

REPORT OF INVESTIGATIVE COUNSEL

**KEENE STATE COLLEGE'S
RESPONSE TO COMPLAINTS REGARDING
COACH PETER THOMAS**

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**IN RECOGNITION OF THE INTERESTS OF THE PRIVACY OF STUDENTS,
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IDENTIFIABLE INFORMATION ASSOCIATED WITH STUDENTS HAVE BEEN
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STUDENTS.**

TABLE OF CONTENTS

	Page
I. INTRODUCTION AND SCOPE OF INVESTIGATION	3
II. KEENE STATE COLLEGE POLICIES AND TITLE IX OF THE EDUCATIONAL AMENDMENTS ACT OF 1972	4
A. Title IX	4
B. KSC Policies And Procedures.....	6
III. SUMMARY OF FACTUAL INFORMATION AND INTERVIEWS.....	7
A. Anne Huot.....	7
B. Dottie Morris	8
C. Kim Harkness.....	10
D. John Ratliff	12
E. Kemal Atkins.....	13
F. Sarah Titus	14
G. Jane Doe 1	15
H. Jane Doe 5.....	16
I. Jane Doe 6.....	17
J. Jane Doe 9.....	18
K. Jane Doe 10.....	21
L. John Napolitano	22
M. Jane Doe 8.....	22
N. Jane Doe 4.....	23
O. John Doe 2	24
P. John Doe 3	25
Q. John Doe 4	27

R.	John Doe 1	30
S.	Rob Colbert	35
T.	Jane Doe 11	36
U.	Jane Doe 12	39
V.	John Doe 6	39
W.	Jane Doe 15	41
X.	John Doe 5	42
Y.	Jane Doe 7	44
Z.	Jane Doe 16	45
AA.	John Doe 7	46
BB.	Jane Doe 17	49
CC.	Jane Doe 2	50
DD.	Jane Doe 3	52
EE.	Peter Thomas	55
IV.	SUMMARY OF DOCUMENT REVIEW	63
V.	ACTIONS BY COACH THOMAS AND ASSISTANT COACHES DURING THE ADMINISTRATIVE LEAVE	65
VI.	INVESTIGATION CONCLUSIONS	66
VII.	RECOMMENDATIONS	70

I. INTRODUCTION AND SCOPE OF INVESTIGATION

The firm of McLane, Graf, Raulerson & Middleton, Professional Association (“McLane”) was engaged by Keene State College (“KSC” or the “College”) to conduct an investigation into allegations of inappropriate conduct and statements by Peter Thomas (“Coach” or “Coach Thomas”), Head Coach of KSC’s Men’s and Women’s Cross Country, Indoor Track, and Outdoor Track Teams. The investigation was prompted by allegations by two former students of inappropriate comments and touching by Coach Thomas.

In light of the nature of the allegations concerning Coach Thomas, KSC contacted McLane on August 19, 2014 to discuss the situation and undertake an investigation. Attorney Stevens traveled to KSC on August 20, 2014 to commence the investigation which then continued over a period of several weeks with the assistance of Attorney Goodridge.

The investigation included numerous in-person interviews conducted on August 20, 2014, August 27, 2014, September 4, 2014 and October 1, 2014. Additional interviews were conducted by Attorneys Stevens and Goodridge via telephone throughout the relevant time period. Included in the interviews were members of college administration, representatives of the Athletic Department, current students and alumni.

It became apparent early in the investigation that there was significant concern on the part of many of the interviewees about being candid and forthcoming in the interview process. Current students especially, but even some alumni, expressed concern about possible retaliation by Coach Thomas should he return to coaching. Some current students also expressed concern about possible retaliation or peer pressure from other athletes and certain members of the assistant coaching staff. For that reason, the names of the specific witnesses interviewed will not be included in this report. Rather, an interview key will be provided for the eyes of President Huot and Kemal Atkins, Vice President for Student Affairs and Enrollment Management only. It

will be left to them to determine whether other employees of KSC require the information marked as confidential, but such dissemination should be as limited as possible.

Investigators also reviewed pertinent documents including the following:

- Written complaint by student;
- Peter Thomas' personnel file;
- Student Evaluations of Peter Thomas;
- Internet blogs regarding the administrative leave of Peter Thomas;
- Text messages, documents, and pictures of alumni forwarded by Peter Thomas;
- Communications from Peter Thomas;
- Email communications from students and alumni;
- Track & Field and Cross Country Team rosters from various years; and
- Interview notes of Dottie Morris.

This confidential report summarizes the investigation process, conclusions and recommendations.

II. KEENE STATE COLLEGE POLICIES AND TITLE IX OF THE EDUCATIONAL AMENDMENTS ACT OF 1972

A. Title IX

Sexual harassment is a form of sex discrimination prohibited by Title IX and is generally referred to as hostile environment harassment.¹ Sexual harassment is unwelcome conduct of a sexual nature and can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, such as sexual assault or acts of sexual violence. In most cases legitimate, nonsexual touching or other nonsexual conduct is not considered sexual harassment, especially if it is consensual. However, nonsexual conduct may

¹ Quid pro quo harassment, a second type of harassment recognized under Title IX, occurs when a teacher conditions an educational decision or benefit based upon the student's submission to unwelcome sexual conduct. Quid pro quo harassment is not at issue in this investigation.

take on sexual connotations and rise to the level of sexual harassment depending on the frequency and nature of the physical conduct.

When an employee of a college is acting in the context of providing aid, benefits, and services to students (generally when teaching, counseling, coaching, supervising, advising, and transporting students) and engages in sexual harassment that denies or limits a student's ability to participate in or benefit from a college program on the basis of sex, the college is responsible for the discriminatory conduct. The college is also responsible for remedying any effects of the harassment on the victim, as well as for ending the harassment and preventing its recurrence.

Under Title IX, once a college has actual or constructive notice of possible sexual harassment of students, it is responsible for determining what occurred and responding appropriately.² The appropriateness of the responsive action of the college is evaluated by assessing whether it was prompt and effective. When on notice of possible harassment, the college must conduct a prompt, thorough, and impartial inquiry designed to reliably determine what occurred.

To determine whether a hostile environment based on sex exists, it must be determined whether there was harassing conduct sufficiently severe or pervasive to deny or limit a student's ability to participate in or benefit from the college's program based on sex. In determining whether this denial or limitation has occurred, all relevant circumstances must be examined from an objective and subjective perspective including: the types of harassment (e.g., whether it was verbal or physical); the frequency, severity, and duration of the conduct (the more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the harassment is physical); the age, sex, and relationship of the

² This "employee on student" standard is distinguished from the "student on student standard" that triggers a Title IX violation if it can be shown that the college "knew or reasonably should have known about the harassment" and "acted with deliberate indifference to such misconduct."

individuals involved (e.g., teacher-student or student-student); number of individuals involved; the setting and context in which the harassment occurred; whether other incidents have occurred at the college; incidents of gender-based, but nonsexual harassment; and any other relevant factors. It is the totality of the circumstances in which the behavior occurs that is critical in determining whether a hostile environment exists.

B. KSC Policies And Procedures

The allegations regarding Coach Thomas span many years and, presumably, several iterations of the College's discrimination and harassment policies. For that reason, references in this report to the College's policy will be to the KSC Discrimination and Discriminatory Harassment Policy 2005-2013 and to the Discrimination and Discriminatory Harassment Policy, Approved June 25, 2013.

The 2005-2013 policy gives the following definition of sexual harassment:

Federal and state law define harassing behavior as occurring when :

- Such contact has the purpose or effect of unreasonably interfering with an individual's work performance or creating a hostile or offensive work or academic environment;
- Submission to or reject (sic) of such conduct by an individual is used as the basis for employment or academic decisions affecting that individual; or
- Submission to such conduct is made either explicitly or implicitly a term or condition of another individual's employment or academic work.

Sexual harassment is one form of discriminatory harassment. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when the above conditions are met.

The 2013 revised policy includes a definition of discrimination and harassment which is slightly broader and gives examples of behavior which might be sexual harassment including

repeatedly telling derogatory or gender or ethnic-based jokes or giving unwelcome hugs or repeatedly brushing or touching against another's body.

III. SUMMARY OF FACTUAL INFORMATION AND INTERVIEWS

Individuals who were interviewed by Attorneys Stevens and Goodridge were informed that McLane had been hired by KSC to conduct an independent internal investigation into complaints regarding Coach Thomas. They were advised that this was a fact-finding investigation and that the College was sincerely interested in finding out whether inappropriate action had occurred. The individuals were instructed to keep the matters discussed confidential and were told to bring any potential issues of retaliation to the attention of Attorney Stevens, Attorney Goodridge, or Mr. Kemal Atkins, Vice President for Student Affairs and Enrollment Management.

A. Anne Huot

Initial information concerning the reports which triggered this investigation was provided by President Anne Huot. She indicated that a student approached a faculty advisor in the spring semester of 2014. She told her advisor that she elected not to participate in track for her Class Year because the Coach made her uncomfortable. She also mentioned that there were at least two other recent graduates who had expressed similar concerns. At that point the matter was turned over to Dottie Morris, Chief Officer for Diversity and Multiculturalism, the Title IX Coordinator. Morris attempted to contact the students during the summer. There was apparently significant difficulty coordinating interviews of the alumni, but Morris eventually spoke with Jane Doe 1, Jane Doe 2 and Jane Doe 3.

President Huot indicated that it was her understanding that the students/alumni showed a high degree of fear and concern about speaking out. She advised that Coach Thomas had been placed on paid administrative leave and was instructed that he should not be on campus and

should have no student contact. Sarah Titus, one of the assistant coaches, was named Interim Coach. President Huot expressed some concerns about Titus, primarily because she has a close relationship with Coach Thomas and referred to him as a “father figure.”

By way of background, President Huot indicated that Coach Thomas had been with KSC for more than 30 years, was a revered and successful coach and had been named Coach of the Year in the school’s conference. She also indicated that certain students, through one of the team captains, had reached out to the Director of Human Resources by email expressing their concern about the Coach and their willingness to be interviewed in this investigation process. A copy of the email communication authored by Jane Doe 4 is attached as Exhibit A.

We briefly discussed the options available to a student who might want to report inappropriate sexual behavior on the part of the Coach. President Huot explained that there was a silent witness line that students could telephone, an on-site counseling center, and reports could also be made to the Dean of Students, the Athletic Director, or the Title IX Coordinator. She confirmed that the only complaints of which she was aware were those made by these recent alumni. She also requested that the investigation focus on whether any school employees were aware of problems with Coach Thomas or had received complaints and failed to act on them.

B. Dottie Morris

Morris holds the position of Title IX Coordinator and Chief Officer for Diversity and Multiculturalism at KSC. In that role, she was asked to speak with the students who complained about Coach Thomas and to initiate an investigation into those complaints. It was her understanding that the investigation was initiated as a result of a conversation which Jane Doe 3 had with a professor. This student, who graduated in Month, Year, had quit the track team and told her professor, well after the fact, that the Coach had made her feel uncomfortable. At some

point after some urging by the professor, she sent an email to the Director of Human Resources describing her concerns. See Exhibit A.

Morris indicated that Jane Doe 3 initially seemed reluctant to talk, but finally agreed to an interview in July 2014. The interview was conducted by telephone. Morris described Jane Doe 3 as very hesitant. When asked to summarize the interview, Morris stated that Jane Doe 3 had been on the cross country team and track teams for two years but did not return for her Class Year because the Coach made her feel uncomfortable. She described discomfort with his tone of voice, the way he would look at her, comments he made about her body, such as “because you have big old boobs” and you “need to lose weight.” Jane Doe 3 stated that on bus trips to track meets, the Coach would massage her leg, saying that he wanted to loosen her up. She made sure that someone was always sitting next to her on the bus so he would not sit with her.

Jane Doe 3 told Morris that she had heard a rumor that the Coach would enter the hotel rooms of student athletes when they were traveling for away meets. Jane Doe 3 also felt that the assistant coaches knew what was going on, but did nothing about it. She confirmed that the Coach never entered her room. Morris stated that she offered Jane Doe 3 support, but she declined.

Morris spoke with another alumni, Jane Doe 2, on August 15, 2014. This interview was also by telephone. Jane Doe 2 advised Morris that she quit the track team after three seasons, but not specifically because of the Coach.

Jane Doe 2 told Morris that she had heard things about the Coach during her Class Year. She described an incident when she and her roommate went to an away meet, and the Coach knocked on their hotel room door late at night. He came into the room and sat on the bed. He

asked Jane Doe 2 if it was okay to massage her thigh. She said no. She said he also sat on the roommate's bed.

Jane Doe 2 described another incident when she went to the Coach's office to pick up a team jersey. His door was open. He gave her the jersey and told her to close the door. He then started humming music similar to what you would hear in a strip club and asked her if she was going to "take it all off." She never went to his office alone again and always made sure that male friends were around her. She stated that the Coach seemed to have an obsession with bodies and that she heard him make comments about a field hockey player's "ass" and another student's "boobs" in front of other people. She commented that he would massage peoples' thighs, that this would start out appropriately and then he would get high up on the leg near her "stuff." She stated that these massages sometimes took place on the mat on which the track athletes congregated.

Morris' interview notes were provided to Attorney Stevens and are attached as Exhibit B. Initially, the President of the College expressed a concern that the actions about which Jane Doe 2 complained rose to the level of sexual assault. Attorney Stevens asked Morris to follow up with Jane Doe 2 to confirm the version of the event which she gave to Morris, i.e. that he got too close to her "stuff" but did not touch her sexually. Morris did so and reported back on August 26th that Jane Doe 2 stated that the Coach touched far up on her inner thigh beyond her comfort zone, but did not touch her genitals.

C. Kim Harkness

Harkness has been the Director of Human Resources at KSC since 1986. Her first involvement with any concerns about Coach Thomas was in the Fall of 2010. [REDACTED]

[REDACTED]

[REDACTED]

In the fall of Year when Jane Doe 1 was a Class Year, she shared with her mother some coaching she received from upperclassmen on the cross country team. She was told that the Coach might try to give her a hug, but that he doesn't mean anything by it. At that time, Harkness and Jane Doe 1's mother gave Jane Doe 1 some coaching about boundaries and told her to report any concerns about inappropriate behavior to them.

In approximately February of 2014, Harkness received a call from Neil Pruchansky, a professor in the Management Department. He told her that he had been talking with a student about her plans after graduation, that the student had been on the cross country and track teams for only two years, and that she alluded to the fact that she left the team because she was uncomfortable.

Harkness stated that Coach Thomas had been placed on administrative leave and that she, Kemal Atkins and John Ratliff had spoken with him and shared information about the language and behavior that had been alleged. He was advised to have no contact with students or former students and was warned about retaliating against anyone who participated in the investigation.

Coach Thomas denied touching Jane Doe 2's "stuff," but did not deny that he had massaged her. He told them that Jane Doe 2 and Jane Doe 1 were roommates on the evening he entered their hotel room. He also acknowledged telling Jane Doe 3 that she had beautiful eyes and an angelic face. He also told them that he had confided in Titus, who reminded him of an incident where he made reference to the women running at track practice in sports bras. He denied using the term "boobs" but said that he might have mentioned a "big butt." He also acknowledged that he might have patted people on the back. He also said he received frequent visits from students at his office. They had some discussion with him about boundaries, and he stated that he knew where the line was.

Harkness advised that on the previous Sunday, she and Morris had met with each team to do some training on harassment and about reporting inappropriate behavior. She believes she saw some “knowing” glances among the members of the women’s cross country team. It seemed to her like the engagement with that group was a little different from the other teams.

D. John Ratliff

Ratliff is the Athletic Director at KSC. He indicated that he participated in the early season meetings with students where Morris and Harkness provided training to the students regarding harassment. He felt that the students in the Women’s Cross-Country Team meeting acted differently than those on other teams. He described them as “stone faced.”

He and Atkins met with the team to notify them that there had been a complaint against Coach Thomas and that he was on leave. He stated that three of the team members came to him in tears and told him that they did not want to run if “Pete” was not their coach. He suggested to them that they send the list of students who were interested in speaking with the investigators to Harkness. He also indicated that he shared the list with the Coach.

When asked whether he had witnessed any questionable or inappropriate behavior on Coach Thomas’ part, he indicated that approximately ten years prior he was walking by the Coach’s office when he saw him massaging a female athlete’s leg with the door almost closed. His advice to the Coach was that he always keep his door open when students were in there.

He also indicated that he has become more aware of the inappropriateness of certain behaviors and established a policy in February 2014 that coaches were not to give massages to athletes. He sent this policy, which is modeled after the USAA swim team’s policy, to the coaches by email and Coach Thomas responded, “OK.”

Ratliff stated that he participated in the meeting when Coach Thomas was told that he was being put on leave and why. He stated that he was relieved to know that when the Coach

went in to the student athlete's room and massaged her leg, she was not alone and another student was with her. He seemed to be more accepting of the Coach having done this with two women in the room. He also stated that the Coach in the meeting acknowledged having kissed Titus on the forehead when she referred to him as a "father figure" and admitted that Coach Thomas commented on one student's looks, beautiful face and blue eyes.

Ratliff indicated that over the years the Coach had always received very positive feedback on the evaluations of Coach Thomas by students. Attorney Stevens requested that he send her copies of the evaluations for the past three seasons, and he agreed to do so.

