



U.S. Department of Justice  
Civil Rights Division

Assistant Attorney General  
950 Pennsylvania Ave, NW - RFK  
Washington, DC 20530

April 11, 2025

VLA email to: [cliff.iler@virginia.edu](mailto:cliff.iler@virginia.edu)

University of Virginia  
P. O. Box 400225  
Charlottesville, Virginia 22904

Federal civil rights laws prohibit discrimination based on race and color, among other protected characteristics. These laws constitute a core protection of our legal system: Equality of opportunity shall not be denied to any American because of immoral race-based preferences. Unfortunately, American colleges and universities have flagrantly violated these laws for decades. As the Supreme Court recently explained, “[m]any universities have for too long” “concluded, wrongly, that the touchstone of an individual’s identity is not challenges bested, skills built, or lessons learned but the color of their skin. Our constitutional history does not tolerate that choice.” *Students for Fair Admissions, Inc. v. President & Fellows of Harvard College*, 600 U.S. 181, 231 (2023).

We write to request information regarding your admissions policies and compliance with the Supreme Court’s decision in *Students for Fair Admissions*, which found certain race-based admissions policies unlawful under Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.*, and the Equal Protection Clause. Our inquiry is focused on possible race discrimination in undergraduate admissions at your institution. We expect your institution to cooperate fully with this inquiry.

- 1) Please certify that your institution does not use race as a factor in making admissions decisions.
  - a. To support this certification, please provide any and all relevant documents guiding your admissions policies and procedures, including any documents related to the use or lack of use of race in evaluating applicants.
  - b. We also request all documents regarding any changes in admissions policies or procedures following the decision in *Students for Fair Admissions*.
  - c. We also request all admissions data for the past five academic years, including applicant test scores (SAT/ACT), GPA, extracurricular activities, essays, and admission outcomes, disaggregated by race and ethnicity.
  - d. Finally, we request any statistical analyses or internal reviews conducted by your institution regarding admissions trends or outcomes by race.
- 2) Please certify that your institution does not use race as a factor in awarding any scholarships, financial assistance, or other benefits to prospective or current students. To support this certification, please provide any and all relevant documents about

your policies and procedures relating to scholarships, financial assistance, or other benefits programs.

Please provide all responsive documents in an accessible electronic format (such as searchable PDF, Microsoft Word, or Excel) that preserves metadata and allows for efficient review. If electronic versions are available, we prefer these over paper copies to expedite the review process. If certain documents are only available in physical form, please indicate this in your response.

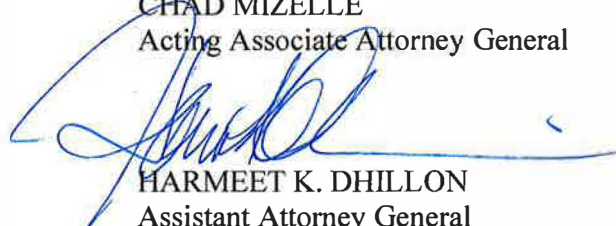
Please send the requested information by April 25, 2025. If you anticipate challenges meeting this deadline, contact us by April 18, 2025, to discuss a reasonable extension. If you have any questions as to formatting or concerns with the deadline, please contact us.

We recognize that some of the requested materials may contain student information protected under the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g. Please be advised that the Department of Justice is authorized under 34 C.F.R. § 99.31(a)(3)(ii) to obtain such information without prior consent for the purpose of enforcing federal legal requirements, including Title VI. Any information disclosed pursuant to this request will be used solely for compliance review purposes and maintained in accordance with applicable federal confidentiality requirements.

If you have any questions about this letter, please contact this office at (202) 514-2151. Thank you in advance for your attention and cooperation.

