



News Photo by Neal Winzelberg

Dean of the School of Law Norman Redlich (center) presides over faculty meeting.

## New Law School Policy Bans Discriminatory Job Recruiters

By NEAL LIPSCHUTZ  
and CAROLYN DAROCY

The faculty of the School of Law voted yesterday to bar firms that have discriminatory hiring practices from using the school's placement office.

After over an hour of debate, the faculty voted 28-4 to ban employers who actively discriminate on the basis of sexual orientation or on other grounds.

The wording of the proposal adds four categories to an ongoing law school policy of barring discriminatory firms. The grounds of sexual orientation, age, handicap, and marital or parental status were added to categories that include race, sex and national origin.

To remain a member of the American Association of Law Schools, NYU's law school must keep out employers that discriminate on the latter bases, and yesterday, they expanded that list.

The University Senate last month declined to apply the university anti-discrimination statement, which bars

discrimination on the grounds of sexual orientation, to any external policies.

It is unclear whether the law school has the ability to supercede the rest of the university, according to S. Andrew Schaffer, counsel to the university. The law school may have avoided the governance issue by adding to an ongoing policy and tying the move to membership in the law school association.

Law School Dean Norman Redlich said after the meeting that the wording of the proposal would be "a significant factor in possibly avoiding the governance question."

Schaffer said last night he could not make a judgement on legality without seeing the proposal, but he added, "they may have found a procedurally viable way to avoid the governance issue."

Since the Senate took no action on the issue last month, it is "technically still on the table,"

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## New Law School Policy

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according to Schaffer. He added that the law school's decision may be discussed at tomorrow's Senate meeting, especially in regard to its impact on other sectors of the university.

The argument has been made that employers denied use of the law school facilities would be hesitant to apply to other placement offices within the university.

Don Hall, a member of Lesbian and Gay Law Students, the group which originally brought the subject to the law placement committee last term, said that fears of a possible "chilling effect" were unfounded.

"Very few employers, which are mostly law firms, would need to recruit from other parts of the university," he said.

William Dill, dean of the Graduate School of Business Administration, said "the law school doesn't have an inherent right to do something which is

going to have a significant impact on our operation without our having some role in it."

Redlich said, "I see virtually no likelihood of a spillover effect," where students in other parts of the university would be affected by the law school decision.

Jane Maggin, vice president for student affairs, said other university placement offices would not follow the law school's lead, but rather to continue to interpret the NYU's anti-discrimination policy as applying to internal matters only.

"We don't have the resources to find out who's discriminating," she said.

One law professor summed up during the debate, saying, "We are uniquely qualified to judge a person's ability to practice law and we know that their sexual orientation has nothing to do with that ability."

Redlich said, "these people pay tuition which goes towards operating placement services, so this is the only fair thing to do."

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## LAW SCHOOL LEADERSHIP

The School of Law faculty took a bold and important step yesterday when it voted to ban firms from using the placement office facilities if they discriminate against gays or lesbians.

Any firm discriminating on other bases would also be banned, but the focal point of the debate yesterday at the law school concerned discrimination against homosexuals. While women and minority group members at least have the law to help fight hiring discrimination, gays and lesbians by and large are without that defense.

The law school's move may raise a question of governance within the university since the Senate last month declined to adopt such a measure for all schools. Instead of fighting the law school decision, the Senate should quickly follow suit and make the policy applicable throughout the university.