E. Kemal Atkins

Atkins is the Vice President of Student Affairs and Enrollment Management. He is relatively new to KSC and was asked to act as the liaison for this investigation. He stated that he had met with Morris and Harkness to discuss the complaints that had been reported to them by the three alumni. He also met with Ratliff. He stated that Ratliff had heard something about the Coach giving massages to the athletes and making comments about body parts.

When the decision was made to put Coach Thomas on administrative leave, Atkins, Harkness and Ratliff met with him to let him know. The Coach commented that several students see him as a "father figure." He also told them that after the recent harassment training at the school, he was walking with Titus and asked her how he was viewed by the students. She told him he had been a "father figure" to her, and he admitted that he put his arm around her and kissed her on the forehead. The Coach also admitted to going into the athletes' hotel rooms and sitting on the beds. He also said he would give hugs for congratulations. He confirmed that he told Jane Doe 3 that she had the prettiest eyes and an angelic face.

He told them that he did not recall giving leg massages to anyone. Nor did he recall humming a strip tease song when Jane Doe 2 was in his office.

F. Sarah Titus

Titus is a former cross-country and track athlete who graduated from KSC in 2012. She was hired as Assistant Coach of the cross-country team in the last week of July 2014. Titus had been asked by Ratliff to take over the role of Interim Coach during Coach Thomas' leave of absence.

Titus was visibly upset and emotional during the interview. She indicated that she was very supportive of Coach Thomas and did not believe he had done anything inappropriate. She was asked whether there were instances of the Coach touching athletes, rubbing their legs or going into their hotel rooms. She related a few instances and minimized their significance.³

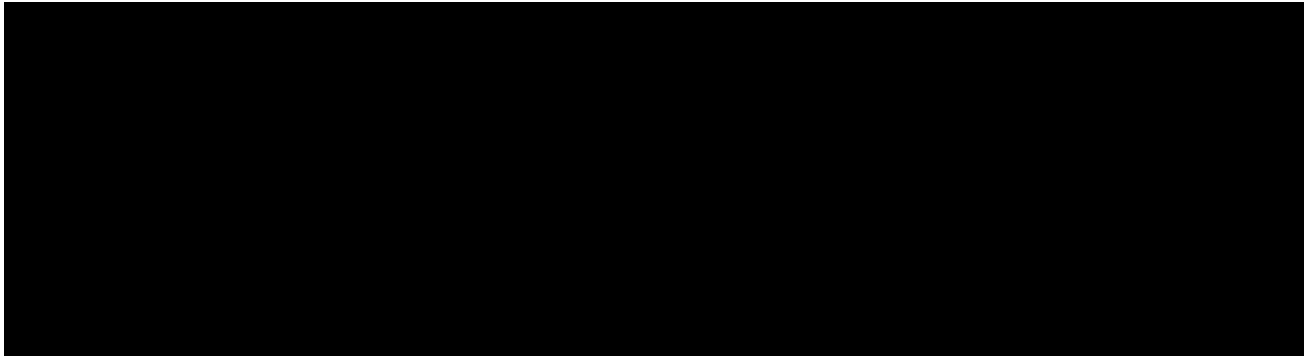
She first reported that one student athlete who was an alumna of the College had asked the Coach to come to her room, and he massaged her hamstring, which was tight. She indicated that this athlete would be a good person for Attorney Stevens to talk to during the course of the investigation. She also suggested that we might want to talk to Jane Doe 7, another former athlete. She provided contact information for both of these women.

When asked whether she could think of anyone who might want to harm the Coach or his reputation by complaining about him, she mentioned a few women including Jane Doe 3. When asked why she thought they might have an issue with the Coach, she described them as immature, cliquy and not focused. She believed that athletes who do not have a strong work ethic might find it difficult to work with the Coach and might have negative feelings about him.

Consistent with the reports of others, she stated that the Coach was a father figure to her and someone that she could ask to do anything. She gave the example of calling him to pick her up when she had a flat tire.

³ It was reported by John Doe 1 that Titus had told him after the interview that she had not been forthright with the investigator.

G. Jane Doe 1



Jane Doe 1 stated that she ran [REDACTED]

[REDACTED] She stated that she and her roommates, including Jane Doe 2 were all on the track teams at some point in time.

She stated that the Coach’s behavior never really bothered her. He was very friendly and liked to be part of the group. She stated that she felt like he knew where the line was. She never heard him make any “horribly” sexual remarks. He made comments like “you have a bigger butt.” She heard him say something about someone gaining weight. This was about a former teammate, and Jane Doe 1 told him that that was mean. One day at practice, when she was running with her sports bra only, he made a reference to her nipples and told her that she was giving the marching band, which was also practicing on the field, a show. These kinds of comments were characteristic of Coach Thomas. She stated he would typically make the comments to “those who could take it.”

She said that he did give leg massages to athletes. She said she had gotten massages herself and had no issue with it. He had massaged her calves; she had not seen him massage anyone’s upper thigh on the bus. She stated that the hugs he gave after races were not abnormal for a coach. He never touched her inappropriately.

She described one incident which occurred during her Class Year when she and Jane Doe 2 were sharing a room when they traveled to an away meet. The Coach knocked on the door of

the room. He gave Jane Doe 1 a calf massage and then got into Jane Doe 2's bed under the covers. When he left the room, Jane Doe 2 got into her bed and said, "What just happened?" What he did made Jane Doe 2 very uncomfortable. Another alumna also told them that he would come into her room at away meets.

Jane Doe 1 indicated that she did not like the Coach to be around her on race day. He liked to talk strategy before the race, and she did not.

H. Jane Doe 5

Jane Doe 5 is a Class Year at KSC. She has run [REDACTED] since her Class Year. When asked about Coach Thomas, she indicated that she never found anything he said problematic for her.

She stated that with respect to the women's team, he focuses a lot on people's weight; he talks about some who need to lose or gain. She stated that she would sometimes drive with him to the Monadnock High School track where the College team practiced. She said that sometimes during these drives, he would talk about people who were not there. He commented to Jane Doe 5 that her roommate "looked good" as she had lost weight over the summer. This did not bother her. She never heard him make comments about women's body parts. She did say that he says things that he thinks are funny, but others do not. She could not give any specifics.

When asked about touching, she stated that he had not ever done anything to her. Her roommate had told her that he had his hands on her for too long one time when he was showing her some technique. [REDACTED] She also stated that the Coach gives hugs after races, but she finds it normal. She did not recall having received any warnings from upper classwomen when she first joined the team. She thinks there may have been some comments about his sense of humor.

She did hear that in the past he gave massages to the faster runners. She believes that all of these athletes had graduated and that they would seek out leg massages. She has no knowledge of him going into any hotel rooms of athletes.

When asked whether there are any athletes who would have an axe to grind against him, she stated that she could not think of anyone because everyone respects him.

She confirmed that he favors the women's team over the men's team. She also stated that the guys questioned his coaching tactics more than the women did. She stated that both teams did workouts together and that the Coach watched everyone. She believes that he is generally well-liked and confirms that they have a successful team. She stated that the Coach is critical of the athletes, but "in a good way."

I. Jane Doe 6

Jane Doe 6 is a Class Year and has participated on the cross country and track teams since she was a Class Year. When asked about why she thought this investigation was occurring, she commented that she has no idea what is going on. She stated that Coach Thomas can be tough as a coach. She said that she has never been in an uncomfortable situation with him.

She confirmed that he might say that someone needed to lose weight. She never heard him mention women's body parts. She also said she had never seen him touch anyone inappropriately. She did say that he might rub a shoulder or pat a back or give a hug after a good race. When she [REDACTED] he gave her a hug. She believes he mostly gives "side" hugs or pats on the back.

She said he never gave her a leg massage. She believes that he gave Jane Doe 7 a calf massage when she had a Charlie Horse and asked for massage. She has heard through word-of-mouth that other people were uncomfortable with the leg massages. She has seen him sit next to people on the bus, but has never seen him touch anyone's leg. When he sat next to her, he did not

touch her leg. She recalled that during her Class Year, one of the upper classwomen mentioned to her that if Coach Thomas sat next to her on the bus, he might rub her leg. She does not remember who that was.

She stated that she once attended a meeting of the entire team in a hotel room ■

Coach Thomas came into her room and gave her her bib number and credentials. He also talked to her about her race the next day. He did not say or do anything inappropriate and did not touch her. She was not uncomfortable.

She confirmed that he had the nickname “Creepy Pete.” When asked who else we might talk to, she suggested Jane Doe 8, who she described as someone who is not afraid to yell back at Coach Thomas.

J. Jane Doe 9

Jane Doe 9 was the first of the witnesses to express concern about whether or not the Coach or anyone else would know what she said in the interview. She expressed this concern prior to making any substantive comments. The investigator attempted to reassure her that every effort would be made to maintain confidentiality and not to attribute specific statements to her. She was also advised that she should highlight in advance any statements she was particularly concerned about making.

She said that she has generally had a close relationship with Coach Thomas because she is one of the ■. She also said that information about the investigation was shared by Titus with a few of the ■ her included. She was told that the investigation was about

whether the Coach made comments about women's bodies and breast size and about whether he went into women's hotel rooms and got into their beds. She confirmed that this was all true.

She said she roomed with Jane Doe 1 [REDACTED]. Jane Doe 1 told her that they should lock their doors because she hated it when Coach Thomas came in and sat on the bed. This was when Jane Doe 9 was a Class Year or Class Year. She said that when they were at a meet in City, State, he came into the room to give her and her roommate timing chips and numbers. When he came in, he sat down on the bed and would get under the covers. She stated that he was in there "awhile." She and her roommate were in their pajamas. She felt he stayed in the room too long and that he should not be on their beds.

She stated that she finds this heartbreaking because she does not think he realizes the inappropriateness of his actions. She believes that he has been at the school for a long time and that some of his behavior has gone unchecked. She does not believe he is dangerous. She describes him as "kind of a dirty old man." She believes him to be a good person who cares about the athletes.

She said that he shows favoritism among the athletes. He also makes comments about the women's weight, which gets them upset. He might say something like "she is a good runner, but needs to lose 10 pounds." She said he makes a lot of comments about women's breast size. When he was handing out uniforms, he told her that she should have a medium because she has a "bigger butt" and then winked at her. He often uses terms like "boobs" and "butt." When he sits next to you on the bus, he will sometimes rub your thigh. He has done this to her.

She believes that the female athletes seem to line up in two groups, some who might be forthcoming with information, and others who are his "biggest fans." In the latter group she put Titus and a current student, who is a Class Year and part of the Group.

Titus was trying to be factual, but made it very clear that she thought it was wrong to be investigating the Coach and wrong that the allegations had been made. Jane Doe 9 believes that Titus gave the same information to two of the other [REDACTED].

She described a male athlete on the cross country team who was [REDACTED] and [REDACTED]. The coach was making fun of him publicly, and this completely discouraged him from running, and he is not running any more. Jane Doe 9 was very upset by this.

She said she thinks Coach Thomas does it to be friendly. He sat on the bed and got under the covers with some of the freshmen on the team when she was a Class Year and they did not like it. They were uncomfortable that he would knock on the door and come into the room when they were getting dressed or ready to go out. When he sits next to you on the bus, he will sometimes rub your thigh, and he has done this to her.

She said that Coach Thomas tends to favor the women. She described one incident from her Class Year when she was sitting on the “mat” and the Coach rubbed her thigh. Her boyfriend, who was not on the track team, happened to be walking by and saw it. She said that later that night, he “freaked out.” He was very upset and indicated that he was going to say something about it. She said that at that time she tried to defend the Coach and that they had a big fight. The interviewer asked her whether she knew if her boyfriend said anything about it to anyone, and she said that she did not know.

[REDACTED] She says that both she and John Doe 1 have seen the favoritism. She gave the example that Coach Thomas bought shoes for some of the faster runners. One athlete was going to quit the team, and the Coach bought her the shoes to entice her to stay. She also confirms that the Coach touches her all the time. He does not do this with every girl, only certain ones. She confirmed Thomas’ nickname “Creepy Pete.”

She indicated that the women's team met as soon as people learned that the Coach was put on administrative leave. The meeting was called and led by one member of the Group who became very emotional describing her support for the Coach. Jane Doe 9 was not there because she was [REDACTED]; John Doe 1 was [REDACTED]. She did hear from John Doe 1 that the meeting got out of hand.

K. Jane Doe 10

Jane Doe 10 is a Class Year at KSC. She ran cross country and indoor track Year. [REDACTED]
[REDACTED] She indicated that she heard at a recent meeting that there were complaints made against Coach Thomas. There were mostly freshmen at the meeting mentioned above. She said the team members were not told anything about the allegations. She indicated that she came to KSC to run under Coach Thomas.

When asked about the allegations of touching, she indicated that Coach Thomas sometimes gives a hug after a race or a pat on the back. He might give a leg massage if someone were injured. She has never heard the nickname "Creepy Pete."

She stated that Coach Thomas usually sat by himself on the bus. She never saw him rub anyone's leg, but she usually sleeps on the bus.

Regarding comments about women's bodies, she said that when she went to his office, he commented that one girl would be faster if she lost weight. He also said that one girl would need to work her butt off to make varsity. She did not recall any other comments about body parts or jokes.

She had no concerns about him coming into her hotel room during away meets, and no upperclassmen warned her about his behavior. He never touched her. She did hear a story about him going to someone's hotel room and climbing under the bed covers.

He does seem to favor the women's team. If the two teams are going to different places to compete, he will definitely go with the women. She did say she thought people might be reluctant to speak up about the Coach.

L. John Napolitano

Napolitano is an assistant coach at KSC; he coaches the throwers. He is a paid assistant who works part time. He also graduated from the College in 2004.

He stated that Coach Thomas lets him run his own team so they do not work together a lot. He has never heard or seen Coach Thomas do anything inappropriate, nor has he heard any athlete complain. He has seen him massage or "roll out" a hamstring or something like that.

He has not heard him make inappropriate remarks to or about women. He does sometimes swear or say things like, "move your ass."

In fact, Coach Thomas has warned him to always be appropriate or it could cost you your job.

M. Jane Doe 8

Jane Doe 8 is a Class Year and ran [REDACTED] Class Year. When asked about the Coach, she related one incident in which he was yelling at the female track athletes and calling them idiots. She approached him and said the yelling was unnecessary. He apologized and has never done anything like that since.

She stated that he would sometimes give a calf massage if someone was injured, but it was not done in a sexual way. She has not seen him rub anyone's thigh. She described him as "awkward," but said she has not felt threatened by him. She thinks that is why he is called Creepy Pete, not because of anything sexual.

She is not bothered by hugs or pats on the back from the Coach. She said that there were occasions on which he would hit someone on the butt with a clipboard after a good race, and some did not like that.

N. Jane Doe 4

Jane Doe 4 is [REDACTED]. She is a Class Year and has [REDACTED].

When asked why she thought there was an investigation about Coach Thomas, she stated that he might have said something that came out wrong or was misinterpreted. She said that he can sometimes comment on people's weight. For example, "Did you gain a little weight over the summer?" When speaking about a larger chested woman he might say, "Your boobs are a little bigger." He might give a hug or a pat on the back after a good race or if an athlete is having a bad day. She has not heard anyone say it bothers them.

He has patted her on the knee on the bus. She has not witnessed him rubbing anyone's thigh. Sometimes people ask him to rub out a knot because the team does not have a trainer.

She is aware of Coach Thomas' nickname "Creepy Pete" and says that started before she got to KSC. She says that might be due to his demeanor, but she doesn't really know why he is called that.

He usually comes into a hotel room with all of the athletes the night before a meet to give out bib numbers. She did hear a story about him crawling into bed with one of the athletes and thinks it may have been Jane Doe 1. She thought Jane Doe 1 was laughing about it.

She stated that the team talked as a group once about the investigation. The team was told to let her know if they wanted to be included in an email to the Human Resources Department offering to give information. They were told it was voluntary and that they didn't need to say anything.

She confirmed that it would probably be difficult to come forward to complain about him if you had a problem. Most people would be reluctant for fear of disappointing the team.

O. John Doe 2

John Doe 2 reached out via email to Atkins at KSC to offer information which might be relevant to the investigation. The email from John Doe 2 is attached as Exhibit C.

He indicated that he learned through email communications among alumni that the investigation was going on. The initial email was sent by Titus.

[REDACTED]

He stated from the outset that he had a lot of positive memories of the school and of Coach Thomas. He said he ran well under Coach Thomas. John Doe 2 indicated that he is now a teacher and coach and believes that you can't be "mostly a good teacher." He said that Coach Thomas is an effective coach, but he has done some things which are not permissible.

John Doe 2 indicated that when he was a Class Year, he almost immediately heard the Coach making inappropriate comments about the girls team. He also said the upperclassmen on the team would tell stories about Coach Thomas, and he heard many stories from alumni. He provided the following examples of inappropriate behavior:

- Coach Thomas was on a run with the team and was discussing how good he thought the girls team would be that season and said, "it looks like we are going to have mandatory crevice checks."
- He would elicit similar comments from the team members and participate in the conversations.
- Coach Thomas would suggest which girls he might have sex with. John Doe 2 does not believe he ever acted on this and thinks it was "just talk."
- John Doe 2 witnessed Coach Thomas talking to a girl and massaging her thigh in the entranceway to the gym. He was disgusted. This was very out in the open, and he didn't do or say anything because he assumed it was well known and no one had done anything to stop it.

