

AMERICAN CIVIL LIBERTIES UNION FOUNDATION

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**UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA
SAN FRANCISCO DIVISION**

ARGHAVAN SALLES; ABIGAIL HATCHER;
ANDREA ROSSO; ANN D. COHEN-WILSON;
DOLORES ALBARRACÍN; HEIDI MOSESON;
JADE PAGKAS-BATHER; JONATHAN KYLE
DAW; KATIE EDWARDS; KELTON MINOR;
MICHAEL D. GREEN; SARA JACKSON;
SUZANNE BELL; JORDAN DOE 1; JORDAN DOE
2; JORDAN DOE 3; and JORDAN DOE 4, *on behalf
of themselves and all others similarly situated,*

Plaintiffs,

v.

NATIONAL INSTITUTES OF HEALTH; JAY
BHATTACHARYA, *in his official capacity as
Director of the National Institutes of Health*; UNITED
STATES DEPARTMENT OF HEALTH AND
HUMAN SERVICES; ROBERT F. KENNEDY, JR.,
*in his official capacity as Secretary of the United States
Department of Health and Human Services*; and
UNITED STATES DOGE SERVICE,

Defendants.

Case No. 3:26-cv-10510-SK

**DECLARATION OF
ARGHAVAN SALLES**

* Application for *Pro Hac Vice* Admission Forthcoming

** Out-of-State Licensee Renewal Pending

(Additional Counsel on Behalf of Plaintiffs)

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* Application for *Pro Hac Vice* Admission Forthcoming

1 I, Arghavan Salles, declare:

2 1. I have personal knowledge of the facts set forth in this declaration, and if called to testify
3 as a witness thereto, could do so competently under oath.

4 2. My name is Arghavan Salles. I am a Board-Certified surgeon and a Clinical Associate
5 Professor at the Stanford University Department of Medicine, where I also served as the Special Advisor
6 for Culture and Community Building until July 2026. I have focused my research career on gender
7 equity, implicit bias, diversity, inclusion and physician well-being.

8 3. I am offering this declaration in my individual capacity and not on behalf of my
9 employer.

10 4. I earned a B.A. and B.S. from the University of Southern California in 2002, an M.D.
11 from Stanford University School of Medicine in 2006 and a PhD in Social Psychology from Stanford
12 University School of Education in 2014 that was supported by a T32 grant from NIH. I completed my
13 fellowship in minimally invasive surgery at Washington University in St. Louis and served on the
14 faculty there for three years before returning to Stanford in 2019.

15 5. I have published research papers in top medical journals, including JAMA Internal
16 Medicine, BMJ, JAMA Network Open, JAMA Surgery, and the International Journal of Obesity. I have
17 published opinion pieces in leading journals such as JAMA and The Lancet, and I sit on The Lancet's
18 racial equity board.

19 6. In 2022 I was awarded an R01 grant, titled Sexual Harassment Training of Principal
20 Investigators (STOP) with a project term of July 1, 2022, through June 30, 2027. NIH grant applications
21 are incredibly demanding. Preparing one can take months or even years. Proposals are lengthy and must
22 make a compelling case that the health issue being studied is urgent and scientifically significant.
23 Applicants must prove that their proposed methods are the best possible approach to solve the problem.
24 They must also demonstrate that their team is uniquely qualified. Every application undergoes rigorous
25 peer review by experts, and funding rates are low—especially for R01 grants, where many researchers
26 apply multiple times before ever being funded. Securing a grant is not just about money—it indicates a
27 project's scientific importance, methodological rigor, and real-world potential to improve public health.

1 7. My award focused on sexual harassment in biomedical research—despite high enrollment
2 in biomedical graduate programs, women remain under-represented in the biomedical research
3 workforce. Although anyone can experience sexual harassment, women, especially those with other
4 marginalized aspects of identity, and sexual and gender minorities are disproportionately impacted. NIH
5 T32 training programs are an understudied yet important contributor to the workforce and a key stage
6 for intervention. As such, my project was designed to explore the impact of an intervention on T32
7 training program Principal Investigators’ and mentors’ confidence in their ability to intervene when they
8 witness sexual harassment and the impact of the intervention on T32 mentees’ experiences with
9 microaggressions and sexual harassment, sense of belonging, well-being, research productivity and
10 persistence in biomedical research careers.

11 8. To complete the project’s research aims, I planned to conduct a randomized, controlled
12 trial of NIH T32 programs to test whether a novel multi-modal virtual intervention incorporating video
13 game elements would address and reduce sexual harassment and allow for a generalizable and easily
14 scalable educational program to improve NIH training environments nationwide which could ultimately
15 increase the diversity of the biomedical research workforce. Attached hereto as **Exhibit 1** is a true and
16 correct copy of this R01 grant’s Notice of Award (i.e., NOA).

17 9. During the first three years of the grant, we 1) developed an evidence-based intervention
18 incorporating novel, custom videos and video games; multimedia content including videos, podcasts,
19 and news articles from external sources; and other interactive exercises; 2) enrolled and randomized T32
20 training programs into either the treatment condition (where they would receive this intervention) or a
21 control condition (focused on research ethics); and 3) tested the intervention with a cohort of several
22 hundred biomedical research faculty involved in T32 training programs across the country.

23 10. I emailed the program officer (PO) on February 3, 2025, after a colleague funded through
24 the same mechanism as mine—Research on Interventions that Promote the Careers of Individuals in the
25 Biomedical Research Enterprise—had heard from her PO. I asked if there was anything I needed to
26 know that might affect the funding of this grant or the grant application I had submitted in the fall of
27 2024 (which was withdrawn from study section in spring of 2025 and then reviewed after a settlement in
28

1 a prior lawsuit and is not at issue in this case). She did not immediately reply. I followed up again on
2 February 18, and again she did not reply.

