

May 8, 2020

T. Lynn Williamson
t.lynn.williamson@uky.edu

Dear Mr. Williamson:

On April 17, 2020, you met with the Office of Institutional Equity and Equal Opportunity (“Institutional Equity”) in conjunction with the Institutional Equity’s review of a potential violation of the University’s *Policy on Discrimination and Harassment*. As explained during our April 17, 2020 meeting, the University received allegations relating to the cheerleading team. Specifically, it was reported that members of the cheerleading team were engaging in basket-tosses in varying degrees of nudity while at the team retreat, were engaging in nudity while on boats at the team retreat and were holding an “initiation ceremony” that included male members of the team being instructed by other team members to wear no underwear and to undress when performing a lewd chant. There are other concerns of which Institutional Equity is aware that do not fall within the purview of Institutional Equity but have been forwarded to the appropriate office for review. Discrimination and harassment are serious violations of University policy and it is the University’s policy to address incidents or comments that are inappropriate for the University environment even if those incidents or comments do not rise to the level of unlawful harassment or discrimination.

Members of Institutional Equity staff have conducted a thorough investigation into the concerns in accordance with the process outlined in University policy. In determining whether conduct constitutes a violation of the University’s *Policy on Discrimination and Harassment*, as well as other applicable University administrative guidelines and policies, University officials look at the record as a whole and at all of the circumstances of the situation. The rights of all parties are considered in conducting investigations of complaints under these policies.

Staff from the Institutional Equity have reviewed the information you provided and gathered other information. Based on the information provided during our investigation and provided by team members in a separate investigation related to hazing allegations conducted by the Office of Student Conduct, there was sufficient information that those three allegations occurred. During our meeting, you stated that in 2017 or 2018 you had observed team members willingly engage in topless basket-tosses while at the retreat. You stated you quickly left the area upon realizing what was occurring and did not intervene or report what you observed to anyone. There is no information to suggest that you knew or should have known of any of the other alleged behavior.

After reviewing all information provided, Institutional Equity has concluded that due to the nature of the event, as corroborated by team members, you were not obligated to report this matter as a mandatory reporter; there is no information to suggest this behavior was unwanted or unwelcome by members of the team or that anyone was experiencing non-consensual sexual touching.

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However, while you were not obligated as a mandatory reporter to make a report of this behavior, the expectations of your position with the University and the team were that you intervene to prevent behavior that was inappropriate for a University sponsored event. Institutional Equity is aware that you announced your retirement while this matter was pending. As you are no longer a University employee, Institutional Equity has made no additional recommendations to your supervisor.

You are reminded of the University's policy against retaliation for having made a complaint of discrimination. Do not engage in a retaliatory course of action against Complainant or any individual who participated in this investigation. Engaging in retaliatory behavior or encouraging others to engage in retaliatory behavior is a violation of University policy and will result in corrective action.

The contents of this investigation are considered private and will be disclosed only to those individuals who have a legitimate business reason to know or as otherwise may be required by law.

Should you have any questions about the investigation now or in the future regarding this review, please let me know.

Sincerely,

A handwritten signature in black ink, appearing to read "Terry Allen", written in a cursive style.

Terry Allen

Associate Vice President, Institutional Equity