

PAX Group, LLC

Review of the University of Arizona's Safety and Security Environment

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CONTENTS

I. Introduction	1
A. Purpose of the PAX Review	1
B. Process of Review	3
C. Overview of Report and Its Findings	4
II. Threat Assessment Management Team	6
A. Findings	6
B. University Initiatives	9
C. Recommendations	10
III. University Crisis Response	11
A. Findings	11
B. University Initiatives	13
C. Recommendations	14
IV. University of Arizona Police Department	15
A. Findings	15
B. University Initiatives	17
C. Recommendations	17
V. Communications	18
A. Findings	18
B. University Initiatives	19
C. Recommendations	20
VI. Conclusion	22
VII. Appendix A – Timeline	22

I. INTRODUCTION

A. PURPOSE OF THE PAX REVIEW

On October 5, 2022, a respected professor and community leader, Dr. Thomas Meixner, was shot and killed in the John W. Harshbarger (“Harshbarger”) building by the alleged suspect¹ (“the Subject”), a former University of Arizona graduate student.

On October 24, 2022, PAX Group, LLC, (“PAX” or “PAX Group”) was retained by the University of Arizona (“University”) and began conducting an independent review of the facts and circumstances leading up to, during, and after the tragic incident that occurred on October 5, 2022 (“Incident”). PAX Group was asked to provide recommendations for creating an improved threat assessment management process and safety protocols for the University.

First and foremost, PAX Group offers condolences to the Meixner family and the students and faculty in the Hydrology and Atmospheric Sciences (“HAS”) Department, and those most affected by the events leading up to October 5, 2022. Dr. Thomas Meixner was a husband, father, and professor who made an impact on the lives of his family, students, colleagues, and peers locally and around the world. University faculty and staff who knew him personally articulated to PAX in a resounding voice that Dr. Meixner was “larger than life” – both professionally and in personality. As one close colleague recalled, Dr. Meixner made his students feel as if they could save the world with the work they were pursuing.

PAX especially recognizes the traumatic experiences of the Meixner family and the HAS Department survivors. PAX has observed that everyone we have encountered in this review (victims, family, administrators, faculty, students and staff) has been deeply affected by the events of October 5, 2022 and hopes that the outcome of this review will produce meaningful impact and change to create a safer community. As the timeline and facts will show, at least five (5) members of the HAS community were harassed and targeted by the Subject, leading to a traumatic impact which is tantamount to an attempted targeted mass attack. Additionally, the HAS Department experienced two (2) serious community traumas within a few weeks prior to this Incident.

PAX Group was founded on the principle that the acts of understanding and making a positive impact are both part of the healing process and vital to building trusted relationships that lead to safer communities. PAX deeply appreciates Mrs. Kathleen Meixner’s words in her op-ed in the *Arizona Daily Star*² imploring us and the whole University of Arizona community to “bear down.” It is at this intersection that the challenges and opportunities present themselves to make the community safer. PAX’s findings and recommendations presented herein are intended to support the recovery from the traumatic impact of this devastating act of violence by properly memorializing the loss with clear guidance for achieving

¹ This Report will use the term “the Subject” for purposes of maintaining the integrity of the on-going criminal investigation into the October 5, 2022 Incident unless and until the criminal investigation is complete.

² Meixner, Kathleen. “Local Opinion: UA should ‘bear down’ as it deals with shooting.” *Arizona Daily Star*. 4 December 2022.

https://tucson.com/opinion/local/local-opinion-ua-should-bear-down-as-it-deals-with-shooting/article_e78cf0c8-71c6-11ed-a29c-0b09424434d7.html

impactful action for all University of Arizona campuses. The success of these recommendations relies heavily on community trust; collective and collaborative action; shared language and vision; training; awareness; vigilance; and continued personal agency in safety and crisis response. This Report, including the detailed timeline of Appendix A, should be considered in its entirety as a guide for looking forward. The findings, recommendations, and timeline all play vital roles in understanding the Incident and PAX's recommended way forward.

While the tragedy that occurred on October 5, 2022 is shocking and disturbing, it was not unforeseeable. Targeted and mass violence happens with increasing regularity in many communities and on many college campuses.³ Preventing violence on campus requires deep commitment to a culture of safety, awareness, training, communication, and coordination. It is a never ending process. Like many public institutions, the University of Arizona shares distinct challenges in managing a safe and secure environment in the setting of a higher-education institution. When placed in the context of gun violence and trends of threats to safety on a national level, the organizational challenges of managing an open campus are more nuanced, because public safety threats often require a multi-agency and multi-disciplinary response from the community at large. Today's world requires universities to create a centrally-led, well-coordinated threat assessment process combined with a holistic mental health and community intervention response as a way to effectively assess, manage, and mitigate threats. Vital to this mission are systems for training and a cultural support of personal agency, group planning, and action.

Every critical incident has a “before”, “during”, and “after.” Threat assessment, threat management, and crisis response are about evolving and getting basic things done right again and again: communication; analysis; and coordinated action. Members of the community, students, faculty, and staff impacted by the Incident and crises overall need physical and emotional safety as well as long-term psychological support. An organization that is fearful and paralyzed by uncertainty can compound mistrust and trauma, which can have lasting effects on an organization's health and mission. Crisis response needs to be decisive and impactful in order to minimize and mitigate the trauma on a healthy community.

PAX recognizes that the University campus is relatively – and comparatively – safe. However, reported incidents of violent crime and related activity have steadily increased since 2018, with a peak in activity in 2022.^{4,5} Additionally, independent analysis of data related to crime on campus (violent crime and property crime) indicates that the University measures are nearly comparable to Arizona State University (“ASU”), despite ASU having approximately 15,000 more students. In 2022, the University of Arizona reported nearly twenty (20) more incidents of Aggravated Assaults and Violent Crime, combined, than

³ Based on the US Secret Service National Threat Assessment Center and a growing body of research and analysis consistent with the success of community violence intervention models, mass and targeted violence are preventable when communities are aware, trained, and equipped to identify and holistically respond to individuals of risk to themselves and others. National Threat Assessment Center. (2023). *Mass Attacks in Public Spaces: 2016 - 2020*. U.S. Secret Service, Department of Homeland Security. <https://www.secretservice.gov/sites/default/files/reports/2023-01/usss-ntac-maps-2016-2020.pdf>. Page ii.

⁴ Security Intelligence Integration, LLC. “Crime Assessment – University of Arizona.” For PAX Group, LLC. 9 February 2023. Page 1.

⁵ Aggregated data from Arizona Department of Public Safety's *Arizona Crime Statistics*. 2018-2022. <https://azcristatistics.azdps.gov/tops>. Note: Due to COVID-19 measures (i.e. closed campuses), 2020 and 2021 statistics represent lower instances of crime, but should not be considered an accurate reflection of the existing environment on or around campus.

ASU.⁶ Although the campus is relatively safe, the data on violent crime and related activity is heading in the wrong direction; so, as a community, the University of Arizona must address this.

B. PROCESS OF REVIEW

PAX's independent review consisted of 79 interviews - with a total of 139 individuals included in total⁷ - and thousands of available documents, as further outlined below, including internal and external reports on security such as The General Faculty Committee on Safety for All ("Faculty Safety Committee") Interim Report (February 2023); *Re-Imagining Safety, Security and Law Enforcement at the University of Arizona* (Margolis Healy and Associates, April 2021); the Campus Safety Survey that was distributed to campus on October 17, 2022; and public media reports as additional perspectives and insights to aid our efforts. These reports, and others, were taken into consideration as we shaped our recommendations.

From December 5, 2022, through March 22, 2023, PAX has conducted 79 interview sessions with various members of the University community including survivors, faculty, staff, students, and senior leadership. Interview formats were either in-person or conducted virtually via Zoom. With the assistance of HAS leadership, the HAS Department circulated information about virtual and in-person group sessions as well as two Google Forms through which HAS community members and the support network of those community members could request direct contact with the PAX team or share thoughts anonymously. PAX has reached out to any individual who made such requests and has held a meeting or has attempted to schedule a meeting with each.

The sessions ranged from thirty (30) minutes to ninety (90) minutes or longer. Of the 79 sessions, ten (10) were group sessions of two (2) or more individuals being interviewed, with the largest group session having 22 participants. The following is a list of University units or departments represented in interviews:

1. The Meixner Family
2. Hydrology & Atmospheric Sciences Department
 - a. Faculty
 - b. Staff
 - c. Students
 - d. Support Networks
3. Executive Office of the President & Senior Leadership
4. Dean of Students Office
5. Office of the General Counsel
6. University of Arizona Police Department
7. Chemical and Environmental Engineering Department
8. Counseling & Psychology Services
9. Cultural and Resource Centers
10. Facilities Management

⁶ Security Intelligence Integration, LLC. "Crime Assessment – University of Arizona." For PAX Group, LLC. 9 February 2023. Page 1.

⁷ Total includes meetings with one (1) person as well as total number of participants in group sessions.

11. Faculty Senate and the Faculty Safety Committee
12. Health & Wellness
13. Hillel Foundation
14. Human Resources
15. Marketing & Communications
16. Provost Office
17. Student Government (including the Student Safety Task Force)
18. University Staff and administrators from University satellite campuses

PAX has received over 1,200 files from the University through secure cloud software over the period from October 26, 2022 through February 20, 2023. There are numerous “files” that are a collection of University emails bundled into one PDF file; as such, the number of documents received is more than 1,200. The documents received range from external reports to individual emails and text messages among engaged parties.

Also among these documents are various University proposal drafts (i.e. CAPS Crisis Response proposal); the UAPD’s After Action Report; various media reports which have been reviewed to identify substantive and substantiated information; and University communications and other public statements.

PAX also received and reviewed hundreds of pages of documents provided by the University community mainly consisting of emails and text messages offering additional insight into the circumstances leading up to the Incident. Open channels of communication were maintained with the survivors, Faculty Safety Committee, HAS Department, student government and other interviewees.⁸

C. OVERVIEW OF REPORT AND ITS FINDINGS

This Report presents major themes and actionable recommendations that focus on systems, processes, and practices that elevate campus safety. These recommendations will require ongoing collaboration and coordination with all stakeholders, including faculty, students, staff, community partners, and experts for effective implementation. The Report does not provide granular recommendations to address the needs of every building, department or unit on campus as that is a continuing process in which the University of Arizona has to commit to in the long run.

Based on interviews conducted and the review of the extensive information made available to us, PAX recognizes that the University is strengthened by a sense of community and people who are dedicated and motivated to elevate its safety. All departments have been cooperative and, in our assessment, candid in their feedback. Our review has been expansive and inclusive because of the community's involvement and cooperation. It was through the cooperation of this community that PAX has been able to identify multiple, broadly themed findings and recommendations.

⁸ The Faculty Chair was interviewed on December 7, 2022 and the Chair of the Faculty Safety Committee was interviewed on December 14, 2022. The Faculty Safety Committee Interim Report was received on February 1, 2023 and all press releases and media coverage of the report were reviewed by PAX. Another Faculty Safety Committee member, who is a part of HAS, participated in a group Zoom meeting for HAS Faculty and Staff on January 24, 2023. On January 9, 2023; January 11, 2023; and February 8, 2023, the Faculty Safety Committee was encouraged to share any additional information it wished for PAX to review.