3 11. On April 2, 2025, I received an email from NIGMS stating that, due to a change in
4 NIH/HHS priorities, the program under which my award was funded had been terminated. I was
5 informed that no future years of funding would be available, and NIGMS would not permit ANY no-
6 cost-extensions. Attached hereto as **Exhibit 2** is a true and correct copy of this email.

7 12. The next day, April 3, my PO emailed to say that my grant would be terminated “no later
8 than the end of the current budget period. However, awards may terminate sooner based on NIH/HHS
9 priorities.” This left our project in limbo, unsure whether we would be funded from day to day. I asked
10 the PO how to appeal this decision. She said the appeals process would be outlined when I received an
11 updated Notice of Award.

12 13. Several months later I received a revised Notice of Award dated June 17, 2025, reflecting
13 my grant’s termination. Attached hereto as **Exhibit 3** is a true and correct copy of this revised Notice of
14 Award.

15 14. Neither the revised Notice of Award nor the termination notice includes any
16 individualized explanation for why the grant was canceled, and both fail to discuss the grant application,
17 progress reports, or other related materials. The project was proceeding well, and the project’s annual
18 progress reports had never prompted questioning or reduction in funds from the NIH prior to this
19 termination.

20 15. Instead, the termination notice contains the following language about its decision:

21
22 Research programs based primarily on artificial and non-scientific categories, including
23 amorphous equity objectives, are antithetical to the scientific inquiry, do nothing to expand our
24 knowledge of living systems, provide low returns on investment, and ultimately do not enhance
25 health, lengthen life, or reduce illness. Worse, so-called diversity, equity, and inclusion (“DEI”)
26 studies are often used to support unlawful discrimination on the basis of race and other protected
27 characteristics ICO’s, which harms the health of Americans. Therefore, it is the policy of NIH
28 not to prioritize such research programs.

1 16. The termination of this grant set off a cascade of events that has brought me to a critical
2 juncture in my research career. In the fall of 2024 I had one funded R01, a pending application for a
3 second and ideas for future awards. Today, I have zero NIH grants and dim prospects for obtaining
4 future grants. My department, which had previously enthusiastically supported my work, has given me
5 an extremely short amount of time to find further funding or else lose my job. Unless my grant is
6 reinstated soon, I do not see how my research career can continue.

7 17. With regard to the STOP project that had been funded by the NIH, I have tried very hard
8 to push that work forward and get our initial data analyzed so we could publish at least preliminary
9 results. Without that, the taxpayer money that supported our work for three years would have been
10 wasted. Unfortunately, due to the grant's termination, I was unable to replace a staff-member who left,
11 and we now have a very small staff which has limited our capacity to continue the work. We had
12 intended to test the intervention we designed on two cohorts, in subsequent years, but since our funding
13 was cut after the first cohort, we had limited capacity to pursue the second cohort. We did so with some
14 modest support from my department. We are doing what we can to try to publish preliminary findings
15 despite being underpowered and understaffed. We will not be able to complete the long-term follow-up
16 that was described in the original proposal, including our planned assessment of the enduring impact of
17 the intervention two years later. Short-term changes in behavior are important and valuable, but the true
18 test of an intervention is whether it results in durable change. Losing the ability to assess the longer-term
19 impact of the intervention limits the utility of the entire project, including the work already completed at
20 taxpayer expense.

21 18. My position at Stanford is dependent on bringing in additional funding, thus I have
22 continued to submit applications for NIH opportunities. In January of 2026, I submitted an application
23 for an R35 award. R35s are "Investigator-Focused Awards." They provide support to experienced
24 investigators for that investigator's research program or lab rather than a discrete research project. They
25 are only available to investigators with R01s in the previous 12-18 months, which is a relatively small
26 universe of applicants, making me a potentially competitive candidate. Based on my qualifications, a
27 program officer at the NIH encouraged me to apply.

1 19. Putting together my application was incredibly difficult. Based on public reporting, I
2 understood that if I included words like “woman” or “sexual harassment” in my grant application it
3 would be flagged as non-conforming to NIH priorities. Because these grants are given to investigators,
4 rather than to support specific projects, a critical portion of the application is describing the
5 investigator’s previous work in a way that demonstrates “clear intellectual leadership” in the proposed
6 research program. I was unable to accurately describe my work because of the widely known list of
7 banned words. Having studied gender equity for over 15 years, with sexual harassment being a key part
8 of that, I somehow had to describe my work without using “gender,” “equity,” or “sexual.” I therefore
9 had to describe my previous research in vague terms, for example referring to “mistreatment” instead of
10 sexual harassment. I then proposed using our previously established methods of novel multi-modal
11 interventions with video games on civility, bullying, and research misconduct. If not for this sudden and
12 drastic change in the NIH last year, I would have been able to describe my previous work in detail,
13 assessing implicit bias, microaggressions, sexual harassment, and other discriminatory behavior that
14 asymmetrically impacts outcomes for professionals based on their gender and other aspects of identity. I
15 would also have been able to propose interventions more clearly in line with that work rather than
16 having to pivot to civility, bullying, and research misconduct. In short, I would have been able to
17 describe work that would advance the research I have been conducting for over 15 years rather than new
18 areas of research that have tangential relations to my past work. That would, of course, make for a
19 stronger application.

20 20. I later learned the R35 application was “not discussed” at study section, meaning it was
21 not considered competitive for funding at that time. Although the application could be discussed at a
22 future study section, this is a bad prognostic indicator for the application’s chances of success.

23 21. Importantly, sexual harassment can and does affect people of all genders and remains
24 illegal. When it funded my work, the NIH understood the importance of addressing this critical barrier
25 that impairs our workforce from doing the best possible science as individuals are pushed out of the field
26 after experiencing sexual harassment. We will never know what cures and advances might have been
27 discovered by those pushed out of science because of these experiences. These days, NIH simply does
28 not care.

