

Memorandum

December 9, 2023

To the United States Department of Education, Civil Rights Division

Re: Culture of Noncompliance and Antisemitism at the University of Minnesota

We write to request that you open an investigation of the College of Liberal Arts (CLA) at the University of Minnesota for violations of Title VI of the Civil Rights Act. Please consider this a formal complaint pursuant to the rules of the Department and take appropriate action in accordance with the procedures of the Department. While the problems we describe here are limited to CLA, the Department may during its investigation uncover problems in other units of the University that also merit investigation.

More specifically:

1. CLA has allowed entire departments to post antisemitic faculty statements condemning Israel, and justifying the terrorist attacks by Hamas, on official departmental websites hosted by the University of Minnesota. Prior correspondence with the CLA Dean and with the University about these websites and screenshots of the websites themselves are attached hereto.
2. Despite requests from Jewish faculty and others concerned about the impact on Jewish students seeking to study in these departments, these statements on CLA department websites have not been taken down.
3. Jewish students seeking a degree from the University in these CLA departments are very likely to be intimidated and discouraged from pursuing educational opportunities that should be available to them under state and federal law. Because of CLA's refusal to address this problem, Jewish students seeking a degree from the University may avoid CLA altogether.
4. CLA could easily mitigate the intimidation, emotional distress, and other harm to Jewish students from antisemitic departmental faculty statements on Israel, and still protect academic freedom, by taking these statements down from departmental websites while allowing faculty in their individual capacity to sign statements or otherwise express their views on Israel outside of the University. Faculty are free to use their university titles and departmental affiliation for identification purposes only in such statements on private non-university websites provided it is made clear that the statements are not the views of the University or a department therein. There is no need for faculty statements attacking Israel to be posted on a umn.edu website or for the colors or logos of the University to be used in attacking Israel or for justifying the actions of Hamas.
5. At this point, even if CLA were to take down the websites which have been posted for weeks, the harm has been done. Jewish students who support Israel's right to exist are likely to believe that they are not welcome in these departments and probably are not welcome in other CLA departments as well.

6. CLA has had other incidents of antisemitism that should also be investigated by the Department, including but not limited to:
- A. Upon information and belief, (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) attended a public outdoor pro-Hamas rally and accosted a Jewish faculty member who was filming the rally on his iPhone, which was his constitutional and legal right. (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) a rally supporting Hamas and calling for the destruction of Israel.
 - B. Upon information and belief, when (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) objected to a CLA department soliciting rabidly antisemitic external reviewers for tenure files (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) in furtherance of a pattern of antisemitism and intimidation in CLA.
 - C. Upon information and belief, when a Jewish faculty member teaching (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) distributed paper posters representing that the Prophet Mohammad would be saddened and very much *disapprove* of acts of terror, after the 2015 terrorist attack on the Paris offices of Charlie Hebdo, (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) because some community members apparently disagreed with the assertion that the Prophet Mohammad would disapprove of terrorism. This investigation was a violation of the faculty member's First Amendment rights as well as Title VI.
 - D. Upon information and belief CLA may appoint as the (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) a faculty member who has signed an extremely anti-Israel faculty statement that was posted on her department's official website after the October 7 terrorist attack. The (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) is funded in substantial part with grants from the (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C). Given (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) role in the Holocaust, such an appointment by CLA compounds the appearance of antisemitism at the University.
 - E. CLA deans have a history and pattern of applying free-speech and academic freedom rules unevenly, using reprimands and threats of further discipline to retaliate against protected speech they do not like, particularly speech objecting to faculty racism and antisemitism, while condoning other speech that is extremely hateful towards Jews and other groups. A faculty member who wrote (b)(6); (b)(7)(A); (b)(7)(C) (b)(6); (b)(7)(A); (b)(7)(C) was recently reprimanded by CLA for writing internal emails to administrators complaining about racial bias in the curriculum of her unit. Additional information can be obtained by the Department about individual cases in CLA during its investigation.

