



OFFICE OF  
THE REGIONAL DIRECTOR

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE  
REGIONAL OFFICE  
Region III  
700 East Jefferson Street  
Charlottesville, Virginia

April 30, 1965

Dear Mr. Stacey:

A report has been submitted by Mr. Don J. Wadsworth and Mr. Philip T. Brown who visited the University of Virginia Hospital on April 15, 1965, as representatives of the Department of Health, Education, and Welfare in relation to a complaint filed under Title VI of the Civil Rights Act of 1964. A copy of the report is enclosed.

In your letter of April 28, 1965, you outline the decisive action that you have taken to comply with the provisions of Title VI. It is our hope that this action will eliminate all traces of discrimination in the operation of the hospital. I have sent a copy of your letter to the Assistant Secretary of Health, Education, and Welfare, Mr. James M. Quigley, who represents the Secretary in the area of civil rights administration.

The Assistant to the President of the University has assured this office that Negro applicants will be considered fully and on the same basis as white applicants for enrollment in the University School of Nursing.

Thank you for your cooperation and assistance given our representatives on their recent visit.

Sincerely yours,

  
Edmund Baxter  
Regional Director

Mr. John M. Stacey  
Director  
University of Virginia  
Medical Center  
Charlottesville, Virginia

Enclosure

REPORT OF AN INVESTIGATION OF COMPLIANCE WITH TITLE VI  
OF THE CIVIL RIGHTS ACT ON THE PART OF THE  
UNIVERSITY OF VIRGINIA HOSPITAL  
CHARLOTTESVILLE, VIRGINIA

1. Background.

On March 5, 1965, a complaint was filed with the Secretary of Health, Education, and Welfare by the National Association for the Advancement of Colored People in which it was alleged with respect to the University of Virginia Hospital in Charlottesville, Virginia, that:

"Ward and room assignments are made on the basis of race. Rest rooms for Negroes and whites are on different floors and Negroes are not permitted to eat in the staff dining room. In addition, if a four bed ward has only one white person in it and three empty beds, a Negro will be denied admission rather than placed in one of the empty beds."

The investigation of this complaint was made on April 15, 1965, by two members of the Regional Office staff.

The University of Virginia Hospital is a public, state-owned, teaching hospital containing approximately 550 beds. The hospital has received Hill-Burton construction funds but at the present has no construction projects involving any Federal funds. The hospital is currently receiving various Federal funds such as monthly vendor payments under the various welfare programs. The hospital is also receiving a nurse training grant from the Public Health Service. In addition, the University of Virginia Medical School, of which the hospital is a part, receives a large number of grants from the National Institutes of Health.

The University of Virginia Hospital is an integral part of the University of Virginia and while the administrative problems of the Hospital are handled by the administrative staff, questions of general policy and procedures are determined by a Hospital Board appointed by the President of the University and accountable to the President, who is in turn accountable to the Board of Visitors of the University.

Form 441's have been filed with a number of agencies with this Department but such assurances have been submitted by the University of Virginia rather than the hospital since, as noted above, the hospital is an integral part of the University.

2. Specific Findings.

It is the policy of the hospital and has been such policy not to deny admission to any patient needing hospitalization. The Director of the



Medical Center (comprised of the Medical School and the hospital), Mr. John M. Stacey, formerly Director of the hospital, and Mr. John Harlan, Acting Director of the hospital, were quite specific on that point. In the past, the policy of the hospital was to make assignments to separate sections of the hospital on the basis of race. Policy was changed when the hospital moved into its new facilities several years ago. Some traces of the former policy are still evident. In the obstetrical ward it appeared to the investigators that Negroes are primarily assigned to one section of this floor, while white patients are assigned primarily to another portion of the floor. In other sections the practice now is to assign patients by race to certain rooms, rather than to particular portions of a floor. The result is that Negro patients may be in a room next to white patients and vice versa. One exception is in the pediatrics ward where Negro and white children are assigned to the same rooms.

There are two dining facilities for the hospital staff and employees. There is no question that in the past these facilities were segregated, one being the white dining room, the other being the Negro dining room. The larger of these dining rooms serves those employees and staff members of the hospital for whom the hospital has contractual liability for providing meals for part of their compensation. The smaller dining room is for other employees whose meals are not provided as part of their compensation. In actual practice at the present time both Negroes and whites may eat in either dining room. Some Negroes regularly eat in the larger dining room. The majority, however, still eat in the smaller dining room. Subsequent to our visit, it was brought to our attention that one reason Negroes may still continue to primarily use the smaller dining room is that the meals cost less than in the larger dining room. White staff members and employees normally do not use the smaller dining room unless the larger dining room is full.