1 22. I am at a loss to understand how I will ever again be competitive for an NIH grant if NIH
2 will not consider applications that include the terms that accurately describe my research goals and
3 expertise. Even worse, I will never qualify for an NIH grant if I am forced out of academia due to the
4 sudden politicization of NIH's decision-making.

5 23. I understand that, as a class representative, I represent the interests of everyone in the
6 class and not just myself. I am prepared to stay informed about what is happening with my case and stay
7 in touch with my attorneys to give them information they need. I am committed to being a class
8 representative because I do not want other researchers to be subjected to the same unlawful policies and
9 actions that I have experienced. I have never served as a class representative in any prior action.

10 I declare under penalty of perjury that the foregoing is true and correct, and that this declaration
11 was executed at Redwood City, California this thirteenth day of September 2026.



Arghavan Salles

Exhibit 1



Department of Health and Human Services
National Institutes of Health
NATIONAL INSTITUTE OF GENERAL MEDICAL SCIENCES

Notice of Award
FAIN# R01GM147063
Federal Award Date
09-08-2022

Recipient Information

1. Recipient Name

LELAND STANFORD JUNIOR UNIVERSITY,
THE
450 JANE STANFORD WAY

STANFORD, 94305

2. Congressional District of Recipient

18

3. Payment System Identifier (ID)

1941156365A1

4. Employer Identification Number (EIN)

941156365

5. Data Universal Numbering System (DUNS)

009214214

6. Recipient's Unique Entity Identifier

HJD6G4D6TJY5

7. Project Director or Principal Investigator

Arghavan Salles, MD

arghavan@alumni.stanford.edu
650-387-5275

8. Authorized Official

Ms. Karen G. Wong

Federal Agency Information

9. Awarding Agency Contact Information

Jennifer M Lynch

NATIONAL INSTITUTE OF GENERAL
MEDICAL SCIENCES
jennifer.lynch@nih.gov
301-594-3918

10. Program Official Contact Information

Shakira M Nelson

NATIONAL INSTITUTE OF GENERAL
MEDICAL SCIENCES
shakira.nelson@nih.gov
240-281-1039

Federal Award Information

11. Award Number

1R01GM147063-01

12. Unique Federal Award Identification Number (FAIN)

R01GM147063

13. Statutory Authority

42 USC 241 42 CFR 52

14. Federal Award Project Title

Sexual harassment Training Of Principal investigators (STOP)

15. Assistance Listing Number

93.859

16. Assistance Listing Program Title

Biomedical Research and Research Training

17. Award Action Type

New Competing

18. Is the Award R&D?

Yes

Summary Federal Award Financial Information

19. Budget Period Start Date 09-08-2022 – End Date 06-30-2023

20. Total Amount of Federal Funds Obligated by this Action	\$416,252
20 a. Direct Cost Amount	\$306,153
20 b. Indirect Cost Amount	\$110,099

21. Authorized Carryover

22. Offset

23. Total Amount of Federal Funds Obligated this budget period \$416,252

24. Total Approved Cost Sharing or Matching, where applicable \$0

25. Total Federal and Non-Federal Approved this Budget Period \$416,252

26. Project Period Start Date 09-08-2022 – End Date 06-30-2027

**27. Total Amount of the Federal Award including Approved Cost
Sharing or Matching this Project Period** \$416,252

28. Authorized Treatment of Program Income

Additional Costs

29. Grants Management Officer - Signature

Justin Rosenzweig

30. Remarks

Acceptance of this award, including the "Terms and Conditions," is acknowledged by the recipient when funds are drawn down or otherwise requested from the grant payment system.

**RESEARCH**

Department of Health and Human Services
National Institutes of Health

NATIONAL INSTITUTE OF GENERAL MEDICAL SCIENCES

Notice of Award



SECTION I – AWARD DATA – 1R01GM147063-01
Principal Investigator(s):

Arghavan Salles, MD

Award e-mailed to: NIHAWARDS@lists.stanford.edu

Dear Authorized Official:

The National Institutes of Health hereby awards a grant in the amount of \$416,252 (see "Award Calculation" in Section I and "Terms and Conditions" in Section III) to STANFORD UNIVERSITY in support of the above referenced project. This award is pursuant to the authority of 42 USC 241 42 CFR 52 and is subject to the requirements of this statute and regulation and of other referenced, incorporated or attached terms and conditions.

Acceptance of this award, including the "Terms and Conditions," is acknowledged by the recipient when funds are drawn down or otherwise requested from the grant payment system.

Each publication, press release, or other document about research supported by an NIH award must include an acknowledgment of NIH award support and a disclaimer such as "Research reported in this publication was supported by the National Institute Of General Medical Sciences of the National Institutes of Health under Award Number R01GM147063. The content is solely the responsibility of the authors and does not necessarily represent the official views of the National Institutes of Health." Prior to issuing a press release concerning the outcome of this research, please notify the NIH awarding IC in advance to allow for coordination.

Award recipients must promote objectivity in research by establishing standards that provide a reasonable expectation that the design, conduct and reporting of research funded under NIH awards will be free from bias resulting from an Investigator's Financial Conflict of Interest (FCOI), in accordance with the 2011 revised regulation at 42 CFR Part 50 Subpart F. The Institution shall submit all FCOI reports to the NIH through the eRA Commons FCOI Module. The regulation does not apply to Phase I Small Business Innovative Research (SBIR) and Small Business Technology Transfer (STTR) awards. Consult the NIH website <http://grants.nih.gov/grants/policy/coi/> for a link to the regulation and additional important information.

If you have any questions about this award, please direct questions to the Federal Agency contacts.