- The women referred to him as “Coach Skeevy.”
- His roommate and his girlfriend would drive to off campus appointments with Coach Thomas in the van. There was a rumor that Coach Thomas somehow ended up getting into bed with the girlfriend.
- At overnight away meets Coach Thomas would go out to strip joints with members of the alumni who had come to watch the meet. This would occur after the athletes had gone to bed. When asked how he knew this, he said the alumni would talk about it.

John Doe 2 believes the team succeeded in spite of the Coach. He described it as a love/hate relationship. If you ran poorly, you would fall out of favor.

He does not believe that the Coach respected women. He heard that female athletes were told they needed to lose significant amounts of weight. He heard people complain about the Coach frequently, but no one ever spoke up. John Doe 2, like many others, was concerned about possible retribution by other alumni. He was very concerned about the email he received from Titus in which she expressed support for the Coach and said he was like a father to her. He thought it was very inappropriate.

P. John Doe 3

John Doe 3 is an alumni who reached out to KSC when he learned of the investigation. He graduated in Year. [REDACTED]

[REDACTED]

When asked what information he could provide, he stated that the Coach engaged in what he described as “very harsh favoritism.” He related an incident from his Class Year which is clearly still bothering him. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

He stated that on the team what Coach Thomas said was gospel. This was particularly true of the group which graduated in Year. The captains were chosen by the Coach through favoritism. John Doe 3 indicated that he kept running because of his teammates.

He also said that the Coach's affection toward the girls' team was "creepy" and that the girls "ruled the roost." The favoritism was blatant. He felt that the men's team was just as strong, but the women always went to the bigger meets, and the Coach would always travel with them. It bothers him that people attribute the success of the teams to Coach Thomas.

The girls who were the Coach's favorites would receive upper leg massages, and he assumes they were okay with it. The Coach was a casual "touchy" person. He would get too close. He would sit on the mat with the girls talking to them, massaging their quads or calves. These were typically the favorites. Examples include Jane Doe 7 and one other student.

He did not have specific examples of inappropriate comments about women. He did say there were many rumors and that some of what he knew was hearsay. He heard something about Jane Doe 2 and the Coach. He has heard about women not wanting to sit next to the Coach on the bus because he makes them uncomfortable.

The Coach would regularly voice his opinion about the personal relationships of the athletes. He became too involved in the personal lives of the students, acted like a peer and "took his liberties."

He is also disturbed when athletes refer to the Coach as a "father figure." He finds it disgusting. He stated that he would never send his kids to run under him.

He does not believe that current students at KSC would be comfortable sharing much information. Many of the alumni, however, are saying that, "It's about time." He expects that a different story will emerge depending upon who is interviewed.

Q. John Doe 4

John Doe 4 is a Class Year at KSC [REDACTED]. John Doe 4 appeared laid back, arriving at the interview in sweatpants and wearing headphones around his neck. When asked whether he had any impression as to why this investigation may be occurring, John Doe 4 stated he did not know. He was asked whether he had witnessed any concerning behavior on the part of Coach Thomas. John Doe 4 stated that he had not for the guys, but maybe he had for the girls. When asked what he had seen, John Doe 4 stated he had seen Coach Thomas place his hand on the shoulder of a few girls, but he did not think it was anything serious. He stated he has not seen anything inappropriate or anything he would consider crossing a line.

John Doe 4 stated he had not seen any kissing on the part of Coach Thomas. He had witnessed Coach Thomas hug people after a race as part of congratulating a runner for a job well done. He believes the hugging is consistent with how other coaches behave. John Doe 4 stated that Coach Thomas is kind of touchy, but he does not find it inappropriate. During his Class Year, John Doe 4 was not used to Coach Thomas' behavior, but he does not find it inappropriate at all and has gotten used to it since Class Year.

When asked if Coach Thomas makes any comments about the women runners to the men's team, John Doe 4 stated that he talks as a coach would, stating that a certain girl needs to work harder. He denied that Coach Thomas makes any sexual comments about the girls' team. When asked if Coach Thomas has ever mentioned body parts of the women runners, John Doe 4 relayed a story about a young man and young woman who date on the team. [REDACTED]

On September 15, 2014, John Doe 4 spoke to Attorney Goodridge in follow-up to his interview. John Doe 4 stated that the reason he decided to reach back out is that he thought about the situation in greater detail. When he initially met with the interviewers, he wanted to support Coach Thomas whole-heartedly. However, the more he thought about the situation, the more he wanted to lend support to the victim, whomever that may be. He stated that he does not want Coach Thomas to be fired. He has seen the Coach five times since his administrative leave, [REDACTED]

Coach Thomas lives in Keene and is very well known on campus.

John Doe 4 was asked about how Coach Thomas treats the men's team. John Doe 4 stated that last year a Class Year on the team who is now a Class Year, came into the cross country season out of shape and overweight. On the first day of preseason last year, Coach Thomas sat down with John Doe 4 and another runner and asked where the freshmen were located, since they were not in the dining commons. In regards to the young man, Coach Thomas said something to the effect of "he could have smelled it [the dining commons] out." John Doe 4 took this comment to be Coach Thomas making fun of the student for being overweight.

John Doe 4 was asked whether he ever witnessed any uncomfortable behavior or actions on the part of Coach Thomas. He stated that he saw him massage Jane Doe 7 on the mat. He also stated that there is feeling on the team that is passed down from upper classmen to lower classmen that "It's Pete." For instance, if as a Class Year, you get a hug from Coach Thomas and feel awkward by it, upperclassmen would tell you "it's just Pete," and then you somewhat get used to the behavior and it becomes commonplace.

John Doe 4 was asked whether he knew of any potential retaliation on the team, or others that felt they could not come forward to the interviewers. John Doe 4 stated there is some

pressure on the girls team from Jane Doe 19. When Coach Thomas first was placed on administrative leave, she made a big deal about wanting to tell others all the good things Coach Thomas has done for her, and she cried in front of the girls. Since then, he has not seen or heard of anything.

When asked how the team was presently doing, John Doe 4 said they are doing very well. The team seems to have less pressure and a good attitude.

R. John Doe 1

[REDACTED]

[REDACTED]

[REDACTED] He stated he is sensitive to retaliation problems and had a hard time coming here today to talk with the interviewers. He stated the team is very young this year as there is only one Class Year on the men's team. Some of the women and men on the team are very intimidated by this process and did not want stories that they know to get out in case it could get back to Coach Thomas and there may be repercussions. He has told the athletes to be honest and stay relaxed.

John Doe 1 stated he feels betrayed and hurt by his career at KSC under Coach Thomas.

[REDACTED]

[REDACTED]

[REDACTED] If you are a favorite, you can get away with certain things. [REDACTED]

[REDACTED]

[REDACTED] He stated Coach Thomas shows extreme favoritism to his best athletes. If an athlete has a bad race or workout, Coach Thomas holds grudges and it can be bad.

John Doe 1 stated Coach Thomas can be manipulative and work multiple sides. For instance, John Doe 1 stated he [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] He stated it is not uncommon for Coach Thomas to step into people's private relationships.

John Doe 1 stated a theme in this whole situation is the phrase "That's just Pete." When one comes into the running program at KSC, you are exposed to Coach Thomas' weird behaviors and you are just told to essentially accept it by the upperclassmen, as that's just Pete."

John Doe 1 stated Coach Thomas makes comments about girls' weight. He has heard him say that a girl should stop taking the birth control pill as it will make them gain weight. John Doe 1 stated Coach Thomas would also tell him personal stories that made him feel uncomfortable, such as how Coach Thomas had his first beer at 12, or that he was going to visit a woman in northern New Hampshire and do all sorts of sexual things with her. He stated you would only have these personal conversations with Coach Thomas if you were a favorite.

On away meets, Coach Thomas would sit at the front of the bus, but may make his way around the bus to give pep talks to athletes. John Doe 1 has seen him rub athlete's legs and tell them they need to be fast today. He has seen a girl's face turn beet red on the bus due to this touching. The boys team is 100% aware that this is happening, and the teammates simply feel badly for the girls as it is awkward. John Doe 1 stated a lot of the recent alumni girls simply wanted that attention from Coach Thomas. John Doe 1 recalled that one female athlete had a heart condition, and Coach Thomas called it "BS," so the woman left the team. He stated one of

the star athletes who was a favorite of Coach Thomas would call him “creepy” behind his back and then ask him to massage her. He heard that Coach Thomas stayed in that athlete’s hotel room until 2:00 am the night before a race because she was very nervous.

John Doe 1 stated Titus would do anything for Coach Thomas. He also admitted that Titus told him that she was not honest with the interviewers when we met with her. She stated she was not truthful and avoided questions.

John Doe 1 said on the whole the team is doing well. A lot of the girls want Coach Thomas back. He stated last year there was a huge divide between Jane Doe 9 and one of the other athletes, and Coach Thomas did not do anything to fix the situation but rather pitted the two girls against each other.

John Doe 1 stated Coach Thomas is still dictating practices through Somerset. Apparently, they have reasoned that because she is not an alumni or a student, he is not prohibited from speaking with her. Somerset then talks to Titus and tells her what Coach Thomas wants the runners to do. He knows several girls such as Jane Doe 11 and Jane Doe 10 are afraid of repercussions from some members of the Group. He is fearful for the girls because they have nowhere to go if there is an issue. They cannot go to Titus because she has made it clear whose camp she is in.

John Doe 1 then recounted a number of stories involving Coach Thomas’ behavior. The first story involved a male runner who was notoriously vocal and had a bad attitude. Apparently, Coach Thomas got angry at him one day on a run and threw him against a fence, grabbing him by the neck and strangling him. John Doe 1 stated he heard this story both from Coach Thomas and from the student. [REDACTED] and the incident would have occurred a couple years prior.

John Doe 1 relayed that he was often on the receiving end of awkward and inappropriate stories from Coach Thomas. For instance, anytime John Doe 1 was in the gym with Coach Thomas or walking around campus, John Doe 1 stated Coach Thomas would make comments on girls' chest/bottom/eyes and state what he would do with them in a sexual manner. Furthermore, John Doe 1 stated Coach Thomas made comments about a Class Year female athlete in regards to her chest features. He told John Doe 1 that she is "so slow but so hot." He would also make loud comments in the KSC gym regarding female students working out, such as "if she lost 15 pounds in her waist, she would be so hot." John Doe 1 stated Coach Thomas said this so loudly that other students in the gym could hear it. He also stated that once when they were walking in an airport for a regional or national meet, Coach Thomas made a loud comment on a girl walking by with a large chest, he said, "look at the tits on that girl." John Doe 1 stated he felt awkward by this comment because Coach Thomas stated it loudly and there were two College female runners walking directly behind him.

[REDACTED]

[REDACTED]

[REDACTED]

John Doe 1 also stated that once on an away trip, Coach Thomas wanted to watch an extremely sexual show on HBO that John Doe 1 believes was called "Californication." John Doe 1 felt awkward about this. [REDACTED]

[REDACTED]

[REDACTED] and Coach

Thomas gave him a very hard time about doing so. He stated that Coach Thomas swore at him about the restaurant choice and made him feel terrible. He admitted that Coach Thomas "was

good at manipulating me.” He stated to others, [REDACTED] that John Doe 1 was “just a golden retriever” who does not like conflict, is lazy, and does what he is told. Reflecting on these stories, John Doe 1 stated that if he had it do over, he would not run for Coach Thomas.

John Doe 1 stated that Coach Thomas hangs out with his favorite athletes and alumni outside of season such as at yard sales and lunches. Girls such as Jane Doe 1 would tell John Doe 1 that they hope Coach Thomas does not find out where they live. John Doe 1 stated Coach Thomas came to his house once, and went right into someone’s room. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

John Doe 1 stated that Jane Doe 3 and Jane Doe 14 left the team on rough terms. He also stated that there was a rumor Coach Thomas got under the sheets with Jane Doe 1 during an away meet. John Doe 1 also stated he overheard an awkward conversation between Coach Thomas and Jane Doe 6 and Jane Doe 4 on an overnight trip. He was in the next room, and Jane Doe 6 and Jane Doe 4 had their room door ajar, and he heard him ask, “why can’t I come in,” upon being informed one of the girls was in the shower. John Doe 1 stated Coach Thomas would make comments on his girlfriend’s rear-end; he would state that she should lose weight and that she was curvier than the usual runner.

John Doe 1 stated in his four years at KSC he never received any harassment training or information. Now, he states, there is harassment training. He states that it is intimidating to talk against Coach Thomas because he has immense support among alumni and other coaches. It does not help that Somerset is currently talking with him all the time. Titus thinks that everyone

is pro-Coach Thomas. John Doe 1 stated that [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

When asked whether there was anyone in particular we should talk with, John Doe 1 stated that none of the recent alumni will be honest with the investigators. John Doe 1 provided a hand-written list of incidents involving Coach Thomas to Attorneys Stevens and Goodridge, which is attached to this report as Exhibit D.

S. Rob Colbert

Colbert stated he has been an Associate Athletic Director since 2004. Colbert was asked his impression as to how and why this investigation came about. He stated that his sense was that folks came forward following the other investigations KSC has been a part of, stating that they were subject to similar behavior by another coach or person.

Colbert was asked whether he was aware of any inappropriate behavior by Coach Thomas prior to this investigation. He stated he had never heard of anyone complaining, but he was aware that there was a concern among the Athletic Department about Coach Thomas giving leg massages to athletes on the mat. He stated many years ago he believed the AD (Ratliff) told Coach Thomas to be very careful giving massages and mandated that Coach Thomas' door be open. Mr. Colbert did not remember being a part of that conversation with Coach Thomas.

Colbert was asked whether he had witnessed Coach Thomas giving massages and he stated that he had at two places: in Coach Thomas' office and on the mat (a giant carpet on the

lower level of the gym where the track team congregates). He stated he had not seen it in a long time, and estimated it probably had been several years ago. He clarified that he and the AD (Ratliff) saw the massages and female staff mentioned they were concerned of the appearance of it, since recruits and parents often tour the facilities.

Colbert was asked if he had any other observations about Coach Thomas he would like to share. He stated that Coach Thomas is very well liked by his athletes. He said you can see it and read it in his evaluations from his athletes. He said Coach Thomas has been here a lot longer than he has, and has many, many kids in the hall of fame.

Colbert stated in the face of the investigations KSC has become a part of, they have implemented new things this season including making intake officers available to take complaints and meeting with all the teams to go over harassment training.

Colbert suggested we may want to speak with Jane Doe 15, John Napolitano, and Tom Pickering, a former assistant coach for many years who would have been present in the office.

T. Jane Doe 11

[REDACTED]

[REDACTED]

[REDACTED] When asked what she has observed or what she thought may be the reason the investigation has come about, she stated Coach Thomas says inappropriate things to girls, favors some people, and has said inappropriate things to Jane Doe 11.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] She recalled an instance when Coach Thomas was talking about girls' boobs. Others just comment on how creepy Coach Thomas is. Jane Doe 11 stated she has observed him massage girls' legs on the mat. If you told Coach Thomas some body part was bothering you, he would try to touch it. [REDACTED]

[REDACTED]

[REDACTED]

Jane Doe 11 stated she also felt uncomfortable with Coach Thomas on the bus. If she was sitting alone, she would make it so that Coach Thomas would not want to sit with her. Jane Doe 11 stated she never became really close to Coach Thomas as other girls have. She does not go to his office and hang out as others do. Coach Thomas places his favorites on a pedestal.

In regards to massages, Jane Doe 11 stated she has observed Coach Thomas give massages many times. She stated he grabbed her roommate's hips once and startled her. Coach Thomas does not ask, he simply goes ahead and thinks it is okay. She denied ever seeing Coach

Thomas give a massage, just to do it, rather, the massages are usually connected to soreness or an injury.

Jane Doe 11 stated Coach Thomas has the nickname “Creepy Pete.” [REDACTED]

[REDACTED] On away meets, Coach Thomas would come to the athletes’ rooms to talk about the races. Jane Doe 11 stated she does not like being in a car with Coach Thomas as he is not a very good driver.

Jane Doe 11 was asked if anything has happened since Coach Thomas’ leave that would make people feel that they should not be honest with the investigators. She stated that her fellow Class Year girls would be very upset with her if they knew she was meeting with the investigators. She stated they tried to influence others at a team meeting that took place immediately after the news broke with only the female team members. [REDACTED]

[REDACTED] She stated she did not want to influence other people, but she wanted everyone to know her opinion and that Coach Thomas has done so much for her. She stated Jane Doe 19 is closest with Coach Thomas right now, as he bought her shoes over the summer at Store. She stated she personally did not want Coach Thomas to know where she lived, as he has been known to show up at people’s residences from time to time.

Jane Doe 11 stated she has the sense that some people on the team would be reluctant to talk to the interviewers. Jane Doe 11 was asked whether people would feel comfortable going to Titus with a complaint about Coach Thomas. She stated no, Titus loves Coach Thomas, so she would not say anything bad about Coach Thomas to her. Jane Doe 11 was very concerned Coach Thomas would know who said what in the report, but we assured her Coach Thomas would not have access to the report, or a redacted version of the report would be provided. Jane Doe 11 also

stated she knew that Somerset had been in recent contact with Coach Thomas as she is not a KSC alumni.

U. Jane Doe 12

Jane Doe 12 is a Class Year at KSC. [REDACTED] She arrived at the interview appearing nervous and reluctant to speak. She responded to questions without much elaboration.

