



U.S. Department of Justice

Civil Rights Division

HKD:JO:JG
USAO No. 2023V00171

Assistant Attorney General
950 Pennsylvania Ave, NW - RFK
Washington DC 20530

August 22, 2025

Via Mail

James R. Urban
Senior Deputy Attorney General
Rachel Applet
Deputy Attorney General
State of Tennessee
P.O. Box 20207
Nashville, TN 37202

Re: ADA Investigation Regarding the Tennessee Board of Law Examiners
and Tennessee Lawyers Assistance Program
USAO No.2023V00171

Dear Mr. Urban and Ms. Applet:

This responds to your letter of April 15, 2025, responding to the Department of Justice's December 17, 2024 Letter of Findings concerning the Tennessee Board of Law Examiners (TBLE) and Tennessee Lawyers Assistance Program (TLAP), which operate under the authority of the Tennessee Supreme Court. Based on your letter, we understand that TBLE and TLAP agree that they may consider the conduct of applicants to the bar, but cannot lawfully consider an applicant's disability as a basis for denying membership or setting conditions of membership in the bar. See Title II of the Americans with Disabilities Act ("ADA"), 42 U.S.C. § 12131-34 and 28 C.F.R. Part 35.

This matter is now closed.

Sincerely,

Harmeet K. Dhillon
Assistant Attorney General