



Georgetown University Law Center Office Memorandum

DATE: October 3, 2002
TO: Law Center Community
FROM: Judy Areen
RE: Military Recruitment

As you may know, for the first time since the Law Center adopted a policy of requiring any employer who recruits here to agree not to discriminate on the basis of sexual orientation, military recruiters will be participating in the upcoming Government Interview Week, which is part of the fall recruitment program conducted each year by our Office of Career Services and by our Office of Public Interest and Community Service. Because the Armed Services permit gay men, lesbians and bisexuals to serve in the military only if such individuals neither disclose, nor act upon their sexual orientation, permitting recruiters from the Armed Services to interview our law students is not consistent with our employer non-discrimination policy. This letter is intended to clarify why recruiters for the armed services are being allowed to interview law students on October 4 at the Washington Court Hotel.

The Law Center prohibits discrimination in education and employment on the basis of age, color, gender, handicap, marital status, national origin, race, religious and sexual orientation. The American Association of Law Schools, of which we are a member, has a comparable policy. In light of these policies, in 1991 the law faculty voted to bar the military from interviewing students on campus.

In 1994, Congress adopted a provision, known as the Solomon Amendment, which requires schools to provide the military with full access to students for recruitment purposes or risk termination of certain federal funds. Shortly after passage of this provision, the Law Center was placed on a list of schools ineligible to receive Department of Defense (DOD) monies. This action in turn put those Georgetown law students who are in the military at risk of losing their DOD financial aid. To avoid that result, the faculty revised its policy in 1995 to permit the Armed Services to advertise jobs in student mailboxes and to interview interested students at the Main Campus of the University. The Office of Career Services at the Law Center remained uninvolved with military recruitment.

For a time, this solution appeared to satisfy the recruitment needs of the Armed Services. Over the past two years, however, the Department of Defense has interpreted the Solomon Amendment to place at risk not simply the federal grant and contract funds of the Law Center, but those of the entire University. Then, this summer, two branches of the Judge Advocate General Corps sought to participate in our Government Interview Week. In these circumstances I have reluctantly concluded that they may participate.

Memo: Military Recruitment
October 1, 2002

My decision to permit military recruiters to participate in Government Interview Week was reached only after broad consultation with the University's General Counsel, the President of the University, members of the faculty, senior administrators, and many students. Senior administrators and faculty have met with Outlaw to inform them of the situation and to seek their suggestions for shaping our response.

The fact that these interviews will occur does not mean that the Law Center has retreated in any way from our strongly held view that our gay, lesbian and bisexual students should be able to seek any and every job for which they are qualified—and that they should be allowed to serve in those jobs with honesty, integrity and pride. It is most unfortunate that federal policy does not take the same view. Indeed, it is particularly regrettable that this unfortunate policy remains in place now, in 2002 when it is more important than ever for the military to recruit the most able men and women.

I want to underscore that the Law Center is opposed to discrimination, not to military service. Generations of Law Center students and alumni have served in the military; many are serving today. We are proud of them and grateful to all the men and women of the Armed Services for the sacrifices they make to defend this nation. It is because we hold the military in such high regard that we believe it is especially important for all students to have equal access to the exceptional opportunities offered by the military to serve our country.

We at the Law Center cannot, alone, change the hiring policy of the Armed Services. We can and will, however, make clear our own opposition to discrimination through postings and through educational materials. We will support forums for discussion of the federal policy. And, we will continue to do all that we can to assure our gay, lesbian, and bisexual students, staff and faculty that they are welcome and valued members of our community. We know it must be painful for them to see such a respected part of our democracy—service in the armed forces—barred to them simply for being candid about their sexual orientation.

Georgetown Law Center is committed to the principle that law is but a means, justice is the end. In a just world, there would be no discrimination on the basis of sexual orientation. We at the Law Center will continue to do all that we can to end this discrimination.