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# Office for Civil Rights Discrimination Complaint Form: Submission #725013

## 1. Enter information about yourself

First Name: (b)(6); (b)(7)(A)

Last Name: (b)(6); (b)(7)(A)

Address: (b)(6); (b)(7)(A); (b)(7)(C)

City: (b)(6); (b)(7)(A)

State: (b)(6); (b)(7)(A)

Zip Code: (b)(6); (b)(7)(A)

Best Time to Call You: Day

Primary Phone Number: (b)(6); (b)(7)(A); (b)(7)(C)

Alternative Phone Number: {Empty}

Your Email Address: (b)(6); (b)(7)(A); (b)(7)(C)

## 2. Who else can we call if we cannot reach you?

Contact's Name: (b)(6); (b)(7)(A); (b)(7)(C)

Daytime Phone Number: (b)(6); (b)(7)(A); (b)(7)(C)

Relationship to you: Friend

## 3. Who was discriminated against?

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Yourself or Someone else Myself?

If someone other than yourself please include:

Injured Person's Name: {Empty}

Daytime Phone Number: {Empty}

Evening Phone Number: {Empty}

Relationship to You  
(eg. son or daughter) {Empty}

Injured Person's Address: {Empty}

City: {Empty}

State: {Empty}

Zip Code: {Empty}

#### **4. What institution discriminated?**

Institution Name: University of Illinois at Chicago

Address: {Empty}

City: {Empty}

State: Illinois

Zip Code: {Empty}

School or department involved: {Empty}

#### **5. Have you tried to resolve the complaint through the institution's grievance process, due process hearing, or with another agency?**

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Have you tried to resolve the complaint? Yes

Agency Name: Office for Access and Equity

Date Filed

(MM/DD/YYYY): Wed, (b)(6); (b)(7)(A); (b)(7)(C) - 00:00

If yes, what is the current status of the complaint? The OAE did not find a violation of the university's non-discrimination policy.

## 6. Describe the discrimination

OCR enforces regulations that prohibit discrimination on the basis of race, color, national origin; sex; disability; and/or age.

(You may select more than one.)

On what basis were you discriminated against? national origin, retaliation because you filed a complaint or asserted your rights

In the space provided below please describe each discriminatory action separately. For each action, you need to provide the following information: On March 3rd, 2021 Palestinian students and allies were removed from an event for asking questions about Palestine and Palestinians during the pandemic. Below I am attaching a full statement from the event that shows what had happened. None of the staff or admin have done anything about these concerns. We would like action regarding the racism and discrimination we faced as a student body.

On March 3rd, 2021 during the zoom call with an (b)(6); (b)(7)(A); professor, Palestinians and allies were kicked out for asking about Palestine. (b)(6); (b)(7)(A); (b)(7)(C)

(b)(6); (b)(7)(A); (b)(7)(C)

Witnesses such as (b)(6); (b)(7)(A);

and (b)(6); (b)(7)(A); (b)(7)(C) also experienced the same incident. (b)(6); (b)(7)(A); (b)(7)(C)

(b)(6); (b)(7)(A); The people responsible are (b)(6); (b)(7)(A); and (b)(6); (b)(7)(A); (b)(7)(C)

In May 2021, many Palestinian students at UIC and allies were blacklisted on the website called canary mission. Donald Kamm, a representative of the Office of Access and Equity, was informed. This occurred as a form of retaliation for our complaints of discrimination in regards to the event on March 3rd, 2021.

The Office of Access and Equity did make efforts to do anything until (b)(6); (b)(7)(A); and (b)(6); (b)(7)(A); filed complaints of discrimination in (b)(6); (b)(7)(A); (b)(7)(C). After they filed, the office (specifically Donald Kamm) then decided to investigate it. After going back and forth, the decision that was returned to all three of us was the same

exact wording and seemed to dismiss any of our concerns.

In

the administration spoke to our  We are not sure who exactly spoke to him, but he told us that they had a problem with us emailing her and if we were to take a "step further", it would be problematic and we would deal with consequences. This is a form of retaliation to our efforts to stop the discrimination against Palestinian students and allies.

There are many other instances of the university treating  students unfairly. Do you have written information that you think will help us understand your complaint?

yes or no Yes

## 7. Your complaint must be filed within 180 days of the discriminatory action

The laws that we enforce require that complaints be filed with our office within 180 days of the alleged discriminatory event. If any of the alleged discriminatory actions took place more than 180 days before the postmark or receipt date of this complaint, you may request a waiver of the 180-day limit. When did the last act of discrimination occur?

### When did the last act of discrimination occur?

Enter the date: Thu,  - 00:00

Are you requesting a waiver of the 180-day filing time limit for discrimination that occurred more than 180 days before the filing of this complaint?