There are three (3) main themes and four (4) areas or units within the University community that PAX has identified as being in need of improvement. The main themes are: 1) understanding and managing threat; 2) providing a consistent, empathetic, and compassionate response; and 3) the decentralization and breakdown of communications. The areas or units highlighted in this Review are: 1) Threat Assessment Management Team; 2) Crisis Response; 3) University of Arizona Police Department (“UAPD”); and 4) Communications.

It is important to note that PAX’s findings contained within this Report are based on a review of information that has been aggregated from multiple units, which was not always circulated to all parties responsible for decision making or response in real time, and has been reviewed by PAX in hindsight of an actual outcome. With this in mind, PAX believes that the timeline reveals the significance of ensuring that decision-making units have all available information in a centralized and organized system.

The Report outlines findings and recommendations that enable the University to begin advancing towards the implementation of effective changes to strengthen its existing safety and security systems. The recommendations associate with the safety themes identified and align with the respective area or unit. It is PAX’s belief that these recommendations are specific enough such that they may be initiated – and in certain instances completed – in a timely manner. Recommendations are presented in each section of the Report in order of importance to assist the University in prioritizing them based on relative cost and organizational commitment required for implementation. In addition, our recommendations should not become a checklist for completion but rather a guide to continue to focus on safety. Some recommendations over time may not be as important as they are today and a deliberative group should continually assess safety and the relevance of our recommendations.

There are multiple units within the University community that have already begun to develop proposals that seek to implement policies or programs to help foster a more cohesive, effective security environment. The University initiatives that are most closely associated with PAX’s findings will be highlighted throughout the Report. We recognize the effort of the University community to commit to implementing changes across its campuses. The initiatives that have been put into motion already are consistent with the findings presented herein.

Finally, PAX has created a detailed timeline of facts surrounding the October 5, 2022 Incident. The information presented within this timeline may not identify *every* instance of an event or communication related to the Incident.⁹ However, it does support PAX’s recommendations, and is based upon the information that we have been able to scrutinize in our review to determine the best practices for threat assessment and management in the future, while respecting the privacy of those involved.

⁹ PAX Group’s review of the October 5, 2022 Incident has avoided any conflict with the criminal proceedings against the Subject.

II. THREAT ASSESSMENT MANAGEMENT TEAM

A. FINDINGS

Prior to the Incident on October 5, 2022, the University was not running an effective Threat Assessment Management Team (“TAMT”) in a way that is viewed as best practice among organizations of its size and scope. An ineffective TAMT process led to a series of decisions and actions that presented multiple opportunities for the Subject to continue to harass and threaten University of Arizona community members. The absence of a coordinated TAMT leadership team placed an undue burden on administrative functions, such as Dean of Students (“DOS”), Office of General Counsel (“OGC”), and HAS Department leaders, to make risk management and law enforcement decisions to prevent violent acts. This led to a decentralized and fractured approach to managing the risk which limited coordination and communication. Additionally, there were multiple missed opportunities by UAPD to engage, disrupt or arrest the Subject prior to the Incident and there was a lack of coordination among UAPD and regional law enforcement agencies to gather information that would have presented a more complete picture of the seriousness of the threat and provided more substantial reasons for arrest. TAMT existed as a group with extremely dedicated members who were problem solvers but lacked a consistent, effective, and well-managed threat process.

TAMT did not have a full-time leader, dedicated support, or formalized meetings and reviews. There are many qualified individuals within the University community (Emergency Management, DOS, UAPD, Facilities Management, and Threat Assessment and Critical Incident Response working teams, for example); however, the decentralization of nearly all major processes across campus prevents these individuals from effecting necessary changes to plans and programs. TAMT was previously reviewed by an external security expert group, which resulted in a detailed report, a comprehensive outline, and recommendations for an effective model of threat assessment and threat management in April 2019. Those recommendations remain pertinent and consistent with reforms currently being implemented by TAMT with guidance from an external security consultant.

A review of the University environment highlights the fact that the University does not consistently or centrally coordinate training, awareness, or reporting of safety and security concerns; nor does it have a clearly published or utilized reporting system for threats and disruptive behavior, including the clear ability to make anonymous reports of concerning or threatening behavior. The reporting function found on the TAMT website¹⁰ is not commonly the method used to report concerns; most often concerns are circulated internally when such concerns are brought to the attention of individuals who serve or have served on TAMT in the normal course of their full-time positions.

PAX also reviewed an internal April 2018 “Threat Assessment Management: Initiatives and Recommendations” outlined by TAMT members (“TAMT 2018 Proposal”), which recognizes that TAMT was “not yet fully maximizing its effectiveness in the area of prevention as a result of several factors” and

¹⁰ "Threat Assessment Management Team | Report An Incident." *University of Arizona, Threat Assessment Management Team*. 2023. https://uarizona.co1.qualtrics.com/jfe/form/SV_eKI95SMA899tIcm.

sought the support of University leadership.¹¹ As early as May 23, 2018, TAMT lead members met with select University Senior Leadership to present the team’s recommendations and highlight the importance of having “leadership input to support a sustainable and effective TAMT response.”¹² In July 2021, TAMT was again preparing to discuss the role of TAMT with Senior Leadership more than three (3) years after the TAMT 2018 Proposal was first presented to leadership.¹³ At that time, one TAMT member provided insight from what “[was] still relevant from the summary [TAMT] offered a few years back [to select Senior Leadership members.]”¹⁴ Another TAMT member noted that Senior Leadership would need to determine if TAMT was something the University would want to continue and that, “We may have a great deal of educating to do before getting to the critical point of their true understanding of the role...[I]t has taken years to get to this moment and none of us seem to know why.”¹⁵

TAMT still was not a formalized organization operating effectively in order to collect the information it received from various sources and to properly coordinate an aggressive response and intervention prior to October 5, 2022. Threat assessment and management is largely based on the ability to collect and connect the dots – consolidating information and insights for coordinated action. TAMT’s lack of a single coordinator or leader limited its effectiveness to fully assess, coordinate management, and implement a strategy (including advocacy) for protective orders, mental health or community interventions, and the arrest(s) of the Subject. Numerous leaders in the group took the initiative to propose solutions or address issues but a lack of a consistent process created an *ad hoc* and inconsistent manner of handling specific cases.

TAMT’s informal structure additionally limited its ability to advocate for prioritization and potentially place pressure from the University onto Pima County Attorney’s Office (“PCAO”) and the Constables Office, which was ineffective in issuing appropriate orders and failed to even serve the Subject after visiting his residence. PCAO denied two additional injunction orders, mostly due to, in their review, an insufficient cause.¹⁶ These cases appear to be presented without a holistic picture of information on the Subject’s threats toward faculty and staff and the deep insight from ongoing dialogue with faculty. Critical decisions around sharing information across departments varied greatly and unevenly, especially within UAPD, among faculty, students, and the campus community.

While many individuals whom PAX interviewed believed the OGC and DOS’s concern for privacy and FERPA-related issues chilled information sharing, documentation reviewed reveals that both units recognized the need to share information with those who had a need to know under the safety and security

¹¹ Threat Assessment Management Team. “TAMT - Executive Summary.” 30 April 2018. Forwarded to “UA leaders” according to a TAMT email of the same date.

¹² Timeline Ref. 003: TAMT Team. Email between TAMT members. 23 May 2018, at 15:55:00.

¹³ Timeline Ref. 013: TAMT Team. Email between TAMT members. 27 July 2021, at 08:23:11.

¹⁴ Timeline Ref. 014: TAMT Team. Email between TAMT members. 27 July 2021, at 12:36:00.

¹⁵ Timeline Ref. 015: TAMT Team. Email between TAMT members. 27 July 2021, at 15:19:00.

¹⁶ Murillo, Lupita. “Pima County Attorney's Office Reacts to Police Reports That Were Recently Released.” *KVOA*. 4 November 2022.

https://www.kvoa.com/townnews/law/pima-county-attorneys-office-reacts-to-police-reports-that-were-recently-released/article_b2fe902c-5be2-11ed-adbd-7fa94df99bde.html.

exception of FERPA.¹⁷ Further, individual understanding of FERPA and privacy also contributed to confusion on what could and could not be shared about the prior HAS traumas and information about threats made by the Subject.

UAPD and DOS accepted the responsibility to co-lead TAMT but, overall, neither department was adequately resourced to properly assess and manage threats in conjunction with existing department-specific responsibilities. The review of the timeline indicates that DOS did not aggressively pursue information gathering and analysis for subsequent sharing with the other responding departments (UAPD and OGC). Around the same time that a HAS faculty member reported communication from the Subject to UAPD, DOS had received an email from the Subject which was considered threatening and subsequently reported to UAPD.¹⁸ A threat assessment process that prioritizes communication and responds with support for those involved would have identified the similarities and allowed for DOS to call on UAPD for a response supported by documentation. Such a process also would have recognized that the communications by the Subject had elements of hate and bias, which should be shared with appropriate parties for purposes of general intelligence, event planning, and situational awareness for leaders of specific communities (i.e. the Hillel Foundation and the University's Jewish and Asian communities). The documentation of these facts, within a robust process, would also allow for effective leverage of the UAPD's Joint Terrorism Task Force ("JTTF") team member for better intelligence, background, and resources.

Further, due to the lack of formalized procedures, the decision-making aspect of TAMT during the situation involving the Subject improperly fell to the OGC to advocate for a threat management plan. The lack of formalization prevented TAMT members from being able to aggregate information that the HAS Department was providing for proper assessment of the threat level; this led to each TAMT member hesitating to offer a proactive response to information until what was received actually crossed a certain legal or criminal threshold, when pre-incident indicators may have been more clearly identifiable had the information received been assessed collectively. Confusion had already existed around the understanding of privacy and FERPA considerations, particularly within HAS, because of the HAS Department's reported experience of having to manage FERPA concerns when attempting to communicate empathetically to the HAS community on two community traumas that occurred prior to October 5, 2022. In this Incident, the sharing of the harassment, threats, personal knowledge of the Subject, and insights

¹⁷ Timeline Ref. 354, 362, 386, and 400:

(354) DOS Member. Email to HAS Faculty Members and OGC. 28 January 2022, at 08:23:00. *DOS shares language to explain that the Subject is placed on interim suspension and such details can be shared with faculty and staff for safety purposes.*

(362) OGC Member. Email to HAS Faculty Members. 28 January 2022, at 17:40:03. *OGC notes that HAS is not forbidden from mentioning security concerns as basis for actions taken (i.e. moving classrooms); however, OGC does note in the email that FERPA prevents the department from sharing details of those security concerns for protection of student privacy.*

(386) OGC Member. Email to HAS Faculty Members. 01 February 2022, at 17:58:00. *Related to distributing CatCard photo.*

(400) OGC Member. Emails to HAS Faculty Members. 03 February 2022, at 15:25:21. *OGC notes that the Subject is no longer a student so the expulsion status can be shared.*

¹⁸ Timeline Ref. 236 and 239: (236) DOS. Report to UAPD. 16 January 2022, at 13:24:00; (239) HAS Faculty Member. Email to DOS. 16 January 2022, at 13:46:00.

among all key parties would have helped the University better prepare, manage, and act. Consistent with similar threat scenarios, there is uncertainty in how to balance the tension between actions and communications that may result in unnecessary violent reactions from the Subject and the hope that the Subject would devolve into nonresponse by simply choosing not to respond to the threats.

