

VIA EMAIL [REDACTED]

September [REDACTED] 2016

[REDACTED]
[REDACTED]
[REDACTED]

RE: Witness Interview Regarding Complaint of Misconduct

Dear [REDACTED]

This letter is to inform that you have been identified as a witness in a matter of sexual harassment towards a student by another student. The District is conducting an administrative investigation into these allegations. Please note that you have not been accused of any wrongdoing and therefore are not the subject of the investigation.

This investigation is being conducted on behalf of the District by an independent investigator; Sandra Lindoerfer with Norm A. Traub Associates Inc. Ms. Lindoerfer will perform a fact-based investigation into the allegations and interview relevant parties and witnesses. Your interview is scheduled for [REDACTED] September [REDACTED] 2016 at [REDACTED] and will take place at our offices located at **3801 Market St. Riverside, CA 92501. Please check-in with the Human Resources & Employee Relations reception located on the 2nd floor.** You may have a representative present during the meeting. Your cooperation in this matter is crucial and you are asked to cooperate fully with Ms. Lindoerfer and answer questions in a complete and truthful manner.

Please be advised that this is a confidential matter, and as such, you should refrain, to the extent possible, from discussing it with anyone not associated with the case. Further, it is against District policies to retaliate against any individual for making a complaint or participating in the investigation of such complaints. Retaliation against an individual in violation of District policies is cause for discipline up to and including termination or expulsion. If you feel you have been subjected to such behavior, or have any questions or concerns about retaliation, the contents of this letter or the investigation, please do not hesitate to contact me immediately at [REDACTED]. Thank you in advance for your cooperation.

Kindest regards,

[REDACTED]
[REDACTED]

3801 Market Street
Riverside, CA 92501
(951) 222-8595
Fax (951) 222-8831
TTY (951) 328-3539
www.rccd.edu

Fwd: !!! URGENT !!! Bad news about Sammie

January 03, 2017 at 11:26 PM

From Matthew [REDACTED]

To [REDACTED]

Best regards,

Matthew [REDACTED]
[REDACTED] t / Head Delegate

Begin forwarded message:

From: Matthew [REDACTED]
Date: [REDACTED]
To: [REDACTED]
Subject: !!! URGENT !!! Bad news about Sammie

[REDACTED] I hope your trip went well because I unfortunately have bad news about Sammie. During a get together tonight at Jose's Sammie forced himself on Stacy. I'll try to make it as clear as possible.

It seems from the information we've gotten from Jane and Stacy is that Jane has experienced something similar few semesters ago when Sammie got aggressive with Jane after she offered to take him home.

With Stacy tonight, Sammie cornered Stacy and forced himself on her. Stacy told Jane which caused her to break down hysterically. Jane revealed that Sammie forced himself on her when she first joined but she was too ashamed to admit it out of fear she would be insulted and ostracized from the team.

This eventually led to Jane admitting it to Liza which led to us confronting him about what occurred.

He did exactly what he did when we originally confronted him. He denied and lied. He started mixing up his stories and said nothing happened. Then he said no that they mutually fell on each other. Eventually he got mixed up enough to say he did do it but then he didn't do it.

Remember when Sammie denied then admitted to forcing himself on Original girl? Tonight he said he never admitted to it and he still

denies the Original incident.

██████████ I'm sorry to say this but this is the last straw. This happened in front of a majority of the team and people are starting to think he can just get away with it.

As I was driving Stacy home with Jane in the car they were absolutely bawling about how sorry they were. They BEGGED me not to bring up there names out of fear. They think they would be ridiculed by you and the team.

I can't stand by and let him do these things. Its one thing when it's an anonymous event from multiple girls to it affecting the people I care deeply about. I will take a bullet for this team before I let Sammie lay a finger on one more person.

He was an antagonist when it came to DJ. He manipulated Tina. He instigated Pedro. And with the amount of drama we've dealt, you can fill in the blanks for the rest.

At this point is an insult on your credibility and the program to allow this to continue. I apologize if this message comes across as hostile. My team comes first and I will do anything to protect them.

██████████ e contact me as soon as possible. We need to have an urgent meeting. Jane and Stacy are dead scared to discuss it. Liza and Hope are willing to speak about the how his presence is detrimental as well as many other others who witnessed the event.

Best regards,

Matthew ██████████

██████████ t / Head Delegate

██████████
██████████

Best Regards,

[REDACTED]
[REDACTED]
[REDACTED]

On May 11, 2016, at 05:50 PM, [REDACTED] wrote:

I cannot account for everything that has happened, but I have seen some of this unfold over time and I think I might be able to shed some perspective on this topic. Last year Sammie had a serious issue of being overly promiscuous. His natural setting was to hit on people. That's carried over, and he's remained a very touchy person, but I've been by him as he expressed that he wanted to settle down and stop. He's since gotten into a longer term relationship with someone, and as far as I have seen (which is quite a lot), he has been loyal.

I like to think that people can change, and I think that Sammie has. I was there for many of the incidents that occurred in the honors study center last semester, and at the time and by what I saw it did not seem nearly as extreme as this has been made out to be. I saw Sammie flirtatiously hitting on girls, and yes, I thought he went a little far and broke some social norms. I witnessed Sammie hitting on [REDACTED] but I did not witness him pushing her to a wall as I have heard. Maybe I wasn't there at the time, though I can attest to being in the room for the majority of my time last semester, and Sammie can corroborate that he rarely visited unless I was there (usually to talk about work).

I later realized that Sammie is a very tactile guy and is used to touching as a means of communication with friends and acquaintances. I cannot speak for any other allegations, but based on what I've seen I think Sammie's behavior has been overly dramatized.

After the drama that began to ferment in the [REDACTED] I spoke with Sammie. Sammie asked me to ban him from the room, and I agreed that that would be for the best, so as current [REDACTED] [REDACTED] r, I did it.

Please do not hesitate to contact me for any further information or elaboration.

Sincerely,

[Redacted]

[Redacted]

[Redacted]

[Redacted]