Sincerely,

CHAD MIZELLE  
Acting Associate Attorney General



HARMEET K. DHILLON  
Assistant Attorney General  
Civil Rights Division



**U.S. Department of Justice**

**Civil Rights Division**

*Office of the Assistant Attorney General*

*Washington, D.C. 20530*

April 18, 2025

**VIA E-mail to:** [cliff.iler@virginia.edu](mailto:cliff.iler@virginia.edu)

University of Virginia  
P.O. Box 400225  
Charlottesville, Virginia 22904

Federal civil rights laws prohibit discrimination based on race and color, among other protected characteristics. These laws constitute a core protection of our legal system: Equality of opportunity shall not be denied to any American because of immoral race-based preferences. Unfortunately, American law schools have flagrantly violated these laws for decades. As the Supreme Court recently explained, “[m]any universities have for too long” “concluded, wrongly, that the touchstone of an individual’s identity is not challenges bested, skills built, or lessons learned but the color of their skin. Our constitutional history does not tolerate that choice.” *Students for Fair Admissions, Inc. v. President & Fellows of Harvard College*, 600 U.S. 181, 231 (2023).

We write to request information regarding your admissions policies and compliance with the Supreme Court’s decision in *Students for Fair Admissions*, which found certain race-based admissions policies unlawful under Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.*, and the Equal Protection Clause. Our inquiry is focused on possible race discrimination in law school admissions at your institution. We expect your institution to cooperate fully with this inquiry.

- 1) Please certify that your institution does not use race as a factor in making admissions decisions.
  - a. To support this certification, please provide any and all relevant documents guiding your admissions policies and procedures, including any documents related to the use or lack of use of race in evaluating applicants.
  - b. We also request all documents regarding any changes in admissions policies or procedures following the decision in *Students for Fair Admissions*.
  - c. We also request all admissions data for the past five academic years, including applicant test scores (LSAT), GPA, extracurricular activities, essays, and admission outcomes, disaggregated by race and ethnicity.
  - d. Finally, we request any statistical analyses or internal reviews conducted by your institution regarding admissions trends or outcomes by race.
- 2) Please certify that your institution does not use race as a factor in awarding any scholarships, financial assistance, or other benefits to prospective or current students. To support this certification, please provide any and all relevant documents about your

policies and procedures relating to scholarships, financial assistance, or other benefits programs.

Please provide all responsive documents in an accessible electronic format (such as searchable PDF, Microsoft Word, or Excel) that preserves metadata and allows for efficient review. If electronic versions are available, we prefer these over paper copies to expedite the review process. If certain documents are only available in physical form, please indicate this in your response.

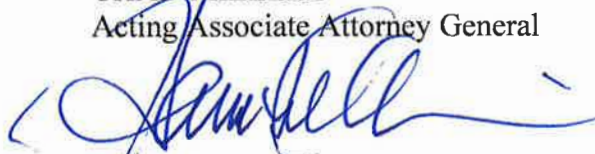
Please send the requested information by May 2, 2025. If you anticipate challenges meeting this deadline, contact us by April 28, 2025, to discuss a reasonable extension. If you have any questions as to formatting or concerns with the deadline, please contact us.

We recognize that some of the requested materials may contain student information protected under the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g. Please be advised that the Department of Justice is authorized under 34 C.F.R. § 99.31(a)(3)(ii) to obtain such information without prior consent for the purpose of enforcing federal legal requirements, including Title VI. Any information disclosed pursuant to this request will be used solely for compliance review purposes and maintained in accordance with applicable federal confidentiality requirements.

If you have any questions about this letter, please contact this office at (202) 514-2151. Thank you in advance for your attention and cooperation.

Sincerely,

CHAD MIZELLE  
Acting Associate Attorney General



HARMEET K. DHILLON  
Assistant Attorney General  
Civil Rights Division



**U.S. Department of Justice**

**Civil Rights Division**

*Assistant Attorney General  
950 Pennsylvania Ave, NW - RFK  
Washington, DC 20530*

April 28, 2025

VIA E-MAIL TRANSMISSION ONLY

President James E. Ryan  
THE UNIVERSITY OF VIRGINIA  
Madison Hall  
Charlottesville, Virginia

Rector Robert D. Hardie  
Board of Visitors  
THE UNIVERSITY OF VIRGINIA  
The Rotunda  
Charlottesville, Virginia

c/o Clifton M. Iler  
Office of the University Counsel  
Madison Hall, Third Floor  
Charlottesville, Virginia 22902  
cliff.iler@virginia.edu