On several occasions, HAS Department leaders presented concerns for the Subject's mental health and suggested some actions to be taken by DOS, OGC, and UAPD. Within the timeline of events presented in this Report, there are communications in November 2021¹⁹ and January 2022²⁰ in which HAS faculty members raise those concerns. While DOS sent the Subject links to campus mental health resources²¹ and UAPD informed the Subject verbally of resources available²², it appears that the concerns raised should have led to a series of law enforcement investigative steps – especially when combined with the knowledge of other concerning behaviors such as estrangement from family²³ and past criminal history.²⁴ The decision to run a background check would have presented a broader picture of the risk in the email communications and actions of the Subject.

While a subsection of the Critical Incident Response Team (“CIRT”) was active and engaged by Senior Leadership in the University's COVID-19 planning and response, there is an overall lack of formalization, training, and frequent practice in executing strategic plans for a consistent response to threats and critical incidents by TAMT and CIRT. There are many qualified members on TAMT but they are often burdened with having primary leadership roles in departments that are not conducive to the regular and timely engagement TAMT work requires. The TAMT unit did not have a formal mandate or charter from the University, even though the group requested formalization in 2018 after an external review was conducted on the group's capabilities and resources at the time.

B. UNIVERSITY INITIATIVES

(1) Formalization | The University has begun the process of formalizing a charter for TAMT and defining improved structures for roles and responsibilities, protocols, and actions.

¹⁹ Timeline Ref. 021, 026, and 048:

(021) HAS Faculty Member. Report to the DOS reporting system. 3 November 2021, at 12:22:00.

(026) HAS Faculty Member. Call with DOS re: the November 3, 2021, incident in the HAS building. 4 November 2021, time unknown.

(048) HAS Faculty Member. Report to UAPD. 12 November 2021, at 07:33:00.

²⁰ Timeline Ref. 194, 233, and 234:

(194) HAS Faculty Member. Report to the DOS reporting system. 11 January 2022, at 19:10:00.

(233) HAS Faculty Member. Email to DOS. 16 January 2022, at 12:51:50.

(234) HAS Faculty Member. Email to College of Science Faculty Members. 16 January 2022, at 12:57:00.

²¹ Timeline Ref. 188 and 385: DOS. Email to the Subject. (188) 10 January 2022, at 10:10:00; and (385) 1 February 2022, at 13:55:00.

²² Timeline Ref. 348: UAPD. Incident Report. 26 January 2022.

²³ Timeline Ref. 239: HAS Faculty Member. Email to DOS. 16 January 2022, at 13:46:00.

²⁴ Timeline Ref. 315 and 337:

(315) HAS Faculty Member. Email to DOS. 23 January 2022, at 09:37:17.

(337) TAMT Internal Email. 25 January 2022, at 11:11:05.

(2) Resources | Prior to approximately 2018, there was a forensic psychologist that TAMT could leverage as an external expert to assist in making assessments of an individual. It is unclear at this time why this resource was not accessible to TAMT in the past few years. The external consultant who is focused on working with TAMT has already begun assisting in re-establishing a forensic psychologist resource and has implemented a part-time administrative support role as of mid-November 2022.

(3) Campus Training | In its ongoing efforts to strengthen campus safety, the University has contracted with an external threat management expert to conduct a training entitled, “Recognizing and Responding to Concerning or Threatening Behaviors.”²⁵

C. RECOMMENDATIONS

#	Process Owner	Recommended Action: Policy – Process - People
001	Senior Leadership + TAMT	Reform TAMT and review primary and secondary policies supportive of TAMT. (University Initiative underway)
002	President	Establish TAMT with a charter to allow the team to begin properly developing policies, processes, and guidelines. TAMT lead should meet with the President at least annually and on an as-needed basis.
003	TAMT + CAPS + BIT	TAMT members should work with CAPS and the BIT to identify opportunities for off-ramping to the appropriate units and opportunities to coordinate between the groups to provide greater insight for TAMT (or CAPS / BIT) intervention if deemed necessary in an assessment.
004	Senior Leadership + TAMT	Hire a TAMT Coordinator (who reports to the President’s Office and is not attached directly to UAPD or OGC) to facilitate the TAMT meetings regularly and maintain a systematic structure for assessing and managing threats. Consideration for this position may be given to an early-career individual or someone who can oversee more than UAPD or OGC matters, but who also has a background in threat assessment and management similar to TAMT (i.e. Incident Command System protocol, Crisis Intervention and Law Enforcement, etc.).
005	Senior Leadership + TAMT	Develop an implementation plan for the remaining 2018 TAMT External Report recommendations. (University Initiative underway)

²⁵ President Robert C. Robbins. “Feb. 21 Sessions: Recognizing and Responding to Concerning or Threatening Behavior.” *Email*. 6 February 2023.

#	Process Owner	Recommended Action: Policy – Process - People
006	TAMT	TAMT should include at least one (1) communications person whose sole responsibility is to serve on TAMT.
007	Senior Leadership + TAMT	TAMT should have resources available, such as a forensic psychologist or law enforcement resources, to contact subjects under review by TAMT.
008	Office of the General Counsel	The Office of General Counsel should review and assess the legal aspects of deciding to mandate certain interventions around Code of Conduct and behavioral concerns. OGC should then proceed to provide clear guidelines to establish the use of mandatory utilization of mental health support in the resolution of Code of Conduct or behavioral concerns.
009	TAMT	Ensure threat assessment processes include the following: 1) Prompt and thorough interviews of all those with information related to the situation including victims, associates, department heads, DOS, Provost Office, etc. 2) Interviews should seek to understand what, if any, support systems exist (i.e. family, friends) for the individual under assessment; 3) Complete a background check, scrub of social media, and review (or request for) TPD records; 4) Include Human Resources and external consultant at initiation; and 5) Continue to proactively seek information from all available sources and maintain it in a centralized manner (i.e. timeline or dashboard application).
010	Office of the General Counsel	Ensure current FERPA training clarifies accurate understanding of FERPA, privacy protections, and clear exceptions.

III. UNIVERSITY CRISIS RESPONSE

A. FINDINGS

The campus culture has remained decentralized and uncommitted overall in terms of crisis response:

- Training and drills for emergency response are not prioritized by Senior Leadership;

- Emergency Response Plans²⁶ for each unit or department are encouraged but not mandated by Senior Leadership;
- Understanding and application of emergency response fundamentals are inconsistent across units and departments;
- Funding for security enhancements is decentralized and the responsibility of each requesting unit, which creates inconsistencies in security measures across campus. This decentralized approach to security enhancements will lead to an inefficient and inconsistent implementation of security measures across campus;
- Departments seeking assistance in responding to threatening situations are essentially left to manage things internally until the situation reaches a level of potential violation of the University Code of Conduct or threats of violence;
- Understanding of risk within the community (i.e. what is considered a threat and what is more appropriately deemed “concerning”) is inconsistent. Without consistent, dedicated crisis response, the University is forced to move from crisis to crisis, which results in overwhelmed assessment and response teams and continued misunderstandings between involved parties.

Further, safety and security training was inconsistent and, again, oftentimes wholly nonexistent across campus. Moreover, in relation to the Incident on October 5, 2022, emergency alerts were often misunderstood and/or ignored by the community. Active Threat/Active Shooter training is by request and is highly sought after by campus groups; yet, like many institutions and organizations throughout the nation, overall safety and security training is generally not prioritized by units, departments, or groups. For example, when establishing a “master plan” for a new building, security considerations such as practical and accessible emergency egress routes should be considered, but this does not tend to be a common practice. A shift in mindset must develop across the entire University community so that safety and security are taken as seriously as laboratory safety or Risk Management regulations by connecting safety and security with the dedication to commercial, occupational, and resource protocols already established.

Inadequate security systems and procedures throughout the University and its buildings made the campus vulnerable to internal and external threats. While a Campus Emergency Response Plan (“CERP”) exists, there is a lack of robust mechanisms in place to ensure training of *all* key personnel,²⁷ building community awareness, or conducting drills with those outside of working teams such as CIRT. It was noted numerous times throughout the review that people could hardly recall the last time there was a campus-wide drill related to emergency response (i.e. fire drill).²⁸ It is important to note that the community, like many others, often does not proactively seek these drills out until an incident occurs. Further, the CIRT Executive Team, which makes the decision of how to respond in a crisis situation (i.e. deploy CIRT, engage regional support, etc.) and includes Senior Leadership members, reportedly has not practiced the CERP with the University Emergency Management team in the past five (5) years. A drill that involves all responsible parties as outlined in the CERP is vital not only for the sake of leadership’s

²⁶ Also referred to as Emergency Preparedness Plans, Emergency Management Plans, etc.

²⁷ CIRT has conducted table top exercises in the past few years, but documentation does not clearly identify members of Senior Leadership.

²⁸ Documents reviewed by PAX show an Active Shooter drill was conducted on August 14, 2019. In September 2022, a tabletop exercise for emergency operations was being planned; prior to that, the most recent CIRT tabletop exercise was conducted on March 15, 2022.

familiarization when an incident occurs, but also to ensure an understanding of how to provide guidance to each leader’s direct reports in order to create unit and department emergency response plans that align with City, County, and State plans and resources.

Existing emergency plans are not practiced or trained campus-wide in such a way that clearly defines the roles and responsibilities of those involved (i.e. CIRT Working Team members, the CIRT Executive Team, Senior Leadership Team, etc.), nor do units and departments seem to practice plans (if a plan exists for the unit / department). Most response procedures are carried out by CIRT based on the existing experience of team members who have attended the tabletop exercises and may vary based on the incident at hand. However, for new team members or instances during which an experienced member is not able to be contacted, the steps to take are not as readily evident mainly due to lack of training and unit- or role-specific guidance. There is also a lack of leadership within the CIRT process when CIRT is engaged and appears to change based on the availability of members as incidents arise or as Senior Leadership deems necessary.

On October 5, 2022 a few key team members of the CIRT Working Group had begun preparing the setup of an Emergency Operations Center and contacting team members to be on standby should CIRT be activated. To activate CIRT according to the CERP, the Executive Team would be notified by the Campus Incident Commander after determining the severity of the incident and the team would convene (in person or virtually) to decide if they have the information necessary to make the next decisions: cancel classes; lockdown; etc. The CIRT Working Group would be engaged if the CIRT Executive Team decides it is necessary because the situation is not de-escalating. The general understanding among CIRT Working Group members is that their team was not activated for the Incident, because leadership believed the resources needed to respond were already engaged and sufficient for the Incident. However, the CIRT Working Group could have also been used as a post-incident resource to coordinate and manage ongoing needs of the community (i.e. managing communication logistics; engaging with regional resources such as the Pima County Office of Emergency Management’s Critical Incident Team and the Southern Arizona Interagency Peer Support Team for mental health response; etc.), but was not engaged as such.

While there is room for improvement in many aspects of the University’s safety and security environment, such as language used in emergency notifications and the frequency with which existing plans are practiced, these changes will only be effective if they are received by a knowledgeable community that is familiar with the expected response to such alerts. Therefore, the need for the University community *as a whole* to support and engage in safety and security cannot be overstated.

B. UNIVERSITY INITIATIVES

(1) Training for the Community | On January 18, 2023, President Robbins sent a message to the community via email providing an update to campus safety and security. One of these updates is a call to action: a request by the President that the community review or participate in the Active Shooter training offered.²⁹

²⁹ President Robert C. Robbins. “Campus Safety Update.” *Email*. 18 January 2023. See “Online Preparedness Training for Individuals” and “In-person Preparedness Training for Units” sections of referenced email.