### Are you requesting a waiver of the 180-day filing time limit for discrimination that occurred more than 180 days before the filing of this complaint?

yes or no Yes

Reason for not filing complaint before 180 days: I filed a complaint with the school and was waiting for the results of their internal investigation.

## 8. What would you like the institution to do as a result of your

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## complaint?

What remedy are you seeking? Our demands:

-A public apology for silencing and excluding Palestinian voices and perspectives at the [redacted] that is shared with UIC students and on UIC's social media;

-A reassurance that speech supporting Palestinian rights will not again be censored at the [redacted] and [redacted]

-A training on discrimination against Palestinians and speech in support of Palestinian rights for UIC administrators.

-More Palestinian representation within the Global Health program (bringing in Palestinian speakers the same as they would Israeli speakers to highlight the Palestinian perspective), the incorporation of Palestinian studies within the school and protection of Palestinian student rights.

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**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

January 10, 2024

Dr. Marie Lynn Miranda  
Chancellor  
University of Illinois at Chicago  
Sent via email only to: [chancellor@uic.edu](mailto:chancellor@uic.edu)

Re: OCR Docket #05-22-2252  
Corrected Notification Letter

Dear Dr. Miranda:

On June 14, 2022, the U.S. Department of Education (Department), Office for Civil Rights (OCR), received the above-referenced complaint filed by a Complainant against the University of Illinois Chicago (University) alleging discrimination against a group of students (the Students) based on national origin. Specifically, the Complainant alleged that the University discriminated against the Students based on national origin (shared Palestinian ancestry) by failing to respond when University employees subjected the Students to different treatment and harassment beginning in March 2021.

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 based on race, color, or national origin, including shared ancestry, 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 these laws. Additional information about the laws OCR enforces is available on our website at <http://www.ed.gov/ocr>.

OCR will investigate the following issue:

- Whether the University failed to respond to alleged different treatment and harassment of the Students in a manner consistent with the requirements of Title VI.

Please understand that opening an investigation does not mean that OCR has made a decision about the complaint. During the investigation, OCR is neutral; OCR will collect and analyze the evidence it needs in order to make a decision about the complaint.

OCR offers, when appropriate, a mediation process to facilitate the voluntary resolution of complaints by providing an early opportunity for the parties involved to resolve the allegations. Some information about the mediation process is in the enclosure to this letter.

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

In addition, when appropriate, a complaint may be resolved before the conclusion of an investigation after a recipient expresses an interest in resolving the complaint. In such cases, a resolution agreement signed by the recipient and submitted to OCR must address all of the allegations that OCR determines are appropriate to resolve before the conclusion of an investigation. Information about this is in the enclosure to this letter.

Please read the enclosed document, which includes information about:

- OCR's complaint processing procedures;
- Regulatory prohibitions against retaliation and intimidation of persons who file complaints with OCR or participate in an OCR investigation; and
- Application of the Freedom of Information Act and the Privacy Act to OCR investigations.

OCR intends to conduct a prompt investigation of this complaint. The regulation implementing Title VI of the Civil Rights Act of 1964, at 34 C.F.R. § 100.6(b) and (c), requires that a recipient of Federal financial assistance make available to OCR information that may be pertinent to a compliance determination. Pursuant to 34 C.F.R. § 100.6(c) and 34 C.F.R. § 99.31(a)(3)(iii), of the regulation implementing the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g, OCR may review personally identifiable records without regard to considerations of privacy or confidentiality.

OCR may request supplemental data and documents that are relevant to the allegation(s) under investigation. To ensure that OCR can assess the recipient's compliance with the statutory and regulatory obligations at issue in this investigation, please ensure that recipient employees preserve the data and documents requested below for any timeframe specified in these requests and going forward until OCR closes this case. Please also ensure that recipient employees preserve other data and documents that are relevant to the allegation(s) under investigation until OCR closes this case.

Accordingly, please provide the following information to us as agreed by February 2, 2024. Wherever possible, please provide the requested information in electronic format. If responsive data are available through the Internet, please provide the link to the data. Please do not provide OCR documentation or electronic information containing social security numbers (SSN); if SSN appear on a document or file that is otherwise responsive to OCR's request, please redact the SSN before producing to OCR. Further, it would be helpful if the pages in your response are numbered.