Dear President Ryan and Rector Hardie:

On April 11, 2025, and April 18, 2025, The United States Department of Justice issued letters to your University's undergraduate institution and the School of Law, respectively, regarding the University's admissions practices, particularly regarding racial preferences since the United States Supreme Court case of *Students for Fair Admissions, Inc. v. President & Fellows of Harvard College*, 600 U.S. 181, 231 (2023) and the recent Executive Orders of the President of the United States regarding the dismantling of "Diversity, Equity, and Inclusion" or "DEI" apparatuses and instruments of discrimination based on race, skin color, ethnicity, national origin, and other impermissible, immutable characteristics.

This letter should be received and considered to be in conjunction with those letters but should not be read to alter, modify, or in any way limit those inquiries and requests.

On March 7, 2025, your university's governing Board of Visitors met in closed session regarding the continued viability of the illegal DEI programs and preferences at UVa. Later, during that same meeting, the Board of Visitors voted—unanimously, the Department understands—to dissolve DEI at the University of Virginia. Per the directives of the Board of Visitors and that unanimous resolution, your office and you were required to report to the Board of Visitors within thirty days, confirming the total elimination of DEI at the University of Virginia.

The Department has received complaints that your office and the University may have failed to implement these directives and further that you have refused to produce the report on the matter.

By Friday, May 2, 2025, the Department expects you to:

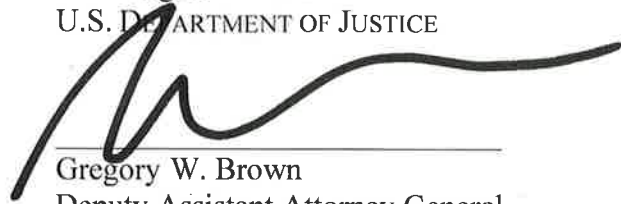
1. Produce the executed, official Board of Visitors' Resolution dated on or around March 7, 2025, regarding the dissolution and dismantling of DEI, along with all written or electronic records (including audio or video recording) of the Board of Visitors public and closed session meeting and deliberations;
2. Certify that for every University division, department, school, foundation, unit, system (such as the Health System), and graduate or professional program and school (including but not limited to the School of Law, School of Medicine, and Nursing School) of the University, the dictates of the Board of Visitors' Resolution have been fully and completely satisfied and accomplished. A responsive answer will also include a description with particularity how that has been effectuated, with precision and detail. A responsive answer will further include specific identification of which departments, programs, preferences, preferential systems and positions/titles/chairs have been eliminated and terminated. Further, for every employee, student, faculty member, or administrator who formerly occupied a position with any DEI responsibilities, "mandate," duties, or title whatsoever, identify whether that individual's position and title have been eliminated, whether the individual is still associated with the University in any official or unofficial, paid or unpaid capacity, and, if so, the name and nature of that individual's current title or position;
3. Produce all Report(s) submitted by you or members of your administration to the Board of Visitors, the Rector, or any other body or group on or around April 7, 2025, regarding your administration's execution of the Board of Visitors' March 7, 2025, direction to dissolve and dismantle DEI at the University of Virginia.

You may contend—as your University has done in the past—that some or even all of the requested materials may contain student information protected under the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g. Please be advised that the Department of Justice is authorized under 34 C.F.R. § 99.31(a)(3)(ii) to obtain such information without prior consent for the purpose of enforcing federal legal requirements.

The Department of Justice expects your complete candor and prompt response to this request. Please ensure that this letter is immediately shared with each of the members of the University's Board of Visitors.

If you have any questions, please contact this office at (202) 514-7818.

Sincerely,  
HARMEET K. DHILLON  
Assistant Attorney General  
Civil Rights Division  
U.S. DEPARTMENT OF JUSTICE

A handwritten signature in black ink, appearing to read 'Gregory W. Brown', written over a horizontal line.

