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

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