



September 8, 2020

Dear Richmond Law Community,

As we approach another season of recruiting opportunities – adapted to a virtual setting, instead of our standard in-person practices – I'd like to update you on an important matter of policy.

The University of Richmond prohibits discrimination on the basis of race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity, gender expression, disability, status as a veteran, or any classification protected by local, state, or federal law. In applying this policy, we ask all employers who partner with the Career Development Office to host interview opportunities for our students to attest that their practices are consistent with this policy, and we ordinarily deny access to any employer whose policies are not consistent. We do this because an employer who discriminates not only demeans those who are excluded and deprives them of the opportunity to pursue their career goals, but it also communicates a message to our entire community that we condone discrimination.

As you may know, the federal government instituted a policy on April 12, 2019, that excludes some trans persons from military service – a practice that is at odds with our non-discrimination policy and one that would normally cause us to prohibit the military from recruiting our students on campus or through our virtual programs. However, we have not taken that step in light of a federal law known as the Solomon Amendment. That law withdraws federal funding from institutions that prohibit military recruitment through their school-sponsored recruitment programs, jeopardizing federally subsidized student loans as well as research funding throughout the entire University. Because of the Solomon Amendment, Richmond Law, like nearly every other school, will continue to allow the military to recruit through our virtual programs.

I am proud of all of our students and alumni who have defended this nation and our freedom through military service. I am also proud of our rich and diverse community, including our students and alumni who are trans, and I wish that the opportunity to pursue a military career were open to all members of our community. Denying some individuals the ability to serve our country because of their gender identity or expression is contrary to the principles of equal opportunity, dignity, and respect that animate our non-discrimination policies. Beyond the impact on our trans students who might seek a military career, discriminatory treatment also stigmatizes a community that continues to face bigotry, violence, and injustice.

I am happy to discuss this with anyone who has concerns or questions about our policy.

Sincerely,

Wendy C. Perdue

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