Gregory W. Brown  
Deputy Assistant Attorney General  
Jeffrey Morrison  
Senior Counsel  
Civil Rights Division  
U.S. DEPARTMENT OF JUSTICE





**U.S. Department of Justice**

**Civil Rights Division**

*Assistant Attorney General  
950 Pennsylvania Ave, NW - RFK  
Washington, DC 20530*

May 2, 2025

VIA E-MAIL TRANSMISSION ONLY

President James E. Ryan  
THE UNIVERSITY OF VIRGINIA  
Madison Hall  
Charlottesville, Virginia

c/o Clifton M. Iler  
Office of the University Counsel  
Madison Hall, Third Floor  
Charlottesville, Virginia 22902  
[cliff.iler@virginia.edu](mailto:cliff.iler@virginia.edu)

Dear President Ryan,

The United States Department of Justice has received multiple complaints regarding antisemitic discrimination, harassment and abuse, and related retaliation occurring within the University of Virginia's (UVa) educational environment directed towards UVa students and employees who are Jewish, Israeli, and Israeli-American.

The Department is particularly concerned about allegations that UVa engaged in disparate treatment and retaliation in its student discipline processes with regard to a Fourth Year, Jewish UVa student and Jefferson Scholar ("E.N."), who alleged that he was the victim of hate-based misconduct by other students, as well as alleged disparate treatment and retaliation by the University. We have received the recent joint letter addressed to you, dated April 30, 2025, regarding this specific matter from Stand With Us, the Anti-Defamation League, and the Brandeis Center.

The Department has received allegations that several UVa actively-enrolled students committed acts that may involve antisemitic animus. Furthermore, the Department is aware of allegations that several UVa active faculty members acted in support of the students charged with committing the offenses against and antisemitic bullying of the student, further compounding the trauma he and his family suffered. These incidents allegedly occurred in late October 2024. The Department has received complaints, as reflected in the letter reference above, that your administration allowed the alleged principal antagonists to remain on the UVa's Grounds and remain actively enrolled in school without any suspension or termination of privileges. Furthermore, the Department has received complaints that despite the University's obligation to apprise victims of hate-based misconduct and illegal discrimination and harassment of the status of the proceedings against the students charged with committing the transgressions, your administration has openly refused to do so.



The facts surrounding this specific controversy and of the UVa's alleged deliberate indifference and retaliatory treatment of the victim in response are, in a word, disturbing.

Please understand that while this is likely the first of several requests that your administration will receive regarding this matter, this inquiry is unrelated to the other matters regarding the University of Virginia that are currently underway. This letter should in no way be read to limit, modify, or supersede those other matters or the attendant pending requests.

By Friday, May 9, 2025, the Department expects you to:

1. Certify that your administration and the University of Virginia have fully agreed to, complied with and satisfied the demands set forth in the April 30, 2025, letter referenced above;
2. Identify all proceedings, investigations, or disciplinary processes (specifically including, but not limited to any University Judiciary Committee, UVa EOCR, or Threat Assessment Team investigations) that have been initiated (whether concluded or not) regarding this matter or any of the participants in the incidents that gave rise to this matter;
3. Produce all reports, findings, judgments, or memoranda regarding any of the processes or investigations identified in #2 above;
4. Describe with particularity the outcome of each of the matters identified in #2 above. If, for any reason, a matter identified in #2 above is open or unfinished, explain why that is the case;
5. Identify by name, title, and contact information every University of Virginia employee, faculty member, or administrator (including members of the Office of University Counsel) who investigated, reviewed, provided recommendations or conclusions, adjudicated, or had any involvement in this matter;
6. Certify or produce evidence sufficient to demonstrate that all University proceedings (specifically including, but not limited to, "student led" judiciary committee processes), disciplinary processes, investigations (including Office of Civil Rights investigations) that have ever been initiated against "E.N." or could be considered adverse to the student "E.N." have been terminated, dismissed with prejudice, and expunged from the student's records;
7. Describe with particularity the measures taken by the University of Virginia in response to the events complained of by "E.N." and his parents;
8. Describe what measures the University of Virginia has put into place to ensure the safety of "E.N." and his family on Grounds, at his upcoming and anticipated graduation, and in the coming year when "E.N." is a graduate student at UVa;

9. Certify that "E.N." and his family will enjoy safe and unfettered access to the full and complete educational environment at the University of Virginia, both virtual and physical, free of antisemitism, free of antisemitic discrimination, harassment and abuse and free of retaliation or the threat of retaliation.