She said she had seen no inappropriate behavior, heard no inappropriate comments and stated that the Coach never came into her hotel room. She denied having heard him called creepy.

When asked whether she felt people would be reluctant to speak to the investigator, she stated that she did not think so. She also believes that if anything happened, people would be comfortable reporting it to the Athletic Director.

She described Coach Thomas as a good coach who knows what he is doing and said she never felt a concern about his behavior. She said he would massage athletes when requested either in the gym or on the track at meets.

V. John Doe 6

John Doe 6 is a current member of the cross country team. He was very soft spoken and nervous to speak with the interviewers.

When asked what he may have heard or know already about the investigation, John Doe 6 stated he knew that during the second week of training he was informed Coach Thomas was on leave and that the assistant coaches had taken over as head coaches. John Doe 6 stated he is a Class Year and has done three years of cross country and one year of track his Class Year.

When asked if John Doe 6 has any concerns about Coach Thomas' behavior, John Doe 6 stated that a lot of people on the team have a close relationship with Coach Thomas, but he does not. He shows up at practice, runs, and is not that close with the Coach.

John Doe 6 was asked if he ever witnessed Coach Thomas say or do anything inappropriate. John Doe 6 responded that he had not witnessed anything inappropriate in his experiences with Coach Thomas.

John Doe 6 relayed that there was "not really" any talk of inappropriate behavior by Coach Thomas by other teammates. He stated the current state of the team is that many runners are upset as many have a very close relationship with the Coach. He stated Coach Thomas "is a great, great coach."

John Doe 6 was asked whether anyone had asked him to talk to the interviewers in a certain way, or if he felt under pressure to say things in a certain way. He stated some of the athletes had been approached by the Equinox, but that no one on the guys' team had influenced him to answer questions in a certain way. He stated he "didn't know" whether that was true for the girl's team. He stated mostly the girls team is upset with the Coach's departure. [REDACTED] [REDACTED] and he does not have a good relationship with the Coach.

John Doe 6 confirmed that he had witnessed Coach Thomas hugging players and massaging the feet of certain players. When asked whether there was any concern among the guys' team that that was inappropriate, John Doe 6 stated no. He denied having heard Coach Thomas talk about women around the men's team. When asked if he had heard any other stories about Coach Thomas that the interviewers should be aware of, John Doe 6 stated, "I don't know." John Doe 6 suggested that the interviewers speak with John Doe 1.

W. Jane Doe 15

Jane Doe 15 came to KSC during the Year to Year school year. [REDACTED]

[REDACTED]

Jane Doe 15 was asked if she had some thoughts or impressions as to why an independent investigation may have been initiated. Jane Doe 15 stated that Coach Thomas can be a father figure to many athletes, and gives hugs more often than other coaches. When asked if she had ever heard anyone complain about Coach Thomas' behavior or feel uncomfortable by it, she stated no. She said that if at a meet she [REDACTED], Coach Thomas would come give her a hug to congratulate her. She said she never felt uncomfortable at all. She said that she understood other people may have different views or different sensitivities, just as when people take constructive criticism in different ways.

Jane Doe 15 stated that the track teams at KSC are cross country dominant as KSC does not have a track. [REDACTED], Jane Doe 15 stated she basically coached herself. She would ask Coach Thomas for advice from time to time, and Coach would be honest. Coach Thomas would state things to her like "the lighter you are, the higher you go," ask her about her diet, or suggest she cut out some drinking.

After graduation, [REDACTED]

[REDACTED] When asked if Coach Thomas would make comments about women's bodies, Jane Doe 15 stated he may say something like "she's in good shape." She did not hear him refer to women's body parts at all.

Jane Doe 15 stated she had witnessed Coach give his women athletes massages. She stated the athlete would approach Coach Thomas and tell him that she had a huge cramp, and he would massage it. She stated he massaged her own quad one time and that she gave him full permission to do so and did not feel uncomfortable.

Jane Doe 15 could not recall Coach Thomas having any nicknames. As for overnight trips, Jane Doe 15 stated Coach would go around to the rooms, knock and ask to come in. He did not hang out in the rooms with the athletes or watch TV with them.

When asked how Jane Doe 15 heard the investigation was going on, she stated that she read about it in the Keene Sentinel and one of her close friends and fellow alumni had asked her if she had heard anything.

When asked if there was anything else important that she thought we should know, she stated that if anyone had any boundary issues with Coach Thomas, she would hope people would go right to Coach Thomas. [REDACTED] and no one ever came to her to report any boundary issues or feelings of uncomfortableness. She stated she still lives in the Keene area. She stated Coach Thomas may be seen as a “huggy” coach, but he does not do it “creepily.” He does a great job and is a wonderful coach.

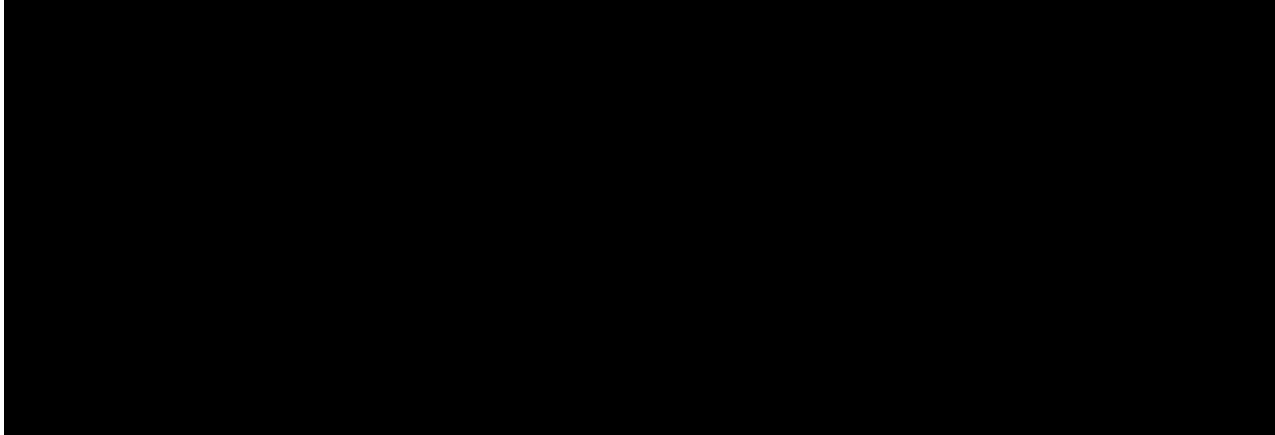
X. John Doe 5

John Doe 5 is a current member of the cross country team. John Doe 5 stated that he is very comfortable telling the truth to the investigators. He is more and more concerned that other athletes on both teams are afraid. He stated simply that Coach Thomas “doesn’t get it.” He also believes there are others on the team that are influencing what others may or may not say. Many are very supportive of Coach Thomas. In fact, at the recent alumni race, several people wore shirts with pictures of Coach Thomas’ face on them in support of the Coach. He initially believed Titus may have been wearing one of the shirts, but on second thought, could not confirm that she was wearing one.

John Doe 5 has been running for Coach Thomas since his Class Year. When asked how he interacts with the girls’ team, John Doe 5 stated he exhibits clear favoritism to some and favoritism to the girls team on the whole. For instance, if there is a championship meet for both

the men's and women's teams on the same day, there is no question Coach Thomas is going to the women's meet.

John Doe 5 stated Coach Thomas is often inappropriate towards many of the girls on the team by massaging their legs. He stated all the men would simply roll their eyes when this happens.



John Doe 5 stated Coach Thomas would make comments about couples who get together on the men's and women's teams. [REDACTED]



[REDACTED] Jane Doe 4 told John Doe 5 that during the drive, Coach Thomas was talking about bra sizes and stated that "you're probably this size," and tried to guess her bra size.

In regards to the men's team, John Doe 5 stated that Coach Thomas almost has a feeling of disrespect towards them. [REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

John Doe 5 stated that last winter during track season, [REDACTED]

[REDACTED]

[REDACTED] Since he performed badly because he was sick, he heard Coach Thomas mutter under his breath to him, “Pussy.”

When asked how the teams feel about the whole situation, John Doe 5 stated that when the news came out, all of the girls on the team were crying. However, now the consensus seems to be that he should not come back. Things seems to be running smoothly now. He stated the workouts are like they have always been. He stated people are afraid to speak candidly to the investigators as the alumni are strongly in support of Coach Thomas. He stated that another athlete who is a former runner and current coach at another New Hampshire college is 100% behind Coach Thomas.

When asked who else we should talk to, John Doe 5 gave Attorney Stevens and Goodridge the name of another former athlete to whom Coach Thomas referred as a “pussy” and treated him badly.

Y. Jane Doe 7

[REDACTED]

When asked if she has any understanding why this investigation may have come about, she stated she had heard that someone made a complaint that Coach Thomas is too touchy with women. She completely disagreed and stated [REDACTED]. She stated Coach

Thomas touched people the way that coaches do. He does not do it in an uncomfortable manner. Jane Doe 7 stated she could understand that certain people react differently. Jane Doe 7 was asked what kind of touching Coach Thomas engaged in. She stated he would put his arm on his athlete's shoulder or give them a kiss on the cheek. When asked if she witnessed him massaging anyone, she stated that she has seen Coach Thomas do that, but it is nothing beyond running. She admitted that he had massaged her and she never felt uncomfortable.

Jane Doe 7 stated she never knew anyone to feel uncomfortable by Coach Thomas' actions. No one ever said anything to her. She stated she had been massaged on the mat and at meets. She also stated sometimes Coach Thomas would put his hand on athlete's knees on the bus on the way to or from a meet if he was talking to them about the race.

When asked whether she had ever heard Coach Thomas make comments about women's bodies, Jane Doe 7 stated he may say things about an athlete's fitness level or how they are eating. She stated Coach Thomas' personality is a little awkward. She stated she has been to overnight meets and has travelled alone with him. She stated Coach Thomas would come to athlete's rooms all the time as part of team meetings, to discuss race plans. He did not go to the rooms to socialize. She stated she had a wonderful experience at KSC and Coach Thomas is one of the coaches people can really turn to if they need anything.

Z. Jane Doe 16

Jane Doe 16 graduated from KSC in Year. She ran indoor and outdoor track every year. She also ran cross country to keep her in shape for track season, but did not run competitively. Her track events included the Event and the Event. Jane Doe 16 was a double major with a minor. She was a recruited athlete for Coach Thomas.

Jane Doe 16 stated that Coach Thomas was a great coach. She stated he knew a lot about running and took time to educate his athletes to get them to be the best runners they could be.

She stated Coach Thomas was very motivating and pushed his athletes, and tried to instill confidence in his athletes. She is very fond of Coach Thomas and stated that he has been very supportive of her.

When asked if she recalled if any female athletes had ever complained or expressed concerns about Coach Thomas' behavior, Jane Doe 16 stated that she had heard girls complain, but then could not remember any specific examples. Jane Doe 16 recalled that the instances she was referring to were "he said/she said" scenarios, and recalled that they had to do with individuals interpreting things differently. When pressed, she could not explain the scenarios or identify individuals who may have been involved. She stated she had not personally witnessed any concerning behavior on the part of Coach Thomas.

Jane Doe 16 confirmed that she had witnessed Coach Thomas giving massages to other athletes on the mat. She stated she never interpreted these to be sexual in every nature. Jane Doe 16 recalled the girls she had seen been massaged were Jane Doe 9 and another alumna she named, and that the massages were injury related. She stated she had not personally been massaged by Coach Thomas.

Jane Doe 16 stated that the men's and women's teams were very close when she attended KSC. She stated Coach Thomas had a good relationship with both teams, but that he "definitely favored" the women's teams. Jane Doe 16 stated the recruiting process was not as strong for the men's team. Coach Thomas gave the entire women's team more attention. Jane Doe 16 could not recall an instance in which Coach Thomas referred to female body parts in an uncomfortable manner.

AA. John Doe 7

[REDACTED]

[REDACTED]

When asked what he may have heard about the investigation, John Doe 7 stated he has heard from other alumni that Coach Thomas may have said some things to a female athlete who was then encouraged to stand up for herself and bring the matter forward.

When asked if he was surprised that Coach Thomas may be under investigation, he stated he was not surprised in this day and age. John Doe 7 stated that with the way society is now, people are a lot more on edge and jump to conclusions very easily. He stated Coach Thomas is “old school,” so he could see how his statements could be taken the wrong way. John Doe 7 stated he is currently a teacher who works with children on the autism spectrum, and he sees how people can say things and be completely unaware how those statements could be or will be received by others. Personally, he said, Coach Thomas’ old school ways worked for him and he would not be where he is or who he is without Coach Thomas. John Doe 7 stated Coach Thomas wears his heart on his sleeve, and says exactly what he is thinking.

In his four years at KSC, John Doe 7 stated that he spend a lot of time with Coach Thomas, and that they were like family. He stated he could trust Coach Thomas with anything. John Doe 7 admitted he went through some dark times in college, and Coach Thomas was there as a clear voice, mentor, and necessary “kick in the ass” when John Doe 7 needed one. He stated that he feels there are not a lot of other coaches out there like Coach Thomas, but there should be. John Doe 7 stated Coach Thomas is unbelievably supportive. He helped John Doe 7 get his first job, and he truly cares about his athletes over the long haul.

During his tenure at KSC, John Doe 7 stated that he never heard of anyone complaining or suggesting that Coach Thomas’ actions made them feel uncomfortable. He stated, “Pete is Pete. He calls a spade a spade.”

When asked if he had ever heard of any nicknames for Coach Thomas, John Doe 7 stated he had heard of the nickname “Creepy Pete,” but that it had come into existence after his time at KSC. He stated that following his graduation, the men’s running program experienced a decline. For eight years, KSC was a perennial contender at Nationals, and then the team sort of fell off. KSC went through a time where the team did not have the correct mix of people, and animosity seemed to grow. He stated if Coach Thomas has any shortcomings, it is that he believes everyone can be a champion and pushes everyone to be that champion. If a runner does not agree with that mindset, they are more likely to turn on Coach Thomas.

When asked if he ever heard Coach Thomas refer to female body parts in an uncomfortable way, John Doe 7 stated that he had heard Coach Thomas comment on girls’ appearances when the team was out and about, but he never heard him specifically comment on girls on the team. John Doe 7 stated that his wife (Jane Doe 17) would have killed Coach Thomas if he did so.

In regards to massages, John Doe 7 stated that he had seen Coach Thomas give massages many times. He stated both himself and his wife had received massages from him. John Doe 7 had a right achilles heel tendon issue his Class Year, and Coach Thomas would massage that for him when needed. He had also witnessed Coach Thomas massage his wife’s calf. He stated there was nothing “creepy” or hidden about these massages. If any athlete came to Coach Thomas with an issue, he would have them go to the trainer, and sometimes massage was a component of the therapy.

John Doe 7 wanted the investigators to know that there is a strong contingency of alumni athletes that want to be heard regarding this matter, and feel strongly that Coach Thomas is deserving of support.

BB. Jane Doe 17

Jane Doe 17 is married to John Doe 7 and is a very decorated alumna of the KSC running program. She was a distance runner who ran all three seasons for Coach Thomas from Year to Year. Jane Doe 17 could not recall any nicknames utilized for Coach Thomas, and denied ever hearing of anyone complaining or feeling uncomfortable about Coach Thomas' behavior.

Jane Doe 17 stated that she and her husband are still very close to Coach Thomas, and have Coach and his wife over for dinner from time to time. Jane Doe 17 still resides in the Keene area. Jane Doe 17 stated that Coach Thomas was like a best friend as a coach. She has utmost respect for Coach Thomas. She stated that she could have gone to a Division I school and been mediocre, but she believed she got the best of both worlds by attending KSC and running under the direction of Coach Thomas. She stated this investigation has been difficult because she and her husband have not been able to talk to Coach Thomas, or see how he is doing.

In regards to massages, Jane Doe 17 stated that she believed "everyone" received massages from Coach Thomas. According to her, it was established protocol. At Nationals and at meets where an athlete is running 4-5 events, it is commonplace for coaches and trainers to massage athletes to keep their muscles warm and ready. Massages also aid recovery or help injuries. Jane Doe 17 stated that Coach Thomas knew what he was doing when it came to massages, and helped her with recoveries as she was chronically injured throughout her career. Jane Doe 17 stated that the women's program was not well known until she began running there, but since that time, it has become very successful and the caliber of recruits has gone up.

Jane Doe 17 denied that Coach Thomas ever referred to female body parts inappropriately, and denied any uncomfortable behavior or actions by Coach Thomas at away meets. She stated she was typically one of the only girls to go away to meets during her career, and Coach Thomas never came into her room with her alone in it. Jane Doe 17 stated that he

would go around to visit hotel rooms to pass on information regarding upcoming events or dinner or breakfast plans. Jane Doe 17 stated that she could not recall any comments by Coach Thomas regarding body weight, but she was sure the topic would come up in a runner's career, either by the runner herself, teammates, or the Coach. Jane Doe 17 stated she was very happy "to be heard" regarding this investigation and thanked me for allowing her to "speak her piece."

CC. Jane Doe 2

Jane Doe 2 graduated from KSC college in Year. She was a Major who ran for Coach Thomas from her Class Year in Year through the fall cross country season of her Class Year. She did not run indoor or outdoor track during her Class Year.

