

Yale Law School Nondiscrimination Policy

Yale Law School is committed to a policy against discrimination in employment. An employer using the services of Yale Law School's Career Development Office or hiring a Yale Law School student or graduate participating in any of the funding programs described below is required to abide by this policy with regard to its use of those services and programs. The policy prohibits discrimination in employment based upon age; handicap or disability; ethnic or national origin; race; color; religion; religious creed; sex and gender (including pregnancy discrimination and sexual harassment); marital, parental, or veteran status; sexual orientation; gender identity; and gender expression. Discrimination in employment refers to the use of these criteria in arranging or conducting interviews, in offering or continuing employment, and in establishing the terms and conditions of employment, including but not limited to salary scales, working conditions, types of work available, and promotion and retention policies. The prejudice of clients does not provide a basis on which an employer may engage in discrimination in employment prohibited by this policy.

Application.

The nondiscrimination policy applies to the Career Development Office services, post-graduate fellowships funded by the Law School, Summer Public Interest Fellowship (SPIF) funding, and the Career Options Assistance Program (COAP).

Diversity and Inclusion Efforts.

The nondiscrimination policy permits and the Law School encourages lawful diversity and inclusion efforts in employment.

Inapplicability to Religious Organizations with Respect to Discrimination Based on Religion and Religious Creed.

The elements of the nondiscrimination policy that prohibit discrimination on the basis of religion and religious creed do not apply to a religious organization, including a religious or religiously-affiliated educational institution, that certifies that it qualifies for a religious exemption under Title VII of the Civil Rights Act of 1964. A religious organization may prefer employees of a particular religion within the meaning of Title VII.

Ministerial Exception.

The nondiscrimination policy does not apply to a religious organization's employment of ministers.

Inapplicability to the U.S. Military.

Under threat of loss of funding to Yale University resulting from the Solomon Amendment, United States military employers are exempt from the nondiscrimination policy's application to on-campus recruiting and job-posting services offered by the Career Development Office.

Inapplicability to Employers Prohibited by Law from Complying.

To the extent an employer is prohibited by law from complying with the nondiscrimination policy, the employer is exempt from the policy.

Implementation and Waiver Process

Yale Law School has a longstanding tradition of encouraging its students and graduates to pursue the career opportunities they choose. The Yale Law School nondiscrimination policy will be implemented by administrators as designated by the dean. If a student or graduate seeks funding in connection with work for an employer that fails to certify compliance with the policy, the student or graduate may request a waiver of the policy from the relevant administrator. In the event that an administrator encounters a substantial question about the policy or its application to a particular employer, student, or graduate, including a request for a waiver, the administrator will refer the question to a faculty committee appointed by the dean, which will recommend a resolution to the dean. Upon receipt of the faculty committee's recommendation, the dean may decide the matter or refer it to the Expanded Governing Board.

Effective Dates

The nondiscrimination policy shall apply only prospectively. The effective date for the nondiscrimination policy's application to the Career Development Office on campus recruiting and job posting services is March 11, 2020. The effective date for the nondiscrimination policy's application to SPIF funding and post-graduate fellowships funded by the Law School is September 1, 2020. The nondiscrimination policy's application to COAP will commence with the Class of 2024.