Since the hospital is a teaching hospital and operates as part of the Medical School of the University, in order for a physician to become a member of the staff, he must be a member of the Medical School faculty. There are no Negroes among the approximately 170 attending physicians on the staff at the present time or among the approximately 196 interns, residents and fellows. There is no hospital policy either written or unwritten which bars the admission of Negro physicians to the staff. In the past, there have been several Negro residents on the staff, the first of whom was appointed in 1952 or 1953. Mr. Stacey stated that to the best of his knowledge there have been no applications for staff membership either as an attending physician or as an intern or resident by a Negro physician within the past five years. Inasmuch as an attending staff physician must be a member of the Medical School faculty, all physicians on the staff in this capacity must be board certified since this is a requirement for admission to the Medical School faculty. Mr. Stacey indicated that to the best of his knowledge there were only one, or possibly two, Negro physicians in the community, neither of whom has ever applied for staff membership.



There are approximately 200 graduate nurses of whom approximately five percent are Negro. Two of the Negro nurses are supervisors and have both white and Negro employees under their direction and control. Of the 90 practical nurses, approximately 95 percent are Negro. There are approximately 250 student nurses, both degree and diploma. There are no Negroes in the School of Nursing and apparently never have been any. Mr. Stacey indicated that the Medical College of Virginia formerly operated a School of Nursing for Negroes and that it was the policy of the School of Nursing at the University not to admit any Negro applicants to the School in Charlottesville so long as this other facility in Richmond was in operation. This policy, Mr. Stacey said, has now changed and qualified Negroes may be accepted in the School of Nursing but that to the best of his knowledge there have been no applicants. The Medical School, on the other hand, has from time to time had Negro students.

The hospital operates a licensed practical nurse course which is open to both white and Negro applicants. The primary prerequisite for admission to this class is that the applicant must be a high school graduate. The large majority of students are Negroes. Mr. Stacey indicated that these students in the practical nurse course are not ordinarily housed in the University but in the event that space is available in McKim Hall, the dormitory facility used by the School of Nursing, space will be provided to either Negro or white students. The hospital, however, does not assume the responsibility for housing of practical nurses.

Of the remaining approximately 700 employees, approximately 400 are Negro. There are Negro technicians, operating room technicians and, according to Mr. Stacey, both Negro and white are employed in the administrative offices. The individual in charge in the Inhalation Therapy Department is Negro. In addition to the written complaint made by the National Association for the Advancement of Colored People, several oral complaints regarding the employment practices of the hospital have been made to the investigators. The substance of these complaints is that the employment of Negroes is limited and promotional opportunities and specific types of jobs are generally denied to Negroes. As a general rule, other than staff appointments to the medical staff, the Personnel Office of the University acts as the personnel division of the hospital and all personnel are processed through the University Personnel Office. Mr. Stacey indicated that there are written specifications for each class of positions in the hospital which set forth the eligibility requirements and duties of each job. Mr. Stacey indicated that he did not feel that the hospital in any way discriminates in its employment practices against Negroes and that Negroes and whites have equal employment and promotional opportunities. The complaints made to the investigators were general in nature and did not involve specific cases.

In discussing the hospital's policy as to nondiscrimination in all phases of the hospital's operations, Mr. Stacey indicated that the hospital

has purposely refrained from making announcements, both to the staff and to the public, regarding the elimination of discrimination since it was felt that better results in eliminating discrimination could be made without such announcements. Subsequent to the investigation, however, the hospital has taken positive steps to insure that its policy of non-discrimination is given considerable publicity. A letter, attached hereto from Mr. Stacey to Mr. Baxter, dated April 28, 1965, states that on April 30, 1965, the following "NONDISCRIMINATION POLICY STATEMENT" will be posted on all bulletin boards in the Medical Center:

"In order to avoid any possible misunderstandings relating to discrimination the following statement of policy is brought to your attention:

THE UNIVERSITY OF VIRGINIA MEDICAL CENTER DOES  
NOT DISCRIMINATE AGAINST PERSONS OF ANY RACE,  
COLOR OR NATIONAL ORIGIN IN PATIENT CARE, EM-  
PLOYMENT AND PROMOTION POLICIES, OR IN USE OF  
ITS FACILITIES.

Deviations from this policy should be called promptly to the attention of the Medical Center Administration.

John M. Stacey  
Director  
University of Virginia Medical Center

April 30, 1965"

In addition, appropriate articles dealing with this policy of nondiscrimination are to be published in the Medical Center house organ and copies of the statement are being released to the newspapers.

### 3. Summary.

The investigators believe that in general the specific allegations in the complaint were no longer true as of the date of the investigation. It is suggested that the remaining traces of the previous policy of segregation in the operation of the hospital will be eliminated by the positive steps which the hospital has taken to inform its staff, employees, and the public of the policy of nondiscrimination in all phases of the hospital's operations.