



**PUBLIC JUSTICE**  
IMPACT. CHANGE.

National Headquarters 1620 L Street NW, Suite 630, Washington, DC 20036  
West Coast Office 475 14th Street, Suite 610, Oakland, CA 94612

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## **JOB ANNOUNCEMENT**

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**Please post and inform potential applicants.**

**April 2022**

### **STUDENTS' CIVIL RIGHTS PROJECT ATTORNEY WASHINGTON, D.C.**

**Public Justice**, a national public interest organization, seeks to hire a staff attorney with civil rights litigation and advocacy experience for its [Students' Civil Rights Project](#) (SCRP). Public Justice is a non-profit legal advocacy organization that pursues high impact lawsuits to combat social and economic injustice, protect the Earth's sustainability, and challenge predatory corporate conduct and government abuses.

The SCRCP uses high-impact litigation and advocacy to address harassment and other forms of discrimination in schools so all students can learn and thrive. We primarily focus on cases concerning discrimination on the basis of race and sex, including sexual orientation, gender identity, and gender expression. The Project represents students at all stages of litigation, including pre-suit negotiations, litigation in trial courts, and appeals. Examples of our recent work include a Fourth Circuit victory in a Title IX sexual violence case that is now the subject of a *cert.* petition; a suit concerning systemic anti-Black harassment and discriminatory discipline at a public charter school; a case on behalf of a girl of color suspended from school after she reported she was raped by a white classmate; settlement of an administrative complaint on behalf of a young gender-fluid student subjected to discriminatory dress coding and harassment; a Sixth Circuit appeal about when a Title IX claim accrues, arising from cases involving a major university's enabling of decades of serial sexual predation by one of its physicians; and a suit on behalf of the parents of a gay Black student who died by suicide after experiencing discrimination at school based on his race and sexual orientation.

To achieve its goals, the SCRCP works with a network of litigators, organizations, and others who share our vision. Though our primary tool is strategic high-impact litigation, the Project also engages in policy and media advocacy on issues that affect our clients and collaborates with other advocates, including student organizers. For more information about the litigation and advocacy work of the SCRCP, visit our website [here](#).

This is an exempt position and reports to the Director of the SCRCP. Our strong preference is for this position to be based in our Washington D.C. office, but we will consider applications from especially qualified candidates seeking to work remotely from other parts of the country.

Because Public Justice handles litigation, education, and advocacy nationally, the position will entail some travel when it is safe to do so.

### **Job Responsibilities:**

- Serve as lead counsel or co-counsel in the investigation and development of impact litigation, amicus briefs, and special legal projects that further the strategic goals of the SCRP and the mission of Public Justice.
- Participate in the full range of the SCRP's litigation responsibilities, which primarily include legal research and analysis, briefing, oral arguments, client communications, and settlement negotiations, as well as occasional factual investigation and discovery.
- Develop and engage in a broad range of legal advocacy through and outside the courts (including reviewing legislation; drafting comments to agencies, letters, fact sheets and other materials; participating in meetings and events; and coordinating with student organizers) regarding the SCRP's advocacy priorities.
- Participate in developing and implementing a communications plan to educate lawmakers, lawyers, grassroots supporters, and others about the racist, sexist, homophobic, and transphobic barriers to equal access to education.
- Build networks and collaborate with allies to fight the racism, sexism, homophobia, and transphobia that shape educational institutions' policies, procedures, practices, and training, as well as how our civil rights laws and regulations are interpreted and enforced in the education arena.
- Participate in strategic planning and other planning initiatives for the SCRP.

### **Qualifications:**

- At least seven years of litigation experience, with a strong preference for experience at the trial court level. For the purposes of determining litigation experience, we will include clerkships and fellowships.
- Law school graduate with relevant legal and advocacy experience.
- Admission to the State Bar where the attorney is located, or a willingness to become so admitted.
- A passion for making our education system more equitable by eliminating race- and gender-based discrimination in schools, and holding schools accountable when they allow such discrimination to impede students' access to education.
- Excellent analytical, legal research, and writing skills.
- Excellent communication and public speaking skills.
- Self-motivation and proven ability to work as part of a team.
- Strong work ethic, initiative, and sound, yet creative judgment.
- Ability to juggle multiple tasks at a time and work in a fast-paced environment.
- Willingness to travel when safe to do so.
- Sensitivity to the needs and concerns of and the ability to work with individuals and groups from diverse cultures, backgrounds, and orientations.
- Contributes to the creation of a diverse, equitable, and inclusive work community that encourages collaboration.

We offer a mission-focused work environment, a teamwork and community-oriented approach, and a competitive compensation package. We also offer a generous benefits package, including at least three weeks of paid vacation, two weeks of sick leave, and two personal days each year, all federal and some local holidays, employer-paid health, dental and vision insurance premiums, and a 401(k) plan. Our attorneys are paid on a salary scale based on years out of law school. The

annual salary range for this position is likely between \$88,000 and \$98,500 depending on experience. Public Justice requires those working in its offices to be fully vaccinated against COVID-19. Reasonable accommodations to this requirement, including remote work, based on disability or a sincerely held religious belief will be considered.

**To Apply:** Interested candidates should submit a:

- Cover letter that conveys why you are drawn to Public Justice's mission and the objectives of this position and how your experience fits with those objectives.
- Resume.
- Law school transcript (official or unofficial).
- Contact information for three references.
- Writing sample, preferably a legal brief or memorandum that is either unedited or only lightly edited by someone other than you. Please include a cover sheet explaining the extent of editing by someone else.

Your application should consist of two electronic files: (1) your cover letter, resume, transcript, and references in a single .pdf file; and (2) a writing sample in another .pdf file. Applicants are encouraged to submit their materials by **May 16, 2022**, at which point applications will be reviewed on a rolling basis until the position is filled. Please submit both files to [staffattorney@publicjustice.net](mailto:staffattorney@publicjustice.net). For more information, please visit our website at [www.publicjustice.net](http://www.publicjustice.net).

**Public Justice is an equal opportunity employer and values a diverse workplace. We strongly encourage applications from people with disabilities; people of color, including bilingual and bicultural individuals; LGBTQ individuals; people of all genders; veterans; and people of all ages. Public Justice is committed to providing reasonable accommodations to individuals with disabilities. If you require reasonable accommodations during any part of the hiring process, please email [lhughes@publicjustice.net](mailto:lhughes@publicjustice.net).**