



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

July 1, 2025

By email only to [REDACTED]

Gregory Washington
President
George Mason University
4400 University Drive
Fairfax, VA 22030

Re: Case Number 11-25-2340
George Mason University

Dear President Washington:

On June 23, 2025, the U.S. Department of Education, Office for Civil Rights (OCR) received a complaint against George Mason University. The complaint alleged that the University discriminated on the basis of national origin (shared Jewish ancestry) by failing to respond effectively to a pervasive hostile environment for Jewish students and faculty at the University from October 2023 through the 2024-2025 academic year.

OCR enforces Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. §§ 2000d *et seq.*, and its implementing regulation at 34 C.F.R. Part 100, which prohibit discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance from the Department of Education. As a recipient of federal financial assistance from the Department of Education, the University must comply with this law.

OCR is opening the complaint for investigation. Please note that opening an investigation does not mean that OCR has made a final determination with regard to the merits. 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 will ensure that its investigation is legally sufficient in accordance with OCR's [Case Processing Manual \(CPM\) \(February 19, 2025\)](#). In accordance with Section 111 of the CPM, OCR will provide a copy of the complaint to the University under separate cover. The complainant may have the right to file a private suit in federal court whether or not OCR finds a violation.

Enclosed is an initial data request for information needed to process this complaint.

When appropriate, a complaint may be resolved before the conclusion of an investigation if the university expresses an interest to OCR to resolve the complaint and OCR determines that it is appropriate to resolve the complaint allegation(s) because OCR's investigation has identified concerns that can be addressed through a resolution agreement.

Please be advised that the University must not harass, coerce, intimidate, discriminate, or otherwise retaliate against an individual because that individual asserts a right or privilege under

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a law enforced by OCR or files a complaint, testifies, assists, or participates in a proceeding under a law enforced by OCR. If this happens, the individual may file a retaliation complaint with OCR.

Under the Freedom of Information Act, it may be necessary to release this document and related correspondence and records upon request. If OCR receives such a request, it will seek to protect, to the extent provided by law, personally identifiable information that, if released, could reasonably be expected to constitute an unwarranted invasion of personal privacy.

If you have any questions, please contact [REDACTED], the OCR attorney assigned to this case, at [REDACTED].

Sincerely,

DAN
GREENSPAHN

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Date: 2025.07.01 11:23:12
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Dan Greenspahn
Team Leader

Enclosure

**George Mason University
OCR Case No. 11-25-2340**

Data Request

Please submit the following information to [REDACTED] at [REDACTED] by **July 21, 2025**. If any item in our request is unclear, or if you experience any difficulty complying with this request, please contact the staff member(s) identified above prior to the due date. OCR requests that you submit information electronically, if feasible. Upon request, OCR may create a secure external sharing site for you to upload the submission. You may contact us for more information about this option. Please do not provide the information via an electronic cloud format such as Google Docs. If any of the requested information is available to the public on the Internet, you may provide the website address. If any responsive documents contain Social Security numbers, please redact them before producing the documents to OCR.

The Department of Education's regulation implementing Title VI of the Civil Rights Act of 1964, at 34 C.F.R. § 100.6(c), gives OCR the authority to request this information. In addition, in accordance with the regulation implementing the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g, at 34 C.F.R. § 99.31(a)(3)(iii), and the Title VI regulation at 34 C.F.R. § 100.6(c), OCR may review personally identifiable records without regard to considerations of privacy or confidentiality. OCR will take all proper precautions to protect the identity of any individuals named in the records.

OCR may request supplemental data and documents that are relevant to the allegations under investigation. If the University obtains any additional information or documents responsive to this data request or otherwise relevant to the allegations in this case, the University must promptly inform OCR of its existence and supplement the data response within 15 days of its discovery. OCR reminds the University that a failure to provide requested information may be considered a denial of access in violation of the regulations cited above. Please ensure that University employees preserve all data and documents that are relevant to the allegation under investigation until OCR closes this case.

If any of the information requested below was already provided in response to OCR Case Number 11-24-2106, the University does not need to reproduce this information so long as it explains what specifically was provided.

