

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

- Explain Process
- Discuss confidentiality regarding discipline and investigation. (Existence and status of complaints and final disposition of discipline.)
- Relationship with respondent before the incident
- Did he touch you and where, when and for how long?
- Are you aware of anyone else with similar complaints other than [REDACTED]?
- Has he tried to contact you since the event?
- Discuss the impact on you personally and the ability for you to perform your job
- Has he had any subsequent contact with you?
- Do you feel you have received sufficient information from the University – do you have any other questions?

[REDACTED]

[REDACTED]

Very limited interaction 10 words in the last six months a couple [REDACTED] [REDACTED] meeting. Nothing about him reputationally. Has a lot of contact with Athletics and mostly works with [REDACTED].

Arrived [REDACTED] with [REDACTED].

Doesn't think Norwood was present [REDACTED].

[REDACTED]

[REDACTED]

[REDACTED]

Only interaction during the day. At 4:30 and [REDACTED] walked [REDACTED] for a drink and Norwood joined them. [REDACTED] came after Norwood. Norwood sat next to her and was very intense leaned in and eye contact. Where she went to school, when graduated and how she liked working at the University. At the time she was eager to talk to him. Did not consider the questions invasive. [REDACTED] announced at 5:30 that she was going to [REDACTED] and [REDACTED] joined her. On the walk [REDACTED] cautioned that she thought Norwood was hitting on her. Did not know him well and did not pick up on it, but thanked her for alerting her.

Missed pre - reception. At 6:30 pm the whole group entered the dining room. Considering [REDACTED] comments made sure not to sit with Norwood and sat between [REDACTED] and [REDACTED]. Shortly after sitting down [REDACTED] got up to get a beer and Norwood took [REDACTED] seat. [REDACTED] came back and Norwood said did I take your chair and [REDACTED] said "no no" and Norwood stayed there. Felt like Norwood moved so close she felt trapped.

He asked about her age so might have been trying to figure when she graduated. [REDACTED] is a close friend so they are candid with each other.

Casual discussion about sports. Asked about what she thought about Pitino [REDACTED] and about career plans. Escalated to inappropriate questions like why haven't you married your boyfriend - in five different ways. Had dropped mention of her boyfriend at the 4:30. When are you going to marry your boyfriend?

So at the same time as it felt like it was escalating - he began to rub your upper back. Her body language was to move away. She does not think [REDACTED] saw that he was rubbing his back. She does not know if anyone saw him touch her. [REDACTED] was never engaged in their conversation.

Also started poking him on the side. Steady. Then felt totally crossed the line.

Could tell that he was texting [REDACTED] and saw that it was too [REDACTED]. Saw U! and he was texting two or three messages down. At the time she did not know what to think about the fact that he was texting [REDACTED].

She turned to [REDACTED] to join the conversation to her right. What are you talking about/ "You missed the conversation because you have been too busy flirting with Norwood." The insinuation that she was inappropriate when she felt trapped was horrifying. At that point [REDACTED] got up and left and she was one of the first to leave the table and went with others because concerned that Norwood would follow her and wanted witnesses that she was alone. She walked back with [REDACTED] and [REDACTED]. Did not talk to anyone else about what had happened. He does not have her number. Did not try to contact her.

██████████ mentioned that Norwood had a lot to drink. She told ██████████ that he was inappropriate and he suggested that she talk to ██████████. So the three had lunch ██████████ and ██████████ showed her the text messages. During lunch she texted ██████████ and told her about a similar experience without the text messages as ██████████. ██████████ said to tell ██████████.

Sent ██████████ a text message. ██████████ and I talked and I had a similar experience last night. Good to know thanks for telling me. We can talk more about details tomorrow.

██████████ and while waiting ██████████ pulled her into his office to tell her that he had already met with Norwood and apologized and on behalf of his gender. Verbally disciplined Norwood and told him he had a drinking problem and asked him to develop a plan to address.

Did not occur to her that Norwood was drunk at any point.

Then met with ██████████. ██████████ was visibly distraught about the situation. Reiterated how inappropriate. Believed her.

At a time when I was feeling trapped I was disappointed that she accused her of flirting with Norwood. ██████████ was confused by the comment. Like she did not remember. Did not acknowledge that she said it or meant it, but apologized for how she felt.

██████████

At the table with Norwood. She was expecting him to apologize ██████████ that he would be aware that he was inappropriately. He did not. Did not talk or interact. Before she knew anything had happened with ██████████. No discussion with Norwood. Still feeling like she might have done something wrong did not tell her boyfriend the night before. It wasn't until she heard that it happened with ██████████ she realized that he was just looking for someone to sleep with. Norwood sat across from her at the same table. Might have been numbered.

No contact from Norwood since.

██████████ he said to Norwood you sexually harassed ██████████ and ██████████ and Norwood did not deny it.

Conversation – ██████████ told her she could talk to someone in HR.

Relationship with ██████████ since the incident – haven't seen her a lot. Typical.

Diagram of Dinner by

