

Disclaimer: The information contained in this report has been amended. Names, dates, events, places, etc. have been changed to protect the individuals involved and also the integrity of the sport.

Gray Investigative Group

INVESTIGATIVE REPORT

_____, 20__

To:
From: Scott Gray
Re:

Introduction:

John Doe (Doe) was suspended by the sport in 2018 relative to some complaints of harassment by former players. Doe has requested a review of his suspension with the aim of resuming his coaching career.

Background:

Circa 2018, a number of female players who were coached by Doe lodged a complaint alleging that while Doe was their coach, Doe subjected them to repeated inappropriate comments of a sexual nature. A report was initially made to the Center and Doe was suspended pending the outcome of the Center's investigation. The Center administratively closed the case with no findings.

As a result of the Center closing the case, the Risk Management Committee (RM) held a hearing on April 26, 2018, to assess whether the initial suspension of Doe should be kept in place, rescinded, or modified. After considering Doe's testimony at the hearing, RM arrived at a determination (attached hereto as "attachment A") which included a 1 year suspension, three year probation, a prohibition from coaching females for the first two years upon his return, and the

completion of a sexual harassment class. RM's actions notwithstanding, US ___ Risk Management Committee indefinitely suspended Doe. Doe now wishes to be reinstated.

Investigation:

The evidence provided by the Claimants consists mainly of screen shots of texts and/or Instagram communications in which Doe made sexually suggestive comments to photos the various Claimants had posted of themselves. Although these screen shots took place after the Claimants were no longer on Doe's team, and at the time, all the Claimants had reached the age of eighteen, the Claimants provided these screen shots to underscore their stated belief that Doe had been grooming them for purposes of then attempting to connect with them once they became adults.

I interviewed four of the original claimants. I also interviewed another teammate, who they identified as willing to speak. I was unable to make contact with the other two known Claimants.

The narratives provided by the Claimants was very consistent. While they were minors and Doe was their coach, they experienced the following on a frequent basis:

- comments about their attractiveness
- lingering touches while he was talking to them... for example, on their shoulder
- questions about their personal lives- like do they have boyfriends
- questions about their sexual experiences with their boyfriends
- sexualized jokes about offering to help them "practice" for their boyfriends

Although there were numerous incidents of this type of conduct, there was nothing so overt that any of the Claimants I spoke with felt the need to report to their parents or the organization. However, when they began receiving texts and Instagram messages from Doe it became evident to them that not only had Doe been following their social media since they left the program but was brazen enough to actually contact them with sexually suggestive comments about photo's they had posted of themselves. It also became clear to them that Doe's actions while coaching them were likely aimed at grooming them with the aim of

connecting with them once they reached the age of majority. Their purpose in bringing this to light was simply in hopes of insuring that no other girls be subjected to similar behavior.

_____ provided a screen shot of a text she received from Doe when she was 16 and member of his team (attached as Attachment C).

“absolutely love you and had so much fun this year coaching and getting to know you personally. I definitely feel we have a strong connection and built a strong relationship that will last throughout time and I’m so thankful for that. You are an amazing young lady and I expect nothing but great things from you and am so excited to be able to continue coaching you in club and high school.”

Notwithstanding the prohibition of one-on-one communications between a coach and a minor athlete, _____ reports that this text “creeped her out”.

The Claimants agree that as a technical coach, he was a good coach with great knowledge of the game. They collectively agree that Doe should be prohibited from coaching female athletes.

It should be noted that the most egregious conduct on Doe’s part was reported by the “anonymous” Claimant. Her bullet points are attached as “Attachment B” and will be discussed in the next paragraph.

Interview with Doe:

Doe states that he wishes to be reinstated as a coach by US__ because he loves the sport and wants to be in a position to coach his children should they become interested in the sport. I found this reason to be somewhat odd in that I asked Doe about his personal life and he indicated that he was single, had no current girlfriend, nor did he have children. I pointed out that even if he got married tomorrow, it would several years before any children he may have would be at the age where they would be eligible to play the sport with a US__ program. Not a large point but one that calls into question his motivations for coaching.

On the topic of sending sexually suggestive texts and Instagram messages to his former players, albeit after they had become adults, Doe admits that he should not have done that and expressed contrition for having done so.

On the topic of discussing boyfriends and asking intimate details of the minor girls he was coaching, Doe admits to having done this but insists that the girls mischaracterized these interactions and claims that his intent in doing so was simply an effort to ensure that the girls were in a good place mentally, such that they could perform physically to the best of their potential. He adds that in addition to asking about boyfriends, he would ask about their relationships with their parents, their teachers, and their school work.

On the topic of the text he sent to _____, Doe claimed not to recall it, but after I read it to him acknowledged that he sent it. Doe claimed to be unaware of the prohibition on texting minor athletes without including their parents.

On the topic of the allegations supplied by the anonymous Claimant, Doe denies her report in total.

Findings:

I find the narratives provided by the Claimants to be truthful, especially in light of the fact that they have long moved past any future interactions with Doe as a coach, leaving the only motivation for voicing their experiences to be their concerns for other girls that Doe may coach.

Although the Safe Sport Policy allows for anonymity in reporting, it is the Center's practice to discount anonymous reports when the anonymous reporter's identity is unknown. In other words, when someone reports concerns using their name, but wishes to remain anonymous, greater weight is placed on their testimony in this case. I was unable to determine the identity of the anonymous reporter in this case, however the other Claimants know who she is and refused to identify her. Additionally, none of the Claimants I interviewed had personal knowledge of what the anonymous reporter alleges.

Consequently, her allegations have not in any way been confirmed, and Doe denies all of them.

Doe has been suspended from coaching for nearly two years. If we place weight on the wishes of the Claimants in terms of prohibiting Doe from coaching females, which I'd note partially aligns with the determination of the Risk Management Committee, it may be reasonable to allow Doe to return to coaching, with the restriction of coaching only boys, require some educational components such as sexual harassment awareness and a redo of the Safe Sport video training, and make it conditional on a substantive probational status such that any failure on his part could then result in permanent suspension.

Respectfully submitted, Scott Gray, Gray Investigative Group.