-467-6165, equity@northwestern.edu.

Questions specific to sex discrimination (including sexual misconduct and sexual harassment) should be directed to Northwestern's Title IX Coordinator in the Office of Equity, 1800 Sherman Avenue, Suite 4-500, Evanston, Illinois 60208, 847-467-6165, TitleIXCoordinator@northwestern.edu.

A person may also file a complaint with the Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling 800-421-3481. Inquiries about the application of Title IX to Northwestern may be referred to Northwestern's Title IX Coordinator, the United States Department of Education's Assistant Secretary for Civil Rights, or both.