(2) CAPS Crisis Response Team | University Counseling and Psychology Services (“CAPS”) has proposed a crisis response plan detailing an Alternative Response Program to establish a trauma response and mental health crisis team.

(3) Crisis Communications Plan | The University’s Central Marketing and Communications team is in the process of proposing a “Crisis Communications” plan detailing internal recommendations that the team is requesting be implemented immediately.

(3) Centralized Camera Policy | The University has begun comparing policies from PAC-12 peers to establish a centralized security camera policy so that all University units with security cameras adhere to one institutional standard.

(4) Facilities | Facilities Management is overseeing on-going projects such as access control mechanism installation and camera upgrades or installation across campus; it should be noted, though, that these projects often have to be carried out over multiple years for various factors such as cost and complexity.

C. RECOMMENDATIONS

#	Process Owner	Recommended Action: Policy – Process - People
001	University Initiatives	Develop a six-month, strategic post-crisis plan from the CAPS and Life & Work Connections, Human Resources, and Marketing & Communications teams. These plans should not be incident-specific but should develop clear guidelines for responding to a crisis from each unit’s perspective, how to provide for the safety and security of individuals with various accessibility needs, and how the University can work cohesively in that response. Plans should include methods of providing support and maintaining a productive relationship with individuals who are directly involved in an incident.
002	TAMT + CIRT + Senior Leadership	Conduct quarterly Crisis Management exercises with TAMT and CIRT not only for the benefit of those teams but also to practice how to apprise Senior Leadership of what is going on within those groups. The University should include a drill involving a similar situation as October 5 into one of these exercises.
003	Senior Leadership	Continue to host listening sessions and facilitate discussions with those directly affected. Groups should be scheduled in terms of priority: those directly involved in the situation; those with knowledge of the situation; and the community at large.
004	CAPS + Life and Work Connections	Review existing policies and programs to identify ways to simplify how students, faculty, and staff can engage with support resources especially during high-stress times. Considerations should be given to “lessons learned” through prior experience.

#	Process Owner	Recommended Action: Policy – Process - People
005	Human Resources	Review and assess use of background checks for all faculty, staff and volunteers at University to include postdoctoral positions. (University Initiative underway)
006	Senior Leadership + Faculty & Staff	Require all department faculty and staff to go through improved onboarding and annual safety training to establish a more consistent and coordinated response from all on campus during a crisis. Annual training should include tabletop training for key leadership at the University. (University Initiative underway)
007	President	Assess and enhance access control technology and alert systems across all department buildings on campus. Prioritize buildings based on risk, threat, building design, population, and identified vulnerability of users. (University Initiative underway)

IV. UNIVERSITY OF ARIZONA POLICE DEPARTMENT

A. FINDINGS

The University Community’s sentiment toward UAPD has evolved over the past few years, which is reflective of the national dialogue regarding law enforcement. This gap is articulated in the *Re-Imagining Campus Safety Security and Law Enforcement at UArizona* report of April 23, 2021, which identified areas of UAPD’s climate, the need for a cohesive strategy for community and stakeholder engagement, and enhanced transparency. In trying to establish better rapport with the campus community as a whole, UAPD has been asked in some cases to cease community engagement efforts. The UAPD has endeavored to rebuild relationships with partners on campus through the UAPD’s Community Engagement Unit as a general practice over the years but also in response to the April 2021 report. While there have been a few instances of higher sensitivity, there is an overall pattern of community members requesting increased presence of UAPD patrol on campus especially after the Incident on October 5th. This has led to more groups on campus working together with UAPD for things like active threat training and partnering on Residence Life rounds, but the UAPD, like a majority of police departments across the nation, is forced to operate in a limited resource capacity.

A fundamentally strong and empathic law enforcement response to threats is critical to community trust in law enforcement. In regard to the Incident, UAPD responded by contacting the Subject at his residence two times. Once on January 26, 2022 in response to on-going concerns reported by HAS faculty members;³⁰ and then again on April 15, 2022 with intent to arrest the Subject³¹ in response to two specific communications from the Subject to a University Hearing Board (“UHB”) member, against which the UHB member wanted UAPD to file charges. According to UAPD, an arrest in April 2022 was not executed because the Subject refused to come out of his residence.

³⁰ Timeline Ref. 348: UAPD Incident Report. Contact made on 26 January 2022, at approximately 16:15:00.

³¹ Timeline Ref. 667: UAPD Incident Report. Contact made on 15 April 2022, at approximately 15:30:00.

UAPD did not aggressively pursue the Subject at key moments of the threat investigation and did not fully leverage cooperation from the Tucson Police Department (“TPD”), FBI JTTF or the PCAO. Without a common understanding of the threat posed by the Subject and an effective TAMT and intervention strategy, UAPD made no contact with the Subject between the last contact at the Subject’s residence on April 15, 2022, and when the Subject went to UAPD’s building to retrieve a VIN verification for his vehicle on September 27, 2022. The last charge request by UAPD was submitted on September 16, 2022, in a bundle of routine requests and with comments that the Subject was not likely to return to campus. PCAO declined this last UAPD charge request based on a lack of “specificity, immediacy, and a manner in which to carry out the threat.”³² Further, the Pima County Constables Office was ineffective in issuing appropriate orders and failed to even serve the Subject with an Order of Protection filed by a HAS faculty member.

There were at least three key moments when UAPD and an effective TAMT management strategy could have intervened with the Subject: 1) when the Subject was spotted on campus in violation of the February 2, 2022 Expulsion; 2) when the Subject initially sent threatening emails/texts to HAS faculty; 3) or when the Subject entered the UAPD station to run license plate numbers to see what came up on his new vehicle on September 27, 2022. Overall, the University’s culture of moving from incident to incident, without improving the process to create a clear threat management and investigative strategy, led to missed opportunities for mitigation and intervention.

There is one documented occasion of UAPD proactively seeking intelligence related to the Subject in mid-January 2022; other instances include periodic searches through the FBI’s National Crime Information Center (NCIC) as early as February 6, 2022. However, there does not appear to be documentation surrounding any actions responsive to such intelligence. PAX did not receive documentation that demonstrates any attempts by UAPD to seek additional information or intelligence from law enforcement counterparts related to the Subject, beyond the one instance. Moreover, upon receipt of concerning contacts, UAPD tended to leave the decision on “next steps” to faculty, staff, or students – most often, charges were not intended to be filed by these individuals out of fear of retaliation.

PAX did not review documentation that demonstrated any coordination by UAPD internally or externally with local or regional law enforcement partners throughout the course of events leading up to the Incident. As many in the University community are now aware after information was released, the Subject had contacted a seller via text message in an attempt to purchase a handgun from the seller.³³ According to our review, this information was reported to Tucson Police Department and was not known by UAPD until after the Incident. However, this information points to the fact that proactive coordination with partners across all law enforcement agencies is critical to effective threat management and investigations.

Review of UAPD’s October 5, 2022 After Action Report did not include the fact that the Subject appeared at UAPD on September 27, 2022 with not action taken or that the fire alarm at Harshbarger was

³² Novitsky, Mikala. “Pima County Attorney speaks on why accused UA shooter wasn’t charged for crime of threats and intimidation.” *KOLD News 13*. 18 October 2022. <https://www.kold.com/2022/10/19/pima-county-attorney-speaks-why-accused-ua-shooter-wasnt-charged-crime-threats-intimidation/>.

³³ “Alleged UA shooter purchased gun weeks before fatal shooting.” *Arizona Daily Star*. 11 November 2022. https://tucson.com/news/local/alleged-ua-shooter-purchased-gun-weeks-before-fatal-shooting/article_a6ece874-61f0-11ed-bf81-3f051033c081.html.

pulled during the Incident, which further confused those in the building on whether they should remain sheltered in place or leave the building. The latter is a departure from best practice that came to PAX’s attention during the review and is relevant to the overall assessment of the need for better and more frequent training, communication, and a steadfast adherence to best practices within the department.

B. UNIVERSITY INITIATIVES

(1) Margolis Healy Recommendation Implementations | The UAPD is making progress on the recommendations made by Margolis Healy in the April 2021 report.

(2) Mass Notification System | The University established a UAlert working group and UAPD is currently researching new mass notification systems for University leadership to consider implementing.

C. RECOMMENDATIONS

#	Process Owner	Recommended Action: Policy – Process - People
001	Senior Leadership	Establish a Public Safety unit/leader with responsibility for Crisis Management, Response, and Training, including the planning, management, coordination, and implementation of any building/department-specific crisis and emergency plans across all University campuses.
002	Building Managers + UAPD + Facilities Mgmt	Require each building and department on all of the University’s campuses to work with UAPD, Emergency Operations, and Facilities Management on building and department-specific lockdown / crisis response implementation, accounting for any special accessibility needs (e.g., disabilities or international visitors). The University should establish a tiered approach to this recommendation and begin with the spaces that are higher risk for disruptive behavior (i.e. Financial Aid, Dean of Students, Human Resources, CAPS, etc.). (University Initiative underway)
003	UAPD	UAPD should continue active threat training and find ways to adapt and encourage even those members of the community who may be more hesitant to participate. (University Initiative partially underway)
004	UAPD	UAPD should continue implementing recommendations from prior evaluations and continue developing partnerships with local law enforcement agencies to build better cooperation and communication to protect the campus and the community surrounding the University. Examples: host regional LEOs for a monthly meeting; establish data, intel and coordination

#	Process Owner	Recommended Action: Policy – Process - People
		meetings; and better leverage officers assigned to FBI JTTF and other task forces.
005	UAPD	Audit the Special Investigations Unit ("SIU") workload, cases, personnel, and investigative work processes to assess capacity to manage the current SIU caseload and coordinate with TAMT, DOS, TPD, FBI JTTF, and community mental health resources. Increase supervision and oversight of the SIU to ensure timely, empathetic, effective responses and complete investigations and prioritize support of threat-related investigation.
006	Marketing & Communications + UAPD	Central Marketing and Communications team should work with UAPD Community Engagement Officers to establish a tiered program to reimplement campus engagement with police officers for the purposes of establishing rapport with the community.
007	UAPD	UAPD should demonstrate progress on its website in the implementation of Margolis Healy report recommendations.

V. COMMUNICATIONS

A. FINDINGS

Based on PAX’s assessment of the fractured communications within and between UAPD, OGC, DOS, HAS and TAMT³⁴, the threat that the Subject posed was underestimated by those most involved outside of the HAS Department. Though the situation was routed to TAMT mid-January 2022³⁵, there was no real ownership of this particular threat.

There was no formal link between TAMT and University Communications across campus, which created a vacuum of information during critical, early moments in managing the threat. Further, Communications at the University is decentralized across all departments, including the President’s office and UAPD, which led to confusion and an inconsistency in communications following the Incident. Further, no pre-rehearsed, coordinated crisis communications plan existed among the communications teams at the University that could have served as a guide during the follow-up to the Incident. This resulted in multiple leaders sending out their own messages, which deviated from the central message, to direct reports or other campus groups.

³⁴ For this situation, TAMT had overlap between individuals from UAPD and OGC who were in direct and frequent communication with HAS faculty members.

³⁵ Timeline Ref. 243: Human Resources. Email to DOS TAMT Member. 16 January 2022, at 18:13:00.

