



## Terms and Conditions of the UCLI 2020 Certification Program

1. To earn the Certification, the organization must complete each of the following:
  - a. Designate above one of your organization's leaders with decision-making authority (such as a managing partner, president, or board chair) as primary UCLI contact ("Designated 2020 UCLI Representative"). This information can be changed at any time via email at [ucli@utahcli.org](mailto:ucli@utahcli.org).
  - b. Adopt and start implementing a D&I Policy of organization's choosing in 2020 - sample list available on [utahcli.org](http://utahcli.org);
  - c. Host a one-hour in-house UCLI CLE presentation on UCLI's purposes, the importance of D&I, and related issues, and provide incentive for employees to attend in 2020;
  - d. Have at least two members of senior management (at least one of whom is a male, where applicable) complete at least three hours of D&I related CLE or training in 2020). Employers with 10 or fewer attorneys may have one member of senior management complete three hours of D&I related CLE or training in 2020.;
  - e. Become a UCLI Sponsor or host/volunteer at a UCLI or D&I related event in 2020; and
  - f. Complete a UCLI survey by the 2020 survey deadline to allow UCLI to track progress in the legal profession toward achieving its objectives (confidential reporting permitted and must be requested at the time of survey).
2. The organization may use the UCLI 2020 Certification logo on its electronic or paper media throughout the year 2020. Any reference to the organization being certified must specifically state it is for the year 2020, or specifically the terms: "UCLI 2020 Certification."
3. The organizations enrolled in 2020 will be permitted to enroll in UCLI 2021 Certification only if they complete each of the requirements in section 1 and comply with each of these terms and conditions.
4. Upon completion of all terms in sections 1, 2 and 3, the organization shall certify in writing that it has complied with each of those terms. UCLI will notify the organization where to send such certification.
5. If there is a breach of any of these terms, the organization may be notified and required to stop using the "UCLI 2020 Certification" logo and remove all references to the UCLI 2020 Certification on all media within 15 days.
6. Criteria may evolve each year to match the community's needs. UCLI will work with legal representatives state-wide to continuously develop the program. Any changes to the criteria will be announced in the fall before the enrollment deadline for the following year.
7. The organization permits UCLI to advertise the organization's enrollment, progress and certification on any media.

We strongly encourage the enrollees to add a link to UCLI's website [www.utahcli.org/certification](http://www.utahcli.org/certification) which explains the Certification, the process and the terms. We expect students, attorneys and the business community to consider the Certification as an important demonstration of the organization's commitment to diversity, equity and inclusion. To that end, we also encourage enrollees to inform UCLI's Certification Oversight Committee at [ucli@utahcli.org](mailto:ucli@utahcli.org) of completion of each of the requirements in Section 1 so that UCLI may advertise the organization's actions to the community. The organization's Representative and the marketing team may freely contact the Certification Oversight Committee and UCLI generally at [ucli@utahcli.org](mailto:ucli@utahcli.org).