

## 12.1 Equal Opportunity and Non-Discrimination

Consistent with sound educational policy and the *Rules*, a law school ~~[Deleted Text Begins]~~shall demonstrate, or have carried out and maintained, by concrete action, a commitment to providing full opportunities for the study of law and entry into the profession by qualified members of groups (notably racial and ethnic minorities) that have been victims of~~[Deleted Text Ends]~~[Inserted Text Begins]must operate in accordance with policies and procedures that comply with the Constitutions and all applicable laws of both the United States and the State of California so as to provide both equality of opportunity and to prohibit unlawful[Inserted Text Ends] discrimination~~[Deleted Text Begins]~~ in the past~~[Deleted Text Ends]~~.

~~[Deleted Text Begins]~~The law school shall maintain equality of opportunity in legal education in admission and retention of students and hiring, retention and promotion of faculty without discrimination or segregation on the grounds of race, color, religion, national origin, sex, age, marital status, disability, or sexual orientation, except insofar as such action is protected by the U.S. and/or California Constitutions, provided nothing in this guideline is intended to prohibit such admission, retention, hiring and promotion policies maintained for the purpose of remedying present effects of past discrimination.~~[Deleted Text Ends]~~

**ATTACHMENT A**