University Communications and the UAPD Public Information unit have historically operated somewhat separately, but in the wake of October 5, the UAPD was responding to the media in order to prevent sensitive law enforcement-related information being disclosed. A lack of coordinated response between University Communications and UAPD resulted in incomplete communications that made the University community feel unheard and unsafe. The primary UAPD Public Information Officer was not heavily involved in briefing the Chief of Police on the facts of the case. Further, the Chief of Police’s statement that the situation was something that “you can’t even predict”³⁶; that she could not speak even generally to details not related to the investigation regarding the Subject or his relationship with the HAS professors; and that her message to the University community to “See Something, Say Something” and, moreover, to “do something”³⁷ if a concern is identified, angered those who had been asking for UAPD to arrest the Subject for nearly one year.

The UAlert system experienced subscriber glitches prior to the Incident which left faculty and staff without alerts during the Incident. PAX also learned through our review that mass emails are often identified as “spam” on the University’s server. This resulted in a 5-15 minute buffer or delay before the system could identify the mass UAlert *email* as not spam.

The University did not immediately provide or sustain one-on-one communications with the victims and the victims’ families which led to a perception that University leadership was insensitive to the impact of the Incident.

B. UNIVERSITY INITIATIVES

(1) UAlert | The University had established a campaign prior to October 5, 2022 to encourage community members to “opt-in” to receiving UAlerts. After October 5, 2022, the University decided to change the former policy to automatic enrollment into the UAlert system for all students, employees, and Distinguished Campus Colleagues “through both their University email addresses and cell phone numbers, if provided to the University.”³⁸

(2) Communications Plans and Protocols | The University has proposals underway to create a formalized crisis communications and response plan. The intention of the University is to share the plan

³⁶ Statement made by Chief of University of Arizona Police Department during Press Conference on 5 October 2022. See approximate minute marker 07:06.
https://tucson.com/news/local/crime-and-courts/watch-university-of-arizona-police-address-fatal-campus-shooting/article_95036af6-4509-11ed-a052-43ba8ccb2be.html.

³⁷ Statement made by Chief of University of Arizona Police Department during Press Conference on 5 October 2022. See approximate minute marker 10:02.
https://tucson.com/news/local/crime-and-courts/watch-university-of-arizona-police-address-fatal-campus-shooting/article_95036af6-4509-11ed-a052-43ba8ccb2be.html.

³⁸ President Robert C. Robbins. “Campus Safety Update.” *Email*. 18 January 2023. Specifically related to UAlerts, this message from the President stated, in part: “**Automatic Registration for UAlert**: All students, employees, and DCCs will soon be automatically registered to receive UAlert messages through both their University email addresses and cell phone numbers, if provided to the University. These registrations will never expire while people are active members of the University community. All users will be notified when their cell phone numbers are registered and will be given the option to opt out of text messages.”

and train all active members who will conduct communications in the event of a crisis to establish a better understanding of roles and responsibilities in a crisis.

C. RECOMMENDATIONS

#	Process Owner	Recommended Action: Policy – Process - People
001	Marketing & Communications	Centralize Communications and hire a permanent SVP of communications, who aligns strategically with leadership and is a professional communicator. Align the entire department by establishing a “dotted” reporting line (i.e. a secondary manager) for all communicators to the Central Communications team for every unit at the University. These individuals will serve as a centralized unit with professionals permanently embedded within key departments throughout the University.
002	Marketing & Communications	In conjunction with UAPD Communications / Public Relations, develop pre-planned responses that can be tailored with incident specifics to better manage communication during a crisis. Prior coordination will improve communications to the community in a crisis while better protecting law enforcement intelligence.
003	Marketing & Communications	Streamline communications channels and technology by updating the UAlert system to include mandatory opt-in for all University students, faculty and employees. (University Initiative underway) Review appropriate ownership for sending UAlert communications and review policies and procedures for using the system.
004	Marketing & Communications	Streamline communications channels and technology by aligning email databases for students, faculty and employees to reside in one master database for use during a crisis.
005	Marketing & Communications	Establish a formal communications role to serve on TAMT.
006	Marketing & Communications	Create a plan for cascading communications during moments of crisis to ensure that one message, one voice is heard throughout the entire University community.
007	Marketing & Communications	Write, rehearse and follow a coordinated crisis communications plan and protocol for all threats and crises at the University.
008	Marketing & Communications	Begin developing communications campaigns around the following topics:

#	Process Owner	Recommended Action: Policy – Process - People
		<p>Mental Health Support: In conjunction with CAPS and Human Resources, establish a one-page communication (for both units) which outlines the services and capabilities of CAPS and the Employee Assistance Program. This communication should include a “What to Expect” section should services be sought by the community. The communication should be shared with all unit or department leads (i.e. Deans, Directors, VPs, etc.) and then circulated internally within each department. We recommend formalizing, creating, and executing on-going assessments for resources needed for counseling and mental health support.</p> <p>Campus Safety: Create a community-wide safety campaign to prioritize safety at the University.</p> <p>UAlert: In conjunction with UAPD, develop a campaign to sensitize the community to the fact that the UAlert or any future crisis communication system cannot give specific direction for all situations or all locations. Training and resources (such as notifications of upcoming public webinars around safety and security; books; etc.) around Situational Awareness, Personal Safety, and Crisis Response should be available to the community to plan for future incidents.</p> <p>TAMT Familiarization: Develop a campaign to educate the University community on the role and capabilities of TAMT, including how to report concerns and what can generally be expected throughout the process.</p>
009	Marketing & Communications	Establish a communications campaign around the importance of maintaining streamlined, centralized communications across campus. It should be emphasized that centralization of communications is not the silencing of voices or opinions but, instead, it allows the community to align on messaging in moments of threat and crisis.

VI. CONCLUSION

It is the unfortunate reality that mass and targeted violence exists on university campuses. Critical and violent incidents are not a question of *if* but of *when*. Thus, effective and streamlined communication systems, well-practiced coordination processes, and frequent training on threat assessment and

management are key to prevention and mitigation. Public safety requires processes that are on-going and ever evolving.

All threats should be taken seriously, assessed, and managed in order to: protect the community; support those who have been affected; identify early intervention; and coordinate action. However, it is worth noting that not everyone who is in fear or who is uncomfortable in a situation is experiencing a threat; context is critical and this highlights the importance of the work of a threat management team like TAMT not only to help people understand “threat” versus a difficult conversation, or “concern,” but also to quickly marshal the safety resources of the University and community partners to prevent violent events. Empathetic and transparent communication with reporting parties is just as important as conducting a threat assessment; this can reduce confusion while helping reporting parties understand what to expect from the process. Also, an effective TAMT is able to provide University leadership with information around any growing safety and security concern trend, which can in turn help provide the community with more frequent training for awareness and preparedness.

In relation to the events of October 5, 2022, TAMT was not operating in an effective manner, which prevented the University from accurately assessing, managing, and coordinating action to mitigate a real and present threat. As a result, communication between departments as the threat was mounting was not effective and left various departments, faculty members, and staff to handle the Subject in their own manner and/or seek their own forms of legal injunctions and protections. There was an imbalance of importance placed on privacy and legal limitations, and the absence of a strong, University-backed TAMT. An effective TAMT can also elevate threat management to leadership to leverage the University’s partners for coordinated, timely action. An effective TAMT would also allow University-backed encouragement for UAPD and regional law enforcement resources to act swiftly during key pre-incident events to take law enforcement action.

When implemented effectively, safety measures can lead to greater engagement, support for the well-being of those affected, and the successful early intervention of a threat. It should be noted that these tools are not limited to those who are directly involved (i.e. Directors, staff, etc.). Campus safety requires *everyone* to be vigilant in becoming familiar with safety and security procedures and to be prepared to put those into action when necessary. While the entire community must have a role in maintaining public safety, the University and its leadership is responsible for making sure that reports from the community are assessed properly and timely to ensure public safety.

VII. APPENDIX A – TIMELINE

The below is a timeline that has been aggregated from documents received throughout the course of PAX Group’s Review. Names and other identifying information have been removed for the privacy of involved parties. Please be warned: many communications from the Subject contain profanity and offensive language. These communications have not been altered for completion.

Significantly, this timeline does not intend to assess the appropriateness of any action or response identified, nor does any event’s inclusion imply knowledge at the time by the University, including its faculty, students, staff, administrators, or the UAPD. Rather, this timeline seeks to provide a complete picture of events surrounding the Incident.

Ref. #	Date	Time	Involved Parties	Event
001	01-Dec-17	17:49:00	OGC TAMT Member OGC	OGC TAMT Member informs another OGC member that TAMT had completed training with an external Threat Management Expert and hopes to receive guidance from leadership ("[especially the] new President") re: TAMT. OGC TAMT Member notes, the "training recommended a TAMT approach that we simply cannot achieve with our current low level of support and resources."
002	30-Apr-18	19:22:00	HR TAMT Member TAMT Team	TAMT internal email to circulate the Executive Summary that was "forwarded to UA leaders[.]"
003	23-May-18	15:55:00	HR TAMT Member TAMT Team	HR TAMT Member and DOS TAMT Member met with select senior leadership to discuss TAMT needs. HR TAMT Member notes, "It remains important to get leadership input to support a sustainable and effective TAMT response."
004	11-Jul-18	10:30:00	OGC TAMT Member HR TAMT Member	OGC TAMT Member emails HR TAMT Member for contact information of the external Threat Management Expert used by TAMT. The intention is to determine the cost of hiring the external Threat Management Expert for "a review and recommendation for our campus."
005	17-Jul-18	17:44:00	OGC TAMT Member External Expert	OGC TAMT Member contacts the external Threat Management Expert to begin discussing a potential contract.

Ref. #	Date	Time	Involved Parties	Event
006	19-Sep-18	9:46:00	OGC TAMT Member University Risk Management	A discussion between OGC TAMT Member and University Risk Management notes that the external Threat Management Expert's review has not been initiated because "senior leadership is still discussing what this assignment might look like[.]"
007	19-Sep-18	12:54:00	University Risk Management OGC TAMT Member	University Risk Management responds to OGC TAMT Member's 09:46 email noting, "there is no sense of urgency among the leaders I've been in touch with. I don't think senior leadership (at least some) think we need to worry about this...I think we have to be concerned that they won't continue with the UA without some internal commitment to address these issues."
008	16-Apr-19	N/A	External Threat Management Expert	External Threat Management Expert issues draft report.
009	05-Sep-19	0:16:00	University Compliance President	In response to an email from the President addressing another university's recent incident, University Compliance responds, in part, "When an individual makes or appears to pose a threat to our campus, our Threat Assessment and Management Team (TAMT) assesses the situation and consults with outside threat assessment experts that we have on retainer, if needed, to develop a plan."