If you have any questions, please contact this office at (202) 514-7818.

Sincerely,



HARMEET K. DHILLON  
Assistant Attorney General  
Civil Rights Division  
U.S. DEPARTMENT OF JUSTICE

Gregory W. Brown  
Deputy Assistant Attorney General  
Jeffrey Morrison  
Senior Counsel  
Civil Rights Division  
U.S. DEPARTMENT OF JUSTICE



**U.S. Department of Justice**

**Civil Rights Division**

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*Office of the Assistant Attorney General*

*950 Pennsylvania Avenue, N.W.  
Washington, D.C. 20530*

May 22, 2025

VIA E-MAIL TRANSMISSION ONLY

President James E. Ryan  
THE UNIVERSITY OF VIRGINIA  
Madison Hall  
Charlottesville, Virginia

Rector Robert D. Hardie  
Board of Visitors  
THE UNIVERSITY OF VIRGINIA  
The Rotunda  
Charlottesville, Virginia

c/o Clifton M. Iler  
Office of the University Counsel  
Madison Hall, Third Floor  
Charlottesville, Virginia 22902  
cliff.iler@virginia.edu

Dear President Ryan and Rector Hardie:

This is to inform you that the United States Department of Justice is commencing a compliance review investigation of the University of Virginia ("UVa") pursuant to Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.* Title VI prohibits a recipient of federal financial assistance from discriminating on the basis of race, color, or national origin. 42 U.S.C. § 2000d. As you know, UVa currently receives federal financial assistance from the Department of Justice and other federal government sources and accordingly must abide by Title VI's anti-discrimination requirements. We have previously sent UVa requests for information regarding possible race discrimination in its undergraduate admissions and its law school admissions. We incorporate those requests into this investigation. At this time, our investigation will also focus on possible race discrimination in medical school admissions at UVa.

In conducting the compliance investigation, we will seek to determine whether UVa is violating Title VI. We have not reached any conclusions about the subject matter of the investigation. If we conclude that UVa is not violating Title VI, we will notify you that we are closing the investigation. 28 C.F.R. § 42.107. If we conclude that UVa is violating Title VI, we will inform you and work with you to secure compliance by informal voluntary means. 28 C.F.R. §§ 42.107 & 42.108. If we cannot secure compliance by voluntary means, we may take formal action to secure compliance, which could include suspending, terminating, or refusing to grant or continue your federal financial assistance, as well as commencing a civil action. 28 C.F.R. § 42.108.

We expect UVa to cooperate fully with this compliance investigation. The Department's Title VI implementing regulations require, among other obligations, that recipients of federal financial assistance permit access by the Department to sources of information and facilities as may be pertinent to ascertain compliance with Title VI and the implementing regulations. 28 C.F.R. §§ 42.106 & 42.108. These Title VI implementing regulations also require that every application for federal financial assistance be accompanied by an assurance that the program will be conducted in compliance with all requirements that Title VI and the implementing regulations impose. 28 C.F.R. § 42.105(a)(1). Pursuant to this requirement, UVa signed contractual assurances agreeing to permit the Department to examine records and access other sources of information and facilities.

Pursuant to this authority, we request any and all documents guiding medical school admissions policies and procedures, including any documents related to the use or lack of use of race in evaluating applicants. We also request all documents regarding any changes in policies or procedures following the decision in *Students for Fair Admissions, Inc. v. President & Fellows of Harvard Coll.*, 600 U.S. 181, 206 (2023), which found certain race-based admissions policies unlawful under Title VI and the Equal Protection Clause. We also request all admissions data for the past five academic years, including applicant test scores (MCAT), GPA, extracurricular activities, essays, and admission outcomes, disaggregated by race and ethnicity. Finally, we request any statistical analyses or internal reviews conducted by UVA regarding admissions trends or outcomes by race.

Please provide all responsive documents in an accessible electronic format (such as searchable PDF, Microsoft Word, or Excel) that preserves metadata and allows for efficient review. If electronic versions are available, we prefer these over paper copies to expedite the review process. If certain documents are only available in physical form, please indicate this in your response.

