

**EOAA Contemporaneous Notes
Taken During Meeting
with [REDACTED]
[REDACTED] 2015**

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

[REDACTED]

Extremely limited contact with Norwood. Had been in a meeting with him once a couple of year. Monthly [REDACTED] meeting [REDACTED], 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 [REDACTED]. They discussed having [REDACTED]. [REDACTED] said too badly because you could have developed a close relationship with Gopher.

[REDACTED]

[REDACTED] But there are others who deal with this as well. [REDACTED]

[REDACTED]

[REDACTED]

She arrived [REDACTED]
[REDACTED] Can't remember if
Norwood was there [REDACTED]. Can't even remember if he was there.

The next morning [REDACTED] 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 [REDACTED] before dinner. 5 pm. Didn't go [REDACTED] after the meeting went straight [REDACTED]. Norwood sat next to her and he continued to be appropriately and he asked a lot of questions. Also at the table [REDACTED], 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

someone one – had thought of her before when [REDACTED] was here. [REDACTED] had actually mentioned him to her friend and she was intrigued. Showed him her Facebook picture and he said he was interested. He asked for [REDACTED] cell so she could forward her contact. Two martinis and a glass of wine before dinner. Perhaps between 5 and 6 three drinks. 6- 7 people who were [REDACTED] before the dinner. [REDACTED] was there.

Went into dinner and there were two long tables. Wanted to sit near [REDACTED] so sat next to her. [REDACTED] and other people at the table. Norwood at another table.

He started texting her during dinner. "We're no connected and no flirting in the process." Bantering back and forth and teasing. She's outgoing and doubted herself in hindsight. Slightly flirtatious, but felt harmless. Then crossed the line skinny dipping, she says no and stop.

Norwood is at the dinner table [REDACTED]. [REDACTED] saw him texting.

She tells [REDACTED] and [REDACTED] that she's setting Norwood up with a friend so he is texting her. So it was not a secret.

Dinner was over and people were going into the bar area. She sat down at the bar and he followed her and sat down with her and no one was here. Is she happily married. Yes have you cheated. No Would you cheat. No. He says you can't deny the attraction. The [REDACTED] calls over [REDACTED] and [REDACTED] and maybe [REDACTED]. So she ignores him. Not obviously drunk at this point. [REDACTED] saw him get up later and he could hardly walk. Others did not seem drunk and she did not notice that Norwood was drunk.

Sitting at the table -0 then they go [REDACTED].

Norwood to her left and [REDACTED] is on right and across. See diagram

He starts texting her again. He kept saying I'm texting you . I'm texting you. And its in her purse and she can hear it, but you ignore it and she turns away. Norwood starts pinching her ass. Pinched her butt three or four times after she turned away and pinching her side. And she feels frozen and like her brain was not even working and did not know what to do. Never had this kind of experience before. Exchanged glances with [REDACTED] and [REDACTED] who both gave her looks as if they could see what was going on. I can see that he is bugging you. So [REDACTED] said he was going back and asked if she wanted to walk her back. HE noticed uncomfortable and he was trying to help. She imagined he would follow her if she had gotten up alone. So they go up and so did [REDACTED] and [REDACTED]. So shaken so she went to talk to [REDACTED]. When she got to her phone and so the really illicit text messages from Norwood.

10 minutes she gets a Facetime call and [REDACTED] looked at the number and realized it was Norwood so she ignored it. [REDACTED] walked her [REDACTED] and asked [REDACTED].

Felt he was kind of "on her" found a seat next to her [REDACTED]. Felt a little fearful if others had not been there. If he had followed her [REDACTED] thinks he would have done something physical and that is why she did not want to be near him and so asked [REDACTED] to walk with her.

He was bugging her or pinching or touching her throughout the time before she got up and left the table.

Started texting at 6:50 pm. Can't tell the phone.

[REDACTED] - back [REDACTED]. Asked to talk with [REDACTED] right away and she told her and she said she was aware something was going on and that she was comfortable.

They had reassigned the tables - he was at her table. So she said to [REDACTED] can you move and she was hemming and hawing because the topic was relevant to them both. Can't remember the topic. All people [REDACTED]. [REDACTED] was trying to figure out what to do and she was struggling so [REDACTED] said I'm a big girl I can handle it I can sit there.

[REDACTED] and can't remember the others.

Afterwards in the hallway and [REDACTED] was talking to him about his magazine.

Before any of this happened he had talked to her about [REDACTED] on great statistics on athletics and asked if they did that sort of thing. She asked if they had staff to do this, and he said yes, but its fallen off the radar and she offered to help f you could email the messages to me. Day 1

She thought I'm a big girl so she sat the table with Norwood. When she got up to get coffee and he made small talk and no reference to the previous night.

Got done around 11:15. 1.5 at the table with Norwood then moved to another table and a different topic.

After the [REDACTED] was over 11:30 am and he had another meeting on Foundation or something and e=held it up there.

Met with [REDACTED] and [REDACTED] to go back together. Decided with [REDACTED] not to bring it up in the car in front of [REDACTED]. After her meeting she texted [REDACTED] and said I need to talk abut it and [REDACTED] said you should. They [REDACTED] and [REDACTED] told her what he had done to her - also touching. On her leg and the pinching on the side - [REDACTED].

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 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. █████ and █████ should have hauled him off. Hindsight is 20/20

Saw Norwood waiting for the elevator when he came to meet with the █████ and 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 [REDACTED] 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 [REDACTED] work and that is it.

[REDACTED] is out on Friday -