1. A detailed narrative response to the issue opened for investigation.
2. The name, title, and contact information of the University's:
  - a. Contact person for this complaint;
  - b. Person authorized to resolve this complaint;

- c. Person responsible for responding to Title VI complaints; and
  - d. Person responsible for handling complaints of harassment and/or discrimination on the basis of national origin, including shared ancestry, at each level of the process.
3. A copy of the University's policies and procedures and a description of the University's practices governing the investigation of complaints of harassment and/or discrimination on the basis of national origin, including shared ancestry. Include a detailed description of the complaint process, including each level of the process, the length of the process, and the types of records maintained.
  4. All formal and informal reports/complaints, including records of oral reports/complaints, regarding the following during the 2020-2021, 2021-2022, and 2022-2023 academic years:
    - a. The March 2021 virtual information session at the (b)(6); (b)(7)(A); (b)(7)(C) regarding the health care system in Israel;
    - b. The University's handling of internal complaints filed by students regarding the March 2021 virtual information session and related discipline.
  5. All formal and informal reports/complaints, including records of oral reports/complaints, concerning alleged harassment and/or discrimination based on shared Palestinian ancestry. The University's response should include information for the 2020-2021, 2021-2022, and 2022-2023 academic years.
  6. For each report/complaint in response to Items 4 and 5 please provide the following:
    - a. the name(s) and title(s) of the individual(s) to whom the complaint/report was made, the date of the complaint/report, and the date of the incident;
    - b. a detailed description of the complaint processing procedures employed to resolve the report/complaint;
    - c. the length of the investigative process;
    - d. the name(s) and title(s) of the individual(s) involved in the handling of the report/complaint;
    - e. all actions the University took in response to the report/complaint, including whether there was police involvement;
    - f. the University's final determination regarding the report/complaint;
    - g. any corrective action taken, including discipline and/or supportive measures; and
    - h. any notice of the findings provided to the complainant.
  7. All documentation related to any and/or all complaints/reports identified in response to Items 4a – 4b and 6, including but not limited to emails and other forms of correspondence, internal and external memoranda, investigative reports, witness statements, logs, forms, meeting minutes, University communications sent to students, student organizations, staff, alumni, applicants, and the public, personnel file documents, disciplinary documents, supportive measures provided, and notes generated for each complaint.



8. Any University's policies and procedures concerning students' access to and participation in University-hosted informational sessions, including virtual sessions, that were in effect as of March 2021.
9. For the March 2021 healthcare session please provide all documentation related to the development of, promotion of, facilitation of, and participation in the session. Please describe all advertising of the event and provide OCR with copies of the advertising and links to promotional materials online. Please provide, if available, a recording of the March 2021 session and images or descriptions of archived or deleted social media posts.
10. All formal and informal reports/complaints, including records of oral reports/complaints, regarding students' access to or participation in University-hosted informational sessions, including virtual sessions. The University's response should include information for the 2020-2021, 2021-2022, and 2022-2023 academic years. For each report/complaint identified in response to this request, please provide the following:
  - a. the name(s) and title(s) of the individual(s) to whom the complaint/report was made, the date of the complaint/report, and the date of the incident;
  - b. a detailed description of the complaint processing procedures employed to resolve the report/complaint;
  - c. the date of the session and a description of its purpose;
  - d. the length of the investigative process;
  - e. a description of or, if available, a recording of the session(s);
  - f. the name(s) and title(s) of the individual(s) involved in the handling of the report/complaint;
  - g. all actions the University took in response to the report/complaint, including whether there was police involvement;
  - h. the University's final determination regarding the report/complaint;
  - i. any corrective action taken, including discipline and/or supportive measures; and
  - j. any notice of the findings provided to the complainant.
11. To the extent not covered by any request above, copies of any email(s) and/or social media post(s) received by the University relating to Items 4a-4b, as well as any written or electronic notices or correspondence regarding harassing incidents against Palestinian students, and any communications sent by the University to students, student organizations, staff, alumni, applicants, and the public relating to Items 4a-4b.
12. The names and titles of all persons who assisted in the preparation of these data responses.
13. Any additional information that the University believes might be helpful to OCR's investigation of the issue opened for investigation.

Thank you for your cooperation in this matter. In addition to the information requested above, OCR may need to request additional information and interview relevant personnel. If an on-site visit is necessary, we will work to schedule a mutually convenient time for the visit.

Please notify OCR of the name, address, and telephone number of the person who will serve as the University's contact person during the processing of this complaint. We would like to talk with this person as soon as possible to discuss this complaint.

The Complainant may file a lawsuit in federal court regardless of whether OCR finds a violation.

OCR will provide you with a link to a SharePoint folder. Please upload the data and information responsive to OCR's request in the SharePoint folder. Thank you for your attention to this matter. If you have any questions, please contact Elisabeth Gusfa, Civil Rights Attorney, at (312) 730-1621, or by email at [Elisabeth.Gusfa@ed.gov](mailto:Elisabeth.Gusfa@ed.gov).

Sincerely,

(b)(6); (b)(7)(A); (b)(7)(C)

Melissa Howard  
Supervisory Attorney

cc: Caryn Bills-Windt, Associate Chancellor, Office for Access and Equity  
(sent via email only to [cabw@uic.edu](mailto:cabw@uic.edu))  
Donald Kamm, Director, Office for Access and Equity  
(sent via email only to [donn@uic.edu](mailto:donn@uic.edu))

Enclosure