



**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 [website](#), 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.

HARVARD UNIVERSITY HARVARD.EDU

BSC Black Staff Caucus
Longwood Campus

Contact the BSC
blackstaffcaucus@hms.harvard.edu

HOME About BSC Programming Membership Resources News and Events

Who We Are

Black Staff Caucus (BSC) is an affinity group established at Harvard Medical School (HMS), Harvard School of Dental Medicine (HSDM), Harvard T.H. Chan School of Public Health (HSPH), and the Wyss Institute. In the wake of the numerous challenges facing our society today, a pandemic, an economic crisis, and the national discourse on racial injustice, this group 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.

Our members represent a myriad of countries and languages making for an eclectic mix of global knowledge and experiences that we bring to the LMA. The group provides a new model of engagement for Black staff members that will positively strengthen Harvard's overall commitment to diversity and inclusion.

Our Objectives

The objectives of the Black Staff Caucus (BSC) are to create opportunities and activities that foster the professional growth and encourage the personal wellbeing of members as they live, work and learn in the LMA. We aim to enhance the quality of our working environment by engaging in activities that will foster our professional growth, leadership development, mental, physical, and social wellbeing. We strive to identify areas for programming and assist in developing and supporting opportunities that promote equity in the workplace and community, increase access to resources, and encourage inclusivity of our members.

Further evidence of the University's BSC activities was recently [posted](#) 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