

## I. Introduction

Pursuant to the “Agreement Between the United States of America and the Rector and Visitors of the University of Virginia” dated October 22, 2025, (the “Agreement”) the University of Virginia (“UVA” or the “University”) submits this quarterly report to the Department of Justice (“DOJ”) to summarize policy and operational changes implemented within certain UVA schools and units as part of a broad attorney-client privileged, University-wide review of compliance with federal antidiscrimination laws, commissioned by UVA (the “Review”). The Review focuses on compliance with Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972. This report does not waive the attorney-client privilege associated with the underlying Review, which remains protected.

This report reflects UVA’s ongoing efforts to ensure that its policies, procedures, and practices align with federal antidiscrimination laws. This report provides an overview of changes that have been fully implemented within the following units:

- The Darden School of Business; and
- Division of Student Affairs.

This report also reflects additional updates regarding:

- UVA Medical Center;
- The School of Medicine;
- The School of Nursing; and
- The McIntire School of Commerce.

UVA remains committed to transparency and cooperation with the DOJ and will provide supplemental updates as additional aspects of the Review are completed and revisions are operationalized.

## II. Scope of Review and Methodology

Consistent with UVA’s initial quarterly report dated December 29, 2025, (the “Initial Report”), which is incorporated herein by reference, outside counsel’s review has been limited to the following areas as they relate to alignment with federal antidiscrimination laws, including Titles VI, VII, and IX:

- 1. Student-Facing Practices:** recruitment and admissions procedures, scholarships and financial assistance, student organizations, pipeline programs, student programming and events, and student discipline.
- 2. Faculty and Staff Practices:** recruitment and hiring policies and procedures, promotion policies, tenure policies, employee resource groups, pipeline programs, faculty events with students, and administrative roles in the areas of diversity, equity, and inclusion.

3. **Medical Center Practices:** residency recruitment, criteria, and communications, clinical faculty employment and credentialing, patient-facing programming and communications, vendor and partnership agreements, outreach or pipeline programs, and community health engagement.

Consistent with the approach described in the Initial Report, the information reflected in this report is based on materials provided by UVA personnel and information obtained through discussions with administrators designated by UVA for the practices reviewed. External counsel did not independently gather materials or access confidential systems beyond what was voluntarily provided. The Review is not designed as an investigation into individual intent or to determine legal liability for past actions. Rather, it focuses on identifying current policies, procedures, and practices and assessing compliance under Title VI, VII, and IX moving forward.

This report summarizes policy updates, programmatic changes, and other actions implemented by the identified schools and units. This report does not constitute adjudication of past conduct, nor does it represent a comprehensive review of all UVA operations beyond the units identified herein and in the previous report.

Information in this report reflects the time period of the Review only. This report reflects implemented changes as of the date of this report and does not include recommendations or updates that are still in the process of being operationalized. Accordingly, the updates provided herein are provisional pending UVA's ongoing internal compliance revisions. To the extent information provided was incomplete, inaccurate, or later revised by the units, the statements herein may change. Subsequent reports will address any further revisions made from these units and also will address additional units once implementation is complete.

### **III. Summary of Implemented Changes by Unit**

While the Review is complete for the units covered in this report, the relevant schools and administrative units may still be in the process of implementing additional policy clarifications and procedural updates. Accordingly, this report includes only those measures that have been formally adopted to date. Subsequent reports will address remaining items once implementation is complete.

#### **A. Division of Student Affairs**

- **Career Fair Programming.** The Division reviewed a career fair that focused on underrepresented student organizations and affinity groups. The event has been renamed and structured to be clear that participation is open to all student organizations on a first-come, first-served basis. The event is marketed broadly to all enrolled undergraduate students and does not limit participation on the basis of race, national origin, sex, or other protected characteristics.

- **Professional Development Programming.** The Division organizes the Truist Leadership Academy, which offers a professional development program. The Truist program’s eligibility has been made clearer that participation is open to all students regardless of race or other protected characteristics, and the program is marketed broadly to the undergraduate student population.
- **Graduation Programming.** The Division no longer organizes or hosts the Donning of the Kente Ceremony, the Lavender Ceremony, or the Multicultural Recognition Ceremony, each of which had previously been offered in connection with graduation activities. Student and alumni groups may choose to continue these ceremonies, but the University will not fund or organize them.
- **Student-Led Affinity Initiatives.** Certain student initiatives that had previously operated within the Division of Student Affairs, such as the Black Male Initiative, Black College Women, and the Black Presidents’ Council, are no longer administered by the Division. These initiatives operate independently of the Division’s programming structure and the Division does not fund or administer these initiatives.
- **Implicit Bias Trainings.** The Honor Committee and University Judiciary Committee no longer organize or offer implicit bias trainings for their members that include impermissible content regarding race or other protected characteristics.
- **Event Marketing and Communications.** The Division has reviewed its event marketing and communications practices to ensure that events and programs are broadly advertised to all enrolled undergraduate and graduate students. The Division does not create mailing lists based on protected characteristics.
- **Program Naming Updates.** Certain events have been renamed to emphasize broad participation by all students. For example, the event previously titled, “Queer Brunch” has been renamed “Cozy Brunch,” and the event previously titled “Black Fridays” has been renamed to “Bridge Fridays.” These events are marketed broadly and are open to all students without regard to race, sex, or other protected characteristics.
- **Transgender Care.** The Department of Student Health & Wellness does not provide any transgender care services to student patients who are less than nineteen years old as required by the UVA Board of Visitors February 21, 2025, Resolution on Gender Care.