Ref. #	Date	Time	Involved Parties	Event
010	24-Feb-20	12:38:00	OGC TAMT Member Human Resources Office of Institutional Equity	OGC TAMT Member contacts University leaders to check on the TAMT Assessment by the external Threat Management Expert as the University is attempting to FBI "training scheduled for our campus in the hopes, among other things, to rekindle the University's attention to TAMT."
011	03-Jun-21	14:02:00	OGC TAMT Member Select Senior Leadership TAMT	OGC TAMT Member emails select Senior Leadership asking for their review of the external TAMT report (April 2019) and for a meeting to discuss the findings and recommendations as TAMT is "still in need of direction and understanding on what role TAMT should play and how it should be resourced."
012	03-Jun-21	22:53:00	Select Senior Leadership OGC TAMT Member TAMT	At least two members of the Senior Leadership team who were on the email respond supporting a revisiting of the TAMT report and efforts to assist building up TAMT.
013	27-Jul-21	8:23:11	OGC TAMT Member TAMT	Internal TAMT email discussing upcoming meeting with senior leaders. OGC TAMT Member asks for team insight into issues, questions, needs, and definition of TAMT role in order to present to senior leadership.
014	27-Jul-21	12:36:00	DOS TAMT Member TAMT	DOS TAMT Member replied to latest TAMT email with a list of what "is still relevant from the summary we offered a few years back."

Ref. #	Date	Time	Involved Parties	Event
015	27-Jul-21	15:19:00	UAPD TAMT Member-01 TAMT	UAPD TAMT Member-01 replies to TAMT email (at 12:36, same day) noting the "tremendous weight...in [DOS TAMT Member's] lead sentence, [']offered a few years back[']." Suggests asking senior leadership if TAMT is something they want to continue in order to "address the obvious. We may have a great deal of educating to do before getting to the critical point of their true understanding of the role...[I]t has taken years to get to this moment and none of us seem to know why."
016	18-Oct-21	N/A	Subject	Subject takes HAS Faculty Member-01's exam. This grade leads to initial altercation between Subject and HAS faculty.
017	25-Oct-21	N/A	Subject HAS Faculty Member-01	Subject meets with HAS Faculty Member-01 re: grade. HAS Faculty Member-01 gives Subject 4 additional points; Subject wanted more.
018	3-Nov-21	9:00:00	Subject HAS Faculty Victim	Subject yells at HAS Faculty Victim
019	03-Nov-21	11:51:00	HAS Faculty Member-02 HAS Faculty Victim	HAS Faculty Member-02 informs HAS Faculty Victim of student concerns related to the incident that morning. The faculty member notes that some students are concerned that they are not in a safe learning environment and one suggested it best to attend class remotely "for the time being."

Ref. #	Date	Time	Involved Parties	Event
				HAS Faculty Victim forwards the email to HAS Faculty Member-03 at 12:02 the same day.
020	03-Nov-21	12:20:00	UAPD Officers	<p>UAPD officers respond to HAS after receiving report of a disturbance. UAPD Officer informs HAS of the potential to charge Subject with Disorderly Conduct Disturbing the Peace.</p> <p>HAS Faculty Victim responds that the outburst was out of character for Subject.</p>
021	3-Nov-21	12:22:00	HAS Faculty Victim Dean of Students (DOS)	<p>HAS Faculty Victim reports to DOS the altercation between HAS Faculty Victim and Subject.</p> <p>HAS Faculty Victim notes in the report to DOS of concern for the mental health of Subject.</p>
022	03-Nov-21	13:50:00	UAPD Officer	UAPD returns to monitor HAS.
023	03-Nov-21	Unknown	HAS Faculty Member-01	HAS Faculty Member-01 submits DOS Code of Conduct referral.
024	03-Nov-21	Unknown	HAS Faculty Member-03 Subject	HAS Faculty Member-03 meets with Subject via Zoom.
025	04-Nov-21	16:11:00	DOS Member-01 Subject	DOS Member-01 sends Subject notification letter re: complaints of Code of Conduct Violation.

Ref. #	Date	Time	Involved Parties	Event
026	04-Nov-21	Unknown	HAS Faculty Victim DOS Member-01	DOS calls HAS Faculty Victim re: 3-Nov-21 incident. HAS Faculty Victim notes to DOS Member-01 that Subject used vulgar language toward HAS Faculty Victim and HAS Faculty Member-01, but did not use threatening or alarming language. HAS Faculty Victim tells DOS Member-01 of concern for the mental health of Subject.
027	05-Nov-21	9:46:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03 to ask if HAS Faculty Member-03 wants to meet at 10:30.
028	07-Nov-21	8:22:00	Subject DOS Member-01	Subject informs DOS Member-01 that he wants their meeting on 08-Nov-2021 to be recorded via Zoom.
029	08-Nov-21	9:48:00	DOS Member-01 Subject	DOS Member-01 rejects Subject's recording of the meeting (scheduled for same day, 10:30), but agrees to meet via Zoom.
030	08-Nov-21	10:30:00	DOS Member-01 Subject	Zoom meeting scheduled between DOS Member-01 and Subject -- Subject fails to attend.

Ref. #	Date	Time	Involved Parties	Event
031	08-Nov-21	10:53:00	DOS Member-01 Subject	<p>DOS Member-01 sends Subject a revised notification letter re: complaints of Code of Conduct Violation due to Subject failing to attend Zoom meeting at the scheduled time (8-Nov-21, 10:30). Meeting is rescheduled for 10-Nov-2021, 11:00.</p> <p>A hold is placed on Subject's University records to prevent registering for classes, receiving transcripts, etc.</p> <p>DOS Member-01 notifies Subject that, "Failure to attend this meeting will result in a decision being made in your absence."</p>
032	08-Nov-21	11:00:00	Subject DOS Member-01	<p>After additional emails to DOS Member-01, Subject notes that he would like to speak at a new time, "but again it will need to be recorded."</p>
033	08-Nov-21	11:15:00	DOS Member-01 Subject	<p>DOS Member-01 again rejects Subject's recording of the meeting and notes that if Subject refuses to attend the meeting on those grounds, then DOS Member-01 is still required to continue with the process.</p>
034	09-Nov-21	4:43:00	Subject	<p>Subject submits a formal complaint to DOS against HAS Faculty Victim and describes the resolution he's seeking, in part, as, "I would like [HAS Faculty Victim] to be held accountable to the maximum extent possible."</p>
035	09-Nov-21	16:53:00	Subject DOS Member-01	<p>Twelve (12) hours after submitting the complaint, Subject informs DOS Member-01 that he has filed a complaint against HAS Faculty Victim for the incident on 03-Nov-2021.</p>

Ref. #	Date	Time	Involved Parties	Event
036	10-Nov-21	14:40:00	DOS Member-01 Subject	(Time is approximate) DOS Member-01 calls Subject to discuss his perspective of the incident on 03-Nov-2021 between himself and HAS Faculty Victim.
037	11-Nov-21	0:55:00	Subject HAS Faculty Member-01	Subject emails HAS Faculty Member-01, "You need to grade my test fairly and apologize for not doing so in the first place. I expect that very soon. Your behavior is not appropriate or respectful at all."
038	11-Nov-21	2:00:05	Subject HAS Faculty Member-01	Subject emails HAS Faculty Member-01, "I was enjoying the class before your inappropriate grading of the midterm."
039	11-Nov-21	10:34:00	HAS Faculty Member-01 HAS Faculty Member-03 HAS Faculty Victim	HAS Faculty Member-01 forwards Subject's latest two emails to HAS Faculty Member-03 and HAS Faculty Victim. Emails exchanged between HAS Faculty Member-01 and HAS Faculty Member-03 show HAS Faculty Member-03's encouragement to report to DOS in hopes of demonstrating the seriousness of the matter.
040	11-Nov-21	12:15:00	HAS Faculty Member-01	HAS Faculty Member-01 reports to DOS the Subject's latest two emails as an addendum to the original report at the suggestion of HAS Faculty Member-03.
041	11-Nov-21	14:26:00	COS Representative-01 HAS Faculty Victim	College of Science ("COS") Representative-01 informs HAS Faculty Victim that Subject has filed a complaint with DOS against HAS Faculty Victim for the incident on 03-Nov-2021.

Ref. #	Date	Time	Involved Parties	Event
042	11-Nov-21	14:54:00	HAS Faculty Victim COS Representative-01	HAS Faculty Victim confirms with COS Representative-01 the events of 03-Nov-2021 with the Subject and informs COS Representative-01 that recent emails from Subject to HAS Faculty Member-01 "seemed at least mildly threatening."
043	11-Nov-21	15:32:00	HAS Faculty Member-03 HAS Faculty Member-01 HAS Faculty Victim	HAS Faculty Member-03 offers to sit in on HAS Faculty Member-01's next class should Subject show and cause an issue. HAS Faculty Member-01 responds in appreciation and leaves it up to HAS Faculty Member-03's discretion / schedule.
044	12-Nov-21	3:49:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, in part, "[S]omeone needs to talk to [HAS Faculty Member-01]."
045	12-Nov-21	6:41:00	HAS Faculty Member-03 COS Representative-01	HAS Faculty Member-03 forwards COS Representative-01 the recent communication from Subject. HAS Faculty Member-03 notes to COS Representative-01 of "concerns for the safety of the instructor involved and the other students in the class given how this situation seems to be escalating."
046	12-Nov-21	6:56:00	COS Representative-01 COS Representative-02	COS Representative-01 emails COS Representative-02 to alert COS Representative-02 of the "escalating situation".

Ref. #	Date	Time	Involved Parties	Event
047	12-Nov-21	7:15:00	COS Representative-01 DOS TAMT Member	COS Representative-01 informs DOS TAMT Member that two HAS Faculty members were "concerned enough about the student's behavior that they filed reports with UAPD and your office last week. I am writing to bring this to your attention as the student is continuing engaging in threatening behavior."
048	12-Nov-21	7:33:00	HAS Faculty Member-03 UAPD	HAS Faculty Member-03 calls UAPD to report Subject's email from 03:49 that morning. ("I think you or someone needs to talk to [HAS Faculty Member-01]..."). HAS Faculty Member-03 reports this out of concern for Subject's mental health based on the timing it was sent.
049	12-Nov-21	7:57:00	HAS Faculty Member-03 UAPD	HAS Faculty Member-03 forwards Subject's email to UAPD.
050	12-Nov-21	8:46:00	UAPD Officer	UAPD responds to HAS to patrol HAS until after the 09:00 class was in session.
051	12-Nov-21	10:07:31	COS Representative-01 DOS TAMT Member	COS Representative-01 informs DOS TAMT Member of Subject continuing to contact the HAS department outside of expected communications (i.e. related to academics only).
052	12-Nov-21	11:20:00	HAS Faculty Member-03 DOS	HAS Faculty Member-03 reports an update to the DOS report made by HAS Faculty Member-01 on 11-Nov-2021 to alert DOS of recent communications from Subject. HAS Faculty Member-03 notes concern for safety and security of HAS faculty, staff, and students given Subject's 03-Nov-2021 outburst.

Ref. #	Date	Time	Involved Parties	Event
053	12-Nov-21	11:38:00	HAS Faculty Member-03 COS Representative-01	HAS Faculty Member-03 updates COS Representative-01 to note, in part, that UAPD is aware of the situation but, "there is little they can do absent, 1) more clear evidence that the student is making specific threats or demonstrating an intent to harm or cause violence. We're not there yet, but it seems like it's on the verge; and 2) Some action from DOS that would restrict the student's physical access to the class, professor, and/or our department building."
054	12-Nov-21	11:49:00	COS Representative-01 HAS Faculty Member-03	COS Representative-01 responds to HAS Faculty Member-03's latest email to note that a conversation with DOS resulted in a similar acknowledgement as UAPD: "DOS cannot restrict the student's actions unless there is clear evidence of threatening behavior [(vice disruptive behavior)]."
055	12-Nov-21	11:50:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03 to ask HAS Faculty Member-03 to review two questions from the midterm related to the original grade dispute, while noting that he intends to file a formal grade dispute.
056	12-Nov-21	12:04:00	HAS Faculty Member-03 COS Representative-01	HAS Faculty Member-03 responds to COS Representative-01's latest email to update on a recent DOS conversation as well as to note that a preference for the DOS process to progress more before the HAS department makes any administrative decision re: Subject.

