



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS

400 MARYLAND AVENUE, SW  
WASHINGTON, DC 20202-1475

REGION XI  
NORTH CAROLINA  
SOUTH CAROLINA  
VIRGINIA  
WASHINGTON, DC

June 23, 2023

By email only [REDACTED]

Mark J. Perry  
[REDACTED]

Re: Case No. 11-23-2067  
University of North Carolina at Chapel Hill

Dear Dr. Perry:

On December 28, 2022, the U.S. Department of Education, Office for Civil Rights (OCR) received your complaint against the University of North Carolina at Chapel Hill (University). The complaint alleged that the University discriminates against non-Black students on the basis of race by listing on its website and promoting the following scholarships that are exclusive to Black students, such that they are unavailable to non-Black students:

1. The Light on the Hill Scholarship Program;
2. The Joseph Cooley and Kathleen Cullins High Endowed Scholarship Fund; and
3. The Julius Peppers Endowed Scholarship Fund.

The complaint also alleged that the University discriminates against men on the basis of sex and race by sponsoring, promoting, organizing, operating, and hosting the following single-sex program or initiative for women only, thereby excluding men:

1. The Well-Being Initiative for Women Faculty of Color to Promote Professional Advancement in Pharmacy and Pharmaceutical Sciences Research, a program for Black, Indigenous, People of Color (BIPOC) female Assistant and Associate Professors.

The complaint also alleged that the University discriminates against individuals on the basis of race by sponsoring, promoting, organizing, operating, and hosting an August 11, 2022 event with Gillings School of Global Public Health, exclusively for BIPOC individuals, thereby excluding non BIPOC individuals. Finally, the complaint alleged that the University has violated Title VI and Title IX by listing on its website and promoting external, third-party scholarships to its students that discriminate on the basis of sex, gender identity, sexual orientation, race, color or national origin.

OCR enforces Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. §§ 1681 *et seq.*, and its implementing regulation at 34 C.F.R. Part 106, which prohibit discrimination on the basis of sex in any program or activity receiving federal financial assistance. The

*The Department of Education's mission is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access.*

[www.ed.gov](http://www.ed.gov)

College/University receives federal financial assistance from the Department of Education, so OCR has jurisdiction over it pursuant to Title IX.

Because OCR determined that it has jurisdiction and that the complaint was timely filed, OCR is opening the complaint for investigation. Please note that opening the complaint for investigation in no way implies that OCR has made a determination on the merits of the complaint. During the investigation, OCR is a neutral fact-finder, collecting and analyzing relevant evidence from you, the University, and other sources, as appropriate. OCR will ensure that its investigation is legally sufficient and fully responds to the complaint in accordance with the provisions of the *Case Processing Manual*, available at <http://www.ed.gov/ocr/docs/ocrcpm.pdf>. More information about OCR's complaint processing procedures can be found at <http://www.ed.gov/ocr/complaints-how.html>. OCR also would like to make you aware that individuals who file complaints with OCR may have the right to file a private suit in federal court whether or not OCR finds a violation.

When appropriate, a complaint may be resolved before the conclusion of an investigation if the university expresses an interest to OCR in resolving the allegation(s) and OCR determines that it is appropriate to resolve them because OCR's investigation has identified concerns that can be addressed through a resolution agreement. In such cases, OCR obtains a resolution agreement signed by the university. This agreement must be supported by the evidence obtained during the investigation, and it must be consistent with the applicable statute(s) and regulation(s). Additional information about this voluntary resolution process may be found in OCR's *Case Processing Manual*.

Please be advised that the University must not harass, coerce, intimidate, discriminate, or otherwise retaliate against an individual because that individual asserts a right or privilege under a law enforced by OCR or files a complaint, testifies, assists, or participates in a proceeding under a law enforced by OCR. If this happens, the individual may file a retaliation complaint against the University with OCR.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. If OCR receives such a request, OCR will seek to protect, to the extent provided by law, personally identifiable information that, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

If you have any questions, please contact Kendra Riley, the attorney assigned to this complaint, at 

Sincerely,

Abony Alexander  
Acting Team Leader, Team V  
District of Columbia Office  
Office for Civil Rights