

**RELEVANT POLICIES PERTAINING TO MILITARY RECRUITMENT AT UC DAVIS  
SCHOOL OF LAW:**

By-law 6-3(b) of the AALS states:

A member school shall pursue a policy of providing its students and graduates with equal opportunity to obtain employment, without discrimination or segregation on the ground of race, color, religion, national origin, sex, age, disability, or sexual orientation. A member school shall communicate to each employer to whom it furnishes assistance and facilities for interviewing and other placement functions the school's firm expectation that the employer will observe the principle of equal opportunity.

Faculty policy, adopted at its meeting of March 8, 1991, states: "The UCD law faculty reaffirms its commitment to equality as set forth in the AALS By-law, Section 6.4." (Section 6.4 was the predecessor to the current Section 6-3).

Despite AALS By-law 6-3(b) and our faculty policy, King Hall must follow a University of California directive and continue to allow the military to use our facilities for recruiting law students. In 1984, the Office of the President decided that "that the military's policy of excluding openly gay and lesbian employees is not "impermissible under law" and that "campus recruitment programs which are open to employers generally shall not exclude military recruiters or other employers because of practices that are not impermissible under law." The Law School has written to the University to protest its position. Then, a federal law known as the Solomon Amendment, first enacted in 1996, provided that a university may be denied certain federal funding if the university (or any of its schools, colleges or units) denies the military the same facilities and access offered to all other employers. In 2006, the U.S. Supreme Court upheld the constitutionality of the Solomon Amendment. Consequently, as long as the UC policy and Solomon Amendment remain in force, King Hall must abide by both and allow the military to use our facilities for recruitment.

Please know that we provide our non-discrimination policy to every employer, including military employers, when they sign up for on-campus interviews. We also prominently post our non-discrimination statement when employers come to campus to remind all employers of its terms and do our utmost to encourage all employers to comply with the policy.

Sincerely,



Hollis L. Kulwin, Senior Assistant Dean for Student Affairs

## **Non-Discrimination Policy**

The UC Davis School of Law Career Services Office expects employers recruiting at King Hall to share our belief that the diversity of our students' backgrounds, experience and interests will enrich the legal profession.

UC Davis School of Law does not make its career services facilities or services available to employers who discriminate in the selection of employees on the basis of race, color, national origin, religion, sex, physical or mental disability, age, medical condition (cancer-related or genetic characteristics), ancestry, marital status, citizenship, sexual orientation, or status as a covered veteran (special disabled veteran, Vietnam-era veteran, or any other veteran who served on active duty during a war or campaign or expedition for which a campaign badge has been authorized). Employers must ensure that they are in compliance with the Americans With Disabilities Act. A limited exception to this Policy exists for military recruiters to the extent that their employment and hiring practices are permitted under federal law.

Employers are also expected to adhere to **NALP Policies** which can be accessed at:

<http://nalp.org/fulltextofnalpprinciplesandstandards>