



U.S. Department of Justice

Civil Rights Division

KDW:HFR  
DJ 170-66-28

Employment Litigation Section – 4CON  
950 Pennsylvania Avenue, NW  
Washington, DC 20530  
[www.usdoj.gov/crt/emp](http://www.usdoj.gov/crt/emp)

**Via United States Mail and Email**

March 21, 2025

Angélica Infante-Green  
Commissioner  
Rhode Island Department of Education  
255 Westminster Street  
Providence, RI 02903  
Email: [angelica.infantegreen@ride.ri.gov](mailto:angelica.infantegreen@ride.ri.gov)

Charles A. Ruggerio, Esq.  
General Counsel  
Providence School District  
797 Westminster Street  
Providence, RI 02903  
Email: [Charles.Ruggerio@ppsd.org](mailto:Charles.Ruggerio@ppsd.org)

Re: Investigation of the Employment Practices of the Rhode Island Department of Education and Providence Public Schools, Pursuant to Section 707 of Title VII of the Civil Rights Act of 1964, as Amended

Dear Commissioner Infante-Green and Mr. Ruggerio:

We are writing to inform you that the Department of Justice is opening an investigation to determine whether Rhode Island Department of Education (“RIDE”) and Providence Public Schools (“PPS”) are engaged in a pattern or practice of discrimination based on race in violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, *et seq.* (“Title VII”). It is the responsibility of the Attorney General of the United States to enforce the provisions of Title VII with respect to state and local government employers. The Attorney General has delegated the authority to investigate compliance with these provisions to the Assistant Attorney General of the Civil Rights Division, under the supervision of the Associate Attorney General.

Title VII prohibits an employer from discriminating against an individual on the basis of race, color, religion, sex, or national origin. *See* 42 U.S.C. § 2000e-2. When the Attorney General has reasonable cause to believe that a state or local government employer is engaged in a pattern or practice of discrimination in violation of Title VII, it is the Attorney General’s responsibility to take appropriate action to eliminate that violation, including presenting the matter to the appropriate court for civil proceedings. *See* 42 U.S.C. § 2000e-6(a).

Our investigation is based on information suggesting that RIDE and PPS may be engaged in certain employment practices with respect to a student loan repayment program that discriminate

against teachers who identify as white. Accordingly, the Acting Associate Attorney General and the Deputy Assistant Attorney General for the Civil Rights Division acting as the Supervisory Official for the Civil Rights Division have authorized a full investigation to determine whether RIDE and PPS are engaged in a pattern or practice of discrimination as set forth above.

It is important to note that we have not reached any conclusions about the subject matter of the investigation. We intend to consider all relevant information, and we welcome your assistance in helping to identify what that might be. We would appreciate your cooperation in our investigation.

I have assigned Employment Litigation Section Deputy Chief Hector F. Ruiz, Jr. to this investigation. Mr. Ruiz will be in contact with you shortly to set up a mutually agreeable date and time to discuss the parameters of this investigation, including the scope of information that we will be seeking from you. He may be reached by phone at (202) 598-9903 or at Hector.Ruiz@usdoj.gov.

Thank you for your cooperation.

Sincerely,

Chad Mizelle  
Acting Associate Attorney General

Jason Manion  
Counselor to the Associate Attorney  
General

Mac Warner  
Deputy Assistant Attorney General  
Civil Rights Division

Michael E. Gates  
Deputy Assistant Attorney General  
Civil Rights Division

By: /s/ Karen D. Woodard  
Karen D. Woodard  
Chief  
Employment Litigation Section