

Ableism is rampant throughout the recruit processes.

Students are incentivized to maximise their chances of securing a spot by accepting as many interviews as possible. For many students this results in an incredibly mentally and physically demanding few days. This is made worse by students feeling as though they need to be on-call if an interviewer reaches back out to connect them with someone they should talk to or to request subsequent interviews. DLSA believes that there should be mandatory breaks built into the interview periods where no recruit activity is allowed so that students can better pace themselves. DLSA also believes that employers participating in the recruit should be required to stop contacting students after a set time in the evening (e.g., 6:00 PM).

The Law Society should make provisions for what occurs if a student cannot attend their interviews last-minute because of an unexpected disability flare or life event. Students who need to reschedule interviews should not be excluded from participating in the recruit. This issue might be remedied by setting aside a few days for make-up interviews.

All job postings should clearly list disability considerations (e.g., the accessibility of their offices, the anticipated demands of the work) and list a point of contact if students require accommodations for interviews. This has been an incredibly rare practice in recruits and even organisations that invite students' to disclose accommodation needs have not always followed through and implemented requested accommodations.

Finally, students with visible disabilities or students who disclose their disabilities are frequently subject to inappropriate questioning and discriminatory treatment. The LSO should make clearer how students can come forward with complaints about inappropriate conduct during the recruit.

The legal profession systematically excludes people with disabilities. Our profession is lesser for it. People with disabilities have unique knowledge and perspectives to contribute to the legal profession. Additionally, community members with disabilities deserve to be represented by professionals who understand their realities. While recruits are only one piece in the larger exclusion of people with disabilities from the profession, they play a significant role in perpetuating many outstanding disparities.