

# B-school rejects proposed anti-discrimination policy

Kevin Kendall Jay Carter  
Co-Editors

Although it seeks to emulate the University of Virginia academically, the University of Richmond may not be so eager to follow UVA and include "sexual orientation" in its anti-discrimination policy.

At its last meeting the faculty of the E. Claiborne Robins School of Business voted 20-4 to reject a motion passed by the Arts and Sciences faculty recommending that "sexual orientation" be added to the University's anti-discrimi-

nation policy.

Their rejection was based on the genesis of the motion and not its content, said R. Clifton Poole, dean of the business school.

"It was not really a question of discrimination," Poole said. "Most of the discussion time spent in our two meetings on the subject was on developing alternative motions."

The motion passed by the business school faculty reads:

"The faculty of the E.C. Robins School of Business rejects the addition to the University's anti-discrimination statement as

approved by the [Arts and Sciences] faculty on December 6, 1990. We believe that the origins and bases for the motion as presented to us are unwise and potentially harmful to the University. While rejecting the amendment as proposed, the ECRSB faculty does wish to go on record as clearly stating that we do not condone personal discrimination of any kind on any basis."

According to Poole, members of the Arts and Sciences faculty said the motion grew out of discussion on whether the ROTC program on

See B-SCHOOL page 2

It's important to have a group there for... of wondering why this has happened and... since that initial experience he said he has... See LAMBDA page 11

## B-School

continued from page 1

campus violated students' rights. Poole said the business faculty saw no evidence of discrimination in the educational aspect of the ROTC program. The issue only comes up in terms of employment. "All students are allowed to take military science courses," he said, "even if they are physically handicapped or homosexual."

The concern for the business school faculty was a perceived hidden agenda, Poole said, that a vote in favor of the recommendation could be used as evidence for the need to remove ROTC from campus.

"The faculty felt that those were two independent issues," Poole said. "... The faculty didn't want to be voting on ROTC without discussing it specifically."

The motion passed by the Arts and Sciences faculty states in part that the University should adopt a policy stating the University does not discriminate on the basis of sex, religion, age, handicap, race, color, national origin, or sexual orientation. The motion was approved with the understanding that it was a recommendation needing further approval from

the Business School, Law School, Administration and Trustees before implementation."

Gail Wright, an accounting professor, said adding the "sexual orientation" clause was unnecessary. "A blanket statement that we don't discriminate on any basis covers all the bases that need to be covered," she said.

Economics professor Robert Nicholson disagreed. "What does 'on any basis' mean?" he said. "We discriminate on all sorts of bases all the time—intellect, SAT scores, ability to pay. We have found it necessary to enumerate certain groups for protection against discrimination."

Poole said, "Many business-type people want to keep policy statements as neat and clean as possible," Poole said, "and some faculty members wondered how many additions would need to be made to [the anti-discrimination policy] before everyone was covered."

The ROTC question is being addressed through a separate recommendation by the University's Department of Defense Committee that was tabled for further discussion at yesterday's A&S facul-

ty meeting.

That recommendation calls for the University to adopt a statement that it does not discriminate on the basis of age, race, religion, sex, handicap, national origin or sexual orientation.

It further states that, if no change in Department of Defense policy is made by 1995, the University should re-evaluate its relationship with the DoD.

When the business school faculty is asked to vote on the University's relationship with ROTC, Poole said, the debate will be over completely different issues.

"It's a different question," Poole said. "Does an organization have the right to set conditions of employment?"

The Department of Defense policy states in part that homosexuality is incompatible with military service on a number of grounds, including maintaining discipline, public acceptance of the military and national security.

The American Psychological Association has found no evidence to support the assumptions made in the Department of Defense directive, claiming it is

"substantially based on erroneous stereotypes and prejudices."

Poole said, "I think there is a strong contingency in the faculty that does not want to see ROTC kicked off campus." Poole, a Brigadier General in the Army Reserves, also said his personal involvement with the military had no bearing on the faculty decision. "On school matters I generally play a big role," Poole said, "but on faculty matters I try to sit back and mediate and keep my opinions to myself. Particularly in this issue I was especially careful not to voice an opinion."

Poole does not vote with the faculty, he said. Only assistant, associate and full professors vote.

There is a concern that if the military is expected to make an anti-discrimination statement before it can recruit on campus, every corporation that comes to campus to recruit will be asked to sign a similar statement, Poole said.

The T.C. Williams School of Law operates under the policy of the American Association of Law Schools, which prohibits discrimination "on the ground of race, color, religion, national origin,

sex, age, handicap or disability, or sexual orientation."

Employers that discriminate on such grounds are prohibited from recruiting at AALS-affiliated schools unless an employer can rationally demonstrate that persons belonging to the discriminated category are unable to perform required work.

Joseph D. Harbaugh, dean of the law school, said no employer had been able to demonstrate such a correlation.

"I have no evidence that American business uses sexual orientation as an employment standard," he said.

Harbaugh said he did not feel the law school needed to take further action on the subject.

A member of the Lambda Coalition said, "We had nothing to do with the University's decision to review this issue. We don't want to see ROTC kicked off campus because that would be as unfair to students who rely on those scholarships for their education as it is for ROTC to discriminate against homosexuals. We would just like to see the Department of Defense change its policy."