

Internship Announcement Legal Intern Summer 2027

ACLU of Colorado is a nonpartisan, nonprofit organization guided by a mission to protect, defend, and extend the civil rights and civil liberties of all people in Colorado through litigation, education, and advocacy. As the oldest and largest civil rights organization in Colorado, its work is guided by the Bill of Rights, ensuring the freedoms contained within are available for members of marginalized communities, including people of color, LGBTQ+ people, women, immigrants, people experiencing poverty, unhoused people, incarcerated people, and students. ACLU of Colorado envisions a future where the civil rights and civil liberties of all people in Colorado are honored, respected and upheld.

Summary of Position

ACLU of Colorado seeks law students interested in public interest work for paid, full-time legal internships in Denver during Summer 2027. Interns work approximately **40 hours per week** and may choose an internship lasting **7, 8, 9, or 10 consecutive weeks**, based on their availability. Under the supervision of ACLU of Colorado staff attorneys, interns contribute legal research, writing, and factual investigation to civil rights and civil liberties litigation and advocacy. They also have opportunities to participate in discussions about case selection and litigation strategy. Applicants can learn more about our work through [ACLU CO - In the Courts](#) and [ACLU CO - Our Issues](#).

Primary Responsibilities

Under the supervision of ACLU of Colorado attorneys, legal interns may:

- Research legal questions involving civil rights and civil liberties and summarize findings for attorneys.
- Draft legal memoranda, case summaries, and other litigation or advocacy materials for attorney review.
- Assist with factual investigations, including reviewing records and helping prepare for or participate in witness interviews.
- Attend meetings with staff and co-counsel to learn about case selection, litigation strategy, and ongoing legal work.

Qualifications

Preference will be given to students in their second year (2L) of law school during the 2026-27 academic year. First-year (1L) students are also encouraged to apply. Applicants should demonstrate an interest in civil rights, civil liberties, and social justice, along with excellent writing, communication, and organizational skills.

Commitment to Equity, Diversity, Belonging, and Inclusion

ACLU of Colorado is an equitable opportunity employer. It believes that having a board, staff, and volunteer base with diverse personal and professional backgrounds enhances its ability to meet its mission and creates an environment where all community

members can thrive. It strongly encourages applications from all qualified persons, including people of color, immigrants, women, people with disabilities, members of the LGBTQ+ community, those who have been formerly incarcerated, and other members of underrepresented and marginalized groups.

ACLU of Colorado does not discriminate on the basis of race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status, record of arrest or conviction, or any other basis protected by State or federal requirements. It is committed to providing a providing a work environment that practices equitable and inclusive treatment and is quick to act to prevent and address harassment or discrimination of any kind.

Essential Functions

The legal intern must be able to perform the following essential functions, with or without reasonable accommodations:

- Conduct legal research and factual investigation, evaluate information from relevant sources, and identify issues for supervising attorneys.
- Prepare written research, analyses, and draft advocacy materials under attorney supervision.
- Communicate and collaborate with supervising attorneys, staff, witnesses, and other relevant participants through appropriate methods.
- Participate in case meetings and carry out assigned work within agreed deadlines while handling confidential information appropriately.
- Attend required in-person work activities in Denver in accordance with the internship's hybrid schedule.
- Travel to work-related locations when necessary for assigned legal work.

Compensation and Benefits

This is a temporary, paid, non-bargaining-unit internship. Legal interns will be paid \$24/hour as wages, subject to applicable tax withholding. The internship is not eligible for ACLU of Colorado's employer-sponsored benefits for regular staff. Interns will receive paid sick leave and any other benefits or leave required by applicable law.

Students may seek additional funding through public interest fellowships or their law schools. Any fellowship or work-study arrangement will be coordinated with ACLU of Colorado and the student's school and will not replace wages owed for hours worked.

Application Instructions

To apply, please email the following materials to Kara Narberes, ACLU of Colorado Paralegal, at knarberes@aclu-co.org.

- A cover letter explaining your interest in ACLU of Colorado's work
- A resume
- A list of three references
- A writing sample of 5-10 pages

Use “**Summer 2027 Legal Internship – [First and Last Name]**” as the email subject line.

Applications will be reviewed on a rolling basis until the positions are filled. For priority consideration, please apply by **Friday, November 13, 2026**. Applications received after that date may be considered while positions remain available. Applicants selected for an interview will be contacted by the Legal Department. Questions about whether an application was received or is complete may be directed to Kara Narberes at the email address above.

ACLU of Colorado is committed to an accessible application and interview process. If you need a reasonable accommodation or an alternative way to apply or interview, please contact **Kat Hazel-Shimko, People and Operations Manager, at khazel-shimko@aclu-co.org**. Applicants may also raise an access need with any member of the hiring team, who will connect them with People and Operations.