Because most of the problems with antisemitism and other violations of Title VI at the University of Minnesota are in CLA, this complaint requests an investigation of alleged Title VI violations in CLA on the Twin Cities campus. Antisemitism is a pressing problem in CLA, and a focused and expeditious investigation by the Department could help alleviate an increasingly oppressive academic atmosphere for our students. The Department nonetheless may determine that circumstances

warrant extending the investigation to the entire University, and its five campuses in Minnesota.

Finally, we request that the Department investigate the University of Minnesota's Equal Opportunity and Title IX office which is charged with enforcing Title VI and Title IX. This office has consistently failed to take proactive action to prevent discrimination against Jews, Asians, racial minorities, and women. This is the University's compliance office, yet persistently tolerates and often reinforces a culture of noncompliance including but not limited to the antisemitic conduct of university employees described in this memorandum. Other instances of noncompliance include:

- As one of us (Michael Hsu) pointed out on the record in a Board of Regents meeting in June 2020, the University Honors Program has separate university housing for undergraduates enrolled in the Program, who that year were less than 1% Black, reinforcing a pattern of segregated housing at the University. The Board Chair ended that portion of the Regents meeting before the University president answered the question. The Honors Program continues to have its own housing to this day.
- As reported in the *Star Tribune* a business school dean secretly tape recorded a conversation between a student at the University, a Chinese national who claimed she had been raped by a billionaire, and lawyers representing her alleged assailant. The tape recording of their conversation was distributed on social media in China to shame the alleged victim, as reported in the *New York Times*. The sexual assault case settled without trial, but the University has done nothing about the malfeasance of its own academic and professional staff.

We sincerely hope that the Department will address these matters expeditiously to assure that the University of Minnesota is in full compliance with Title VI, Title IX, and other applicable provisions of federal law.

/s/

Michael D. Hsu

Former Regent of the University of Minnesota (2015-2021)

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

/s/

Richard W. Painter

Former Associate Counsel to the President and chief White House ethics lawyer (2005-07)

Currently a law professor at the University of Minnesota (for identification purposes only)

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

From: OCR
Sent: Tue, 12 Dec 2023 17:55:55 +0000
To: OCR Chicago
Cc: (b)(6); (b)(7)(A); (b)(7)(C)
Subject: FW: Title VI complaint concerning antisemitism at the University of Minnesota
Attachments: Ettinger et al Letter.pdf, DOE eomplaint letter.pdf

December 12, 2023

Dear OCR Chicago Office,

The attachments above and email below are being forwarded to your office for review and appropriate handling.

Thank you,

OPEN Center Customer Service Team
Office for Civil Rights
U.S. Department of Education

From: Richard Painter (b)(6); (b)(7)(A); (b)(7)(C)
Sent: Saturday, December 9, 2023 11:55 PM
To: OCR <OCR@ed.gov>
Cc: michael hsu (b)(6); (b)(7)(A); (b)(7)(C)
Subject: Title VI complaint concerning antisemitism at the University of Minnesota

You don't often get email from rwpusa18@gmail.com. [Learn why this is important](#)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

To the United States Department of Education Civil Rights Division:

Attached please find our formal complaint about pervasive antisemitism and other violations of Title VI in the College of Liberal Arts (CLA) at the University of Minnesota.

Sincerely,

Michael D. Hsu
Former Regent of the University of Minnesota (2015-2021)

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

Richard W. Painter

Former Associate Counsel to the President and chief White House ethics lawyer (2005-07)

Currently a law professor at the University of Minnesota (for identification purposes only)

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

Richard W. Painter

Jeff Ettinger, President of the University of Minnesota (via email)
Rachel Croson, Provost of the University of Minnesota (via email)
The Regents of the University of Minnesota (via email)

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

Re: Antisemitism in the College of Liberal Arts

Earlier this week the email attached to this letter, titled “Reminder on Our Code of Conduct”, was sent to College of Liberal Arts (CLA) faculty by (b)(6); (b)(7)(A); (b)(7)(C)

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

(b)(6); (b)(7)(A); (b)(7)(C) is in no position to enforce evenhandedly University policies of civility and respect, at least concerning the Middle East crisis. She needs to recuse from such matters. Also, the University needs to adopt a clear prohibition on University departments and programs, issuing official capacity faculty statements that can reasonably be viewed as antisemitic or racist.

