

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 sport.

Gray Investigative Group

## Investigative Report

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

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

From: Scott Gray

Re: \_\_\_\_\_

### Introduction:

Three members of the \_\_\_\_\_ Club lodged complaints that the Director of the event they were competing in was using marijuana throughout the event and further allege that by doing so he, John Doe (Doe), was unable to cogently fulfill his duties.

### Background:

On \_\_\_\_\_ 2022, Doe was serving as the Director of the event in Stillwater, Minnesota. A number of people attending the event were from Nebraska. Three of the Nebraska attendees, Person A, Person B and Person C filed complaints with USA \_\_\_\_ alleging that they became aware of the fact that Doe was using marijuana and contend that by doing so, he was unable to adequately address a dispute, was unable to understand who had won which events when medals were being awarded, that the venue smelled of marijuana, and Doe's eyes were bloodshot and he had a vacant look on his face.

### Investigation:

During my interview with Doe, he immediately acknowledged that he had smoked marijuana throughout the day of the event. Doe states that as the result of being a military veteran he suffers from PTSD, and medicates his anxiety issues with marijuana. He further states that marijuana is legal in Minnesota. Doe claims to have been unaware of the law in Minnesota that prohibits marijuana use in public settings. Doe states that when he smoked that day, he would go outside behind the building and would have the rear entrance door closed. He denies that his marijuana use the day of the event had any deleterious effect on his ability to properly supervise the event. Doe states that he doesn't use the substance to "get high" but more so to quell his feelings of anxiety.

Doe obtained witness statements in his defense (attached hereto) that support his contentions.

Person A wrote the most detailed report. I contacted him to see if she had anything to add. He said he wanted his son to write a statement about how upset he was over the event in question and agreed to email that statement to me when it was done. I have yet to receive anything from him.

### **Evaluation:**

1. There is no dispute that Doe used marijuana while directing the event.
2. Although marijuana use is legal in Minnesota, its use is prohibited in public spaces, so Doe was arguably committing a crime while smoking marijuana at the venue.
3. The USPOC Code of Ethics 3.08(a)&(b), although not addressing marijuana specifically, states that:

\*Coaches discourage the use of alcohol and tobacco in conjunction with athletic events.

\*Coaches refrain from tobacco and alcohol use while they are coaching.

4. The extent to which Doe's marijuana use effected his ability to perform is too subjective to assess based on witness testimony.
5. There is anecdotal reporting that the group of attendees from Nebraska were also unwilling to abide by the facility's COVID masking policies, which may have added to their disgruntlement.
6. It should be noted that although there were participants attending this meet from many different places, it was only the folks from Nebraska that lodged complaints about Doe's marijuana use.

**Conclusion:**

**Doe was forthright and contrite in acknowledging his marijuana use. Doe firmly contends that his marijuana use in no way influenced his mental faculties. Although he maintains that he does not get high, and only tamps down his anxiety issues, Doe acknowledges that he needs to discontinue using marijuana at organized events as he states that he now recognizes that it presents an unprofessional view of himself and organization, and pledges to find alternate means of medicating his anxiety during events of this nature.**

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