Please send the requested information by June 13, 2025. If you anticipate challenges meeting this deadline, contact us by June 9, 2025, to discuss a reasonable extension. If you have any questions as to formatting or concerns with the deadline, please contact us.

We recognize that some of the requested materials may contain student information protected under the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g. Please be advised that the Department of Justice is authorized under 34 C.F.R. § 99.31(a)(3)(ii) to obtain such information without prior consent for the purpose of enforcing federal legal requirements, including Title VI. Any information disclosed pursuant to this request will be used solely for compliance review purposes and maintained in accordance with applicable federal confidentiality requirements.

If you have any questions about this letter, please contact this office at (202) 514-2151. Thank you in advance for your attention to and cooperation in this compliance investigation.

Sincerely,

HARMEET K. DHILLON  
Assistant Attorney General  
Civil Rights Division

By:

GREGORY W. BROWN  
Deputy Assistant Attorney General  
Civil Rights Division



U.S. Department of Justice

Civil Rights Division

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Office of the Assistant Attorney General

950 Pennsylvania Avenue, N.W.  
Washington, D.C. 20530

June 16, 2025

**VIA ELECTRONIC MAIL ONLY**

Rector Rachel W. Sheridan  
BOARD OF VISITORS OF THE UNIVERSITY OF VIRGINIA  
The Rotunda  
Charlottesville, Virginia

c/o Farnaz F. Thompson  
McGUIREWOODS  
888 16<sup>th</sup> Street – Suite 500  
Washington, D.C. 20006

**RE: Racial Discrimination at The University of Virginia**

Dear Rector Sheridan:

As you know, the United States Department of Justice has commenced compliance reviews of the University of Virginia (“UVa”) regarding allegations of racial discrimination, particularly the use or consideration (to any degree) of race in admissions, treatment of students, and the award of student benefits. At present, these inquiries have been directed to the University’s undergraduate, law, and medical schools. The Department’s notices and requests for information were transmitted on April 11, 2025 (undergraduate schools), April 18, 2025 (law school), and May 22, 2025 (medical school).

Additionally, on April 28, 2025, the Department corresponded with UVa President James E. Ryan regarding reports that his administration was refusing to comply with *Students for Fair Admissions, Inc. v. President & Fellows of Harvard College*, 600 U.S. 181, 231 (2023), the Executive Orders of the President of the United States regarding the dismantling of “Diversity, Equity, and Inclusion” or “DEI” apparatuses and instruments of discrimination based on race, skin color, ethnicity, national origin, and other impermissible, immutable characteristics, and your Board of Visitors’ unanimous directive to dissolve “DEI” at the University of Virginia.

Since those letters were transmitted, the Department has received complaints that President Ryan, his administration, and certain faculty members have been actively engaged in attempts to defy and evade federal anti-discrimination laws and the directives of your Board. Indeed, evidence supplied to the Department would suggest that President Ryan and his proxies are making little attempt to disguise their contempt and intent to defy these fundamental civil rights and governing laws.

We need not remind you that compliance with federal anti-discrimination laws and the United States Constitution is not optional. Moreover, you will certainly recall Attorney General of Virginia Jason Miyares' admonition that the UVa Board of Visitors and the President of the University are public officials of the Commonwealth of Virginia who owe fiduciary duties and duties of loyalty first and foremost to the Commonwealth, not the interests or ideologies of university administrators or faculty members. The penultimate duty of any fiduciary and any public official, including members of the Board of Visitors, is strict adherence to the laws of our nation. To be sure, your Board cannot sit idly by while important federal laws are broken, and fundamental civil rights are impaired.