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

Gender, Women, & Sexuality Studies (GWSS), another department at the University of Minnesota. Affiliate faculty of GWSS including (b)(6); (b)(7)(A); (b)(7)(C) “can serve as dissertation co-advisors and as a member or reader on graduate committees. Members on this list can serve as internal graduate faculty members in feminist studies or as external faculty members from their home departments.” College of Liberal Arts, Gender, Women, & Sexuality Studies website, Faculty. <https://cla.umn.edu/gwss/people/faculty>

Six days after the October 7 massacre of 1200 Israelis, and kidnapping of hundreds more, the following GWSS Faculty Statement on Palestine was issued by GWSS:

<https://cla.umn.edu/gwss/news-events/news/gwss-faculty-statement-palestine>

This GWSS Faculty Statement on Palestine, which I attach to this letter, is an official statement by GWSS and is posted on its University of Minnesota website with our signature colors of Maroon and Gold. That’s the title of the document: “GWSS Faculty Statement on Palestine.” There is no list of individual faculty members agreeing to the statement, presumably making it a statement of the entire faculty. There is no disclosure about whether this statement was issued pursuant to a majority vote, a unanimous vote of the faculty or whether and how faculty listed on the website as affiliated faculty of GWSS participated in the decision to issue the GWSS statement. It is, however, clearly and unequivocally an official statement of GWSS, a subdivision of the University. The list of faculty affiliated with GWSS, including (b)(6); (b)(7)(A); (b)(7)(C) can be found by clicking on the very same web page.

The GWSS Faculty Statement on Palestine says, among other things:

“None of us will be free unless the Palestinian people are free and Palestinian land is liberated.” That means all of Israel.

“[W]e reaffirm support for the Boycott, Divestment and Sanctions Movement, and we call on students, colleagues, and friends around the country to call for lifting the siege, ending the occupation, and dismantling Israel’s apartheid system.” The GWSS Faculty Statement on Palestine thus reaffirms support for the boycott of Israel six days after a terrorist attack on Israel.

The GWSS Faculty Statement on Palestine does not condemn Hamas for the terrorist attacks of October 7. The statement simply calls the terrorist attack “an incursion into Israeli territory.”

The GWSS Faculty Statement on Palestine does not condemn Hamas terrorists for the rape and murder of women and girls on October 7. The GWSS Faculty Statement on Palestine does not condemn Hamas terrorists for the rape and murder of women and girls taken into Gaza as hostages. GWSS has nothing to say about rape and violence against women and girls if the victims happen to be Jewish and reside in Israel.

In sum, six days after 1200 Israeli civilians were murdered in cold blood by terrorists, and hundreds taken hostage, GWSS issues a statement condemning Israel, the victim of the terrorist attack, but not condemning Hamas, the perpetrator of the attack. Whatever one thinks of the policies of the Israeli government, for a University of Minnesota department to issue such a statement is disgusting.

(b)(6); (b)(7)(A); (b)(7)(C) has issued no condemnation of the GWSS Faculty Statement on Palestine. She has said nothing about the GWSS Faculty Statement on Palestine even though it violates University policies, at least as she interprets, and threatens to enforce, those University policies in her own email of (b)(6); (b)(7)(A); which states:

“At the same time, all are expected to honor the expectations set forth in the University of Minnesota Board of Regents Policy: Code of Conduct regarding tolerance, respect for differences, fairness, and civility when dealing with others. It is also important to recognize and appreciate how power differentials can impact these conversations (e.g., professor/student, senior faculty/junior faculty, etc.). Intimidation, harassment, and threatening conduct are prohibited and will not be tolerated. It is essential that we treat one another with respect and dignity.”

