



U.S. Department of Justice

Civil Rights Division

Employment Litigation Section – 4CON
950 Pennsylvania Ave, NW
Washington DC 20530
www.justice.gov/crt/emp

July 25, 2025

Via Electronic Mail

Rector Charles “Cully” Stimson
The Board of Visitors
GEORGE MASON UNIVERSITY
Fairfax, Virginia

c/o Mike Fragoso
TORRIDON LAW
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Re: George Mason University Faculty Senate Resolution in Support of President Gregory Washington

Dear Rector Stimson:

The Department of Justice has been informed that the George Mason University Faculty Senate approved a resolution yesterday commending President Gregory Washington’s efforts to ensure “faculty and staff demographics . . . mirror student demographics” at GMU.

This statement is concerning as it indicates the GMU Faculty Senate is praising President Washington for engaging in race- or sex-motivated hiring decisions to achieve specific demographic outcomes among faculty and staff. According to Justice Jackson and all eight of her colleagues on the United States Supreme Court, such hiring practices violate Title VII of the Civil Rights Act. *Ames v. Ohio Dep't of Youth Servs.*, 145 S. Ct. 1540, 1546 (2025) (observing Title VII makes it “unlawful ‘to fail or refuse to hire or to discharge *any individual*, or otherwise to discriminate against *any individual* with respect to his compensation, terms, conditions, or privileges of employment, because of such individual’s race, color, religion, sex, or national origin’”(emphasis in original)); *see also Students for Fair Admissions, Inc. v. President & Fellows of Harvard Coll.*, 600 U.S. 181, 223 (2023) (observing “racial balancing is patently unconstitutional” at public universities (cleaned up)).

Under Section 707 of Title VII, individuals harmed by such discriminatory hiring decisions are entitled to equitable relief in the form of “make-whole” damages. *International Brotherhood of Teamsters v. United States*, 431 U.S. 324, 347, 364 (1977). For an employer the size of GMU, such damages in the aggregate could be extensive. *United States v. Gregory*, 871 F.2d 1239, 1247 (4th Cir. 1989) (“Make-whole relief is justified when the Government has shown a practice or pattern of discrimination and the complainant applied for the job during the period when the discriminatory policy operated.”).

While we intend to submit a detailed information request next week, the Department of Justice would like to review the Faculty Senate resolution, any proposed drafts of that resolution, and all written communications (including emails, texts, voice mails and other forms of electronic communications) between any Faculty Senate members or between Faculty Senate members and President Washington or any members of his Office's staff. Please immediately take the necessary steps to preserve all such documents and to notify both the members of the Faculty Senate and President Washington's Office of the obligation to preserve these documents and electronic communications.

Thank you for your cooperation.

Regards,

Harmeet K. Dhillon
Assistant Attorney General
Civil Rights Division

By:

/s/ Eric Sell
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