Please accept this letter as formal notice that the existing compliance reviews are hereby expanded and augmented to include UVa's School of Nursing (graduate and undergraduate), the Darden School of Business, the School of Education (graduate and undergraduate), the Frank Batten School of Leadership and Public Policy (graduate and undergraduate), and the McIntire School of Commerce (graduate and undergraduate). In other words, the prior requests now include the schools and components identified in this letter, and the same expectations and deadlines will apply. Please also ensure that the University's certifications and responses include boards, associations, and foundations, such as the Alumni Association and the Jefferson Scholars Foundation, as well as organizations such as the Law Review, the Honor Committee, the University Judiciary Committee, and the University Guide Service, to name but a few. Finally, the Department's prior communications and requests regarding allegations of antisemitism, anti-Zionism, and anti-Israeli (or American-Israeli) discrimination, harassment, and retaliation should also be viewed as being part of the overall inquiry and review under Title VI and other applicable laws.

We also write to make you aware that the Department has received complaints regarding employment issues at the University of Virginia, particularly acts, errors, and omissions that could, if true, constitute patterns and practices of illegal racial discrimination, harassment, and retaliation under Title VII of the Civil Rights Act of 1964. Please note that while the Department has not yet opened a formal investigation into those matters and issues, it is reviewing and examining the complaints.

The Department has reached no conclusions regarding the University of Virginia's liability regarding any of these issues. The Department expects UVa to comply with all federal anti-discrimination laws and the United States Constitution. The Department also expects the University to respond fully and unconditionally to the requests for all schools, components, affiliated associations, and foundations, including those mentioned above, by the previously extended deadline of June 23, 2025.

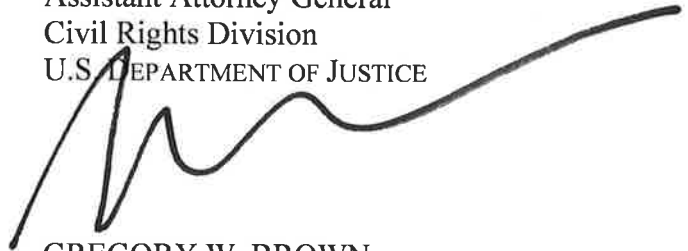
If necessary, the Department is prepared to take formal action to secure UVa's compliance with federal law, which could include suspending, terminating, or refusing to grant or continue UVa's federal financial assistance, as well as commencing a civil action or series of actions.



We expect to hear from you promptly and remain,

Sincerely,

HARMEET K. DHILLON  
Assistant Attorney General  
Civil Rights Division  
U.S. DEPARTMENT OF JUSTICE

A handwritten signature in black ink, appearing to read 'Gregory W. Brown', written over the printed name and title of the Deputy Assistant Attorney General.

GREGORY W. BROWN  
Deputy Assistant Attorney General  
Civil Rights Division  
U.S. DEPARTMENT OF JUSTICE



U.S. Department of Justice

Civil Rights Division

---

Office of the Assistant Attorney General

950 Pennsylvania Avenue, N.W.  
Washington, D.C. 20530

June 17, 2025

**VIA ELECTRONIC MAIL ONLY**

Rector Rachel W. Sheridan  
BOARD OF VISITORS OF THE UNIVERSITY OF VIRGINIA  
The Rotunda  
Charlottesville, Virginia

c/o Farnaz F. Thompson  
McGUIREWOODS  
888 16<sup>th</sup> Street – Suite 500  
Washington, D.C. 20006

**RE: Racial Discrimination in Admissions at the University of Virginia**

Dear Rector Sheridan:

We write regarding a matter of considerable urgency and in furtherance of the Department's prior communications and requests for information. This letter should be viewed in conjunction with the overall Title VI compliance review and inquiries previously sent to the University of Virginia ("UVA").

Since transmission of our correspondence to you yesterday, the United States Department of Justice has received yet another complaint, this time by an active undergraduate student at the University of Virginia, that raises serious questions and concerns about UVA's ongoing use and consideration of race in current admissions processes for selective undergraduate schools or programs such as the Batten School of Public Policy and Leadership and the McIntire School of Commerce.

Please review this correspondence and the requests below carefully.

As you know, consideration of race and race-based preferential treatment in admissions or the award of student benefits by UVA, if true, would constitute a violation of *Students for Fair Admissions, Inc. v. President & Fellows of Harvard College*, 600 U.S. 181, 231 (2023), the Equal Protection Clause of the Fourteenth Amendment to the United States Constitution, Title VI of the Civil Rights Act of 1964, the Executive Orders of the President of the United States, the UVA Board of Visitors' own resolution of March 7, 2025, calling for the elimination of illegal racial discrimination and race-based admissions practices at the university, and a host of other federal and state anti-discrimination laws.

