

EXHIBIT C

DECLARATION OF VEENA DUBAL
General Counsel, AAUP

I, Veena Dubal, DECLARE as follows:

1. I am employed by the University of California, Irvine as Professor of Law.
2. I also serve as General Counsel to the American Association of University Professors (“AAUP”).
3. AAUP is a nonprofit membership association and labor union of faculty, graduate students, and other academic professionals with chapters at colleges and universities throughout the country, including at the University of Pennsylvania. The AAUP’s mission is to protect its members in relation to all aspects of their relationship to their employers and federal, state and local governments; to advance academic freedom and shared governance; to define fundamental professional values and standards for higher education; to promote the economic security of faculty, academic professionals, graduate students, postdoctoral fellows, and all those engaged in teaching and research in higher education; to help the higher education community organize to accomplish their goals; and to ensure higher education’s contribution to the common good. Founded in 1915, the AAUP has helped to shape American higher education by developing the standards and procedures that maintain quality in education and academic freedom in the country’s colleges and universities. The AAUP is headquartered in Washington, D.C.
4. The AAUP has closely monitored the actions of the Trump Administration and its express intention to pressure universities to adopt viewpoints and policies favored by the Administration and cease activities disfavored by the Administration. Those efforts have included the weaponization of federal civil rights law to suppress speech and dissent on

campuses. The leadership and membership of the AAUP consider the Administration's actions a grave threat to academic freedom.

Harms to AAUP Members

5. The AAUP has approximately 44,000 members on college and university campuses across the country, including approximately 200 members at the University of Pennsylvania (the "Penn-AAUP members").
 - i. Many of these members, including members at Penn, are of Jewish faith, and belong to clubs, groups, and organizations related to Jewish religion, faith, ancestry, and national origin that are the subject of this subpoena. Subpoena request, No. 2.
 - ii. AAUP and Penn-AAUP also have members who are faculty and leaders in Jewish Studies. Subpoena request No. 3.
6. In September 2025, the AAUP's Committee A on Academic Freedom and Tenure issued a Report titled, "On Title VI, Discrimination, and Academic Freedom," that stated, "there is no doubt that the Trump administration has wielded Title VI with the goals of discrediting institutions of higher education, undermining academic freedom and institutional autonomy, and unmooring the Civil Rights Act from its foundational commitments to addressing structures of discrimination that prevent or limit educational access." *Id.* at 1. The Report continues, "federal antidiscrimination law has become the site of a gross overreach of executive power as the language of Title VI is being used to force students and faculty members, colleges and universities, to repress views and practices that the Trump administration does not favor." *Id.* at 10.

- i. The Report specifically cited the University of Pennsylvania’s “deal” with the Administration to negotiate the restoration of its federal funding. This deal included “measures that could not have been ordered by a court as remedies for a Title VI violation.” *Id.* at 9. The Report specifically recommended that “[f]aculties, administrations, and governing boards . . . refuse to comply with unlawful federal government demands based on Title VI investigations that impinge on institutional autonomy, faculty academic freedom (including the faculty’s role in governance), student academic freedom, and freedom of expression of faculty members, students, and staff.” *Id.* at 10.
7. Penn-AAUP’s members do not wish to have their identities and associations disclosed to the EEOC by the University, nor do they want to be forced to intervene individually in this litigation because of the time, expense, and risk of exposure.
8. While the AAUP strongly supports efforts to combat antisemitism, it believes these efforts can and must not interfere with the safety, privacy, and academic freedom of its members. The AAUP is concerned that the Trump Administration is using enforcement of anti-discrimination laws and others selectively, and in pursuit of ends unrelated to the purposes of those laws.
9. AAUP members and other university employees have the right to associational privacy, particularly when that association is an integral element of their free exercise of religion. The AAUP believes that the information sought in the subpoena is far outside the scope of anti-discrimination law, and constitutes a grave threat to associational privacy.
10. I am aware of and can identify Penn-AAUP members who will suffer harm to their privacy, associational freedom, religious liberty, and the ability to pursue their careers

without threat of ideological conformity, should the University disclose their private personal information to the EEOC.

11. I am aware of and can identify Penn-AAUP members whose speech and academic freedom will be chilled should the University disclose their private personal information to the EEOC.

12. I am also aware of and can identify AAUP members at other colleges and universities who are similarly concerned about their universities disclosing their identities and associations to the Trump Administration, who feel constrained in their speech and activities in and outside of the classroom in fear of targeting by the Administration.

Harms to AAUP as an Organization

13. Amid the Trump Administration's multi-pronged attack on universities and academic freedom, the AAUP is concerned that enforcement of the subpoena will empower the Administration to further coerce universities into ideological compliance and thus threaten the rights of AAUP members and other university employees nationwide.

14. Given the Trump Administration's efforts to seize data held by one agency for specific, authorized purposes in violation of federal privacy laws, the AAUP is further concerned that the EEOC will voluntarily share or be forced to share private data acquired pursuant to this subpoena with other agencies of the federal government.

15. Enforcement of the subpoena in this case might threaten the confidentiality of the AAUP's own membership lists and its members' right to associational privacy with respect to their membership in the AAUP.

16. The AAUP has zealously sought to protect the confidentiality of its membership lists, as well as of its communications with members against governmental inquiries.

17. Since the Administration took office, the AAUP has regularly defended the rights and liberties of its members to speak and associate freely without ideological censorship.

- a. In *AAUP v. Rubio*, the District Court of Massachusetts held that the Trump Administration could not deport non-citizen members in relation to their protected pro-Palestinian speech and expression. *AAUP v. Rubio*, No. 1:25-cv-1068, 2025 U.S. LEXIS 193069 (D. Mass. Sept. 30, 2025).
- b. In another recent lawsuit, the AAUP challenged the Trump Administration's cancellation of nearly \$600 million in federal research grants to UCLA and its demand that UCLA adopt the administration's positions on DEI, gender identity, and campus protests—a move that the court recognized as a grave threat to academic freedom and free speech. Accordingly, the court ordered a preliminary injunction that reinstated funding to the UC system and barred the Trump administration from restricting, withholding, or otherwise conditioning funds on compliance with its ideological agenda. *AAUP v. Trump*, No.25-cv-07864-RFL (N.D. Cal. Nov. 14, 2025).

18. On April 2, 2025, for example, I sent a letter to college and university general counsels urging them not to comply with demands by the Office of Civil Rights within the Department of Education for lists similar to those at issue here. The letter stated, “[d]emands to higher education institutions t [to] provide the names and nationalities of students and faculty are not justified by federal agencies’ enforcement responsibilities under Title VI. They also, and independently, violate the First Amendment by unlawfully targeting students and faculty because of the content of their speech and by chilling their rights to freedom of speech and association.”

19. For these reasons, the AAUP seeks to intervene in this action filed on November 18, 2025, by the U.S. Equal Employment Opportunity Commission (“EEOC”) against the University of Pennsylvania, in order to protect the rights of its members, particularly those of the Jewish faith and those who belong to Jewish-affiliated professional and other groups at Penn, but more broadly its members who associate with any religion, advocacy organization, labor union, or other lawful association.

I, Veena Dubal, hereby DECLARE under penalty of perjury on this ____ day of January, 2026, that the foregoing statements are true and correct to the best of my information, knowledge and belief, and that I am authorized to so represent by AAUP’s governing body.

A handwritten signature in black ink, appearing to read 'V. Dubal', is written above a horizontal line.

Veena Dubal