Sincerely yours,

Justin Rosenzweig
Grants Management Officer
NATIONAL INSTITUTE OF GENERAL MEDICAL SCIENCES

Additional information follows

Cumulative Award Calculations for this Budget Period (U.S. Dollars)

Federal Direct Costs	\$306,153
Federal F&A Costs	\$110,099
Approved Budget	\$416,252
Total Amount of Federal Funds Authorized (Federal Share)	\$416,252
TOTAL FEDERAL AWARD AMOUNT	\$416,252
 AMOUNT OF THIS ACTION (FEDERAL SHARE)	 \$416,252

SUMMARY TOTALS FOR ALL YEARS (for this Document Number)		
YR	THIS AWARD	CUMULATIVE TOTALS
1	\$416,252	\$416,252
2	\$401,679	\$401,679
3	\$401,907	\$401,907
4	\$401,788	\$401,788
5	\$401,874	\$401,874

Recommended future year total cost support, subject to the availability of funds and satisfactory progress of the project

Fiscal Information:

Payment System Identifier: 1941156365A1
Document Number: RGM147063A
PMS Account Type: P (Subaccount)
Fiscal Year: 2022

IC	CAN	2022	2023	2024	2025	2026
OD	8055783	\$416,252				
GM	8472185		\$401,679	\$401,907	\$401,788	\$401,874

Recommended future year total cost support, subject to the availability of funds and satisfactory progress of the project

NIH Administrative Data:

PCC: T210SN / **OC:** 41021 / **Released:** Rosenzweig, Justin 08-30-2022
Award Processed: 09/08/2022 12:09:12 AM

SECTION II – PAYMENT/HOTLINE INFORMATION – 1R01GM147063-01

For payment and HHS Office of Inspector General Hotline information, see the NIH Home Page at <http://grants.nih.gov/grants/policy/awardconditions.htm>

SECTION III – STANDARD TERMS AND CONDITIONS – 1R01GM147063-01

This award is based on the application submitted to, and as approved by, NIH on the above-titled project and is subject to the terms and conditions incorporated either directly or by reference in the following:

- The grant program legislation and program regulation cited in this Notice of Award.
- Conditions on activities and expenditure of funds in other statutory requirements, such as those included in appropriations acts.
- 45 CFR Part 75.

- d. National Policy Requirements and all other requirements described in the NIH Grants Policy Statement, including addenda in effect as of the beginning date of the budget period.
- e. Federal Award Performance Goals: As required by the periodic report in the RPPR or in the final progress report when applicable.
- f. This award notice, INCLUDING THE TERMS AND CONDITIONS CITED BELOW.

(See NIH Home Page at <http://grants.nih.gov/grants/policy/awardconditions.htm> for certain references cited above.)

Research and Development (R&D): All awards issued by the National Institutes of Health (NIH) meet the definition of "Research and Development" at 45 CFR Part§ 75.2. As such, auditees should identify NIH awards as part of the R&D cluster on the Schedule of Expenditures of Federal Awards (SEFA). The auditor should test NIH awards for compliance as instructed in Part V, Clusters of Programs. NIH recognizes that some awards may have another classification for purposes of indirect costs. The auditor is not required to report the disconnect (i.e., the award is classified as R&D for Federal Audit Requirement purposes but non-research for indirect cost rate purposes), unless the auditee is charging indirect costs at a rate other than the rate(s) specified in the award document(s).

This institution is a signatory to the Federal Demonstration Partnership (FDP) Phase VII Agreement which requires active institutional participation in new or ongoing FDP demonstrations and pilots.

An unobligated balance may be carried over into the next budget period without Grants Management Officer prior approval.

This grant is subject to Streamlined Noncompeting Award Procedures (SNAP).

This award is subject to the requirements of 2 CFR Part 25 for institutions to obtain a unique entity identifier (UEI) and maintain an active registration in the System for Award Management (SAM). Should a consortium/subaward be issued under this award, a UEI requirement must be included. See <http://grants.nih.gov/grants/policy/awardconditions.htm> for the full NIH award term implementing this requirement and other additional information.

This award has been assigned the Federal Award Identification Number (FAIN) R01GM147063. Recipients must document the assigned FAIN on each consortium/subaward issued under this award.

Based on the project period start date of this project, this award is likely subject to the Transparency Act subaward and executive compensation reporting requirement of 2 CFR Part 170. There are conditions that may exclude this award; see <http://grants.nih.gov/grants/policy/awardconditions.htm> for additional award applicability information.

In accordance with P.L. 110-161, compliance with the NIH Public Access Policy is now mandatory. For more information, see NOT-OD-08-033 and the Public Access website: <http://publicaccess.nih.gov/>.

This award is funded by the following list of institutes. Any papers published under the auspices of this award must cite the funding support of all institutes.

Office Of The Director, National Institutes Of Health (OD)
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In accordance with the regulatory requirements provided at 45 CFR 75.113 and Appendix XII to 45 CFR Part 75, recipients that have currently active Federal grants, cooperative agreements, and procurement contracts with cumulative total value greater than \$10,000,000 must report and maintain information in the System for Award Management (SAM) about civil, criminal, and administrative proceedings in connection with the award or performance of a Federal award that reached final disposition within the

most recent five-year period. The recipient must also make semiannual disclosures regarding such proceedings. Proceedings information will be made publicly available in the designated integrity and performance system (currently the Federal Awardee Performance and Integrity Information System (FAPIS)). Full reporting requirements and procedures are found in Appendix XII to 45 CFR Part 75. This term does not apply to NIH fellowships.

Treatment of Program Income:

Additional Costs

SECTION IV – GM SPECIFIC AWARD CONDITIONS – 1R01GM147063-01

Clinical Trial Indicator: No

This award does not support any NIH-defined Clinical Trials. See the NIH Grants Policy Statement Section 1.2 for NIH definition of Clinical Trial.