When asked if she had any understanding regarding why an investigation may have been initiated regarding Coach Thomas, Jane Doe 2 stated bluntly that she simply was not surprised. She stated she had heard concerns from other girls during her tenure at KSC stating that Coach Thomas' conduct needed to be stopped and that girls wanted to "turn him in" for his unprofessional conduct. These girls either transferred or decided they were going to wait to say something until after graduation (Jane Doe 3). Jane Doe 2 stated that she believed Jane Doe 3 quit during her Class Year, and it was her understanding that it was because she was uncomfortable with Coach Thomas.

Jane Doe 2 stated that she began to hear rumors and stories about Coach Thomas' behavior and antics almost immediately upon joining the team. Older girls would joke "make sure you lock your hotel door" on away trips, so Coach Thomas could not come in at night. Jane Doe 2 heard from multiple sources that Coach Thomas would "spend the night" with one accomplished athlete before big meets. When asked what she meant by "spend the night," Jane Doe 2 stated "not come out of her hotel room for the night." She denied knowing if anything

sexual occurred between Coach Thomas and that athlete. She stated that Coach Thomas also used to show up to this woman's home unannounced.

During her Class Year at the Division I meet in State, she stated that she was sharing a hotel room with her [REDACTED], Jane Doe 1. Each girl had a separate queen size bed. She stated she had run her event in the late afternoon. That night, Coach Thomas knocked on their hotel room door, and Jane Doe 1 and Jane Doe 2 let him into the room. Jane Doe 2 stated that Coach Thomas "got into bed with me, under the covers." Jane Doe 2 stated that Coach Thomas then began massaging her upper leg under the covers and said "Jane Doe 2, I hope this is okay." Jane Doe 2 told Coach Thomas it was not okay, then Coach Thomas "did his weird giggle thing he does." Jane Doe 2 stated he then tried to go on Jane Doe 1's bed, and Jane Doe 1 said no. Coach Thomas then left the room and Jane Doe 1 and Jane Doe 2 talked about what happened, and said to each other "did that really just happen?" She stated she did not tell any other girls on the team, because she felt she could not go to the Class Year girls when she was a Class Year. After this occurrence, Jane Doe 2 said she refused to go to his office alone and barely went to his office anymore. She would also make sure she was not left alone with him. She also stated that she was not experiencing any leg injuries at that time and she did not ask for nor need a massage.

Also during her Class Year, one of the Class Year girls, Titus, wanted Jane Doe 2's jersey for an upcoming meet. Coach Thomas told Jane Doe 2 she could easily fit into an XS size, and asked her to trade with Titus. When she went to Coach Thomas' office to make the trade, Titus was not there, but Coach Thomas was present and said something to the effect of "let's find you an extra small shirt." When he located an XS, he asked her, "aren't you going to try it on?" He then "shut the door to his office, sat down in his chair, and began humming music that you would hear in a strip club." Jane Doe 2 felt uncomfortable, so she tried the top on over the shirt

she was already wearing. Coach Thomas then stated “Jane Doe 2, you’re no fun.” When asked if she told anyone about this occurrence, she stated that she told Jane Doe 3, who became really upset by the story, and Jane Doe 1, she believes. She felt she could not say anything to anyone else because Coach Thomas was her coach, she was a Class Year, and she ultimately wanted to trust Coach Thomas and have a good relationship with him. Jane Doe 2 confirmed that it was a usual practice for Coach Thomas to shut his office door.

When asked whether she ever heard Coach Thomas refer to other women’s body parts in an uncomfortable manner, she stated that Coach Thomas always used to comment about Jane Doe 3’s boobs, and state that Jane Doe 18 had a “big ass.” When he was recruiting female runners, he would comment on how attractive they were to other female members already on the team.

Jane Doe 2 stated she feels that Coach Thomas has been at KSC so long, he feels that he can get away with things. She stated her parents always thought that he was a good coach, but he does give off a “creeper vibe.” Jane Doe 2 confirmed that Coach Thomas had a nickname of “Creepy Pete.” Jane Doe 2 stated she witnessed Coach Thomas give massages to many female athletes, both in his office and on the mat. Sometimes he would massage up really high on a female athlete’s leg, which Jane Doe 2 found to be awkward and uncomfortable to be around.

DD. Jane Doe 3

Jane Doe 3 indicated that she ran on the cross country, indoor and outdoor track teams in Year and Year during her Class Year and Class Year. She did not return for her Class Year. When asked why, she stated that she did not feel comfortable running for Coach Thomas and had lost her desire to run. She stated that there were many things which made her feel uncomfortable and that, although Coach Thomas never touched her, he made many inappropriate comments.

She stated that she came forward only because her professor repeatedly encouraged her to do, and she waited until after she graduated. The professor told her that he thought someone complained about the Coach about ten years prior but that nothing was done about it.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

He would also make comments like, “Your boyfriend is so lucky to be with you,” and she interpreted that to have a sexual connotation. She stated that there were many examples of sexual innuendo and people would simply laugh. [REDACTED]

[REDACTED]

[REDACTED] This made them very uncomfortable. She always tried to make sure someone sat next to her on the bus so he wouldn't.

She said that when she was a Class Year, she was told by a couple of the upperclassmen that she should bolt her door when staying in a hotel at an away meet because he might come in. She believes they were either Class Years or Class Years at the time. She was also told that if athletes raced well, he would kiss them on the lips.

She was told by Jane Doe 2 about the incident where the Coach got into bed with her. She also told her about going to his office and being told to “take it off” while he hummed a tune which would be heard in a strip club. This was reported to her contemporaneously.

She is aware that Jane Doe 16 went on away trips with the Coach. Jane Doe 16 told a story about the Coach stopping to offer two girls from another team a ride. The girls got in the car, and he drove them to a party with Jane Doe 16 in the car.

She stated that the massages the Coach gave were not simply because of injuries. They were on the upper thigh, took place on the bus and, at least with her, were not requested. Some of the athletes including Titus did ask him for the massages.

Often when things would happen people would say, "It's just Pete." He was also referred to as "Creepy Pete." Some athletes said they would not have run for him but for the fact that he had so many All-American athletes.

She is concerned that there is a culture of protecting him. One male athlete commented that if anyone complained, it would ruin the legacy of the team. She says that there is a group of alumni which is very angry about the investigation. Some made t-shirts with his face on the front and wore them to the alumni meet.

She stated that he showed preference to his favorites. These included particularly talented athletes and also Titus and for a time, Jane Doe 3 herself, probably because they have more of a women's body. She said that if an athlete became injured, they were nothing. He would not even look at you or talk to you. Once when she was very excited about her running career in planning for the future, she told him that her goal was to make All-American. He said, "You'll never make All-American," which disheartened her considerably.

She also commented on the fact that the Coach never stretched the male athletes or gave them massages. He was also verbally harder on the guys.

She said that she believed the assistant coaches and Ratliff knew very well what was going on with Coach Thomas. She also spoke with the basketball coach once and when they

discussed the fact that she was on the cross country team, he rolled his eyes and said, “oh, that guy.” She believes the assistant coach at that time was Colbert, who is now the Associate Athletic Director.

Jane Doe 3 stated that the Coach was an insane driver. She made sure she was never alone in the car with him because of his behavior and because he made her feel uncomfortable. She was also afraid to go to him or to his office because she was afraid he would try to touch her.

She said she probably would not have said anything about this after she graduated if her professor hadn't pushed her to do so. When she did finally make a report, she stated that HR did not follow up. She stated that the team was not an open environment, and she would never have known who to report her concerns to or where to go. She is still concerned that people know that it was she who initiated the complaint against Coach Thomas.

Jane Doe 3 conducted herself professionally and was very credible and her accounting of the complaints she had about Coach Thomas and about the culture of the running teams at KSC.

EE. Peter Thomas

Coach Thomas was a student at KSC from 1973-1977. After graduation, around 1981, he came to the cross country office to sell the coach, George Bower, some shoes and was asked by Bower if he wanted to be the assistant coach of the team. Coach Thomas agreed and has been working at KSC ever since. Coach Thomas took control of Bower's teams' training programs, and when Bower left in January of 1982 to pursue his doctorate, the KSC Athletic Director asked Coach Thomas to continue as the head coach. Coach Thomas recalled he was paid \$500 per year at the beginning of his career. He became a full time employee in 1999. He currently coaches the men's and women's cross country, and indoor and outdoor track teams. The current assistant coaches for the cross country teams are Titus and Somerset.

Attorney Stevens asked Coach Thomas how the subject matter of this investigation came to his attention. Coach Thomas stated that he was told by KSC's AD, Ratliff, that someone filed a complaint. An appointment was scheduled for the next Tuesday. At the appointment, Atkins, Ratliff, and Harkness were present. He was advised that Jane Doe 3 had spoken with a Professor during the springtime and stated that she felt uncomfortable around him, so she had stopped running. Apparently, Jane Doe 3 wrote a letter to the Professor, then Harkness received the letter and spoke with two additional female athletes, Jane Doe 2 and Jane Doe 1. All three of the athletes graduated in Year.

Attorney Stevens asked Coach Thomas what had been shared with him about the complaint. Coach Thomas stated that he understood that Jane Doe 1 did not report any problems. She stated that she witnessed Coach Thomas hugging a girl and that the girl pulled back a little bit from the hug. Jane Doe 1 did not share the identity of the female athlete. Jane Doe 2 reported that Coach Thomas had once gone into a hotel room and sat by her on the hotel bed and made her feel uncomfortable on an away trip. Furthermore, she stated that when she picked up her uniform as a Class Year, Coach Thomas closed his office door and starting humming a strip tease-type tune. Lastly, Jane Doe 2 stated that when she was a Class Year, Coach Thomas massaged one of her legs that was sore, but Jane Doe 2 became uncomfortable because she felt Coach Thomas massaged too close to her privates. Jane Doe 2 also recalled hearing Coach Thomas state that a girl on the field hockey team had "massive boobs."

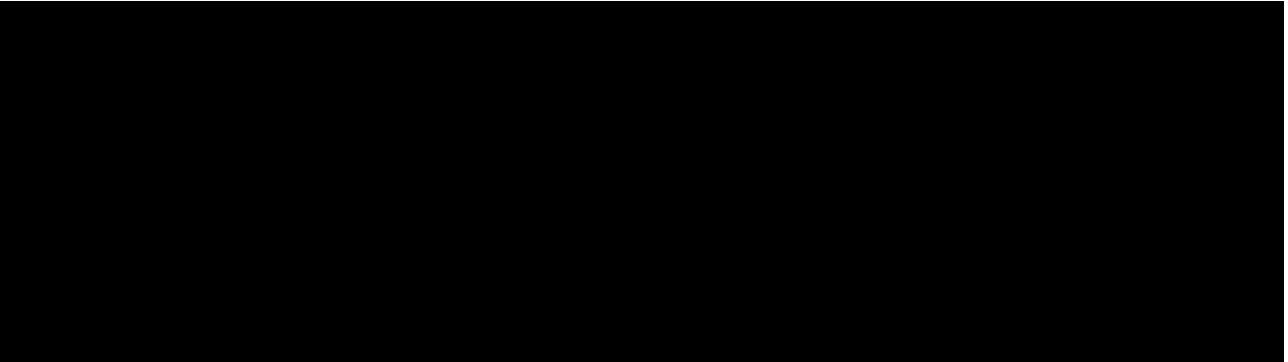
In response to these allegations, Coach Thomas stated that he recalled going to see Jane Doe 2 and Jane Doe 1 in their hotel rooms. He stated that they were roommates and sharing a king size bed at a New England Division III meet. He went to their room to provide them information regarding dinner and information for the meet the next morning. He stated he gave

them the information and left. He denied that Jane Doe 2 was alone in the room, and stated that none of his kids are housed alone. He stated he may have given Jane Doe 2 a quick congratulatory hug for making it so far. He stated that both Jane Doe 2 and Jane Doe 1 were athletes.

Jane Doe 2 made great progress during her career. He denied massaging Jane Doe 2's sore leg. He also stated he did not recall Jane Doe 2 coming to his office to pick up her uniform as a Class Year. He stated he does the same routine each year. The athletes would have picked up their uniforms on Friday for the first meet of the season on Saturday. He stated he does not hand out uniforms earlier as some athletes quit during try-outs. On Friday, Coach Thomas would have done his own run at 8:00 am then placed the meet information into an Excel spreadsheet and assign numbers. He would then have gone across the field with a wheel to mark the course for the meet with spray paint cans, which takes about 4 hours. He stated he always tells his athletes to pick up their uniforms at 3 p.m., and that they all arrive at about the same time. In regards to the uniforms, he stated that the tops are the easiest to fit, but the bottoms tend to vary.

When students arrive to pick up uniforms, Coach Thomas is putting together the race packets and has both Athletic Department secretaries assisting him. He stated that if Jane Doe 2 came in by herself, the Athletic Director as well as the secretaries, Diane and Tamra would have been present. Tamra's door is immediately adjacent to Coach Thomas' office. He also stated that the Assistant Athletic Director's door is very close to his office as well, so close they can have conversations through the door. He stated that Jane Doe 2 would have tried on her uniform in the locker room or the bathroom. As a xx pound athlete, she would have utilized a small top and a small bottom. Coach Thomas stated he had "no idea" if he had hummed a strip tease type tune. He once again stated that the Assistant Athletic Director, is "right through his door," and

remarked that the office area is a crowded area with lots of people around. He stated he simply would not do something like that to a Class Year athlete.



Coach Thomas could not remember having any problem with Jane Doe 3. He stated he remembers complimenting her blue eyes as she has very striking blue eyes. She would reply that she receives that compliment a lot.

Coach Thomas stated that when Ratliff first told him that a complaint of sexual harassment had been lodged against him, he was very upset. Prior to the meeting on Tuesday, he asked Titus if she could recall if he had ever done anything which would warrant a complaint, because Titus is around him a lot. He stated Titus thought about it and jogged his memory about a time when the girls were outside about to go on a run in their jogging bras in the Store parking lot, and someone commented on how Jane Doe 3 should have two jogging bras on. Titus thought Coach Thomas may have retorted that , “maybe she should have three.” It was Titus’ recollection that Jane Doe 3 may have hung her head with that comment. Titus was unaware of anyone ever saying anything about feeling uncomfortable around Coach Thomas. She did not mention any other occurrences, and could not remember any other complaints or concerns.

Coach Thomas stated that he thought his relationship with Jane Doe 3 was fine. He knew that she was not going to run anymore coming into her Class Year as she was hesitant to run cross country, but Coach Thomas told her that one needs to run cross country in order to be

successful during the track season. She told him at the end of her Class Year that she was not going to run the next fall. In regards to Jane Doe 3's success, Coach Thomas stated that she was in the second string for cross country, and finished place. She was good enough to run the 4 x 800 relay in track.

Coach Thomas stated that he could not recall having any issues with Jane Doe 2. He stated that she came by his office quite a bit. She was a selected major. He stated there have been a host of selected majors to come through the running program, so he tries to help them out with getting jobs in the campus, et cetera. Coach Thomas stated that he also got along fine with Jane Doe 1. She worked his running camp in the summer.

Attorney Stevens asked Coach Thomas if he was aware of things he has said or done that might make people feel uncomfortable. He stated he tries to be careful, and that some kids he simply gives a high-five. If an athlete has a good race, he may give the athlete a quick hug in congratulations at the end of the race. When asked if he has a way to determine how to approach an athlete, he stated he gauges it by their body language. Some kids run over to him and hug him. He stated his kids can make it pretty clear if they do not want to be hugged, they will simply back off or put their arms out. Some may say they don't want a hug because they are sweaty. Coach Thomas stated there are always parents around at the meets and that many, many parents hug Coach Thomas as well, and say their thanks to him.

Coach Thomas stated he may also pat students on the shoulder as part of congratulating them. He then exhibited how he may pat a student on the shoulder by reaching over and placing his arm around Attorney Goodridge. He stated he never got the impression from anyone that it bothered anyone.

In regards to leg massages, Coach Thomas stated that there were a “couple” of athletes with specific muscle problems that he has massaged in the past. He stated he would always send the athletes to the training room first, and then they would come to him if the problem was not resolved. He specifically recalled an encounter with one student where she had a knot in her hamstring. She stated to him, “Pete can you work on this sore spot.” Coach Thomas stated after sending her to the training room and having her tell him the training room didn’t do anything, he massaged her hamstring. He stated this occurred on the mat downstairs, which is a common area where the team meets and a high traffic area, with people in lounge areas and classrooms. He stated there was always someone around and it was done very much in the open, nothing was hidden. When asked if there were any other specific athletes he recalled giving massages to, Coach Thomas stated he massaged Jane Doe 7’s calf and achilles problems. He stated last year there was no one with any muscle injuries, so he did not give any massages last year.

When asked if anyone had ever approached Coach Thomas about giving the massages, Coach Thomas stated that Ratliff approached him once after watching him give Jane Doe 7 a massage in his office with his door open. Coach Thomas was asked whether he ever makes any comments about the male or female athletes that may make others uncomfortable. He stated that he may make comments about an athlete’s running structure, as athletes will get hip or leg problems if they are not mechanically sound. Coach Thomas denied telling someone that they had a big butt or that their boobs were too big.

In regards to hotel rooms on away meets, Coach Thomas states he hands out hotel room keys to his athletes and goes over the procedures for the next day with them. He knocks on hotel room doors and gives his athletes information regarding the meets. He stated he goes into hotel rooms less now as text messaging has made it easier to communicate with the athletes. He stated

when he does go into rooms, he knocks and is invited in. No one has ever told him not to come into their room.

