

NON-DISCRIMINATION POLICY

In accordance with the provisions of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, The Rehabilitation Act of 1973, the Age Discrimination Act, and the Americans with Disabilities Act of 1990, the Federal and State laws and executive orders pertaining to civil rights, the University of Connecticut School of Law prohibits discrimination in education and employment, and the provision of services regardless of age, ancestry, color, national origin, marital status, race, religion, sex, sexual preference, status as a disabled veteran or veteran of the Vietnam Era, physical or mental disability or record thereof, or mental retardation. University policy also prohibits discrimination in employment on the basis of criminal record that is not related to the position being sought, and complies with all state and federal civil rights statutes whether or not specifically cited within this statement. The School of Law policy prohibits discrimination in education and in the provision of services on the basis of criminal record.

The goal of equal employment opportunity, which is embodied in federal and states laws forbidding discrimination in employment, is inherent in the ideals of the legal profession and represents a special obligation to the profession as well as the School of Law. The School of Law assumes that prospective employers utilizing the services of the Law School's Career Services office acknowledge the principle of equal opportunity for all students and graduates. It is expected also that their employment policies comply with the letter and the spirit of law affording equal employment opportunity.

MILITARY RECRUITMENT ON-CAMPUS

Various branches of the US military interview on our campus. While federal law forces us to accommodate this, neither the Office of Career Services nor the School of Law endorse the ongoing discrimination on the basis of sexual orientation. In fact, we oppose such practices and bar prospective employers with discriminatory policies from participating in campus recruiting. However, pursuant to the provisions of the Congressionally-enacted Solomon Amendment, we must allow military recruiting or lose essential federal funding. The military interviews law school students through on-campus interview programs and through participation in job fairs.

We reiterate our policy and position on military recruiting: the Congress has mandated, through the passage of the Solomon Amendment, that the United States Department of Defense must discriminate on the basis of sexual orientation. The University of Connecticut School of Law, as well as the Association of American Law Schools, has a policy against such discrimination. The School of Law affords the United States Department of Defense access to school facilities for recruiting purposes only because, under the Solomon Amendment to the Education Act, federal funds that support students at this law school will be withheld if access is limited. The School of Law continues to deplore the discriminatory practices in military recruiting. Permitting the Department of Defense access to school facilities is not an endorsement of discriminatory practices.

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