



Statement by Eric H. Holder, Jr. Covington & Burling LLP

Earlier this year, my colleagues and I at Covington & Burling began an independent review of OHSU's culture as it relates to harassment, misconduct, employee reporting, and retaliation. The decision to engage my firm to conduct this independent review reflects a sincere commitment by OHSU leadership to get to a better place on these critical issues. Not all institutions have this kind of courage.

Over the past eight months, we have received the input of many OHSU community members through interviews and anonymous focus groups. I want to thank all of those who participated in our investigation and provided us with the information we needed to conduct a thorough review of OHSU's culture. We had unrestricted access to the materials and personnel we deemed necessary. OHSU's leadership, under the direction of Dr. Jacobs and the Board of Directors' Human Resources Committee, have been extremely supportive of our work.

Our written report contains our investigative findings and programmatic recommendations in the areas which we were engaged to examine. We found that OHSU has appropriately committed itself to a path that encourages diversity, equity and inclusion and values appropriate conduct. We also determined that in the execution of these goals OHSU has challenges that it must overcome.

It is our hope that our findings and recommendations will guide OHSU as it strives to achieve a diverse, equitable and inclusive culture. It will now be up to OHSU's leadership and its community to work together to bring about the necessary and long sought changes that will serve as the foundation for a more inclusive and fair environment.

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