Coach Thomas was asked to describe the team dynamics of the Class Years who graduated in Year. He stated that at least one woman was a leader, who somewhat withdrew from that responsibility. He stated a couple of the women went into the fall of their Class Year hoping to be Varsity runners, but they were supplanted by Class Year and other new runners. He stated they both lost their spots and then left the team.

He discussed the current team leaders and stated that in regards to the team dynamic, there are always pecking orders and cliques. He stated the Class Years did not associate with the freshmen last year. He thought the team was close, but the women's team tends to have some drama. Two of the women were "at each other's throats" for a year and a half. He stated he gets pulled into the drama when the girls come to him, and he tries to referee the situation.

In regards to relationships between boys and girls on the team, Coach Thomas confirmed that there are a fair number of romantic relationships as the teams are together most of the time. He stated he disapproved of one athlete's boyfriend who was a Class Year when she was a Class Year. He stated he would tell her that she could find a better match, as she admitted that it was her first boyfriend. He stated he approved of relationships that were good for his athletes' running and good for their school work, as opposed to a relationship with someone who drank too much. He denied discussing anything of a sexual nature with regard to students' relationships.

Coach Thomas was asked whether he comments about his athletes' weight. He stated he is always very careful with that and has a nutritionist come in to speak with the team at the beginning of the season. He stated he had one girl who was hospitalized for an eating disorder

back in 2001. He stated he may have commented to athletes that performance may be slipping because they have been in the dining hall, or that they are not running as well because they are bigger than when they started running at the beginning of the season. He states his comments are focused on running structure, and denied making comments about breasts or butts. He stated girls will come to him when they have concerns about their teammates purging or otherwise.

Coach Thomas showed Attorney Stevens many text messages from alumni that he had received since the beginning of this investigation showing their heartfelt support for him. When asked whether Coach Thomas knew of anyone who had an axe to grind against him, or who would want to see him in trouble, Coach Thomas stated no. He stated he would follow up with names of alumni who the interviewers may reach out to via email.

Later that evening following his interview, Coach Thomas left the following voicemail for Attorney Goodridge on September 4, 2014 at 7:09 pm:

Hi Amy this is Peter Thomas. I spoke with you this afternoon .. um.. I have a couple of things I need to amend. Um what I said –a couple of things that I remembered that (inaudible) on there....um (inaudible).... I'm going back to the hospital to see my wife.... uh and she's doing a stress test tomorrow.... but I'd like to talk to you and Carla [sic]....I would have sent an email account but my KSC isn't working and I can't go to school like this; I think maybe my password is timed out. Um but I won't be able to find that out ...tomorrow when I talk to them. A couple of things was on the ... I remembered you asked me if I massaged (inaudible) the two others.. um... one was **** and **... I massaged her hamstring 'cause she strained it at regionals in her Class Year...um... she forced her legs and got a bad muscle strain... um... this took months to heal and she had asked me to massage it and work that out. And the other athlete was ^^^ – and ^^^...um... it was her feet that were a problem for her. She had plantar fasciitis, um, (inaudible)

bottom of your foot, it gets real tight and real painful, especially real stiff when you get up in the morning and start walking um, it can loosen up during the day. But during the day it was difficult for an athlete to work on it. Different points when it would act up on ^^ she would ask me to massage her foot either before a workout or after. And there are couple of other things I wanted to clear up. We'll (inaudible) see about nutrition and ... trying to tip toe around weight issues with kids...uh.. there were a couple of boys as well as girls and I would say, "you've put on a few pounds, what are you doing nutritionally or are you putting down too much alcohol?" Um... a couple of other things that you would rather be talking to me directly or haveemail so I could write it out for you. Um...This is my cell phone. Telephone Number. Um...All right I got to go because I need to finish up gathering up my wife's things and bring it to her at the hospital. And I look forward to try talking to you tomorrow. Bye.⁴

On September 8, 2014, Coach Thomas forwarded a narrative via email to Attorneys Stevens and Goodridge, a copy of which is attached to this Report as Exhibit E. Later that day, Coach Thomas faxed Attorneys Stevens and Goodridge photographs of Coach Thomas with alumni, as well as thank you notes and notes in support of Coach Thomas, a copy of the facsimile is attached to this Report as Exhibit F.

IV. SUMMARY OF DOCUMENT REVIEW

References to the review of particular documents are contained throughout this report, and several relevant documents are attached as Exhibits. However, particular documents are worthy of specific mention.

Among the documents reviewed were Coach Thomas' personnel file, specifically his annual performance reviews given by the Athletic Director and student evaluation sheets

⁴ Although Coach Thomas referred to athletes by name in his message, the names are replaced with symbols to preserve privacy.

completed by the cross country teams for 2011 -2013. These documents provide an interesting dichotomy.

In 2011, twelve student athletes completed evaluations, clearly not a large number but representative of a variety of opinions. Of the twelve students who responded that year four gave Coach Thomas a poor or fair rating for “positive role model,” three gave him poor or fair for “treatment of the team with fairness and respect,” three gave him poor or fair for “fair and consistent discipline” and five gave him poor or fair for “communication skills.” In 2012 thirty-two student athletes completed the evaluations with similar numbers giving poor or fair ratings for the same areas. Ten students gave him poor or fair ratings for communication skills. Again in 2013 out of twenty completed evaluations, five rated the Coach as poor or fair as a “positive role model,” and ten athletes gave poor or fair ratings for “communication skills.” Although most of the handwritten comments that year were quite positive, especially about the Coach’s ability to train successful athletes, one comment stands out: “No school bus ever again! (embarrassing).”

When reviewing the performance evaluations however, the overall picture is a bit different. In 2011, the Coach received ratings of exceeds expectations in almost every category, and the summary of the student evaluations focuses only on the positive with no mention of the fact that 25-30% of the students who responded were critical of the Coach’s communication skills, fairness and impact as a role model. The overall evaluation for the Coach in 2012 was similarly complimentary. There was the following reference to the evaluations completed by the students: “There were 4/5 runners who all questioned Coach Thomas’ communication and positive role modeling. Can only wonder if they were disgruntled by an incident.” This summary of the evaluations appears quite dismissive of the concerns raised by a significant number of student athletes. Likewise, in 2013 the evaluation was very good with only one reference to

negative comments on student evaluations: “Repeat from last year in that his communication ability in real questions. Seems to be from runners who view themselves as second tier runners.”

It is hard to know how one could reach such a conclusion from reviewing the evaluation forms since all but one of the athletes who responded either estimated their playing time at 75-100% or made no estimate. Again, this appears dismissive of serious concerns.

V. ACTIONS BY COACH THOMAS AND ASSISTANT COACHES DURING THE ADMINISTRATIVE LEAVE

Perhaps one of the more troubling issues which developed during the course of the investigation involves the actions of Coach Thomas and two of the assistant coaches during the pendency of the investigation. The actions are summarized as follows:

- Coach Thomas went to the field prior to the running of the alumni race in September. The Coach was seen speaking with Somerset, the assistant coach. At least two people reported seeing Coach Thomas although he left before the meet started. Current athletes were aware of the Coach’s presence.
- Student athletes are aware that the Coach continues to dictate their workouts. They understand that he continues to provide workout information to Somerset who passes the information on to Titus. The students have been told that the Coach can speak to Somerset because she is neither an athlete nor an alumna and is therefore not within the group of people with whom he is prohibited from speaking.
- The Coach reached out to current employees of the school requesting copies of photographs of him and other coaches interacting with athletes to show that hugs and other touching are routine forms of congratulations.
- The Coach was driving past an area where the athletes were doing a hill workout and, without speaking, motioned one of the assistant coaches to show him a notebook with the athletes’ times recorded. He made other hand gestures. He was seen by several students. When questioned, he stated that the assistant coach offered to show him the notebook. On follow up, the assistant coach specifically denied this.
- Interim Coach Titus sent an email to a large number of alumni stressing her support of the Coach in this process.

- Assistant Coach Somerset sent an email to Atkins, copying the other assistant coaches and Coach Thomas, expressing her support for the Coach and asking to know the status of the investigation.

The behavior of Coach Thomas is concerning because there is ample evidence of him having disregarded the directives of his supervisors. This has occurred numerous times and even after follow up by Atkins.

The actions of Titus and Somerset and their apparent unwavering support of the Coach raises concerns about their being ineffective in running the team. The student athletes, even many of those who did not relate any inappropriate behavior on the part of the Coach, confirm that they would not be comfortable reporting complaints about the Coach to either of these women given their affection and support of the Coach. They are not viewed as being unbiased, but, to their credit, they along with the other assistant coach, have been viewed as doing a good job training the team and keeping the group together in the Coach's absence. The difference is that the two women are viewed as "doing it for the Coach."

The reaction of many of the student athletes to these actions on the part of the Coach and the others is to enhance their fear of retribution based on the belief that he is still controlling things and knows everything that is going on. The actions of the Coach, Titus and Somerset demonstrate a disregard of what would appear to most to be clear directives by college administration.

VI. INVESTIGATION CONCLUSIONS

The investigation resulted in the following conclusions:

- A. Coach Thomas has engaged in behavior which rises to the level of sexual harassment in that he made unwelcome sexual comments and engaged in unpermitted touching of at least some student athletes.**
- Several female athletes and alumnae have reported having been touched by Coach Thomas in what they felt was an inappropriate way. Several male athletes and

alumni reported seeing women touched inappropriately and demonstrating embarrassment or discomfort with it.

- Both male and female athletes report a variety of inappropriate sexually charged commentary on the part of the Coach, statements which are not appropriate in an educational environment.
- At least one individual reported witnessing this behavior as far back as 1999, and many witnesses described having heard “stories” from alumni about this behavior having gone on for many years.
- This behavior had the effect of creating a hostile educational environment for some students. The witnesses who described this behavior were credible in their accounts. People who did not know each other and were not in school together related similar stories. Alumni who had successful running careers at KSC came forward unsolicited with no apparent reason to provide false information.
- The accounts provided by some current students were difficult to reconcile and were not viewed as credible. Some of these students denied such basic facts as the Coach having given leg massages to students or having the nickname, “Creepy Pete.” Even students who fully support Coach Thomas conceded that these statements were true. For that reason, it is believed that some current students simply denied knowledge of any inappropriate behavior on the Coach’s part either out of fear of retaliation or concern about being involved in the investigation.

B. Coach Thomas routinely engaged in violation of appropriate student/coach boundaries, some which was recognized by students and some which was not or was ignored.

- Significant boundary violations were described by a number of students and alumni. Interestingly, some of the witnesses clearly recognized the fact that the Coach has crossed boundaries while others describe similar behavior, but find nothing wrong with it.
- Sitting on the beds of student athletes in their hotel rooms and getting under the covers with them demonstrates a clear crossing of boundaries and is highly inappropriate.
- Giving leg massages to student athletes in the Coach’s office or on the bus was viewed by some as a clear violations of boundaries. Others justified the behavior by saying the students requested the massages or were not uncomfortable with them.
- The Coach became overly familiar with the personal lives of students including commenting on personal, dating and even sexual lives (advising a student not to

take birth control pills) and showing up at students' homes. He also shared much about his own personal life, presumably only with male athletes.

- Some witnesses reported being disgusted by athletes referring to the Coach as a father figure, while others proudly announced this as a positive.

C. Some of the Coach's behavior, specifically giving leg massages to female athletes, was widely known.

Nearly all of the current students, alumni, and staff members interviewed stated that they had witnessed the Coach give leg massages to athletes. When asked about the massages, Coach Thomas could only recall giving massages to a few select athletes. He later added to the list but still denied giving massages to the extent reported by the witnesses and stated unequivocally that the massages were always related to an injury. This is disputed by several people, some of whom were massaged and were uncomfortable with it. Athletic Department staff members recalled having conversations with the Coach regarding the massages. However, it does not appear Coach Thomas was advised to stop giving massages or to inform the athletes to seek assistance from an athletic trainer until at least February, 2014 when Ratliff indicates that he established a policy against coaches giving massages.

D. Coach Thomas took advantage of the imbalance of power between himself and his students.

It is clear that the Coach wields enormous power over the athletes who run for him. The comments of runners, current and former, range from pure adulation and respect to disgust. His power extends over those who revere him and those who despise him. Even alumni continue to be concerned about his ability to negatively impact their lives and future. For example, some expressed worry about not being able to get a coaching job or job in athletics if the Coach is asked for a reference or information about them.

There is evidence that the Coach has been able to manipulate athletes by withholding approval and even pitting them against one another. To be sure, he has produced many successful athletes through his long tenure at the school. It is up to the school to determine whether his coaching methods are consistent with the school's culture and vision.

E. The culture of the cross country and track teams is such that students would not report behavior which made them uncomfortable for fear of retribution by the Coach, other athletes or alumni.

A large number of witnesses report having been told very early in their careers at KSC to disregard certain behaviors because "that's just Pete" and "he doesn't mean anything by it." This has resulted in many of these students becoming desensitized to behavior they might have thought inappropriate if not for the reassurances of older students. Some alumni looking back express disbelief at themselves and how they accepted the behaviors as a student. Some of these are very successful athletes who attribute their "looking the other way" to the success they achieved under the Coach's tutelage.

Both current students and alumni and their references to preserving the KSC team legacy built by Coach Thomas has placed enormous peer pressure, not only on student athletes but also on alumni to remain silent.

F. The Coach's behavior went unchecked for many years, leading to a culture in which the behavior became natural and accepted.

Many witnesses report that since alumni, upperclassmen and members of the coaching staff and Athletic Department were aware of the Coach's behavior, it was their belief that the behavior was either acceptable in the eyes of the school or that nothing would be done about it if they complained. Some say this is why they never reported the behavior.

One issue which raises concern is the way negative comments in student evaluations of Coach Thomas were rationalized in the performance evaluations given by the

Athletic Director. Dismissing the references to the Coach being a poor role model and poor communicator were dismissed as being the words of a few disgruntled athletes. There is no indication that there was any follow up to determine whether there was a problem with the cross country team or its coach.

G. The training protocols and reporting structure at the College were insufficient to overcome the culture of “looking the other way” where Coach Thomas’ behavior was concerned.

Whatever efforts the school has made in the form of policies and training has been insufficient to combat the culture of acceptance of the Coach’s behavior summed up by the statement, “It’s just Pete.”

VII. RECOMMENDATIONS

- A. If the decision is made to retain the Coach and return him to leadership of the cross country and track teams, significant effort will need to be undertaken to undo some of the harm which is perceived to have been done.
- B. Current team members, especially those interviewed later in the process or interviewed in follow up, report that initially most athletes wanted the Coach to return while now very few seem to want that. The team members report feeling less stress and being more positive about their athletic experience. They also report that the team seems to be coming together.
- C. The Coach should not return before the end of the cross country season. If he is to return, significant work will need to be done with him and with the teams, and this can likely not be accomplished by mid-November when the season ends.
- D. The Coach should be required to take extensive one on one harassment and boundary training as well as anti-retaliation training. His behavior has gone unchecked for many years, and it will be difficult to undo the habits and the behaviors which have caused the current problems. In fact, careful consideration needs to be given to whether he will be able to adapt his behavior appropriately regardless of the training he receives.
- E. It is difficult to conclude that the Coach bears all of the responsibility for his actions, although he does bear most. It is easy to question whether he has received sufficient training or feedback about his behavior. The fact that many students and alumni indicate that the Coach’s behavior in massaging students was widely known and appeared to be accepted is concerning. There seems to be no doubt that the Athletic Director was aware that this occurred with regularity. Some

students report that this made them be reluctant to report their discomfort. Coach Thomas likely also felt that this behavior was condoned if it was not corrected.⁵

- F. If the Coach returns to the team, Somerset and Titus may need to be replaced with assistant coaches who are less enamored of the Coach and more objective about his behaviors. The student athletes will have difficulty trusting the Coach, but they will not trust or rely on these two individuals to be their advocates or safety nets in the event retaliation occurs either by the Coach or by other athletes.
- G. If the Coach returns to the team, his actions and behavior will need to be monitored carefully and effectively, and someone in a high level in administration will need to check back repeatedly with the students to make certain that there is no retaliation by the Coach, alumni or other athletes.
- H. The Athletic Director, his staff, and all coaching staff should receive comprehensive boundaries and harassment training by an individual from outside of the College who might bring more weight to the discussion. Anyone with responsibility for addressing student complaints of harassment or discrimination or investigating such complaints should be required to participate.
- I. All of the student athletes, whether the Coach stays or does not, should receive comprehensive harassment, boundaries and anti-retaliation training by someone from outside of the school. Whatever training the students have received has not taken hold since many report having no idea to whom to bring a concern or lack faith that their concerns will be acted on.
- J. Both the training of the staff and of the students will show the College's efforts to recommit itself to providing a harassment free environment. In conjunction with this training the College should also consider some revisions to its anti-harassment policy which provide clearer definitions and examples of harassment.

END OF REPORT

⁵ Based on conversations with Ratliff, it appears that no action was taken until February, 2014 to discourage massaging of students by coaches rather than by athletic trainers.

