



Do No Harm

**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 Medical College of Wisconsin 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 College’s “2022 Visiting Medical Underrepresented in Medicine (URiM) 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 \$2,000 stipend to cover the cost of living expenses, additional travel stipends, 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. *See Ex. A.* 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)” *See Ex. A.* The College enforces these racial distinctions by forcing students to specify their race when they apply. *See Ex. A.*

In light of the College’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.

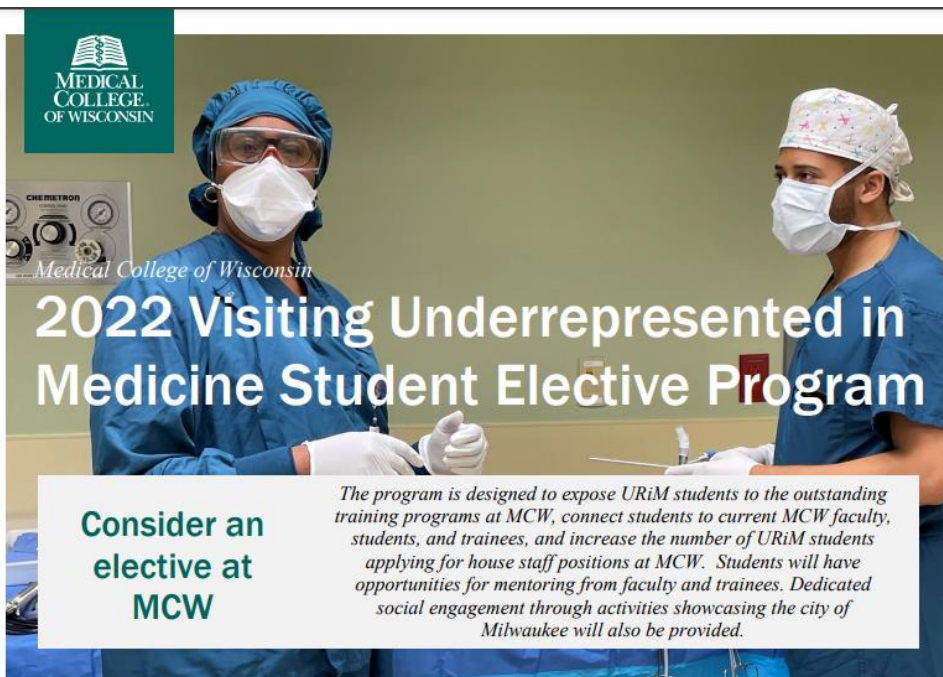
Please contact me for further information.

Sincerely,

Kristina Rasmussen
President, Do No Harm

Enc. Exhibit A.

EXHIBIT A: SCHOLARSHIP FLYER¹



MEDICAL COLLEGE OF WISCONSIN

Medical College of Wisconsin

2022 Visiting Underrepresented in Medicine Student Elective Program

Consider an elective at MCW

The program is designed to expose URiM students to the outstanding training programs at MCW, connect students to current MCW faculty, students, and trainees, and increase the number of URiM students applying for house staff positions at MCW. Students will have opportunities for mentoring from faculty and trainees. Dedicated social engagement through activities showcasing the city of Milwaukee will also be provided.

Program Details

- MCW accepts applications through the [VSAS \(Visiting Student Application Service\)](#) for full-time senior medical students attending an LCME-accredited medical school or COCA-accredited osteopathic medical school seeking to take an MCW 4-week elective for credit during the fall term only (July - December). Rotation dates are established by MCW and noted on the [VSAS MCW Information Page](#). More information is available on the [MCW Visiting Senior Medical Students Program Page](#). All program rotations are subject to availability.
- Accepted students must be in good standing at their home institutions, have a demonstrated record of academic excellence and be a member of a group that is recognized as racially/ethnically URiM by MCW:
 - Mexican American, Puerto Rican, Black/African American, Native American, and Hmong/Hmong American
- Accepted students will receive a travel stipend **up to \$2,000** to cover application costs, housing, transportation, and other living expenses.
- Students may attend resident didactics, MCW conferences and development sessions (as applicable).

Available Rotations

All visiting student clerkships are available for participation. Applications will be accepted and reviewed on a rolling basis, by an established committee, beginning **April 1, 2022**.

For more information visit the [website](#).

To apply, please: complete the VSAS and the [MCW Visiting URiM Student Elective Program Application](#).



For questions or more information, contact:
Office of Diversity and Inclusion
414-955-8085 or diversityinclusion@mcw.edu

¹ <https://www.mcw.edu/-/media/MCW/Departments/Office-of-Diversity-and-Inclusion/2022-MCW-Visiting-URiM-Student-Elective-Program-Flyer-v1.pdf>