

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

\_\_\_\_\_, 2022

To: \_\_\_\_\_

From: Scott Gray

Re: Investigations of:

Player A report re: Player B/Player C

Player D report re: Team A

Player E report re: Player D

### Introduction:

USA \_\_\_\_\_ (USA\_) received three related Safe Sport reports by USA\_ participants or advisors to USA\_ participants alleging cyber bullying, emotional misconduct, and harassment. The applicable portions of the Safe Sport Code include Emotional Misconduct using verbal acts which describes **“Repeatedly and excessively verbally assaulting or attacking someone personally in a manner that serves no productive training or motivational purpose”**, Verbal Bullying which describes **“Ridiculing, taunting, name-calling or intimidating or threatening to cause someone harm”**, and Social Media Harassment (including cyberbullying) which describes **“Use of rumors or false statements about someone to diminish that person’s reputation using electronic communications, social media or other technology to harass, frighten, intimidate or humiliate someone; socially excluding someone and asking others to do the same.**

The three reports were investigated, and the findings of the investigations are presented in this report. The presentation of the findings of this report are presented in three Sections as follows:

## **Section 1: Player A v. Player B and Player C**

### **Background:**

Player A , a USA\_ participant, joined Team A , in the winter of 2021. Current members of Team A including Respondents, Player B and Player C, created a group chat on which members of the team could interact. This group chat was created absent the knowledge of leadership including its Director. The Safe Sport complaint filed by Player A's father alleges that various members, primarily Player B and Player C, posted numerous negative comments about Player A over the course of approximately 4 weeks. When Player A's father became aware of these postings, he sent a letter to the Director informing her that it was he and his wife's intention to remove Player A from the team due to the negative behavior Player A was enduring. The letter from Player A's father, as well as the response from the Director is attached hereto as "Attachment A". Player A's father removed Player A from the team and filed his complaints against Player B and Player C with USA\_. This investigation ensued.

### **Investigation:**

Player A's father reports that shortly after informing the Director about the group chat and its contents, the entire group chat was taken down. Nonetheless, Player A had collected screen shots of all the postings during the period of time he was a topic of derision. Player A's father provided copies of these postings comprising 131 pages of screen shots. An analysis of these screen shots establishes that although a number of the participants were adding content to the group chat, the bulk of the negative comments about Player A came from Player B and Player C comprising approximately 75% of the posting content.

The negative comments towards Player A for the most part break down into 6 categories:

- Criticism of his intelligence
- Criticism of his physique
- Criticism of his athletic prowess

- Criticism of his cycling equipment
- Assumptions about his sexuality
- Suggestions of hazing requirements

The referenced 131 pages have been included at the end of the report. I will highlight some of the more egregious comments as they relate to the identified categories, and which I believe establish misconduct under the Safe Sport Code relative to those identified in the Introduction.

Player B posts:

1. Ur that \_\_\_\_\_ \*\*\*\*\*.
2. Ur probably hella good at holding hands with men doe.
3. Holy \*\*\*\*\* U a bottom boi aren't you.
4. Hella good at being slow.
5. Yer \*\*\*\*\* at absolutely everything.
6. I suggest finding a different sport if you want to be a natty champ.
7. Yea I understand it's like school where u probably suck \*\*\* at math so hard u in the sped class so u act like ur not in the sped class.
8. Saw the short bus today reminded me of ur middle school days.
9. Holy \*\*\* bruh are u racing against 12 yr olds with cerebral palsy (sic)?
10. Hope @the \_\_\_\_ checks my bio soon. Could really go for a good \*\*\*\* sucking rn.
11. Man's should focus on being worth more to \*\*\*\*\*.

Player C posts:

1. Wide \*\*\* bars (photo of \_\_\_\_\_ posted).
2. Man's probably couldn't even do a \_\_\_\_\_.
3. Don't you remember that he has to train to be a national champion.
4. Sorry babe gc stays active \_\_\_\_\_.
5. Sorry uwu I heard ur a very sensitive person.
6. He's busy yanking off.
7. Hi sexy \_\_\_\_\_.
8. I'm sure he gets maaad pussy playin chess and shit.
9. I could give him all the \*\*\*\*\* in the woeld and he'd still be slow as \*\*\*\*\*.
10. It's fun watching pimped out mfs get clowned on by 13/14's.

11. I think we can all agree Player A is pretty hot- until you talk to him.

\_\_\_\_\_, a team member but not a respondent in this case posted comments to Player A on the group chat suggesting a hazing practice:

1. We have this rite of passage thing.
2. We have a fight night. You in or nah.
3. And we don't take no for an answer.

Interview with The Director:

The Director states that she was unaware of the group chat until Player A's father brought it to her attention. Once she learned about what had occurred, she consulted with her Board leadership, they determined that their actions violated the code of conduct and the determination was made to remove Player B and Player C from the team. The Director states that she held off taking that action until she heard from USA\_'s Investigator. Almost immediately after our conversation, the Director sent emails to Player B and Player C informing them that they were no longer members of the team due to violation of the Code of Conduct.

Interview with Player B:

Player B was totally cooperative and contrite. He describes that what was initially intended to be joking about Player A as a means of initiating him on to the team got completely out of hand, was completely inappropriate, abusive, and mean. Player B admits that he was mainly responsible for posting the abusive messages and wishes he had not done so. After learning that Player A left the team, he states that he recognized the harm he had caused, took down the group chat, and attempted to contact Player A to offer an apology, but found that Player A had blocked him from all social media. Player B further reports that he is aware that he could be subject to disciplinary action by USA\_, but states that he intends to leave USA\_ as his own skills are mediocre and intends to concentrate on finding a job.

Interview with Player C:

Once Player C learned that he was removed from the team, he retained legal counsel. Working with his attorney, and taking into account the fact that Player C's involvement in the group chat was substantively less frequent and egregious than that of Player B, we agreed that I would submit written questions to his attorney for Player C to answer. Player C answered the questions (attached hereto as "Attachment B") I prepared and comparing his responses to the evidence already obtained I believe that Player C was forthright in his responses. I would also note that included in his responses is a level of contrition on his part as well.

\*Please note that in the attorney's email accompanying Player C's responses, he indicates a hope that the Center would consider an "Informal Resolution" regarding Player C. I replied to the attorney and informed him that since the original complaint did not include any allegations of sexual misconduct, the Center is not involved in this matter and any determinations of sanctions would be made by USA\_. That email exchange is attached hereto as "Attachment C".

### **Conclusion and Findings:**

**The evidence obtained as well as the acknowledgements from the Respondents establishes that misconduct prohibited in the Safe Sport Policy, in the form of bullying, harassment, and hazing was committed by the Respondents. Both Respondents express contrition for their misconduct. One Respondent indicates that he is leaving USA\_, the other wishes to work towards an informal resolution. The attorney has asked that disciplinary action be limited to a probational warning.**

### **Section 2: Player D v. Team A**

#### **Background:**

Player D Sr. (Player D Sr.) lodged a complaint with USA\_ alleging that his son Player D Jr. (Player D Jr.) was subjected to cyber bullying, harassment, and

emotional misconduct by various USA\_ participants and Team A members relative to a group chat meme Player D Jr. was participating in starting in approximately June of 20\_\_.

**Investigation:**

Interview with Player D Sr. & Player D Jr.:

**NOTE:** This actual report is 13 pages long. As this is an example of just how detailed and complex some of the reports turn out to be, we have chosen to stop here.

**Respectfully Submitted, Scott Gray, Gray Investigative Group.**

