

Georgetown University Law Center
Student Bar Association
2019-2020 House of Delegates

April 2, 2019

**Resolution 2019-2020-07: Require Employers Who Recruit at Georgetown to Disclose If
They Mandate Arbitration of Employment Disputes**

WHEREAS the students of Georgetown University Law Center demand that workplaces be safe for all employees,

WHEREAS the students of Georgetown University Law Center recognize that sexual assault and discrimination is widespread in the workplace,

WHEREAS the students of Georgetown University Law Center recognize that survivors of sexual assault and discrimination in the workplace must be entitled to rigorous enforcement of their legal rights,

WHEREAS the students of Georgetown University Law Center recognize that sexual assault and discrimination in the workplace must be deterred by rigorous enforcement of the legal right to be free from such conduct,

WHEREAS the students of Georgetown University Law Center recognize that employers enjoy an asymmetry of power over job applicants, summer associates, and associates in establishing the terms of their respective employment agreements,

WHEREAS the students of Georgetown University Law Center recognize that many employers require summer associates, full-time associates, and professional staff to sign mandatory arbitration agreements as part of their respective employment agreements,

WHEREAS the students of Georgetown University Law Center recognize that mandatory arbitration agreements prevent employees from seeking justice in court and limit the enforcement of substantive employment rights,

WHEREAS the students of Georgetown University Law Center recognize that many employers which recruit at our school require summer associates and associates to sign such mandatory arbitration agreements,

WHEREAS the students of Georgetown University Law Center recognize that employers which recruit at our school and require summer associates and associates to sign mandatory arbitration agreements do not disclose this requirement when students have any leverage during the recruitment process,

WHEREAS the students of Georgetown University Law Center recognize that job applicants, summer associates, and associates--when acting on their own and in isolation--have little leverage to negotiate the terms of their employment,

THEREFORE, the students of Georgetown University Law Center resolve that any law firm which requires mandatory arbitration agreements for its summer associates and full-time associates shall disclose this fact to the Office of Career Services.

Respectfully submitted,

Russell Childree
Evening Vice President, 2019-2020

Asian Pacific Law Students Association

Black Law Students Association

Latin American Law Students Association

South Asian Law Students Association

Muslim Law Students Association

Outlaw

Women's Legal Alliance

Women of Color Collective

If/When/How, Lawyers for Reproductive Justice

Men of Color Collective

Labor and Employment Law Society

And the student body at large