1. None of the funds in this award shall be used to pay the salary of an individual at a rate in excess of the current salary cap. Therefore, this award and/or future years are adjusted accordingly, if applicable. Current salary cap levels can be found at the following URL: http://grants.nih.gov/grants/policy/salcap_summary.htm
 2. As appropriate, the awardee is required to follow the sharing plan(s) for unique research resources (i.e. Data, Model Organism, Genomic Data, or other) associated with this project and may not implement any changes to the plan(s) without the written prior approval of the National Institute of General Medical Sciences.
 3. This award is issued in accordance with the NIH fiscal policies described in NIH Guide Notice [NOT-OD-22-105](#).
 4. This is a Modular Grant Award without direct cost categorical breakdowns issued in accordance with the guidelines published in the NIH Grants Policy Statement (December 2021) at: (http://grants.nih.gov/grants/policy/nihgps/HTML5/section_13/13.1_general.htm). Recipients have discretion in determining how to allocate and account for costs related to modular awards within their organizational accounting system. However, institutions are still required to ensure that all costs charged to modular awards are in accordance with applicable costs principles, the NIH GPS, and any legislatively imposed restrictions.
 5. The Year -01 budget period is slightly less than 12 months in length (full 12-month level of funds provided) so that the anniversary date for future non-competing awards will be July 1. The Research Performance Progress Report (RPPR) will be due 45 days prior to this date (60 days for non-SNAP awards) each year. Guidance on RPPR submission is documented in the RPPR Instruction Guide found at: <http://grants.nih.gov/grants/rppr/index.htm>.
- This anniversary date may change the receipt date for the next competing continuation (Type 2) application. Consult the submission dates/deadlines on the NIH Office of Extramural Research Grants (OER) Home page at <http://grants.nih.gov/grants/dates.htm>.
6. This award includes co-funding from the Office of Research on Women's Health (ORWH) (\$306,153 direct costs, \$110,099 F&A costs).

SECTION V - NIGMS CONTACTS

The NIGMS WWW home page is at <http://www.nigms.nih.gov>

SPREADSHEET SUMMARY

AWARD NUMBER: 1R01GM147063-01

INSTITUTION: STANFORD UNIVERSITY

Facilities and Administrative Costs	Year 1	Year 2	Year 3	Year 4	Year 5
F&A Cost Rate 1	57.4%	57.4%	57.4%	57.4%	57.4%
F&A Cost Base 1	\$191,810	\$169,019	\$166,760	\$167,938	\$167,091
F&A Costs 1	\$110,099	\$97,017	\$95,720	\$96,396	\$95,910

Exhibit 2



Arghavan Salles <arghavan@alumni.stanford.edu>

NIGMS Funding Update

Gibbs, Kenneth (NIH/NIGMS) [E] <kenneth.gibbs@nih.gov>

Wed, Apr 2, 2025 at 10:49 AM

To: "arghavan@alumni.stanford.edu" <arghavan@alumni.stanford.edu>

Re: R01GM147063-03

Dear Dr. Salles,

I am writing to let you know that due to changes in NIH/HHS priorities, the **Research on Interventions that Promote the Careers of Individuals in the Biomedical Research Enterprise (R01)** program has been terminated. Your institution can continue to draw funds on any active award for allowed costs that are within scope and consistent with the Grants Policy Statement. Further awards will not be made, and NIGMS will not permit no-cost extensions.

NIGMS grants management will follow up if there is any specific information or action needed regarding your award. For additional information regarding funding opportunities that NIGMS supports, see NIGMS TWD Webpage: <https://www.nigms.nih.gov/training/Pages/TWDPrograms>.

If you have specific follow up questions, please email nigmstrainingmail@nigms.nih.gov and include the grant number.

Kenneth D. Gibbs, Jr., PhD, MPH

Director, Division of Training and Workforce Development

National Institute of General Medical Sciences

National Institutes of Health

Exhibit 3



Recipient Information

1. Recipient Name

THE LELAND STANFORD JUNIOR
UNIVERSITY
450 JANE STANFORD WAY
STANFORD, CA 94305

2. Congressional District of Recipient

16

3. Payment System Identifier (ID)

1941156365A1

4. Employer Identification Number (EIN)

941156365

5. Data Universal Numbering System (DUNS)

009214214

6. Recipient's Unique Entity Identifier

HJD6G4D6TJY5

7. Project Director or Principal Investigator

Arghavan Salles, MD

arghavan@alumni.stanford.edu
650-387-5275

8. Authorized Official

Sharon Collum

Federal Agency Information

9. Awarding Agency Contact Information

Adam S Barnhart

NATIONAL INSTITUTE OF GENERAL
MEDICAL SCIENCES
adam.barnhart@nih.gov
(301) 451-1942

10. Program Official Contact Information

Shakira M Nelson

NATIONAL INSTITUTE OF GENERAL
MEDICAL SCIENCES
shakira.nelson@nih.gov
240-281-1039

Federal Award Information

11. Award Number

5R01GM147063-03

12. Unique Federal Award Identification Number (FAIN)

R01GM147063

13. Statutory Authority

42 USC 241 42 CFR 52

14. Federal Award Project Title

Sexual harassment Training Of Principal investigators (STOP)

15. Assistance Listing Number

93.859

16. Assistance Listing Program Title

Biomedical Research and Research Training

17. Award Action Type

Non-Competing Continuation (REVISED)

18. Is the Award R&D?

Yes

Summary Federal Award Financial Information

19. Budget Period Start Date 07/01/2024 – End Date 06/30/2025

20. Total Amount of Federal Funds Obligated by this Action

\$0

20 a. Direct Cost Amount

\$0

20 b. Indirect Cost Amount

\$0

21. Authorized Carryover

22. Offset

23. Total Amount of Federal Funds Obligated this budget period

\$401,907

24. Total Approved Cost Sharing or Matching, where applicable

\$0

25. Total Federal and Non-Federal Approved this Budget Period

\$401,907

26. Project Period Start Date 09/08/2022 – End Date 06/30/2025

27. Total Amount of the Federal Award including Approved Cost

\$1,219,838

Sharing or Matching this Project Period

28. Authorized Treatment of Program Income

Additional Costs

29. Grants Management Officer - Signature

Justin Rosenzweig

30. Remarks

Acceptance of this award, including the "Terms and Conditions," is acknowledged by the recipient when funds are drawn down or otherwise requested from the grant payment system.

