

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 Oklahoma – Tulsa School of Community 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 Exhibit A.

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 "Visiting Underrepresented in Medicine Student Elective Program" is a 4-week elective where "students will connect and form relationships with current SCM faculty, staff and residents while obtaining hands-on clinical experience in their specialty of interest." Awardees receive a \$1,500 stipend to cover the cost of living expenses and many professional and career development opportunities.

These financial benefits and professional opportunities, however, are strictly limited to individuals of certain races or ethnicities. As the University openly admits—indeed, advertises—applicants must "be a member of a group that is recognized as racially/ethnically URiM by SCM" to be eligible to apply. Ex. A at 2. To eliminate any confusion, the University specifies which races can apply: "Black/African-American, Hispanic/Latino, or Native/Indigenous (American Indian, Native Hawaiian, Alaskan Native, mainland Puerto Rican)." 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 ("Supplementary application is required and should include: Self-identification as a member of a racial or ethnic group underrepresented in medicine relative to their numbers in the general population").

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 black ink, appearing to read "Stanley Goldfarb". The signature is written in a cursive style with a large initial "S" and a long horizontal flourish at the end.

Stanley Goldfarb
Chairman, Do No Harm