EXHIBIT A

Harkness, Kim

From: [REDACTED]
Sent: Tuesday, June 03, 2014 7:16 AM
To: Harkness, Kim
Subject: KSC Track
Attachments: Untitled 1.pdf

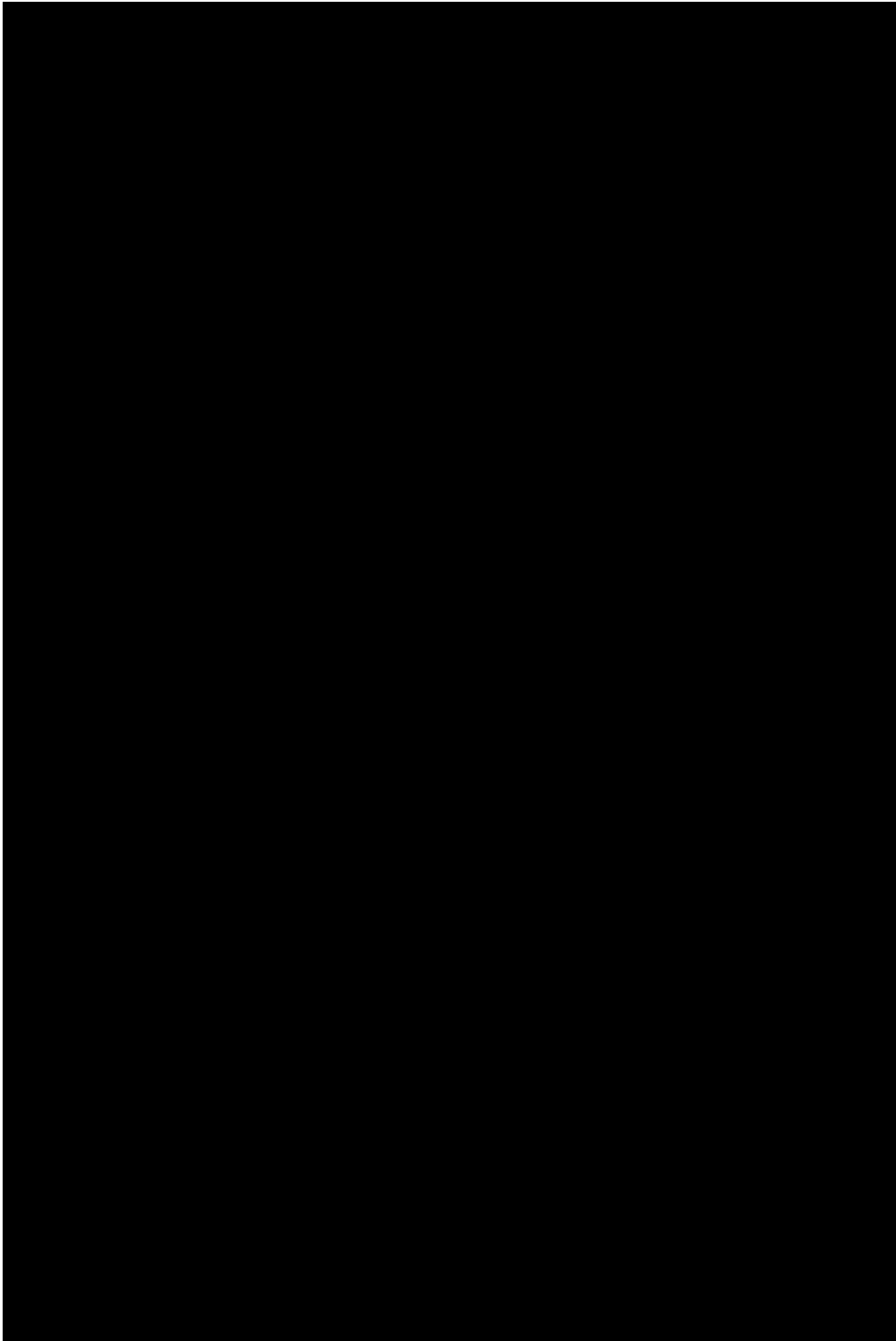
My name is [REDACTED] I have attached my experience as a Keene State runner

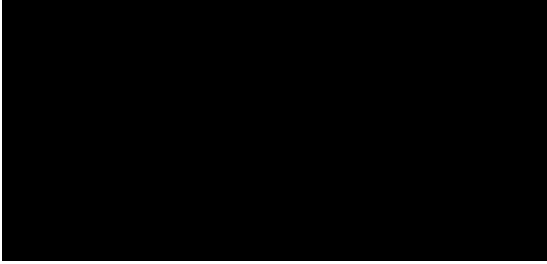
I chose Keene State because of the track team. I was a runner my entire life so knew I wanted to continue running in college and despite having other offers from a few other coaches, I decided to run at Keene partly because I was promised a brand new track facility was being built within a year or two. Many other athletes were promised the same thing, and athletes from over five years ago were also told the same lie during their recruitment.

I never finished my running career at Keene, and while I still loved the campus, I made some life long friends, and met some incredible professors, I was severely disappointed when I finally left the cross country and track teams. This was a decision I made personally, but I felt that I had no other options. I have been an athlete since I was five so I have been taught by many coaches throughout my life, but have never felt uncomfortable around one before Pete Thomas. When we were young freshmen the upperclassmen told us about 'creepy Pete' they described the inappropriate behaviors he did as almost a joke, that he was just a creepy old man. I first experienced creepy Pete after one of my better races. An upperclassman told me to avoid Pete for awhile or he would try to give me a kiss for racing well. As the seasons continued, I experienced more behavior that made me very uncomfortable. He would comment on our bodies, including our breasts, and at times told us we ran slow because we were too fat. At times we attended far away meets so we would stay in hotels. Before my first trip an upperclassman told me to chain my door and pretend to be asleep because otherwise Pete will try to come in. Again, when she told me this she was laughing, as if it was a funny joke. He never came into my room but another runner told me about a time he physically got into her bed, so she stood at the edge of it until he left. After months of internal debate, I finally told my family I no longer wanted to run competitively. My parents were devastated, and I never told them that I hadn't stopped loving the sport, I just couldn't stand my coach. I did miss racing, but I was much happier after I quit finally could relax again. I know I am just one of many girls this has happened to, and many other girls could tell even more revolting stories.

EXHIBIT B

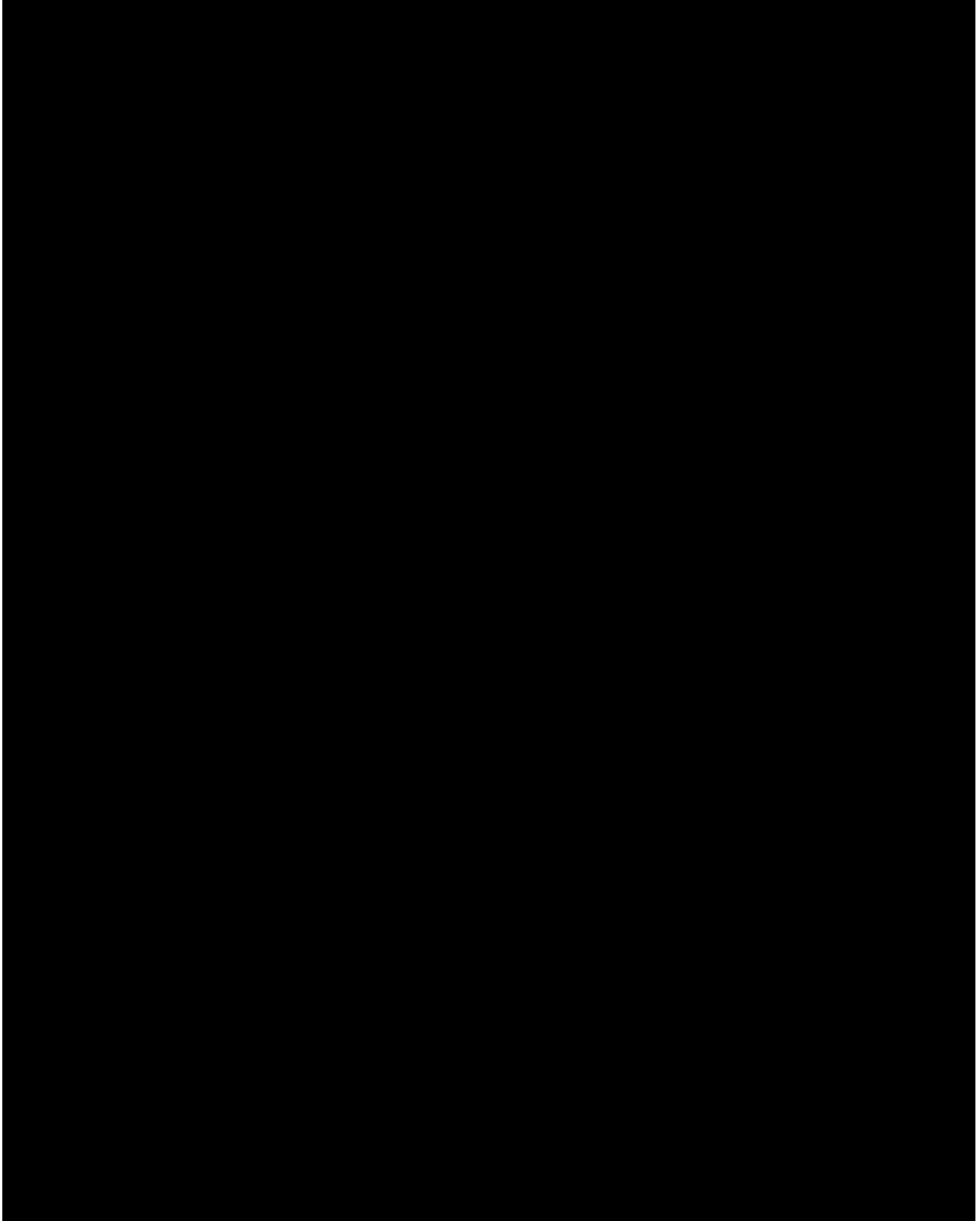
CONFIDENTIAL WITNESS LIST AND IDENTIFICATION KEY





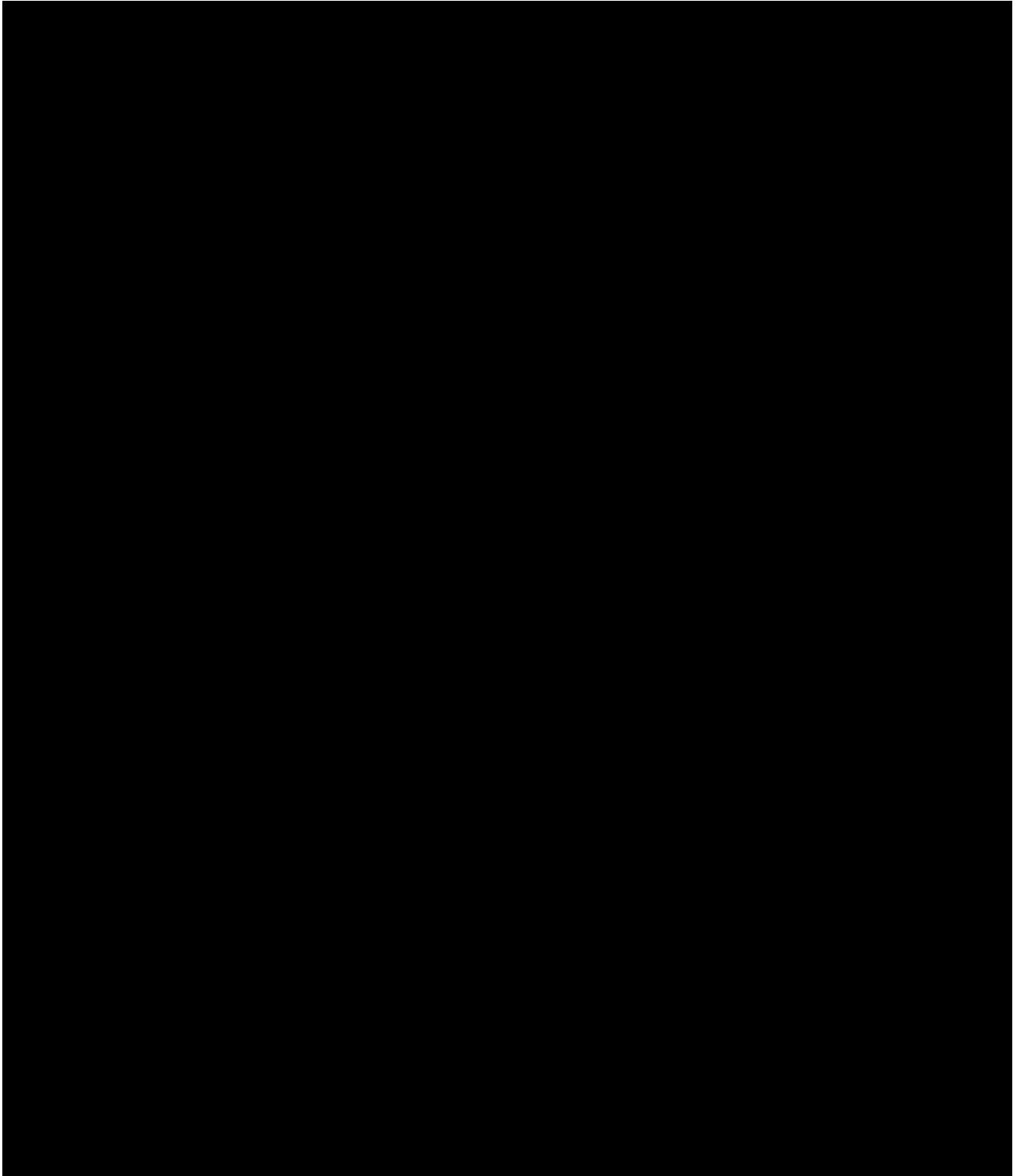
Notes from conversation with Jane Doe 3

Interview conducted via phone call by Dottie R. Morris on August 11, 2014 at 5:45 pm



Notes from conversation with Jane Doe 2

Interview on Friday, August 15, 2014 via phone with Dottie R. Morris at 12:30pm



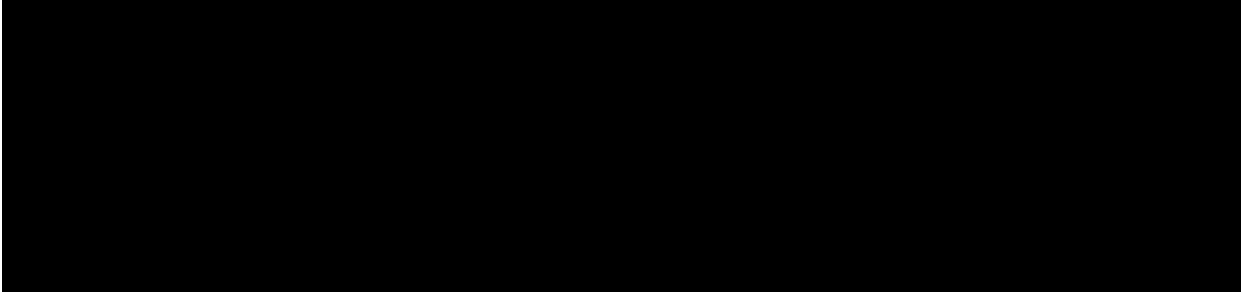


EXHIBIT C

Labbe, Lori

From: Stevens, Charla
Sent: Friday, October 10, 2014 8:03 AM
To: Labbe, Lori
Subject: FW: Pete Thomas-PRIVILEGED AND CONFIDENTIAL [MCLANE--FID1415091]

From: Atkins, Kemal [<mailto:Kemal.Atkins@keene.edu>]
Sent: Saturday, August 23, 2014 5:50 PM
To: Stevens, Charla
Cc: Huot, Anne
Subject: Fwd: Pete Thomas-PRIVILEGED AND CONFIDENTIAL

Charla,

Please see the message below we received by a former athlete. Is this someone you'd to interview?

Kemal

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: August 23, 2014 at 3:07:38 PM EDT
To: "jratliff@keene.edu" <jratliff@keene.edu>
Cc: "kemal.atkins@keene.edu" <kemal.atkins@keene.edu>
Subject: Pete Thomas

Hi Mr. Ratliff,

My name is [REDACTED]. I am a former KSC runner ([REDACTED]) as is my wife [REDACTED] of the same year. I have been informed of the recent investigation into my former coach Pete Thomas. I am sorry to say that I look back on my Keene State experience with Pete with ambivalence. I have outstanding memories of running with the team. That said, I could never believe that Pete kept his job by the way he treated the female runners. You honestly could not talk to an alum from those years who does not have stories of Pete's inappropriate and unprofessional behavior at one time or another.

I am writing because while I do not know the current indiscretions he is accused of committing, I also certainly know he has a long history of inappropriate behavior. I think you should look into that history from an objective viewpoint. My wife and I certainly would not send our two daughters, [REDACTED] and [REDACTED], to Keene State to run under his coaching.