The GWSS Faculty Statement on Palestine does not reflect “tolerance, respect for differences, fairness, and civility when dealing with” our Jewish students, many of whom support the safety and security of Israel, and some of whom have family in Israel. The GWSS Faculty Statement on Palestine did not even acknowledge that there had been a terrorist attack on Israel or that 1200 Israelis were murdered on October 7 and hundreds taken hostage. All the Statement does is condemn Israel. The GWSS Faculty Statement on Palestine furthermore fails to “recognize and appreciate how power differentials can impact” this conversation. Jewish students, unless they also are anti-Israel, had best avoid GWSS, as the power dynamic is clear and it is also clear what the people in power at GWSS think of Israel and the people who live there (1200 of whom are now dead, and hundreds held hostage in Gaza). This GWSS Faculty Statement on Palestine

furthermore amounts to “intimidation, harassment,” of Jewish students who are studying with GWSS or might otherwise study with GWSS, and the Statement obviously does not treat people, particularly the Jewish victims of mass murder on October 7, with “respect and dignity.”

(b)(6); (b)(7)(A); (b)(7)(C) failure to condemn this GWSS Faculty Statement on Palestine is reprehensible, even without her assuming she has authority to tell other members of the CLA community what conduct is “prohibited and will not be tolerated.” She is in no position to do that and members of the CLA community have no reason to listen to her.

The University should ask (b)(6); (b)(7)(A); (b)(7)(C) 1) to condemn the GWSS Faculty Statement on Palestine as an example of a violation of the spirit if not the letter of the University policies (b)(6); (b)(7)(A); (b)(7)(C) references in her email, and 2) to recuse from participating in any future matter in which allegations are made that a member of our university community has not complied with those policies. (b)(6); (b)(7)(A); (b)(7)(C) presents an unworkable conflict of interest in such matters.

The Board of Regents also should adopt University policies that in the future will prohibit official capacity statements by university departments and programs similar to the GWSS Faculty Statement on Palestine. “Academic freedom” may or may not include the right to hate Israel, the Jews who live there, and the Jews who live here and support Israel. But academic freedom surely does not include the right to use the name, maroon and gold colors and logos, and authority of the University of Minnesota to issue a statement that contains such a hateful message.

Very truly yours,

Richard W. Painter

S. Walter Richey Professor of Corporate Law, University of Minnesota (for identification purposes only)
Former Associate Counsel to the President and chief White House ethics lawyer, 2005-07

Withheld pursuant to exemption

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

of the Freedom of Information and Privacy Act

GWSS Faculty Statement on Palestine

October 16, 2023

Gender Women and Sexuality Studies Faculty Statement on Palestine
University of Minnesota
October 13, 2023

In the last week, violence has dramatically escalated in Palestine. After Hamas fighters brought down border fences and launched an incursion into Israeli territory, Israel responded by declaring total war on Gaza. On October 12, 1.1 million Gazans were given 24 hours to “evacuate”, despite all checkpoints being closed and documented bombings of evacuees.

We mourn for the many lives lost. We stand in solidarity with the Palestinian people, and with Palestinian scholars and organizers. At a time when so many institutions are renewing a commitment to Israel’s right to “self defense”, we assert that Israel’s response is not self-defense but the continuation of a genocidal war against Gaza and against Palestinian freedom, self-determination, and life.

