

UNITED STATES DEPARTMENT OF EDUCATION OFFICE FOR CIVIL RIGHTS

Administrative Complaint

June 1, 2022

United States Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education Building
400 Maryland Avenue, SW
Washington, DC 20202-1100

Via Email: OCR@ed.gov

To Whom It May Concern:

This is a federal civil rights complaint pursuant to the U.S. Department of Education's Office for Civil Rights' discrimination complaint resolution procedures.

Do No Harm brings this complaint against The University of Florida College of Medicine for discrimination on the basis of race, color, or national origin in programs or activities that receive federal financial assistance in violation of both Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.* and the Equal Protection Clause of the 14th Amendment of the U.S. Constitution.

Do No Harm makes this complaint as an interested third-party organization that opposes racial discrimination in American medical schools and healthcare organizations. Supporting evidence is attached to this complaint as Exhibits A and B.

As the Department is no doubt aware, Title VI declares that "no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." 42 U.S.C. § 2000d. As a recipient of federal funds, the University must comply with Title VI and, by extension, the Equal Protection Clause. *See Gratz v. Bollinger*, 539 U.S. 244, 276

n.23 (2003) (holding that the requirements of Title VI are coextensive with the requirements of the Equal Protection Clause). The University is flagrantly violating these obligations.

The University's "Underrepresented in Medicine (URiM) Visiting Student Scholarship" is a "funded program for fourth-year medical students interested in completing an externship in emergency medicine." Awardees receive free "single occupancy housing" and parking privileges, a "\$1,000 stipend for travel and living expenses," career advice and "mentorship" from University faculty, and an offer to interview for a follow-on position in the University's residency program. Ex. A at 1-2.

These financial benefits and professional opportunities, however, are strictly limited to individuals of certain races or ethnicities. As the University openly admits—indeed, advertises—only people "who belong to groups that are recognized as historically underrepresented in medicine" are eligible to apply. Ex. A at 2. To eliminate any confusion, the University specifies which races can apply: "[u]nderrepresented in medicine' means those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population. This term includes African Americans and/or Black, American Indian, Alaska Native, Naive Hawaiian, Hispanic/Latinx, and Pacific Islander." Ex. A at 2. The University enforces these racial distinctions by forcing students to specify their race when they apply. See Ex. A at 2 ("You will be asked to enter/upload the additional application requirements throughout this application: Do you identify with any underrepresented or historically excluded groups in medicine?"); see also Ex. B (application form).

In light of the University's facially discriminatory eligibility standards, we ask the Department to promptly investigate the allegations in this complaint, act swiftly to remedy unlawful policies and practices, and order appropriate relief.

Thank you for your prompt assistance with this request for investigation and resolution.

Please contact me for further information.

Sincerely,

A handwritten signature in cursive script, appearing to be the name "J. M. ...".

Stanley Goldfarb
Chairman, Do No Harm