



UNPAID INTERNSHIP POLICY

Arizona Summit Law School understands the immense benefits that practical experience provides to a student while obtaining their legal education. The Center for Professional Development (“CPD”) is committed to providing students with a variety of employment opportunities that will supplement their classroom instruction.

Typically, students choose between obtaining course credit through our Externship Program or working for compensation. In certain instances, however, students will accept unpaid internship opportunities. CPD will only post an uncompensated position that meets its definition of an unpaid internship, and complies with the requirements of the U.S. Department of Labor, noted below.

CPD defines an unpaid internship (“Unpaid Internship”) as an uncompensated placement with a private for-profit employer that provides students with professional experience in furtherance of their education and training. This includes a general understanding of the employer’s practice area, an educational experience regarding that practice area, and the skills and knowledge necessary to effectively gain a position in that practice area upon graduation. The employer agrees that the student will be assigned exclusively to non-fee-generating pro bono matters.

Additionally, CPD requires that each employer comply with the U.S. Department of Labor’s criteria regarding unpaid internships under the provisions of the Fair Labor Standards Act (FLSA).¹ If an employer is neither able to satisfy the requirements of the Externship Program, nor pay an hourly wage, then the employer must ensure that the above criteria are met prior to hiring AZSummitLaw students as Unpaid Interns.

As an employer, if you have questions regarding the policy, we encourage you to contact Joe P. Perez, Assistant Dean of Professional Development, at 602-682-6841 or jperez@azsummitlaw.edu.

¹ <http://www.dol.gov/whd/regs/compliance/whdfs71.htm>