The Department has received evidence that in its Spring 2025 application process for rising Second Year students, UVa's McIntire School of Commerce invited candidates to identify themselves by race, gender, or other "DEI-type" characteristics for the purpose of enabling the school to offer "opportunities" to "underprivileged" communities. Additionally, the evidence gathered thus far demonstrates that the McIntire School of Commerce offered and continues to offer advantages and benefits, including recruitment, student support, and application enhancement programming on race- and gender-conscious bases. For example, the McIntire School's promotional materials boast that its "Commerce Cohort" "engages and supports high-achieving, high-need UVA first-years with academic mentorship, career preparation, and personal development through sessions on practical study and employment skills, critical analysis, self-reflection, and communication—all conducted through the business lens." Among the many benefits offered to the "Commerce Cohort" is "mentorship and advising from the McIntire Office of Undergraduate Admission Staff." The same materials go on to reveal that 68% of the students allowed into this specially designated "Commerce Cohort" are identified as "minority students."

The Department has learned that the mean cumulative grade point average for incoming admitted classes at the McIntire School of Commerce historically hovers around the 3.7 figure, or an A- average for UVa students. However, the program regularly admits UVa students with a grade point averages far below 3.0, and sometimes as low as 2.4. The Department understands that in the most recent admissions cycle for this prestigious program, non-minority students with perfect or near perfect UVa grade point averages were denied entrance. Without further evidence to explain these anomalies, the circumstances and evidence referenced above raise suspicions that improper race-conscious decision-making and preferential treatment are to blame and are occurring in that process.

Racial discrimination is immoral and abhorrent. Most of all, it is illegal. The mounting evidence that the Department is receiving on a near daily basis suggests that the problem identified above at the McIntire School of Commerce is not confined to that component. In fact, the Department possesses evidence that the use and consideration of race in admissions decisions and the conferring or awarding of student benefits and programming opportunities are widespread practices throughout every component and facet of the institution.

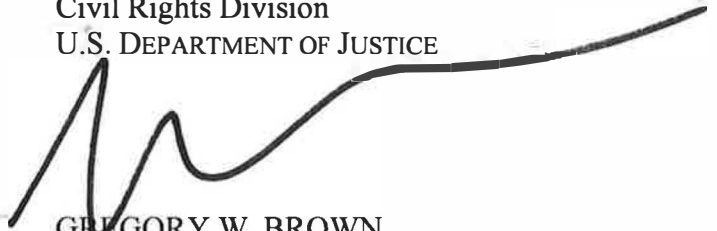
Time is running short, and the Department's patience is wearing thin. The Department must insist that the University of Virginia, through its Rector and Visitors, take immediate corrective action to bring the entire institution within compliance of governing federal anti-discrimination laws. Dramatic, wholesale changes are required, now, to repair what appears to be a history of clear abuses and breaches of our nation's laws and our Constitution by the University of Virginia under its current administration.

The Department is waiting to hear from you. In the meantime, if meaningful and immediate progress toward resolution is not secured, the Department will have no choice but to initiate additional formal action(s). The Department will also continue to engage other interested and involved federal agencies as necessary and appropriate to secure UVa's compliance with federal law. Among the remedies available to the United States in the face of UVa's continued refusal to obey the law are the suspension, termination, or refusal to grant or continue UVa's federal financial assistance.

We are confident that you appreciate the seriousness of the present circumstances and the disappointment the Department experienced upon learning of this latest complaint. We expect to hear from you promptly and remain,

Sincerely,

HARMEET K. DHILLON  
Assistant Attorney General  
Civil Rights Division  
U.S. DEPARTMENT OF JUSTICE

A handwritten signature in black ink, appearing to read 'G. W. Brown', written over the printed name of Gregory W. Brown.

GREGORY W. BROWN  
Deputy Assistant Attorney General  
Civil Rights Division  
U.S. DEPARTMENT OF JUSTICE