1. The name and contact information of the individual who will serve as OCR's contact person during the investigation of this complaint.
2. The University's narrative response to the allegation under investigation and all documents or records referenced in the narrative response.
3. The University's policies or procedures, and/or a description of the University's practices, governing the investigation of reports/complaints of harassment and/or discrimination on the basis of their Jewish shared ancestry for the 2024-2025 school year. Include a detailed description of the complaint process, including each level of the process, articulated timeframes for resolution, and the types of records maintained. Also

identify the names and titles of University staff responsible for handling complaints of harassment and/or discrimination on the basis of Jewish shared ancestry at each level of the process.

4. Please explain how the University informs students and employees of the policies and procedures referred to in Item 3 above. Submit copies of all materials disseminated and websites that contain this information. Also provide the name(s) and job title(s) of the individuals responsible for implementing the policies and procedures.
5. If not previously provided, copies of any policies or procedures, and/or a description of the University's practices, governing: (a) disciplinary or corrective actions that may be taken to address harassment of and violence against students and faculty on the basis of Jewish ancestry; and (b) the provision of supports and remedies to students, faculty, and other individuals found to have been discriminated against/harassed on the basis of their Jewish ancestry.
6. All correspondence pertinent to the allegation under investigation. "Correspondence" includes letters, memoranda, emails, text messages, records/notes of telephone conversations, and records/notes of in-person meetings.
7. All formal or informal complaints or reports, including records of oral reports and complaints, of alleged antisemitic/shared Jewish ancestry discrimination, during the 2024-2025 academic year. For each complaint or report, please provide:
 - a. the name(s) and job title(s) of the person(s) to whom the report/complaint was made, and the date the report/complaint was made;
 - b. the name and relation to the University of the person making the report/complaint (e.g., student, faculty members, parent/guardian, counsel, member of the public);
 - c. a detailed description of the report/complaint, including the name(s) of the alleged target(s) of discrimination/harassment or violence and the alleged discriminators/harassers if not evident from the copy of the report/complaint;
 - d. a detailed description of the procedures employed to resolve reports/complaints;
 - e. the length of the investigation and complaint resolution process;
 - f. the name of each student, employee, or other individual involved in the alleged incident(s) of discrimination/harassment;
 - g. the name(s) and relation to the University of any individual(s) who witnessed the alleged incident(s), including any University students, employees, or others;
 - h. the name(s) and relationship to the University of any witnesses interviewed by the University;

- i. the name(s) and job title(s) of the individual(s) involved in the response to, investigation of, and resolution of the report/complaint;
 - j. all actions the University has taken in response to the report/complaint/concerns raised, including corrective action taken, disciplinary sanctions imposed, supportive services and remedies offered and/or provided (e.g., counseling, safety measures), and/or individual and/or University-wide remedies;
 - k. the final outcome of any investigation of the report/complaint, including copies of any incident/investigative reports, final determination, and any appeals;
 - l. if the University did not investigate any particular report/complaint, the reason(s) for not investigating, and the name(s) and job title(s) of the person(s) who made the decision;
 - m. any notice of the investigative findings provided to the complainant and/or other notice regarding the report/complaint, including notice of any outcomes on appeal; and
 - n. the complete case file for the report/complaint identified, including internal emails or other correspondence, internal and external memoranda, incident/investigative reports, video and audio recordings, witness statements, logs, forms, interview notes, notes regarding remedies provided, hearing transcripts, meeting minutes, and notes generated.
8. State whether the University conducts focus groups, other meetings, or trainings and/or holds informational sessions with students and/or staff regarding students' rights under Title VI, how to report possible violations of Title VI, and/or the University's obligation to respond to Title VI complaints. If so, provide the dates of such events, a description of the attendees, and any materials presented and/or distributed.
9. A detailed description of any training regarding discrimination or harassment based on national origin, including shared ancestry or ethnic characteristics, that the University provided to University staff responsible for responding to such complaints. For each such training, provide the dates of such training, a description of the training, a list of the names and job titles of the individuals who attended the training, and copies of any materials distributed during the training.
10. Any additional information that the University believes may be helpful in resolving this complaint.