

## MEMORANDUM

TO: Law Students

FROM: Dean Evan Caminker

SUBJECT: Military Recruiters on Campus and the Law School's Nondiscrimination Policies

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As a matter of faculty policy, the Law School makes its Office of Career Services available only to employers who certify in writing that they do not discriminate on the basis of race, color, national origin, ancestry, religion, creed, age, sex, marital status, sexual orientation, handicap, or Vietnam-era veteran status. The faculty has adopted this policy because we are attempting to nurture within the Law Quadrangle a community of mutual respect and inclusiveness.

Recruiting representatives from United States military agencies will be coming to interview on campus. Congress has adopted a "don't ask, don't tell" rule that denies employment in the military to gay men, lesbians and bisexuals who reveal their sexual orientation. Under our normal policy, military agencies would therefore be denied access to the recruiting and placement facilities of the Office of Career Services. However, several years ago the University instructed the Law School that our Career Services facilities must be made available to all public agencies, even those that discriminate on the basis of sexual orientation.

The presence of military interviewers within the Law School should not be misunderstood to reflect a decision by the faculty to endorse the "don't ask, don't tell" policy in particular, or discrimination in general. I want to reiterate the commitment of the faculty, administrators and staff to making the Office of Career Services a welcoming and supportive place for all our students, regardless of their sexual orientation. And I want to reiterate that the faculty's nondiscrimination policy remains in force in all areas not covered by the University's instruction: any employer that is not a public agency and that discriminates on the basis of any of the enumerated characteristics is prohibited from using the Law School's recruiting and placement facilities.

If you encounter a situation in which you feel our nondiscrimination policy has been violated during the recruitment and hiring process, please notify Susan Guindi, Assistant Dean of the Office of Career Services.