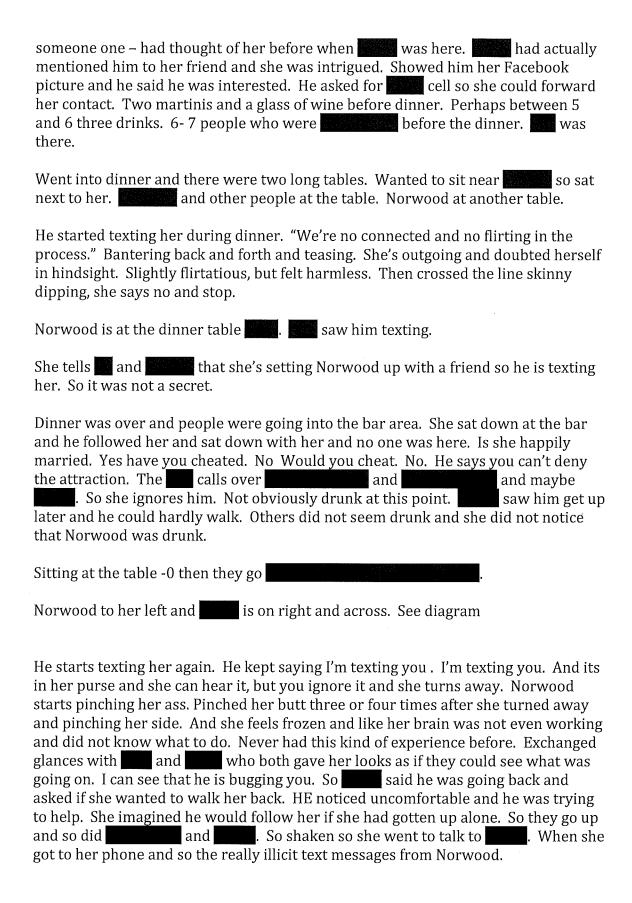
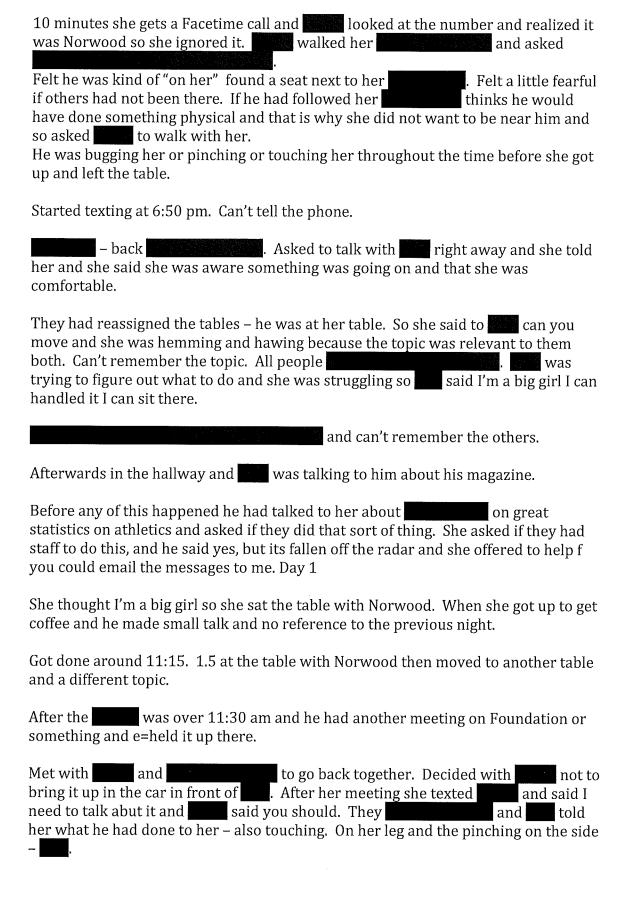
EOAA Contemporaneous Notes Taken During Meeting with 2015

- Explain process
- Discuss privacy implications regarding investigation and discipline
 Relationship with the respondent before the incident

| Extremely limited contact with Norwood. Had been in a meeting with him once a couple of year. Monthly meeting meeting how, but Norwood not there often. Had asked him a question at meeting once on the side. (1 minute). Anticipate it will be the same and having said too badly because you could have developed a close relationship with Gopher. |
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| But there are others who deal with this as well. |
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| She arrived Can't remember if Norwood was there Can't even remember if he was there. |
| The next morning 4 to 5 tables and she sat down and it happened to be next to Norwood. He was friendly and appropriate and that was the most time she had ever spent with him. |
| Dinner plan that evening for the whole group. Drinks before dinner. 5 pm. Didn't go after the meeting went straight Norwood sat next to her and he continued to be appropriately and he asked a lot of questions. Also at the table and after the meeting went straight Norwood sat next to her and he continued to be appropriately and he asked a lot of questions. Also at the table and can't recall who else. Kids, education, family, where from. She asked him a few questions and learned he was single. And she thought of |





Last time she sees him is in the morning session. morning he sent her an email before had spoken to him. Good Morning! It would be really great an example of those . So she delegated that someone else and did not respond and asked her to respond and she copied (She will email it to me.) No other contact. asked to meet with the afternoon of AM asked if she could provide copies of the text messages to the and assured that they believed her thought they would be important to have. Monday she met with and at said she had informed me and and and she took it really seriously and felt they have both taken it very seriously and apologetic. Drafting something to him. Get help for his alcoholism. If it happened again and grounds for contract. asked about what kind of discipline. said what would you suggest – you could fire him. More focused on the alcoholism and the other is the disturbing part. Believes noticed that Norwood had too much to drink. should have hauled him off. Hindsight is 20 20 Saw Norwood waiting for the elevator when he came to meet with the she felt the need to avoid him. Knew nothing about him before. Gave him her friends contact information. She had asked her permission before he started misbehaving. has not contacted her because assumed he wouldn't reach out to her. She's not a close friend. Thinks her friend would let her know if he had contacted her.

Is it a sexual assault? Parties at his house after every football game – he told her about them.

• Impact on you and your ability to perform your work.

As a practical matter – if it was someone in her department, but this is someone she never sees. She doesn't go to sports. Doesn't even know where his office. It's disturbing. It will be uncomfortable to be in those meetings. The next day she was very distracted and not thinking straight. It was uncomfortable in the monthly meetings or a retreat.

• Has he had any subsequent contact with you

• Are you aware of anyone other than who has been subjected to inappropriate behavior by him? No. He was so far off her radar before this happened. Never gave him a thought. He came from a U where work and that is it.

is out on Friday -