**RESEARCH**

Department of Health and Human Services
National Institutes of Health

Notice of Award



NATIONAL INSTITUTE OF GENERAL MEDICAL SCIENCES

SECTION I – AWARD DATA – 5R01GM147063-03 REVISED
Principal Investigator(s):

Arghavan Salles, MD

Award e-mailed to: NIHAWARDS@lists.stanford.edu

Dear Authorized Official:

The National Institutes of Health hereby revises this award (see "Award Calculation" in Section I and "Terms and Conditions" in Section III) to STANFORD UNIVERSITY in support of the above referenced project. This award is pursuant to the authority of 42 USC 241 42 CFR 52 and is subject to the requirements of this statute and regulation and of other referenced, incorporated or attached terms and conditions.

Acceptance of this award, including the "Terms and Conditions," is acknowledged by the recipient when funds are drawn down or otherwise requested from the grant payment system.

Each publication, press release, or other document about research supported by an NIH award must include an acknowledgment of NIH award support and a disclaimer such as "Research reported in this publication was supported by the National Institute Of General Medical Sciences of the National Institutes of Health under Award Number R01GM147063. The content is solely the responsibility of the authors and does not necessarily represent the official views of the National Institutes of Health." Prior to issuing a press release concerning the outcome of this research, please notify the NIH awarding IC in advance to allow for coordination.

Award recipients must promote objectivity in research by establishing standards that provide a reasonable expectation that the design, conduct and reporting of research funded under NIH awards will be free from bias resulting from an Investigator's Financial Conflict of Interest (FCOI), in accordance with the 2011 revised regulation at 42 CFR Part 50 Subpart F. The Institution shall submit all FCOI reports to the NIH through the eRA Commons FCOI Module. The regulation does not apply to Phase I Small Business Innovative Research (SBIR) and Small Business Technology Transfer (STTR) awards. Consult the NIH website <http://grants.nih.gov/grants/policy/coi/> for a link to the regulation and additional important information.

If you have any questions about this award, please direct questions to the Federal Agency contacts.

Sincerely yours,

Justin Rosenzweig
Grants Management Officer
NATIONAL INSTITUTE OF GENERAL MEDICAL SCIENCES

Additional information follows

Cumulative Award Calculations for this Budget Period (U.S. Dollars)

Federal Direct Costs	\$306,187
Federal F&A Costs	\$95,720
Approved Budget	\$401,907
Total Amount of Federal Funds Authorized (Federal Share)	\$401,907
TOTAL FEDERAL AWARD AMOUNT	\$401,907

AMOUNT OF THIS ACTION (FEDERAL SHARE) \$0

SUMMARY TOTALS FOR ALL YEARS (for this Document Number)		
YR	THIS AWARD	CUMULATIVE TOTALS
3	\$401,907	\$401,907

Fiscal Information:

Payment System Identifier: 1941156365A1
Document Number: RGM147063A
PMS Account Type: P (Subaccount)
Fiscal Year: 2024

IC	CAN	2024
OD	8055783	\$401,907

NIH Administrative Data:

PCC: T210SN / **OC:** 41025 / **Released:** 06/15/2025

Award Processed: 06/17/2025 01:02:59 PM

SECTION II – PAYMENT/HOTLINE INFORMATION – 5R01GM147063-03 REVISED

For payment and HHS Office of Inspector General Hotline information, see the NIH Home Page at <http://grants.nih.gov/grants/policy/awardconditions.htm>

SECTION III – STANDARD TERMS AND CONDITIONS – 5R01GM147063-03 REVISED

This award is based on the application submitted to, and as approved by, NIH on the above-titled project and is subject to the terms and conditions incorporated either directly or by reference in the following:

- The grant program legislation and program regulation cited in this Notice of Award.
- Conditions on activities and expenditure of funds in other statutory requirements, such as those included in appropriations acts.
- 45 CFR Part 75.
- National Policy Requirements and all other requirements described in the NIH Grants Policy Statement, including addenda in effect as of the beginning date of the budget period.
- Federal Award Performance Goals: As required by the periodic report in the RPPR or in the final progress report when applicable.
- This award notice, INCLUDING THE TERMS AND CONDITIONS CITED BELOW.

(See NIH Home Page at <http://grants.nih.gov/grants/policy/awardconditions.htm> for certain references cited above.)

Research and Development (R&D): All awards issued by the National Institutes of Health (NIH) meet the definition of “Research and Development” at 45 CFR Part§ 75.2. As such, auditees should identify NIH awards as part of the R&D cluster on the Schedule of Expenditures of Federal Awards (SEFA). The auditor should test NIH awards for compliance as instructed in Part V, Clusters of Programs. NIH recognizes that some awards may have another classification for purposes of indirect costs. The auditor is not required to report the disconnect (i.e., the award is classified as R&D for Federal Audit Requirement purposes but non-research for indirect cost rate purposes), unless the auditee is charging indirect costs at a rate other than the rate(s) specified in the award document(s).

This institution is a signatory to the Federal Demonstration Partnership (FDP) Phase VII Agreement which requires active institutional participation in new or ongoing FDP demonstrations and pilots.

An unobligated balance may be carried over into the next budget period without Grants Management Officer prior approval.

This grant is subject to Streamlined Noncompeting Award Procedures (SNAP).

