


**From:** Madrenas, Joaquin [REDACTED]   
**Subject:** Re: NDA ACP  
**Date:** November 16, 2023 at 10:21 AM  
**To:** [REDACTED]  
**Cc:** Mor, Patricia [REDACTED] Dubinett, Steven M. [REDACTED]



Dear [REDACTED]

To be clear:

1. The allegations that you brought to our attention were reported to the appropriate offices (Compliance, DPO) for assessment and investigation;
2. I am asking that you let the proper process take place and let the investigators from these offices do their job without interference; and
3. You will be updated as the process moves forward.

Respectfully,

Quim

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**Joaquín (Quim) Madrenas, MD, PhD, FCAHS**  
Professor of Medicine and Vice Dean for Faculty



 **David Geffen School of Medicine**

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**From:** [REDACTED]  
**Date:** Thursday, November 16, 2023 at 8:39 AM  
**To:** Madrenas, Joaquin [REDACTED]  
**Cc:** Mor, Patricia [REDACTED], Dubinett, Steven M. [REDACTED]  
[REDACTED]  
**Subject:** Re: NDA ACP

Dear Dr. Madrenas,

I want to be clear. These are NOT my allegations. I am simply representing a dozen or so people who have made these allegations ANONYMOUSLY. They are afraid to talk and are requesting this letter regarding the NDA. So here is my question again. Are you going to provide a written document that clarifies that the NDA does not apply to whistle blowing or reporting illegal or immoral activity? A YES or NO answer would be helpful here so we can decide how to proceed. YES means we can continue this process internally, which we much prefer as we have no intention to bring the house down. NO means DGSOM is not cooperating and continuing to muzzle the witnesses. This unfortunately will require that we

take this outside which will include outside counsel, press, etc., as that would be our only leverage points moving forward. We are concerned that this would be very detrimental to the reputation and future of DGSOM which is why we prefer to keep an internal investigation. But please be clear. We will do this one way or another, and the choice is not in our hands right now. We appreciate a clear answer.

Respectfully,

[REDACTED] representing the anonymous DGSOM admissions committee members.

On Nov 16, 2023, at 5:21 AM, Madrenas, Joaquin  
[REDACTED] wrote:

Dear [REDACTED]

Thank you for your email. Your allegations are being reviewed.

Best regards,

Quim

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**Joaquin (Quim) Madrenas, MD, PhD, FCAHS**  
Professor of Medicine  
Vice Dean for Faculty  
David Geffen School of Medicine at UCLA  
Office of the Dean

[REDACTED]

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**From:** [REDACTED]  
**Date:** Wednesday, November 15, 2023 at 2:32 PM  
**To:** Madrenas, Joaquin [REDACTED]  
**Cc:** Mor, Patricia [REDACTED], Dubinett, Steven M.  
[REDACTED]  
**Subject:** Re: NDA ACP

Dear Dean Madrenas,

Thank you for taking the initiative to report this to the appropriate offices. However, much of this has been previously reported. These investigations have been closed in the past because there were no witnesses who were willing to testify. You see, this is what a regime of fear looks like. This is what happens when people in power project their power to threaten and intimidate people into silence. I have interviewed a dozen or so witnesses, all who

people into silence. I have interviewed a dozen or so witnesses, all who corroborate the same events, but NONE are willing to testify. They all want to remain anonymous. This reminds me of the early days of the Harvey Weinstein story; lots of people involved, all afraid for their careers, no one willing to talk. Some of these UCLA DGSOM witnesses may never have the courage to talk and may need to receive a subpoena. However, I know that several of these witnesses will talk if they receive something in writing from DGSOM that essentially states that the NDA they signed will not be used against them when they testify. So that is what we are requesting, and we need it now.

Patricia Mor's statement that she works for DGSOM and not us is quite frankly a bit disappointing, although I don't think she meant it that way. I know who she works for, but that does not give DGSOM the right to force people to sign NDAs against their will and then use these NDAs to silence them. This legal intimidation, combined with the threats to one's career, is what is keeping these people from testifying. Now unless you have something to hide, I suggest to everyone that this letter be written to these participants so that they can be free to testify and report what they saw in the DGSOM admissions committee meetings. This small step will demonstrate good will on the part of at the current DGSOM leadership that they are cooperating and not trying to continue the legal pressure and intimidation. Failure to provide this letter will be interpreted as DGSOM trying to actively suppress something terrible that happened there.

Therefore, I implore you, give written permission to testify regardless of any previous NDAs signed. This is the minimum request at this time.

Respectfully,

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On Nov 15, 2023, at 10:08 AM, Madrenas, Joaquin

██████████ wrote:

Dear ██████████

Dean Dubinett forwarded me your email below.

Upon review, I have reported your concerns to both the UCLA Office of Compliance and to the Discrimination Prevention Office. They will assess your allegations and proceed with investigation as appropriate.

At this time, I would like to ask you that you let this process take place. This will ensure a fair and unbiased investigation by these Offices.

I will keep you updated as I receive additional information.

Sincerely

Sincerely,

Quim

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**Joaquín (Quim) Madrenas, MD, PhD, FCAHS**  
Professor of Medicine and Vice Dean for Faculty

[REDACTED]

[REDACTED]

[REDACTED]

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**From:** Dubinett, Steven M. [REDACTED]  
**Date:** Tuesday, November 14, 2023 at 8:10 PM  
**To:** Madrenas, Joaquin [REDACTED]  
**Cc:** Mor, Patricia [REDACTED]  
**Subject:** Fwd: NDA ACP

Begin forwarded message:

**From:** [REDACTED]  
**Date:** November 14, 2023 at 8:02:02 PM PST  
**To:** "Mor, Patricia" [REDACTED]  
**Cc:** [REDACTED]  
[REDACTED] "Dubinett, Steven  
M."  
**Subject:** NDA

Hi,  
My name is [REDACTED]  
[REDACTED] I am part of an investigation into the Admissions Policies of DGSOM that we believe are discriminatory and illegal. In this investigation I have interviewed and taken testimony from over a dozen participants who were direct witnesses to these practices. Many are reporting that they were forced to sign NDAs as part of their participation in the DGSOM Admissions Committee, and they are afraid to go "on the record" because they are concerned they will be breaking the law. While we both know that this is not correct and that no NDA can

prevent someone from reporting impropriety or any illegal activity, nevertheless these participants are requesting **an official letter from DGSOM** that explicitly states that they are released from the NDA when reporting perceived immoral, unethical, and or illegal activity that occurred within the admissions committee meetings. Also, DGSOM admissions committee leadership has a history of retaliation or threat of retaliation, which sowed much fear in the hearts of these witnesses. This pattern of bullying and threatening has been pervasive and repetitive. It reminds me of the tactics used in cases such as the Harvey Weinstein scandal, in which those in power tried to suppress the truth and cover their misdeeds using a regime of fear. This house of cards is about to fold, and I hope that you will be on the right side of this fight. Can you please assist in providing this letter to our witnesses? We don't want to take legal action against DGSOM and hope that its leadership will do the right thing and provide this letter so that a proper investigation can take place.

Respectfully,

A rectangular area with a black and white diamond-patterned grid, used to redact the sender's name.