To understand what is happening, we must look to history, and we must study. For the last sixteen years, Israel has illegally besieged 2 million people in Gaza. Gazans’ access to power, water, and food are controlled by Israel and have been systematically cut off. Multiple military attacks by the Israeli state have destroyed Gaza’s infrastructure; during these attacks, Israel bombs hospitals, schools, mosques, and apartment blocks where civilians live, claiming that Hamas is using civilians as human shields. Israel continues to expand illegal settlements in the West Bank and to stand by while settlers commit terrifying attacks on Palestinian residents. We strongly reject the media coverage that condemns “both sides”, or seeks to tell a one-sided story of an unprovoked terrorist attack. Israeli leaders are wielding a violent power that subjugates the Palestinian people and constructs them as dehumanized terrorists, upon whom any bloodshed can be meted out. Meanwhile, global media coverage reproduces Islamophobic tropes of terrorism and unsubstantiated claims of “uncivilized” violence. In the process, politicians and the media are legitimizing the ethnic cleansing of Palestinians. This is an obscene, immoral, and cowardly act.

The U.S. administration remains silent in the face of this ongoing massacre, refusing to recognize Israel’s persistent violations of international laws and human rights obligations. Israel has never been held to the same legal and human rights commitments that the U.S. demands from states to which it provides military and monetary support. As the largest recipient of U.S. foreign aid, Israel had accumulated \$263 billion of assistance since 1949. In 2023, the U.S. government gave Israel \$3.8 billion in military aid, not including the resources President Biden promised Israel this week. This is a continuation of the settler colonialism and exceptionalism upon which the United States nation-state is founded and which has provided legitimacy to a host of U.S. imperial wars or proxy wars: in Iraq, Afghanistan, Colombia, Nicaragua, Panama, Vietnam, Laos, Korea, the Philippines, and many other places.

In the past decades, all forms of Palestinian resistance and solidarity with Palestine have been further criminalized or violently repressed, from the global boycott, divestment and sanctions movement (BDS) to the Great March of Return in 2018, during which peaceful protesters were fired on by Israeli soldiers. We stand against antisemitism. Objecting to the Israeli state's settler colonial violence, however, is not antisemitic, and the conflation of support for Palestinian resistance with antisemitism is itself a violent oppressive form of censorship and an insult to our academic and moral integrity. We echo the South African anti-apartheid leader Archbishop Desmond Tutu and Palestinian civil society who have rightly pointed out that, "If you are neutral in situations of injustice, you have chosen the side of the oppressor."

Our department has a rich history of studying transnational geopolitics and settler colonialism. We stand in solidarity with other scholars and centers facing the curtailing of academic freedom to speak on this issue, and to study it closely. Along with the Critical Race and Ethnic Studies Department at U.C. Santa Cruz, [we condemn the harassment against organizers from the Institute for the Critical Study of Zionism \(ICSZ\)](#). Along with the National Women's Studies Association, we reaffirm support for the Boycott, Divestment and Sanctions Movement, and we call on students, colleagues, and friends around the country to call for lifting the siege, ending the occupation, and dismantling Israel's apartheid system.

As members of a land grab university that resides on the unceded land Mni Sota Makoce of the Dakota people, we are painfully aware of our complicity with the settler colonial violence against Indigenous people and the continuing dispossession of their land on Turtle Island. We are equally complicit with the global imperialism that engenders the maiming and killing of the Palestinian people by the U.S.-backed Israeli state. We insist on our ethical and political responsibility to raise our voices against settler colonialism, and the U.S. government's enabling military and monetary support of the apartheid state of Israel.

Writing from the site of the murders of Jamar Clark, Philando Castile, Isak Aden, Dolal Idd, Jamar Clark, George Floyd, and Daunte Wright, we reaffirm our commitment to anti-colonialism, abolition, and the dismantlement of militarized state violence across the world. Like many U.S.-based universities, the [University of Minnesota has investments in companies that do business in illegal Israeli settlements in Palestine](#). We ask our university to divest from Israel, and support the call by Palestinian civil society for BDS ([Boycott, Divestment, and Sanctions](#)). As we observe students and academic workers around the country being singled out and harassed for speaking out on Palestine, we call on the University of Minnesota to reaffirm a commitment to academic freedom, and to protect all in the university community who speak out against Israeli and U.S. violence.

