



July 6, 2023

Dean J. Larry Jameson, M.D., Ph.D.
Perelman School of Medicine at the University of Pennsylvania
3400 Civic Center Blvd.
Bldg 421 6th Floor
Philadelphia, PA 19104

Dear Dean Jameson:

Last week, the Supreme Court declared racial preferences illegal in higher education. I write to inform you of the consequences that you and your institution will face if you fail to comply with or attempt to circumvent the Court's ruling.

It is unlawful for the Perelman School of Medicine at the University of Pennsylvania to flout the Constitution and the unambiguous command of Title VI by admitting students with lower MCAT scores and academic credentials than those demanded of others based on their race, sex, or national origin. It is unlawful for your school to violate Title VI, Title VII, and Title IX in its faculty hiring by discriminating in favor of female and minority faculty candidates at the expense of others. It is unlawful for your school to give discriminatory preferences to women and minorities in residency assignments or any other aspect of medical training.

Therefore, you must immediately announce the termination of all forms of race, national origin, and sex preferences in student admissions and faculty hiring. And you must, before the start of the next academic school year, announce an official policy prohibiting *all* preferential treatment based on race, national origin, or sex.

There are those within and outside your institution who will tell you that you can develop an admissions scheme preserving your existing system of discrimination against white men and Asians through pretext or proxy. *See, e.g.,* Stephanie Saul, *With End of Affirmative Action, a Push for a New Tool: Adversity Scores*, New York Times (July 2, 2023), available at nyti.ms/3Xy1eVL. Anyone telling you such a thing is coaching you to engage in illegal conduct, lawbreaking in which you would be fully complicit and thus

611 Pennsylvania Ave SE #231
Washington, DC 20003

fully liable. And any employees at your institution participating in these discriminatory schemes will be sued for damages under Title VI or 42 U.S.C. § 1983.

You are hereby warned.

As you may know, America First Legal is a charitable nonprofit and civil rights organization that provides free legal services to victims of unlawful discrimination. Please be advised that we will ensure that every faculty member, staff member, student, and applicant for admission can communicate with us about any efforts to use underhanded race, national origin, and sex preferences. We will use any information obtained to ensure accountability by representing the victims of these policies and by suing any medical school practicing illegal discrimination.

Sincerely,

Stephen Miller
President
America First Legal

cc: Neha Vapiwala, M.D., Admissions
Wendy S. White, Senior Vice President and General Counsel
Members of the Faculty