



UNITED STATES DEPARTMENT OF EDUCATION

OFFICE FOR CIVIL RIGHTS  
230 SOUTH DEARBORN ST., 37<sup>TH</sup> FLOOR  
CHICAGO, IL 60604

REGION V  
ILLINOIS  
INDIANA IOWA  
MINNESOTA  
NORTH  
DAKOTA  
WISCONSIN

November 17, 2023

Ms. Laura Morgan  
Program Manager  
Do No Harm  
*Sent by email only* [REDACTED]

OCR Docket #05-23-2468

Dear Ms. Morgan:

The U.S. Department of Education (Department), Office for Civil Rights (OCR), has completed its case resolution activities with respect to the complaint you filed with OCR against the University of Minnesota Twin Cities (University) alleging discrimination based on race, color, and national origin. Specifically, you allege that the University discriminates on the basis of race and national origin by excluding students who are not Black, Mexican Americans, Native American or mainland Puerto Rican from eligibility FOR the Health Profession Pathways Program (Program).

OCR enforces Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. § 2000d-2000d-7, and its implementing regulation at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color, or national origin in any program or activity operated by a recipient of federal financial assistance from the Department. As a recipient of federal financial assistance from the Department, the University is subject to Title VI.

Under Section 110(d) of OCR's *Case Processing Manual* (CPM), OCR may dismiss an allegation when OCR obtains credible information indicating that the allegation has been resolved, and there is no systemic allegation.

On November 3 and 10, 2023, the University provided OCR with information that it has revised the eligibility criteria for the Program to remove any racial criteria or preference and has updated the publicly available information about the Program to clarify that the Program is open to students from rural communities, first generation students, and/or economically disadvantaged students regardless of race, color or national origin. More information about the Program is available at [Pathways Participant Eligibility | Pre-Health Student Resource Center \(umn.edu\)](#) OCR reviewed the updated Program website on November 17, 2023, and confirmed that the Program eligibility does not include any race-based criteria or preference. The University notified OCR that it will mandate training on the revised eligibility criteria for individuals reviewing applications for the Program's next submission. OCR also received information from the University indicating that during the time relevant to this complaint, the University received applications from and offered admission to the Program to students who are not Black, Mexican

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

Americans, Native American or mainland Puerto Rican. Upon request, the Complainant did not identify any individual who applied for and was excluded from participation in the Program based on race or national origin. Therefore, OCR has determined that the facts underlying the complaint are no longer present and the allegation has been resolved. Accordingly, OCR is closing the complaint effective the date of this letter.

This letter sets forth OCR's determination in an individual OCR case. This letter is not a formal statement of OCR policy and should not be relied upon, cited, or construed as such. OCR's formal policy statements are approved by a duly authorized OCR official and made available to the public.

OCR 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.

OCR did not inform the University of your identify; however, the laws OCR enforces prohibit the University from harassing, coercing, intimidating, discriminating or otherwise retaliating against you because you filed a complaint or participated in the complaint resolution process. If this happens, you may file another 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, we will seek to protect, to the extent provided by law, personally identifiable information, which, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

If you have any questions about this letter, you may Miguel Figueras, OCR Attorney at [REDACTED]

Sincerely,

Melissa Katt  
Supervisory Attorney