Thank you for your consideration,
[REDACTED]

EXHIBIT D

- Strangling [redacted]
- Trying to interfere with my relationship (turn me & [redacted] against each other)
- did some thing with [redacted] and [redacted]
- Talks to [redacted] and he still dictates the workout
- Told me my performance at [redacted] were "pityful"
- made crude and sexual comments about girls on trips/work/practice w/me
- told multiple people that he wants/and tries to injure a girl he doesn't like so he wouldn't have to coach her for the year
- looked into girls rooms on overnight trips before they shower
- [redacted], calls girls out in front of me, tells me which girls he would "fuck" on campus as well as athletes
- [redacted] story
- showed up at alumni - 8:30 am
- Sarah didn't tell the truth in her interview "avoided Q's"
- Felt uncomfortable at Nat's trips
- E.R. visit - receptionist/Nurse
- Had big grudges (workouts, races, personal)
- Girls have said they hope Pete doesn't find out where they live because he has sometimes showed up unannounced
- He doesn't care to talk to you sometimes
- Manipulates athletes to run faster in anyway

Quoter

Before - "It's just Pete"

After - "He finally got caught"

EXHIBIT E

Labbe, Lori

From: Thomas, Peter <pthomas@keene.edu>
Sent: Monday, September 08, 2014 7:00 AM
To: Stevens, Charla; Goodridge Amy
Subject: FW: Document
Attachments: Peter Doc.docx

Follow Up Flag: Flag for follow up
Flag Status: Flagged

From: [REDACTED]
Sent: Monday, September 08, 2014 6:49 AM
To: Thomas, Peter
Subject: Document

Sent from Windows Mail

Hello Charla and Amy,

I need to expand on our discussion from Thursday. To update you my wife had gone in the hospital Thursday morning with chest pain. She was treated for a possible heart attack. I was with her in the emergency from 11 am till just before our meeting at 3 pm. She ended up being held overnight and given stress tests on Friday. Fortunately she passed all tests and was released Friday evening.

I realized after our meeting, when you asked me the names of the freshmen women on the team and I couldn't recall their names, my focus was not what it should or needed to be. I don't remember quite everything we discussed or what I might have left out but I am aware of a few things that I need to clarify.

The vast majority of my team is recruited athletes. With my recruits, I personally give them and their parents a full tour on Keene State College, we walk through every classroom building. We will stop and talk with a professor in their area of interest. We go to the aspire center and show the full services that help them be successful. I take them to lunch in the dining commons. We talk in my office where I tell them and their parents that if they chose Keene State they are coming to run for a coach who stays actively involved to help them reach their potential in the classroom and in their running. I tell them the team is a big family and I try my best to watch over them.

I sell that coming to Keene State they are coming to run for a coach who cares. Often this reason is why parents want their child in my program.

1. How I have celebrate with an athlete after a very good race or even an outstanding workout. 80% the time it is simple high five or fist bump, especially with freshmen who are new and haven't spent much time with me. Most freshmen get to the first meet have seen only the soft spoken kind of quiet coach I am in a team meeting. At the first meet they see the excited loud coach who runs around to different parts of the course shouting instructions or encouragement, yelling time splits, telling them keep pushing, working hard. Many athletes have told me they were a bit startled by the loud coach but all have said it is very helpful in encouraging them to give their full effort. Over time they quickly get use to the loud, exuberant, race day side of me. With an athlete I know better and they have done particularly well, I may give a quick hug, or pat on the shoulder. I have on occasion gave a peck kiss on their head, or forehead, very rarely a cheek. I say something like, "You did excellent today, so proud of you, you really had outstanding day etc."

I have given a kiss to both the women and men on my teams. I've had some guys ask "Did I earn a kiss today, coach?" In my office I keep a picture given to me from my former athlete [REDACTED] of my kissing his cheek and the huge smile on his face. Race day is an emotional time and I am fully invested in how well they perform and it shows. I cheer for the whole team. I see the front runners more often than the slower team members as I run from place to place during the run but at the finish, I cheer until all my team members have finished.

So when I go to find them at our team area and congratulate them on their run often they are

with family so any high fives or hugs are given in their presence. Of course some kids may have had a bad day and they are talked to quietly when they are ready. Some kids want to talk out a bad run right away. Some will cry, some pout, some are angry and won't want to discuss it for a while or not at all.

Most often the athlete displays how they want to receive congratulations, offering a hand out for a high five or fist bump or extending their arms for a hug. If they don't display I will most often just high five, or pat on back/shoulder. Congrats can be pretty spontaneous in the moment. I also will extend arms to offer a hug. I watch body language and take my cues from that as to how I offer congratulations. I host two events each year on campus and on occasion 3 when we host the conference championships. There are always school officials and professors attending and have seen my full interaction with my team before, during and after the races. Never has anyone expressed concern with my actions.

2. Massage. Massage is used as an attempt at therapeutic care when athletes had an injury. I have always sent them to the trainers first, sometimes they are quite pleased with their treatment, and sometimes they said they had a student trainer that did terrible job and asked me to try to help them. The list is short, and has only been the best athletes in the program. They are the ones pushing their bodies to the max and have more invested and at stake in staying healthy. The times I have massaged an athlete it was done on the rug that is our team area by the elevator in the hallways with classes room a very open area, and most importantly I have only massaged an athlete with another one present. The last athlete was [REDACTED] for her right calf her senior year, she had already lost a season of competition for a calf strain as sophomore and whenever it felt testy as a senior she would go to the trainer but would ask me to massage it a bit.

[REDACTED] badly strained her hamstring qualifying for nationals her [REDACTED] In one week she would compete in the NCAA championships. She went to the training room each a day at the beginning of the week and pre-meet she ask me to keep trying to deep tissue massage it. The other athletes were [REDACTED] for a persistent knot in her right hamstring, [REDACTED] feet for plantar fasciitis, [REDACTED] right hamstring, [REDACTED] calves, [REDACTED] for her ankles when she sprained them. Also [REDACTED] for tired hamstrings and calves when at the NCAA's and running multiple races on back to back days. [REDACTED] also at NCAA's for Achilles and calves when he also was running multiple races on consecutive days. All of them earned [REDACTED] [REDACTED] and [REDACTED] each won [REDACTED].

3. Team relationships- you asked if I ever commented on their choices in who they dated when they were dating within the team. With only one coach and the teams having to be together so much the chances of them dating is very strong. Generally I don't know about whom is dating who until several weeks after it is happening. Most of the time I have no comments or concerns. Sometimes however it does play a role in team dynamics. Team members who were friends will be angry at each other.

Comment [c1]:

Problems can be whether one athlete is more focused on being a good student and the other more socially oriented and has the stronger personality which leads the other astray. This hurts both the individual and the team.

Team members tell me what is happening with themselves and with other athletes. They tell me if someone is skipping classes, if someone is socializing too much. They let me know if think a team-mate is bulimic or anorexic. They tell me of parents separating, of parents losing their jobs, of grandparents, parents and friends dying. Knowing what is happening in their lives and being is part of the job.

From our first meeting we talk to all the athletes about how to be successful athletes and students. I give them sheets listing the positives they can do and the negatives which include who they chose as friends. Will the friends help them be successful or be a detriment to their goals of getting the best grades possible and also being successful athlete. Individually I follow up in conversation on the same themes of are they following through on doing things to be successful? Going to class, studying each day, staying ahead on assignments, running each day, training smart, getting 8 hrs of sleep etc.

4. You asked something about if I told an athlete they were fat. Eating disorders are very dangerous, so we talk about weight. I have Professor Timmer discuss nutritional choices etc. and he gives a one hour presentation of what an athlete should be doing to perform well during our training camp. On occasion at the end of a season an athlete may come and ask why their performances stagnated or got slower the second half of the season, especially if they started out well. Sometimes it is fatigue from too little sleep or an illness they had mid-season that drained them out and they didn't recover from. Occasionally it is low blood iron (which they say they get tired easily being a huge clue). Sometimes it is obvious to the eye that the athlete is 10-15 pounds heavier than at the start of the season. Then I ask if their nutritional choice were always good? They'll sometimes then say you think I'm fat? I'll say no you're not fat but as well as you train are you making healthy food choices?

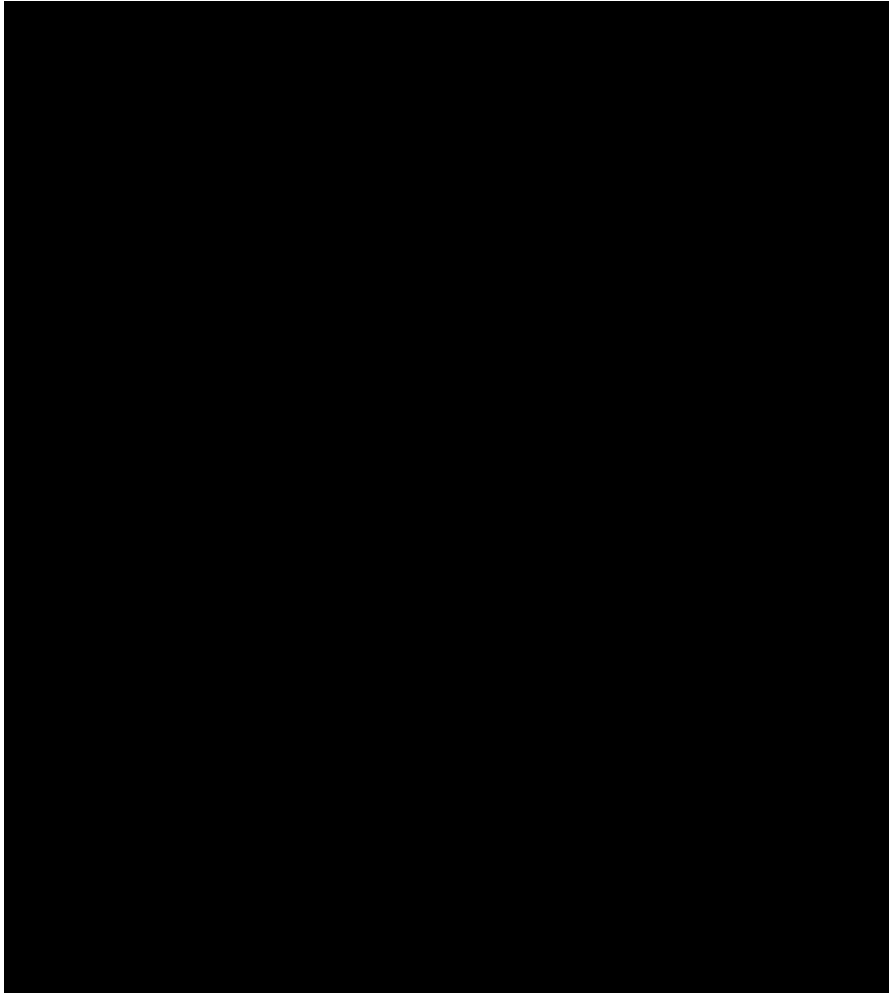
I work hard to be sensitive to weight issues. The women do come and report if they think a team mate is having trouble with food. I will gently try to discuss it and if necessary bring them to the training room and refer them to counseling center.

5. In regards of [REDACTED] class there were 11 women and 5 men who picked up uniforms on that Friday afternoon after 3 and probably before 4pm. During that window, secretaries and I were working on the race packets and moving back and forth between offices which are virtually adjacent. If you want to speak to the secretaries, John Ratliff would have Tamara Natove's phone number. Dianne Arsenault was also probably helping me that afternoon [REDACTED] is her office number. She would also have Tamara's current contact info.

6. I checked my records and saw [REDACTED] asked me for a recommendation letter during spring semester of her [REDACTED], which I did write for her.

8. I have a variety of cards from grads men and women and parents thanking me for being a good role model, wonderful mentor etc.

9. You said you would talk with all the alums I would suggest.



Thank you,

Peter Thomas

EXHIBIT F

FAX 625-5650

The following 11 pages are for

* Amy Goodridge *

Amy - I am sending you copies of pictures of me and my Athletes that are on display in my office

Also - these are copies of cards + notes from both Parents and Athletes

Please READ Them and share with Charla.

Sincerely,

Peter G. Thomas
Peter G. Thomas

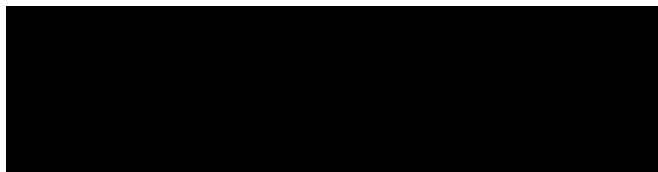
April 29, 2005

Dear Pete,

The right words are hard to find to say thank-you for all you have done for [REDACTED] over the past four years. You are an outstanding coach, a wonderful mentor and a superlative role model. Thank-you Pete for your caring and helping to motivate and challenge [REDACTED] along the way.

We hope you realize that above all you personify the Keene State experience. When most is forgotten in the years ahead your coaching and personal touch will be what is remembered and cherished. You represent the very best that Keene State has to offer.

Many thanks Pete, and please never change your style as it is a gift you give so well to others. With sincere gratitude,



Pete,

I don't know where to begin! The past four years you have not only made me a better runner but also a better, more confident person and I couldn't be more grateful for that. Thank you for pushing me whenever I wasn't motivated to run and thank you for supporting me when I needed it most. Dealing with two heart-breaking was easily the most difficult part of my career and I couldn't have gotten through it without you. Even though I didn't end my career at KSC the way either of us wanted, I'm so thankful for all the National trips, the All-Americans, and the "Fun" workouts & training runs. Not only have you impacted my four years in the best way but you have also impacted my future

for all you do.

I'm excited to see what's next! Anyways, I wanted to get you a little something to always remember me & the Di was ☺

Thank you for being an amazing coach and friend over the past four years. I will certainly miss you but I know we'll stay in touch.

Sincerely always,



PAGE 04/12

STAPLES

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09/08/2014 08:07



Dear Pete,

Just want to say thanks for all that you've done.



You're a great coach!

You care to help us with everything!

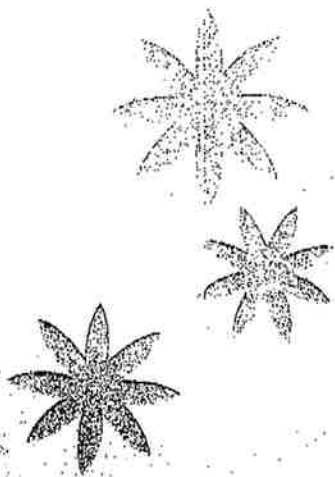
I'm so glad to have had you as my coach for the past 4 years. It is amazing that even when competing this semester as a student teacher, I've run faster than my first year here. You've helped me come a long way. Thanks for your support and dedication to everyone.

being such a positive influence
in his life! With much
appreciation -
[Redacted]

Dear Coach Thomas,

12/10

We would like to thank you
for taking our son, [Redacted] under your
wing) these past five years at RSC.
Not only did you do a fine job in
training and coaching him as a
winner, but more importantly,
building his character as a young
adult. His confidence has certainly
grown as of the track and everything
that he has accomplished as a
runner will have a positive effect
in him for the rest of his life.
Whether or not he continues his
training - well that is up to him, but
at least he knows the impossible
can be possible with hard work,
determination and a little patience.
Good qualities for a young person
to have as they find their way
into the adult world of WORK! We
are thank you for seeing his potential
encouraging him to work his best and



But it's the special people
who help you along the way,

and it's the most
important people
who care enough
to give of themselves
unconditionally.

Thank you
for being one of those
special people.

Pete,

You have become such an important
person in my life these past 4 years.

I want to thank you for all you
have done for me. You have made me
a better runner and person! Thank
you for bringing me to so many
different places to run. The Penn Relays,
Princeton, Iowa, Cali and many more. I will
greatly miss KSC XC + Track + ^{you} YOU!
Love,

PAGE 07/12

STAPLES

16033551384

09/08/2014 08:07

Coach Pete,

Thank you for all you have done for [REDACTED] the last four years. Whenever he had a problem at school he'd say I'll ask Pete, problem solved.

It brought us great comfort knowing [REDACTED] had someone of your character to turn to for guidance.

[REDACTED] is a better teacher for having graduated from Keene State, and a much better person for having known you!

Wishing you all the best!

[REDACTED]

★ ★ ★

Thanks for making it all possible.

Thanks for getting me to where I am today. It would not have happened without you.

Sincerely,

[REDACTED]

Pete,

Thank you so much for the past 4 years!
You've always believed in me and pushed
me to be the best runner I knew I
could be. I'll miss you so much next
year and I don't know what I'll do
without cross yikes! Thanks again for
everything Pete!



05/12

Pete,

Wow - that went by fast.
 I want to thank you for so much I don't know where exactly to begin. Thank you for giving me the opportunity to run for you and represent Keene State College. The experience I have had running for you I will always cherish. I'm not done running which I'm sure puts a smile on that face of yours. You have helped me grow as an athlete, you have been encouraging, supportive, and nagging at times - But this is why I look at you like you were my dad for 4 years. And for all of that I love you!

I believe that one of the best things you do as a coach is getting to know your athletes. Continue talking to them in the office or asking them how school, roommates, boyfriends are. We all know you care because you care.

I have learned a great deal from you about training, racing, coaching, people, and even myself. I love going to this office to set goals. You always showed your belief in me by expressing great enthusiasm. I think I can speak for all of us when I say: The times we didn't believe we could do something you believed so much that we could enough for both of us - we knew we could make it happen.

This year was stressful & disappointing for me running wise. I hope that's not how you remember me. I'm excited for the future and racing on the roads & coaching. This year (though not my best) was my favorite. I had two incredible co-captains and the three of us I think really bonded and we were able to set an example for your future teams. Thank you so much - My college experience would've been so unfulfilling without you, running, or the team.

Love, Sarah Titus