Ref. #	Date	Time	Involved Parties	Event
057	15-Nov-21	7:53:00	HAS Faculty Member-03 HAS Faculty Member-01 HAS Faculty Victim	HAS Faculty Member-03 forwards Subject's email requesting HAS Faculty Member-03's review of the two midterm questions to HAS Faculty Member-01 and HAS Faculty Victim. Emails are exchanged re: the professors' next steps to wait for Subject to file a formal grade dispute before responding.
058	15-Nov-21	16:11:00	DOS Member-01 Subject	DOS Member-01 follows up on recent email with Subject to check if Subject is in fact attempting to provide witnesses relating to the 03-Nov-2021 incident with HAS Faculty Victim.
059	15-Nov-21	20:49:47	Subject DOS Member-01	Subject informs DOS Member-01 that he "contacted 2 classmates [about the incident on 03-Nov-2021] and they didn't respond." Subject apologizes for his part of the 03-Nov-2021 incident but also reiterates his opinion that HAS Faculty Victim escalated it.
060	18-Nov-21	16:22:00	DOS Member-01 Subject	DOS Member-01 sends Subject "Warning Letter" re: complaints of Code of Conduct Violation, warning that Subject's behavior on 3-Nov-21 (emphasis original to source) "constitutes an official written warning from the Dean of Students Office."

Ref. #	Date	Time	Involved Parties	Event
061	19-Nov-21	12:12:00	HAS Faculty Member-03 Subject	HAS Faculty Member-03 follows up on Subject's 05-Nov-2021 email asking about a meeting. HAS Faculty Member-03 offers a one-on-one to discuss research interests and "additional concerns or questions in reference to [Subject's] prior email communications[.]" HAS Faculty Member-03 then forwards this email to HAS Faculty Victim and notes it is to ensure Subject is given opportunity to meet.
062	19-Nov-21	16:18:00	HAS Faculty Member-03 HAS Faculty Victim	Discussion surrounding the timing and method of issuing the non-renewal of Subject's contract.
063	23-Nov-21	N/A	DOS	DOS receives / reviews (by way of signature notation) the UAPD Incident Report for the 03-Nov-2021 incident with relevant incident information to-date.
064	29-Nov-21	10:33:00	HAS Faculty Member-01 HAS Faculty Member-03	HAS Faculty Member-01 informs HAS Faculty Member-03 that Subject approached HAS Faculty Member-01 after class to request additional points on a second exam and Subject understood when HAS Faculty Member-01 explained why that was not possible. HAS Faculty Member-01 allowed Subject to hand in a homework assignment late so as not to receive zero points on that.
065	07-Dec-21	18:10:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Hey you did a great job yesterday -- better than me, lol! I attached my book. Thanks"

Ref. #	Date	Time	Involved Parties	Event
066	08-Dec-21	0:16:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Thanks! I actually read through it, there's some interesting stuff. Kinda sad though about the lightning strike on the township house propane tank :("
067	08-Dec-21	8:35:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Yeah, there are a few lightning deaths too that I have to put in. Glad you liked it, still have much more to add: tables, graphs and events. Maybe we'll study for the final together?"
068	09-Dec-21	16:59:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Hey did you do the HW7 for [HAS Faculty Member-01]?"
069	09-Dec-21	17:22:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "No I barely looked at! Did you?" Subject and the HAS Student Survivor exchange emails over the next (approx.) hour.
070	09-Dec-21	18:14:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Wow that sounds really rough! My first semester ever in college was like that, 5 classes, including a seminar. For some weird reason I enjoyed Dif eq, back when I liked math and was considering doing a double major in it but now I'm not so enthusiastic about it, lol. Do you live close to campus?"

Ref. #	Date	Time	Involved Parties	Event
071	09-Dec-21	18:16:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "It's horrible, I've been in a constant state of anxiety all morning and I'm just ready to be completely done with everything haha. And no I don't, probably like 20-25 minutes"
072	09-Dec-21	18:20:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Oh that sucks, I'm stressing too and I don't even have that much work, just procrastinating like crazy. Are you doing anything special over the break?"
073	09-Dec-21	18:21:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Nope, just going to be working. What about you?"
074	09-Dec-21	18:27:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "I was thinking of going to Colorado. I went skiing there last year but I don't think I would do that again: \$250 for 3 hours, half of which I spent on my butt! Let me know if I can help in any way with the stress - it would probably just be the blind leading the blind, but who knows. Maybe we could get a drink or something this weekend."
075	10-Dec-21	14:55:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Hey I didn't mean anything weird by that last message, I just meant that we're both stressed out"
076	10-Dec-21	17:15:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Hey no worries, I just didn't check my email! No I know you didn't, like I said didn't see it before. I

Ref. #	Date	Time	Involved Parties	Event
				work this weekend but maybe another time?"
077	10-Dec-21	17:37:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "ok good, yeah some other time"
078	11-Dec-21	8:14:00	HAS Student Survivor Subject	HAS Student Survivor and Subject exchange emails periodically until 15:14.
079	12-Dec-21	11:01:00	HAS Student Survivor Subject	HAS Student Survivor and Subject exchange emails periodically until 11:48.
080	13-Dec-21	12:38:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Hey, how are you? If you have time today, could you help me understand some of this [class] - trajectories, etc. The test is tomorrow. Thanks"
081	13-Dec-21	13:33:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "I'm alive lol, and I'm not sure I have work soon and an oral exam right before for [class]"
082	13-Dec-21	13:45:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "I could meet soon on campus, otherwise it's ok"
083	13-Dec-21	15:00:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "I don't think I'm going to have time :(if you know [HAS Student] maybe ask [them]?"
084	13-Dec-21	19:24:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "I'm trying to figure it out, lol. When do you take [class] final?"

Ref. #	Date	Time	Involved Parties	Event
085	13-Dec-21	21:00:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "I take it tomorrow"
086	13-Dec-21	21:18:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "good luck! You don't want let me see [class] final?, it would set my mind at ease at least"
087	14-Dec-21	10:22:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "I don't have my [class] final :("
088	14-Dec-21	10:35:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "It's cool, it went ok. I still like you anyway, I think you're a really sweet and nice [person]. What did an 89 get you, an A-?"
089	14-Dec-21	11:28:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Thank you! Also, it got me a B+ so that was depressing"
090	14-Dec-21	11:39:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Sure, I would rather have you told in person, but I didn't want to wait any longer, I can't believe [the professor] didn't round you up! Was it exactly 89? Did you start [class] yet?"
091	14-Dec-21	12:41:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "I can't remember! But no [the professor] didn't round me, and I'm going to start it soonish, just trying to relax a bit"

Ref. #	Date	Time	Involved Parties	Event
092	14-Dec-21	13:02:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Yeah it shouldn't be too bad since it's open notes. I'm a little worried about [class], but there's still time to study. I think maybe you should get on [the professor]'s case, offer to do a little extra credit!"
093	14-Dec-21	15:51:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Yeah, I'm worried too! We get a full piece of paper this time though if I'm reading his email right"
094	14-Dec-21	16:06:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Yeah I was just wondering that too about the paper size. Maybe you should ask [the professor] instead of me, lol! Did you do [class] final yet, take some screenshots for me, lol!"
095	14-Dec-21	19:03:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "I already took it! I'm not really sure what [the professor] meant by a positively tilted Rossby wave on one of the questions but it's really not bad otherwise"
096	14-Dec-21	20:01:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Good, it sounds like any other negatively tilted trough that [the professor] talked about in class (if you had been there!, just kidding [emoji]). You studying for [class] tomorrow? I am pretty much all day long, lol"
097	14-Dec-21	20:45:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "How long did the final take?"

Ref. #	Date	Time	Involved Parties	Event
098	14-Dec-21	21:08:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "About two hours"
099	14-Dec-21	21:09:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Ok but we have all day to do it, right? BTW you ever been to Colorado?"
100	14-Dec-21	21:28:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Yeah we have all day! And no I haven't!"
101	14-Dec-21	21:39:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "ok thanks. You should maybe, it's a cool place to see. If you like skiing or nature. Hey maybe after the final we can get a celebration drink?"
102	14-Dec-21	22:20:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Maybe! We'll see how dead I am haha, I do have work right afterwards. Hey are you any good at Qvectors? I was looking at some for my research and I kinda remember going over them in this class but I don't have anything in my notes"
103	14-Dec-21	22:29:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "[The professor] said [they] posted notes on them, I actually missed that class by accident and it's the first time I heard of them. Are they on the final? I take it tomorrow. Wow, you work alot!!!"
104	14-Dec-21	22:32:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Yeah they are so review them! And yep 6 days a week haha"

Ref. #	Date	Time	Involved Parties	Event
105	14-Dec-21	22:45:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Ok thanks. I was just looking at maybe going to Estes Park Colorado and seeing the hotel that was the inspiration for the movie The Shining and thought of you: [']All work and no play makes Jack a dull boy, all work and no play makes Jack a dull boy!['] But I'm not saying you're dull, far from it actually. Goodnight, I hope we can see each other sometime soon"
106	15-Dec-21	10:20:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "You should totally go see that! I think it would be pretty cool to see. Also thank you! I think I'm pretty boring tbh haha"
107	15-Dec-21	11:51:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Yeah maybe. and [HAS Faculty Member-01] said we can bring an A4 piece of paper, though I'm not sure if it can be both sides, lol"
108	15-Dec-21	11:58:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "I'm pretty sure it can be both sides, I'm just going to go for it"
109	15-Dec-21	22:40:00	Subject HAS Student Survivor	After a discussion about studying for an exam. Subject emails HAS Student Survivor, "Goodnight sweet [HAS Student Survivor]"
110	17-Dec-21	16:04:00	HAS Faculty Member-03 Subject	HAS Faculty Member-03 sends Subject letter notifying him of the HAS department's denial of renewing Subject's contract and halting his GTA funding.

Ref. #	Date	Time	Involved Parties	Event
111	17-Dec-21	19:44:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03 in response to receiving the Non-Renewal Letter, "I thought I was on a one year contract. And this incident wasn't connected to my employment in any way."
112	18-Dec-21	11:30:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Man fucking [HAS Faculty Member-01] gave me a bad grade and now they're trying to fire me because of what happened that day. It's like a conspiracy"
113	18-Dec-21	11:47:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "What happened? Also what do you mean fire you like take you out of the program?"
114	18-Dec-21	12:05:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "I have a paid job as a TA. I thought I had a 1 year contract. I may have to get a lawyer[.] I mean what happened that day with the yelling, maybe you weren't there."
115	18-Dec-21	12:28:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Nah, I wasn't there"
116	18-Dec-21	12:43:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Yeah the [HAS Faculty Victim] yelled at me in the hall in front of Physical one day so I yelled back. And then [the HAS Faculty Victim] reported me! It got a warning for it from the Dean's office but now they want to fire me for next semester."
117	18-Dec-21	12:45:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "I'd really like to see you sometime if you're

Ref. #	Date	Time	Involved Parties	Event
				down this way. I don't really have alot of people to talk to about this"
118	18-Dec-21	14:06:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "I'm sorry that happened! Also yeah I understand"
119	18-Dec-21	14:10:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "If I get some time I'll let you know! Retail rn is rough haha"
120	18-Dec-21	15:20:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03 a second time in response to receiving the Non-Renewal Letter, "Who made this decision? This was a minor incident that was resolved with a warning to me from the Dean's office."
121	18-Dec-21	15:35:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Yeah I may have to get a lawyer. So what, you don't ever want to see me again, even for a free meal?!"