This award is subject to the requirements of 2 CFR Part 25 for institutions to obtain a unique entity identifier (UEI) and maintain an active registration in the System for Award Management (SAM). Should a consortium/subaward be issued under this award, a UEI requirement must be included. See <http://grants.nih.gov/grants/policy/awardconditions.htm> for the full NIH award term implementing this requirement and other additional information.

This award has been assigned the Federal Award Identification Number (FAIN) R01GM147063. Recipients must document the assigned FAIN on each consortium/subaward issued under this award.

Based on the project period start date of this project, this award is likely subject to the Transparency Act subaward and executive compensation reporting requirement of 2 CFR Part 170. There are conditions that may exclude this award; see <http://grants.nih.gov/grants/policy/awardconditions.htm> for additional award applicability information.

In accordance with P.L. 110-161, compliance with the NIH Public Access Policy is now mandatory. For more information, see NOT-OD-08-033 and the Public Access website: <http://publicaccess.nih.gov/>.

This award represents the final year of the competitive segment for this grant. See the NIH Grants Policy Statement Section 8.6 Closeout for complete closeout requirements at: <http://grants.nih.gov/grants/policy/policy.htm#gps>.

A final expenditure Federal Financial Report (FFR) (SF 425) must be submitted through the Payment Management System (PMS) within 120 days of the period of performance end date; see the NIH Grants Policy Statement Section 8.6.1 Financial Reports, <http://grants.nih.gov/grants/policy/policy.htm#gps>, for additional information on this submission requirement. The final FFR must indicate the exact balance of unobligated funds and may not reflect any unliquidated obligations. There must be no discrepancies between the final FFR expenditure data and the real-time cash drawdown data in PMS. NIH will close the awards using the last recorded cash drawdown level in PMS for awards that do not require a final FFR on expenditures. It is important to note that for financial closeout, if a grantee fails to submit a required final expenditure FFR, NIH will close the grant using the last recorded cash drawdown level.

A Final Invention Statement and Certification form (HHS 568), (not applicable to training, construction, conference or cancer education grants) must be submitted within 120 days of the expiration date. The HHS 568 form may be downloaded at: <http://grants.nih.gov/grants/forms.htm>. This paragraph does not apply to Training grants, Fellowships, and certain other programs—i.e., activity codes C06, D42, D43, D71, DP7, G07, G08, G11, K12, K16, K30, P09, P40, P41, P51, R13, R25, R28, R30, R90, RL5, RL9, S10, S14, S15, U13, U14, U41, U42, U45, UC6, UC7, UR2, X01, X02.

Unless an application for competitive renewal is submitted, a Final Research Performance Progress Report (Final RPPR) must also be submitted within 120 days of the period of performance end date. If a competitive renewal application is submitted prior to that date, then an Interim RPPR must be submitted by that date as well. Instructions for preparing an Interim or Final RPPR are at: https://grants.nih.gov/grants/rppr/rppr_instruction_guide.pdf. Any other specific requirements set forth in the terms and conditions of the award must also be addressed in the Interim or Final RPPR. *Note that data reported within Section I of the Interim and Final RPPR forms will be made public and should be written for a lay person audience.*

NIH requires electronic submission of the final invention statement through the Closeout feature in the Commons.

NOTE: If this is the final year of a competitive segment due to the transfer of the grant to another institution, then a Final RPPR is not required. However, a final expenditure FFR is required and must be submitted electronically as noted above. If not already submitted, the Final Invention Statement is required and should be sent directly to the assigned Grants Management Specialist.

This award is funded by the following list of institutes. Any papers published under the auspices of this award must cite the funding support of all institutes.

Office Of The Director, National Institutes Of Health (OD)

Recipients must administer the project in compliance with federal civil rights laws that prohibit discrimination on the basis of race, color, national origin, disability, age, and comply with applicable conscience protections. The recipient will comply with applicable laws that prohibit discrimination on the basis of sex, which includes discrimination on the basis of gender identity, sexual orientation, and pregnancy. Compliance with these laws requires taking reasonable steps to provide meaningful access to persons with limited English proficiency and providing programs that are accessible to and usable by persons with disabilities. The HHS Office for Civil Rights provides guidance on complying with civil rights laws enforced by HHS. See <https://www.hhs.gov/civil-rights/for-providers/provider-obligations/index.html> and <https://www.hhs.gov/>.

- Recipients of FFA must ensure that their programs are accessible to persons with limited English proficiency. For guidance on meeting the legal obligation to take reasonable steps to ensure meaningful access to programs or activities by limited English proficient individuals, see <https://www.hhs.gov/civil-rights/for-individuals/special-topics/limited-english-proficiency/fact-sheet-guidance/index.html> and <https://www.lep.gov>.
- For information on an institution's specific legal obligations for serving qualified individuals with disabilities, including providing program access, reasonable modifications, and to provide effective communication, see <http://www.hhs.gov/ocr/civilrights/understanding/disability/index.html>.
- HHS funded health and education programs must be administered in an environment free of sexual harassment; see <https://www.hhs.gov/civil-rights/for-individuals/sex-discrimination/index.html>. For information about NIH's commitment to supporting a safe and respectful work environment, who to contact with questions or concerns, and what NIH's expectations are for institutions and the individuals supported on NIH-funded awards, please see <https://grants.nih.gov/grants/policy/harassment.htm>.
- For guidance on administering programs in compliance with applicable federal religious nondiscrimination laws and applicable federal conscience protection and associated anti-discrimination laws, see <https://www.hhs.gov/conscience/conscience-protections/index.html> and <https://www.hhs.gov/conscience/religious-freedom/index.html>.

