

UNITED STATES DEPARTMENT OF EDUCATION OFFICE FOR CIVIL RIGHTS

Administrative Complaint

February 7, 2023

United States Department of Education Office for Civil Rights 8th Floor 5 Post Office Square Boston, MA 02109-3921

Via Email: OCR.Boston@ed.gov

To Whom It May Concern:

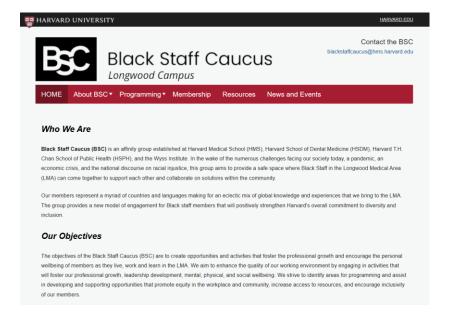
This is a federal civil rights complaint under the U.S. Department of Education's Office for Civil Rights' discrimination complaint resolution procedures.

Do No Harm brings this complaint against Harvard Medical School (University) for discrimination on the basis of race in programs that receive federal financial assistance in violation of Title VI of the Civil Rights Act of 1964.

Do No Harm makes this complaint as an interested third-party organization that opposes racial discrimination in American medical schools and healthcare organizations.

This complaint is regarding the University's Black Staff Caucus. According to the university's <u>website</u>, the **Black Staff Caucus (BSC)** is an affinity group that "aims to provide a safe space where Black Staff in the Longwood Medical Area (LMA) can come together to support each other and collaborate on solutions within the community." The BSC was established at Harvard Medical School, Harvard School of Dental Medicine, Harvard T.H. Chan School of Public Health, and the Wyss Institute.

In violation of Title VI, staff members who are not members of the designated racial group above in bold are illegally excluded from the University's "Black Staff Caucus" and illegally discriminated against on the basis of their race, color, and national origin.



Further evidence of the University's BSC activities was recently <u>posted</u> to the Harvard Medical School "News & Research" page on January 18, 2023. The article states, "Our purpose remains the same, to provide a new model of engagement for Black staff members that strengthens Harvard's overall commitment to diversity, equity, and inclusion."

Black Staff Caucus Moves Into Year 3

Group focusing on mentoring program, leadership training

By M.R.F. BUCKLEY | January 18, 2023 | HMS Community 5 min read

Please investigate the University for illegal race-based discrimination in violation of Title VI.

Thank you for your prompt assistance with this request for investigation and resolution. Please contact me for further information.

Sincerely,

Laura L. Morgan MSN, RN Program Manager, Do No Harm