## **B. Darden School of Business**

- **Scholarship Reconsideration Process.** Darden reviewed and clarified its scholarship reconsideration process for admitted students. The policy provides that decisions regarding additional scholarship awards are made without consideration of race, color, national origin, sex, or other protected characteristics.

- **Future Years Scholars Program Admissions.** Darden evaluated the admissions process for the Future Years Scholars Program and confirmed that the evaluation does not consider protected characteristics. Admissions decisions are based on academic merit, leadership impact and potential, and demonstrated commitment to community service.
- **External Academic Pipeline Programs.** Darden reviewed its participation in certain external doctoral and academic pipeline initiatives and has discontinued affiliation with programs whose mission or participation criteria focus on particular demographic groups. In MBA admissions pipeline partnerships, Darden suspended participation in certain programs while evaluating their alignment with federal nondiscrimination requirements and will continually reevaluate participation based on detailed reviews that ensure future partnership engagements are fully compliant with federal nondiscrimination requirements.
- **Professional Development Partnerships.** Darden reviewed its participation in certain external professional development and leadership programs and has discontinued affiliations where program participation or selection criteria were not structured to be open to all applicants regardless of protected characteristics.

### C. School of Medicine (“SOM”)

- **Faculty Recruitment and Hiring.** The SOM drafted, adopted, and implemented written policies and procedures for recruitment and hiring of faculty members, which ensure that recruitment and hiring are merit-based and do not consider race, sex, or other protected characteristics. The SOM does not have DEI-related hiring goals and does not hire or provide hiring preferences on the basis of protected characteristics.
- **Hiring Manager Training for Research Assistants.** The SOM now requires all hiring managers and department managers to participate in mandatory training that instructs them not to consider protected characteristics in the selection and hiring of research assistants.
- **Employee Resource Groups.** The SOM requires that faculty and staff employee resource groups include references to the University’s nondiscrimination policy on their webpages and in their promotional material, and that membership is open to all regardless of race, sex, or other protected characteristics.
- **Summer Medical Leadership Program.** The SOM reviewed its admissions process for the Summer Medical Leadership Program and implemented changes to the process to ensure admissions decisions are not made on the basis of race, sex, or other protected characteristics.
- **Student Groups.** The SOM does not sponsor, fund, or promote student groups that are not in compliance with the University’s nondiscrimination policies and federal antidiscrimination laws.

- **Women in Internal Medicine Network.** Website marketing for the Women in Medicine Network expressly requires that membership and participation in the Network is open to all individuals, regardless of sex, pursuant to Title IX of the Education Amendments of 1972 and UVA’s nondiscrimination policy.

#### **D. Medical Center**

- **Health Equality Index.** The Medical Center no longer participates in, and is not listed as a participant of, the Health Equality Index associated with the Human Rights Campaign.
- **Health Leadership Institute.** The Health Leadership Institute (“HLI”) is a Medical Center-wide collaboration focusing on “train[ing] innovative leaders, empower[ing] talent, and maximiz[ing] individual potential to develop the future of healthcare leadership.” The application material for HLI no longer contain checkbox information related to protected characteristics.

#### **E. McIntire School of Commerce**

- **Revision of B.S. in Commerce Application.** McIntire revised the B.S. in Commerce application materials to refine essay prompts so they focus on applicants’ skills relevant to commerce and their interests outside of business. All essays are now provided in written form. These updates are intended to ensure that admissions materials emphasize academic preparation, ability to contribute to a rigorous learning environment, and other neutral evaluative factors.
- **Networking Events and External Engagement.** McIntire reviewed events that it hosts, promotes, or participates in, including professional networking events, and confirmed that events with which it will continue to affiliate are open to all eligible participants regardless of race, sex, or other protected characteristics. McIntire also has ensured that promotional materials it circulates for these events reflect this open-access policy, and/or reference UVA’s nondiscrimination policy.

#### **F. School of Nursing**

In its initial report dated December 29, 2025, UVA reported that “The SON revised its faculty promotion and tenure evaluation materials to remove questions or criteria that assessed candidates on their promotion of diversity or similar concepts.” That statement should have said, “The SON revised its faculty and postdoctoral appointment evaluation materials to remove questions or criteria that assessed candidates on their promotion of diversity or similar concepts.”

The SON follows UVA’s faculty promotion and tenure policy, which applies across the institution and is consistent with federal antidiscrimination laws.

#### **IV. Conclusion**

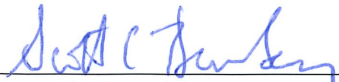
The University's Review remains ongoing. Additional schools and units are currently under review. As required by the Agreement, UVA will provide reports to DOJ on a quarterly basis as additional phases of the Review are completed and remaining updates are implemented.

This report reflects UVA's good faith efforts to ensure compliance with federal antidiscrimination laws within the units reviewed to date. A certification executed by UVA's President is attached as **Exhibit A**. UVA continues to evaluate its policies and practices, implement additional revisions, and engage constructively with DOJ as the Review progresses.

**Exhibit A**

I, Scott C. Beardsley, President of the University of Virginia, hereby certify, to the best of my knowledge, and after reasonable review and investigation, that the accompanying quarterly report is accurate, and that as of March 31, 2026, the University of Virginia has maintained and implemented policies and procedures as well as training programs at the Division for Student Affairs, Darden School of Business, Medical Center, School of Medicine, School of Nursing, and McIntire School of Commerce to ensure material compliance with the Agreement between the United States and the Rector and Visitors of the University of Virginia dated October 22, 2025.

Dated: March 31, 2026

  
\_\_\_\_\_  
Scott C. Beardsley  
President of the University of Virginia