As scholars and solidarity workers who seek justice everywhere, we respond to the call of Palestinian feminists and Palestinian freedom fighters for transnational solidarity and assert that [Palestine is a feminist issue](#). None of us will be free unless the Palestinian people are free and Palestinian land is liberated.

"It is our duty then to write down the events that took place, as they took place, and to note them as they are before time weaves its strings of forgetfulness around them."—Palestinian journalist Arif Al-'Arif, writing on the Nakba in 1948

Solidarity and Educational Resources

[Al-Madinah Student Cultural Center](#)

[UMN Students for Justice in Palestine](#)

[Jewish Voice for Peace](#)

[Palestine Legal](#)

[Teaching Palestine resources from the University of Illinois Chicago Critical Asian Studies](#)

[Al Jazeera: Middle East-based news network](#)

[Jadaliyya: an independent ezine produced by the Arab Studies Institute](#)

[Gabriel Winant, "On Mourning and Statehood: A Response To Joshua Leifer," Dissent magazine October 12 2023.](#)

[Noura Erakat on Democracy Now, October 13 2023](#)

* This statement was adapted from a [joint statement written by AGITATE! Journal collective members, the Imagining Transnational Solidarities Research Circle \(ITSRC\), and Gender Women and Sexuality Studies faculty in 2021](#). We are grateful for the solidarity of our colleagues.



**UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS**

230 SOUTH DEARBORN ST., 37TH FLOOR
CHICAGO, IL 60604

REGION V
ILLINOIS
INDIANA
IOWA
MINNESOTA
NORTH DAKOTA
WISCONSIN

January 16, 2024

Jeff Ettinger
President
University of Minnesota – Twin Cities
Sent via email only to: upres@umn.edu

Re: OCR Docket #05-24-2153

Dear President Ettinger:

On December 12, 2023, the U.S. Department of Education (Department), Office for Civil Rights (OCR), received the above-referenced complaint filed against the University of Minnesota – Twin Cities (University). The complaint alleges that the University discriminated against University faculty and students based on their national origin (shared Jewish ancestry and/or Israeli) when University employees subjected students and faculty to different treatment and harassment from October through December of 2023.

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 students and faculty based on national origin (including shared Jewish ancestry and/or Israeli) 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.

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, 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 within twenty-one (21) calendar days. 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. Copies and/or descriptions of all formal and informal reports and complaints, including records of oral reports and complaints of alleged discrimination, including harassment, based on national origin, including shared Jewish ancestry/Israeli, received during academic years 2022-2023, and 2023-2024.
5. For each report/complaint in response to Item 4 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.
6. All documentation related to any and/or all complaints/reports identified in response to Items 4 and 5, 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.
7. All relevant University policies and procedures applicable to faculty or staff posting or issuing statements, both through University websites, documents, platforms, and accounts as well as through personal websites, documents, platforms, and accounts, concerning individual viewpoints or political commentary, including but not limited to Israel, Palestine, or Middle Eastern history/conflict.
8. To the extent not covered by any request above, copies of statements, emails, social media posts, or other written communications issued or posted by University faculty or staff regarding Israel, Palestine, or Middle Eastern history/conflict during the 2022-2023 and 2023-2024 academic years.
9. 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 Item 4, as well as any written or electronic notices or correspondence regarding antisemitic or hate incidents against Jewish and/or Israeli faculty, staff, or students, and any communications sent by the University to students, student organizations, faculty, faculty organizations, staff, alumni, applicants, and the public relating to Items 4 and 5.
10. The names and titles of all persons who assisted in the preparation of these data responses.

11. 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.

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 Roberto Flores at 202-453-7453 or by email at Roberto.Flores@ed.gov.

Sincerely,

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

Melissa Katt
Supervisory Attorney

cc: Carrie Ryan-Gallia (sent by email only to: ryang001@umn.edu)

Enclosure