

# UNITED STATES DEPARTMENT OF EDUCATION

## OFFICE FOR CIVIL RIGHTS

### Administrative Complaint

July 8, 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](mailto: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 Emory University School 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 participa-

tion 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.

Information about the AAMC Visiting Student Learning Opportunities (VSLO) program and the Emory University’s Urology Diversity and Equity Scholarship Program application is available from the Department of Urology Sub-Internships internet page (Ex. A). The Diversity and Equity Scholarship “is available for fourth-year medical students who self-identify as belonging to a group that is underrepresented in medicine.” No further eligibility information is noted on this page, but the application (Ex. B, pg. 2) informs, “Selected recipients will receive \$1,500 to help support their travel and living expenses.”

However, these professional opportunities and financial benefits are limited to individuals of certain races or ethnicities. The University enforces these racial distinctions within the Google Forms application: “In keeping with our mission, core values, and commitment to diversity, equity and inclusion, the Department of Urology at the Emory University School of Medicine is pleased to offer a Diversity and Equity Scholarship to fourth year medical students who self-identify as underrepresented in medicine groups (African American, Latinx, and/or Native American) and wish to perform a visiting medical student sub-internship in Urology” (Ex. B, pg. 2). Questions regarding gender, ethnicity (“Are you Hispanic or Latinx?”), and race (American Indian, Native Alaskan, Asian, Black, African American, Native Hawaiian, Pacific Islander [White], Other”) are required responses (Ex. B, pg. 4).

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', written in a cursive style.

Stanley Goldfarb  
Chairman, Do No Harm

Encs. Exhibit A, Exhibit B

## Emory University School of Medicine, Department of Urology: Sub-Internships

[Sub-Internships in Urology](#) | [Emory Department of Urology](#) | [Emory School of Medicine](#)

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## Sub-Internships

### Enhance Your Medical Education With Us

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*The Emory Department of Urology is accepting applications for visiting medical student rotations/sub-internships for the 2022-2023 academic year via the [AAMC Visiting Student Learning Opportunities \(VSLO\) website](#).*


*[The Emory Urology Diversity and Equity Scholarship](#) is available for fourth-year medical students who self-identify as belonging to a group that is underrepresented in medicine.*

*Please contact Ms. Barbara Bingham in the Grady OMESA Offices at [bbingha@emory.edu](mailto:bbingha@emory.edu) or [\(404\) 778-1372](tel:(404)778-1372) with any questions or concerns regarding this process.*

[Google form](#) (application):

# The Emory Urology Diversity and Equity Scholarship Program

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Google Forms

## Exhibit B

In keeping with our mission, core values, and commitment to diversity, equity and inclusion, the Department of Urology at the Emory University School of Medicine is pleased to offer a Diversity and Equity Scholarship to fourth year medical students who self-identify as underrepresented in medicine groups (African American, Latinx, and/or Native American) and wish to perform a visiting medical student sub-internship in Urology.

Selected recipients will receive \$1,500 to help support their travel and living expenses. Students will also be assigned a faculty mentor who will meet with the student during their rotation, to provide career and professional guidance as well as a personal connection to the community. Selected stipend recipients may also elect to participate in research.

### GOALS

The goal of the Emory Urology Diversity and Equity Scholarship program is to:

- Increase awareness of training and career opportunities in academic urology.
- Encourage students from diverse backgrounds to apply to the Emory Urology residency program.
- Provide mentorship and networking for fourth-year medical students underrepresented in medicine, including racial and ethnic minorities, LGBTQ-identified or gender nonconforming individuals, and individuals from disadvantaged backgrounds.

### REQUIREMENTS

Applicants must self-identify as an under-represented minority, and demonstrate commitment to a career in Urology. Applicants must be entering their fourth year of medical school at an accredited U.S. institution, and must have completed all of their required core rotations.

### HOW TO APPLY

Interested applicants must apply for a visiting clerkship via VSAS, complete the Diversity and Equity Scholarship Application form, and submit a current CV. All complete applications will be considered and placed under review.

Last Name \*

Your answer

First Name \*

Your answer

Primary Phone Number \*

Your answer

Exhibit B

Primary Email Address \*

Your answer

Current Mailing Address \*

Your answer

Name of Medical School \*

Your answer

Anticipated Date of Graduation \*

Your answer

Requested Rotation Dates: Please chose just ONE. \*

Choose

Do you have a home Urology Program? \*

Yes

No

Gender \*

- Female
- Male
- Nonbinary
- Prefer not to say

Ethnicity: Are you Hispanic or Latinx? \*

- Yes
- No

Race: Choose all that apply (regardless of ethnicity) \*

- American Indian
- Native Alaskan
- Asian
- Black
- African American
- Native Hawaiian
- Pacific Islander (White)
- Other

Are you a first generation college student (i.e.. first person in your family to attend college)? \*

- Yes
- No

Did/do you attend a historically black college for undergraduate or medical school studies? \*

- Yes
- No

Do you consider yourself to be from an economically or educationally disadvantaged background? If, yes, then please describe below. If, no, then you may fill in this section with N/A (250 words max): \*

Your answer

Please briefly describe your reason for applying to the program and interest in Urology (400 words max): \*

Your answer

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Submit

Clear form