Loyola University New Orleans School of Law’s
Military Recruitment Nondiscrimination Policy

Loyola University School of Law’s Office of Career Services provides services on an equal access basis to all students and requires employers to certify their compliance with our nondiscrimination policy. Our current policy is in compliance with the mandates of the Association of American Law Schools (AALS), of which Loyola University New Orleans School of Law is a member. That policy provides:

Loyola University New Orleans School of Law requires that all those who recruit on the campus be equal employment opportunity (EEO) employers. Furthermore, the School of Law recognizes the inherent value and dignity of all members of the human family and does not discriminate on the basis of race, color, creed, age, national origin, sex, sexual orientation or disability. Consistent with the teachings of the Catholic Church, the University does not discriminate purely on the basis of an individual’s orientation without the regard to homosexual conduct or other actions that undermine the University’s Catholic identity.

Although the United States Armed Forces prohibit “unlawful” discrimination in recruitment, promotion, and retention, the military’s policies on sexual orientation conflict with the Law School’s anti discrimination policy. Under normal circumstances, therefore, the military would be barred from using our career services office.

In 1996, the United States Congress passed statutes known as the Solomon Amendments. These statutes deny certain federal funds to an educational institution that “prohibits or in effect prevents” military recruiting. Act of Sept. 30, 1996, Pub. L. No. 104-208, § 514(b), 101 Stat. 3009, 3009-271 (to be codified at 10 U.S.C.§ 503 note). Under the AALS’s interpretation of these statutes, a law school’s adherence to a nondiscrimination policy that includes sexual orientation jeopardizes “funds it receives not only from the Department of Defense but also from the Department of Education, Labor, Health and Human Services, and other “related agencies.” These funds include some financial aid for law students. Although the military’s hiring and retention policies are inconsistent with our nondiscrimination policy, we are unwilling to jeopardize the receipt of federal funding. To guard against the potential loss of federal funds, the administration has decided to allow military access to our career services office equivalent to employers who certify their full adherence to our nondiscrimination policy. Like other employers, the military is being permitted to schedule interviews.

Loyola University New Orleans School of Law remains committed to eradicating discrimination in employment.

The AALS directive on this matter encourages law schools to ameliorate the effect of allowing the military on campus and to provide all our law students with a hospitable environment. Specifically, the AALS suggests that a forum be held for discussion of the military’s policy or for discussion of discrimination based on sexual orientation. Any student who wishes to provide input about such a forum should talk to or leave a note for Pam Occhipinti, Director, Career Services, and/or Brian Bromberger, Dean.