

UNIVERSITY OF MINNESOTA

Office of the President

*202 Morrill Hall
100 Church Street S.E.
Minneapolis, MN 55455-0110*

CONFIDENTIAL PERSONNEL INFORMATION

2015

Norwood Teague
Athletic Director
Intercollegiate Athletics, University of Minnesota
516 15th Ave SE, Room 250 BFAB
Minneapolis, MN 55455

Dear Norwood,

I am writing to follow up on our conversation about your actions at [redacted], where you became overly intoxicated and made sexual advances to two female colleagues. While the circumstances have not yet been fully investigated, I appreciate your acknowledgement of these events when we talked, and your openness to taking the actions we agreed on.

As we discussed, such behavior is unacceptable. I am concerned that your drinking was excessive and impaired your judgment. I requested and you agreed to seek an alcohol abuse screening assessment from a qualified health care professional and share the results with me. If recommended, I expect you will take any additional actions needed to be healthy.

In addition, you will not contact either of the two women who were subject to your advances either in person or through electronic or other written means unless professionally required. Likewise, you will refrain from making any inappropriate sexual advances, either verbal or in writing, including through social media, text messages or other forms of electronic communication in general in the context of your role as the Athletic Director. The University of Minnesota takes its commitment to creating an environment that is free of sexual harassment very seriously. Enclosed is a copy of the Board of Regents policy against Sexual Harassment.

This letter documents our discussions and my actions to date, but may not represent my final action on this matter. You are a valued member of our team, and I care for you and your success at work and in life. You are also a role model and mentor to our student-athletes and are highly visible in the internal and external community. As you know, it is essential for you to hold yourself to the highest professional standards and demonstrate integrity in all of your interactions. I will bear these and other considerations in mind as I consider the appropriate outcome.

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Finally, I remind you that the University specifically prohibits retaliation against anyone who reports sexual harassment or who participates in an investigation of retaliation. In this situation, certain kinds of actions by you could be considered retaliatory such as complaining about the reports of your behavior, speaking negatively about anyone associated with the complaints or even ignoring the individual(s) who reported the sexual harassment. Please be mindful of your conduct in this area, and if you are concerned or have specific questions about retaliation please direct them to Kimberly Hewitt, Office of Affirmative Action and Equal Opportunity.

Sincerely,

A handwritten signature in black ink, appearing to read "E. Kaler", with a long horizontal flourish extending to the right.

Eric W. Kaler
President

EWK:ap