In accordance with the regulatory requirements provided at 45 CFR 75.113 and Appendix XII to 45 CFR Part 75, recipients that have currently active Federal grants, cooperative agreements, and procurement contracts with cumulative total value greater than \$10,000,000 must report and maintain information in the System for Award Management (SAM) about civil, criminal, and administrative proceedings in connection with the award or performance of a Federal award that reached final disposition within the most recent five-year period. The recipient must also make semiannual disclosures regarding such proceedings. Proceedings information will be made publicly available in the designated integrity and performance system (currently the Federal Awardee Performance and Integrity Information System (FAPIS)). Full reporting requirements and procedures are found in Appendix XII to 45 CFR Part 75. This term does not apply to NIH fellowships.

Treatment of Program Income:

Additional Costs

Recipient is compliant with Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. §§ 1681 et seq., including the requirements set forth in Presidential Executive Order 14168 titled Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government, and Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d et seq., and Recipient will remain compliant for the duration of the Agreement.

- The above requirements are conditions of payment that go the essence of the Agreement and are therefore material terms of the Agreement.
- Payments under the Agreement are predicated on compliance with the above requirements, and therefore Recipient is not eligible for funding under the Agreement or to retain any funding under the Agreement absent compliance with the above requirements.
- Recipient acknowledges that this certification reflects a change in the government's position regarding the materiality of the foregoing requirements and therefore any prior payment of similar claims does not reflect the materiality of the foregoing requirements to this Agreement.
- Recipient acknowledges that a knowing false statement relating to Recipient's compliance with the above requirements and/or eligibility for the Agreement may subject Recipient to liability under the False Claims Act, 31 U.S.C. § 3729, and/or criminal liability, including under 18 U.S.C. §§ 287 and 1001.

SECTION IV – GM SPECIFIC AWARD CONDITIONS – 5R01GM147063-03 REVISED

Clinical Trial Indicator: No

This award does not support any NIH-defined Clinical Trials. See the NIH Grants Policy Statement Section 1.2 for NIH definition of Clinical Trial.

Effective with this Notice of Award, this project is terminated. Research programs based primarily on artificial and non-scientific categories, including amorphous equity objectives, are antithetical to the scientific inquiry, do nothing to expand our knowledge of living systems, provide low returns on investment, and ultimately do not enhance health, lengthen life, or reduce illness. Worse, so-called diversity, equity, and inclusion ("DEI") studies are often used to support unlawful discrimination on the basis of race and other protected characteristics ICO's, which harms the health of Americans. Therefore, it is the policy of NIH not to prioritize such research programs.

Therefore, no additional funding will be awarded for this project, and all future years have been removed. If appropriate, STANFORD UNIVERSITY may request funds to support patient safety and animal welfare to support an orderly phaseout of the project.

Requests to draw down funds must be submitted to OPERAFFRInquiries@od.nih.gov for prior approval, before submitting in the HHS Payment Management System. The request must include the drawdown amount, justification, and appropriate supporting documentation. Approval will only be provided for costs incurred prior to the date of termination (with proof of the date), or costs for patient safety or animal welfare, in support of an orderly phaseout of the project. Funds used to support any other research activities will be disallowed and recovered.

Please be advised that your organization, as part of the orderly phaseout process, will need to submit the necessary closeout documents (i.e., Final Research Performance Progress Report, Final Invention Statement, and the Final Federal Financial Report (FFR), **as applicable**) within **60** days (non-human subjects and animals) **120** days (human subjects and animals) after the end of this project.

This action aligns with Termination - 2 C.F.R. § 200.340 (a)(4). This is a final determination. If you wish to seek a reconsideration because you object to the ICO's termination, please submit a reconsideration request to Dr. Jon Lorsch, Director, NIGMS at nigmsreconsiderations@nigms.nih.gov.

TERMS AND CONDITIONS FROM PREVIOUS AWARD

1. This award is issued in accordance with the NIH fiscal policies described in NIH Guide Notice NOT-OD-24-109.
2. This is a Modular Grant Award without direct cost categorical breakdowns issued in accordance with the guidelines published in the NIH Grants Policy Statement (April 2024) at: (http://grants.nih.gov/grants/policy/nihgps/HTML5/section_13/13.1_general.htm). Recipients have discretion in determining how to allocate and account for costs related to modular awards within their organizational accounting system. However, institutions are still required to ensure that all costs charged to modular awards are in accordance with applicable costs principles, the NIH GPS, and any legislatively imposed restrictions.
3. This award includes co-funding from the Office of Research on Women's Health (ORWH) (\$306,187 direct costs, \$95,720 F&A costs).
4. None of the funds in this award shall be used to pay the salary of an individual at a rate in excess of the current salary cap. Therefore, this award and/or future years are adjusted accordingly, if applicable. Current salary cap levels can be found at the following URL: http://grants.nih.gov/grants/policy/salcap_summary.htm
5. As appropriate, the awardee is required to follow the sharing plan(s) for unique research resources (i.e. Data, Model Organism, Genomic Data, or other) associated with this project and may not implement any changes to the plan(s) without the written prior approval of the National Institute of General Medical Sciences.
6. Unobligated Balances: As indicated in Section III of this Notice of Award, an unobligated balance may be carried over into the next budget period without Grants Management Officer prior approval; in accord with

section 8.1.1.1 of the NIH GPS, NIGMS staff reserve the right to make budgetary reductions to award commitments in cases where recipients have accrued excessively large unobligated balances.

NIGMS' OFFICIAL WEBSITE

For more information, please visit: <http://www.nigms.nih.gov>

SPREADSHEET SUMMARY

AWARD NUMBER: 5R01GM147063-03 REVISED

INSTITUTION: STANFORD UNIVERSITY

Budget	Year 3
TOTAL FEDERAL DC	\$306,187
TOTAL FEDERAL F&A	\$95,720
TOTAL COST	\$401,907

Facilities and Administrative Costs	Year 3
F&A Cost Rate 1	57.4%
F&A Cost Base 1	\$166,760
F&A Costs 1	\$95,720