



**SULC Career Services Non-Discrimination Policy  
Policy Number 13-002**

<b>Responsible Unit:</b> Southern University Law Center	<b>Effective Date:</b> 09/03/2009
<b>Responsible Official:</b> Director of Career Services	<b>Last Reviewed Date:</b> 1/06/2020
<b>Policy Classification:</b> Student Affairs Policy	<b>Last Revised Date:</b> 1/06/2020
	<b>Origination Date:</b> 09/03/2009

**I. Policy Statement and Rationale**

Southern University Law Center (SULC) is committed to ensuring equal opportunity for all of its students and alumni, and is committed to a policy against discrimination in employment based on sex, actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information; or parental, marital, domestic partner, civil union, military, or veteran status. The Office of Career Counseling & Development requires all employers who use its recruitment services to affirm the following statement:

*"Employer gives assurance that it is an equal-opportunity employer, offering employment without regard to sex, actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information; or parental, marital, domestic partner, civil union, military, or veteran status."*

The U.S. Military's Judge Advocate General (JAG) departments legally consider, among other things, factors such as age, sexual orientation, and physical disability in their recruiting practices. Southern University Law Center, in accordance with the Association of American Law Schools (AALS) Bylaws (Section 6-3), pursues a policy of providing its students and graduates with an equal opportunity to obtain employment without discrimination. Southern University Law Center permits JAG recruiters on campus, but notifies students considering interviewing with JAG recruiters that the U.S. Military's Judge Advocate General (JAG) departments' recruiting practices are in conflict with SULC and AALS policies.

## II. Policy Scope

The Office of Career Counseling & Development requires all employers who use its recruitment services to confirm compliance with the nondiscrimination policy detailed above.

## III. Policy Compliance

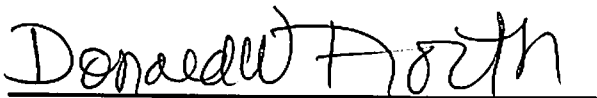
The facilities and/or services of the Office of Career Counseling & Development may be denied to employers whose behavior contravenes Southern University's policy based on the above-listed factors.

## IV. Policy History and Review Cycle

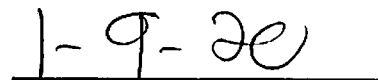
1. The Director of Career Services shall be responsible for implementation of policies and development of administrative guidelines and procedures to provide greater specificity and consistency in the implementation process. These guidelines and procedures shall be subject to approval by the Vice Chancellor of Student Affairs.
2. This Policy was last revised on January 6, 2020 to conform to the Southern University System's Policy on Policies. The Director of Career Services shall have primary responsibility for the periodic review of this policy.
3. To ensure ready access to its policies, SULC shall publish all policies in appropriate Law Center publications and make all policies accessible through its official web page, with links to applicable procedures or guidelines.

**Publication of Policy** This Policy is published on the SULC website at [www.sulc.edu](http://www.sulc.edu).

### Policy Approval.



**Donald North**  
Vice Chancellor, Student Affairs



**Date:**