



DEPARTMENT OF
HUMAN RESOURCES

May 30, 2014

Mr. Cole Gordon
1701 Westpark, Apt. 11
Little Rock, AR 72204

Dear Mr. Gordon,

On April 24, 2014, you filed a complaint with the Department of Human Resources regarding allegations of physical and sexual harassment. Your allegations were directed towards Mr. Scott Norwood, Baseball Head Coach.

I attempted to solicit additional information during a telephone conversation on April 28, 2014, so your claim could be thoroughly reviewed. During this conversation you were unable to provide details or affirmatively answer some questions. You indicated this was because your attorney advised you not to answer questions. I proceeded investigating your complaint largely based on the information supplied in your email.

Allegation #1

On numerous occasions in my office Mr. Norwood has physically grabbed my head or hit me. I have expressed my hatred for being touch [sic] in any manner to Mr. Norwood multiple times. On February 13th, I physically had to defend myself and push Mr. Norwood off me when he approached me at my desk and grabbed me. During our conversation you stated that you and Assistant Coach, Mr. Drew Maus, shared an office and that he witnessed the incident.

Mr. Norwood denied this incident occurred. Mr. Maus confirmed that he shared an office with you but denied witnessing the February 13th incident or any incident in which Mr. Norwood was physically abusive. Without additional information, the allegation that Mr. Norwood, on numerous occasions, physically harassed you cannot be substantiated.

Allegation #2

The most recent and offensive occurrence happened on March 23rd. A UALR student named [REDACTED] approached me about sexual comments from Mr. Norwood to him and his girl friend [sic]. [REDACTED] stated, "Norwood would is always saying to* stuff to my girlfriend about how big her breast* are." Mr. [REDACTED] was very upset about the comments.*

Mr. [REDACTED] denied my requests to interview him. He stated he already reported everything he intended to report to Mr. Richard Turner. Upon review of the information submitted to Mr. Turner, there is no evidence to support the allegation that Mr. Norwood made an inappropriate comment about Mr. [REDACTED] girlfriend.

Without additional information, the allegation that Mr. Norwood made inappropriate comments about Mr. [REDACTED] girlfriend cannot be substantiated

* [sic]



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Allegation #3

I reported this incident of Mr. [REDACTED] to two of my direct supervisors on March 24th. I was told to "not say a word, we can't let this get out."

Mr. Gary Hogan and Mr. Richard Turner deny that you advised them about a complaint of harassment, or that you were ever told to remain silent about a complaint of any kind. Messrs. Maus and Marx also deny hearing these comments.

Mr. Turner does recall a different conversation with you on March 24, 2014. On that date, you told him that you overheard two student athletes talking about alcohol being purchased for players by Scott Norwood. In response to your report, Mr. Turner met with the two student athletes and both denied having knowledge of Mr. Norwood providing alcohol to players.

The intention of a comment to keep quiet stands in contrast to the intention of holding a meeting to encourage those who may have a complaint to come forward. Without additional information, the allegation that you were told to not say a word about potential complaints from student athletes cannot be substantiated.

Summary

Based on the available information, the allegations, as stated in the April 24, 2014, email, are found to be without merit and the investigation is considered closed. However, because UALR takes claims of harassment seriously, if you are able to provide additional details that support your allegations, Human Resources will review that information and determine whether it is sufficient to reopen the complaint.

Please be reminded that the University of Arkansas at Little Rock's policy and state and federal laws prohibit retaliation against an individual for reporting any type of discrimination or for participating in an investigation. The University will not tolerate any form of retaliation against any employee, student and others for filing a bona fide complaint under this policy or for assisting in a complaint investigation.

This matter should be held in the strictest confidence and should only be discussed with individuals who have a direct role in this investigation.

Thank you,

A handwritten signature in cursive script that reads "Mindy Wirges".

Mindy Wirges
Employee Relations Manager
mmwirges@ualr.edu