

From: [REDACTED]  
Subject: [REDACTED]  
Date: [REDACTED]  
To: [REDACTED]  
Cc: [REDACTED] Dubinett, Steven M.  
[REDACTED] Madrenas, Joaquin [REDACTED]



Dear [REDACTED]

Thank you for your email message. Because I represent the University and DGSOM's institutional interests in my role, I may not provide individual, legal guidance to our physician faculty members under the attorney conflicts rules. However, I am a mandatory reporter and since you have raised serious concerns about possible unlawful and abusive conduct, I will ensure that your concerns are reported to UCLA's Office of Compliance for a thorough investigation.

UCLA's Chief Compliance Officer, Mark Krause oversees both whistleblower and abusive conduct investigations. Moreover, his staff is trained to escalate concerns that may fall in another group's investigatory jurisdiction (e.g., SVSH issues should be escalated to TIX, while discrimination issues should be escalated to the campus Civil Rights or EDI Office). So your allegations will be reviewed by the appropriate professionals.

With that said, Vice Dean of Faculty Affairs, Joaquin (Quim) Madrenas is responsible for reviewing and responding to allegations of misconduct. To do so effectively, it is important that all due process procedures are followed. Thus, it is important to allow a fair, impartial investigation to proceed. If you have further questions, I encourage you to speak to Dr. Madrenas.

Again, thank you for trusting me to evaluate and escalate your concerns for a proper investigation.

Best,  
Patricia

**PATRICIA MOR (she/her)**  
**UCLA Principal Campus Counsel**  
**David Geffen School of Medicine at UCLA**



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**From:** [REDACTED]

**Sent:** Tuesday, November 14, 2023 8:02 PM

**To:** Mor, Patricia [REDACTED]

**Cc:** [REDACTED]

[REDACTED] Dubinett, Steven M. [REDACTED]

**Subject:** NDA

Hi,

My name is [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,

[REDACTED]