Ref. #	Date	Time	Involved Parties	Event
122	18-Dec-21	22:58:00	Subject HAS Faculty Member-03	<p>Subject emails HAS Faculty Member-03 a third time in response to receiving the Non-Renewal Letter.</p> <p>Includes vulgarity and identifies HAS Faculty Victim, HAS Faculty Member-01, and HAS Faculty Member-03 as the ones causing the issue. Subject states, in part (grammar errors are original to source), "If you don't want me to work for the department, that's fine. But I promise that you will be paying me through the end of my contract. I didn't break the contract --asshole fucking piece of shit [HAS Faculty Victim] did by yelling at me...you[]lazy and completely fucking incompetent narcissistic fucking pieces of shit who thinks the whole fucking world revolves thiem[.]"</p> <p>NOTE: Provost's Office later identifies this communication as "very aggressive and profane" in the 01-Jun-2022 Letter Upholding DOS's Expulsion.</p>
123	19-Dec-21	10:16:00	HAS Student Survivor Subject	<p>HAS Student Survivor responds to Subject's last email, "Yeah, you probably do. Also I'm just busy!"</p>
124	19-Dec-21	13:38:00	HAS Faculty Member-03 DOS	<p>HAS Faculty Member-03 reports additional Code of Conduct violations by Subject, namely abusive and profane language in communications to HAS faculty and a "thinly veiled threat" most recently. Requests DOS to review.</p>

Ref. #	Date	Time	Involved Parties	Event
125	19-Dec-21	13:42:00	HAS Faculty Member-03 HAS Faculty Victim HAS Executive Committee Members (2)	HAS Faculty Member-03 forwards to HAS faculty the information reported to DOS (at 13:38 the same day) re: communications from Subject in response to the 17-Dec-2021 Non-Renewal Letter.
126	19-Dec-21	15:05:00	HAS Faculty Member-03 Subject	HAS Faculty Member-03 emails Subject to provide a copy of his employment contract and requests Subject to "refrain from sending [HAS Faculty Member-03] any additional emails with verbally abusive and profane language, and [HAS Faculty Member-03] regard[s] this behavior as 'unwanted contact' per Prohibited Behavior in the Student Code of Conduct."
127	19-Dec-21	22:29:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "I'm sure you're busy, it's cool. Hey they dont give - and + final grades, like B+?"
128	20-Dec-21	9:34:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "No they don't, it kinda sucks"
129	20-Dec-21	12:00:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "That's very strange, like having classes the day before thanksgiving [emoji]. You know I think I like you more than you like me, I shouldn't have thought you would be interested in an "old man" "loser" like you called me! lol"
130	20-Dec-21	12:03:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "PS I got almost as high as you in [class]"

Ref. #	Date	Time	Involved Parties	Event
131	20-Dec-21	13:12:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "I'm just busy man haha! And what do you mean?"
132	20-Dec-21	14:04:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "What do you mean, "what do I mean"? I thought it was pretty self explanatory,"
133	20-Dec-21	14:13:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Sorry, I meant I like you, and I'd like to get to know you better"
134	22-Dec-21	8:11:00	HAS Faculty Member-03 COS Representative-01	HAS Faculty Member-03 emails COS Representative-01, COS Representative-01 to inform of the situation with Subject. COS Representative-01 later forwards HAS Faculty Member-03's email to DOS TAMT Member (DOS) (22-Dec-21), who forwards it to additional DOS Team members.
135	22-Dec-21	9:04:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03 a relatively balanced email re: the non-renewal of his contract noting that, had the HAS Department asked, he would have "been amenable to" offering apologies as required. He further notes his reasonings for the non-renewal decision to be seen as wrongful termination. States that if he cannot be given the chance to continue, "the courts will need to become involved."
136	22-Dec-21	9:22:00	HAS Faculty Member-03 Subject	HAS Faculty Member-03 responds to Subject's latest email to note that Subject has access to all appropriate evidence if he seeks to pursue the matter legally.

Ref. #	Date	Time	Involved Parties	Event
137	22-Dec-21	12:10:00	COS Representative-01 DOS TAMT Member	COS Representative-01, COS Representative-01, emails DOS TAMT Member about own concerns that Subject will escalate in the Spring semester based on what COS Representative-01 is learning from the HAS department.
138	22-Dec-21	13:00:00	HAS Faculty Member-03 UA HR Organizational Consultant	Meeting between HAS Faculty Member-03 and UA HR Organizational Consultant re: Subject situation.
139	22-Dec-21	14:02:00	HAS Faculty Member-03 Graduate College Members UA HR Organizational Consultant HAS Faculty Victim	HAS Faculty Member-03 emails Graduate College Members to inform of the ongoing situation with Subject and actions taken by the HAS department in response to the 03-Nov-2021 incident and recent communications from the Subject.
140	22-Dec-21	14:08:00	HAS Faculty Member-03 HAS Faculty Victim	HAS Faculty Member-03 forwards email exchange with Subject to HAS Faculty Victim and notes that HAS Faculty Member-03 has met with the UA HR Organizational Consultant to ensure they are on good ground to make the non-renewal decision.
141	22-Dec-21	14:15:00	COS Representative-01 HAS Faculty Member-03 HAS Faculty Victim	COS Representative-01 responds to HAS Faculty Member-03's latest email to note that COS Representative-02 suggests filing a report with TPD, prohibit Subject from interacting with HAS Faculty Member-01, and requiring all meetings between Subject and HAS Faculty Member-03 and/or HAS Faculty Victim to be pre-scheduled and have a third-party present. COS Representative-01 offers to

Ref. #	Date	Time	Involved Parties	Event
				confirm these measures are allowed with DOS.
142	22-Dec-21	14:22:00	COS Representative-01 DOS TAMT Member	COS Representative-01 sends follow-up email to DOS TAMT Member to inquire of DOS approval of potential actions by HAS re: Subject interaction with HAS faculty.
143	22-Dec-21	15:04:00	COS Representative-01 HAS Faculty Member-03 HAS Faculty Victim	HAS Faculty Member-03 responds to COS Representative-01's latest email to note that Subject hasn't made specific threats or indicated intent to harm, but communications "always seem on the verge of that."
144	23-Dec-21	11:16:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Hey, sorry for the late response. I think you're cool too! I am seeing someone though but I'm down to be friends and talk about nerdy weather stuff haha"
145	23-Dec-21	18:08:20	Subject HAS Faculty Victim	Subject emails HAS Faculty Victim, "It's really not in anyone's best interests for you to fire me because of an incident that YOU caused."
146	23-Dec-21	19:39:00	HAS Faculty Victim HAS Faculty Member-03	HAS Faculty Victim forwards this email to HAS Faculty Member-03 at 19:39. HAS Faculty Member-03 directs HAS Faculty Victim to report to DOS and forward to HAS Faculty Member-03 for records.

Ref. #	Date	Time	Involved Parties	Event
147	01-Jan-22	3:30:00	Subject HAS Faculty Member-01	Subject emails HAS Faculty Member-01, "You've been nasty and rude to me the whole semester and I have no idea why. You're grading is extremely unfair. You lied to me on the final when I asked if my number was correct and then I saw you write equations on [HAS Student-01]'s test. I suggest that you immediately fix whatever you've done wrong to my grades, and I think you know exactly what I'm talking about"
148	01-Jan-22	7:05:00	HAS Faculty Member-01 HAS Faculty Member-03	HAS Faculty Member-01 forwards to HAS Faculty Member-03 the Subject's latest email and notes that Subject had emailed HAS Faculty Member-01 a few times to ask for the final exam and how it was graded. HAS Faculty Member-01 asks HAS Faculty Member-03 if a response to Subject's email is advised and ends with, "I feel it is unsafe for him to stay in our program."
149	01-Jan-22	12:23:00	HAS Faculty Member-03 HAS Faculty Member-01	HAS Faculty Member-03 responds to HAS Faculty Member-01 to direct HAS Faculty Member-01 to report all emails to DOS as a new incident report as "unwanted, harassing communications per Prohibited Conduct" and not to respond to Subject.
150	02-Jan-22	12:06:00	HAS Faculty Member-03 Graduate College Members UA HR Organizational Consultant HAS Faculty Victim	Graduate College Members respond to HAS Faculty Member-03's 22-Dec-2021 email and HAS Faculty Member-03 subsequently responds to questions posed on 03-Jan-2022.

Ref. #	Date	Time	Involved Parties	Event
151	03-Jan-22	9:06:00	Subject DOS	Subject claims wrongful termination in email to DOS general email.
152	03-Jan-22	9:49:00	DOS Subject	DOS responds to Subject's latest email directing him to contact the department he worked for or Human Resources.
153	03-Jan-22	11:47:00	DOS Member-01 HAS Faculty Member-03	<p>DOS Member-01 emails HAS Faculty Member-03 that while the Subject's response to the 17-Dec-2021 non-renewal letter may be "concerning, his behavior does not constitute the imposition of probation, an administrative hold, or building restriction due to violation of the Code of Conduct."</p> <p>DOS Member-01 notes that it is at the department's discretion to restrict contact with select HAS Faculty and to require him to pre-schedule meetings, etc.</p> <p>DOS Member-01 recommends communicating these expectations to Subject and inform DOS Member-01 when this is done. DOS Member-01 could then notify Subject of the same and non-compliance could result in sanctioning.</p>

Ref. #	Date	Time	Involved Parties	Event
154	03-Jan-22	13:02:13	<p>COS Representative-01 DOS TAMT Member</p>	<p>COS Representative-01 emails DOS TAMT Member to note HAS Department's request to follow-up on previous email (22-Dec-2021) "to convey that one of their main concerns is that Subject have psychological support. They are concerned about his well-being and an instructor who Subject seems to trust [(HAS Faculty Member-04)] conveyed to [HAS Faculty Member-03] that [HAS Faculty Member-04] has concerns about Subject's psychological health as well and thinks [Subject] needs support."</p>
155	03-Jan-22	16:05:00	<p>HAS Faculty Member-03 and HAS Faculty Victim.</p>	<p>HAS Faculty Member-03 forwards HAS Faculty Victim DOS's 03-Jan-2022 email sent at 11:47. HAS Faculty Member-03 notes that HAS is responsible, at this time, for specifying requirements that the Subject must meet to continue in the program. HAS Faculty Member-03 offers suggestions and HAS Faculty Victim responds at 16:28 to note agreement.</p>

Ref. #	Date	Time	Involved Parties	Event
156	04-Jan-22	6:33:00	Subject HAS Faculty Member-03	<p>Subject emails HAS Faculty Member-03, in part, "I don't know what [HAS Faculty Victim]'s told you, but [HAS Faculty Victim] is the one initially at fault here and I reported [HAS Faculty Victim] to the dean's office and now will be filing a lawsuit against [HAS Faculty Victim]. I don't think you want to be on the wrong side of this."</p> <p>And, "Other people in the department have told me that you're a kind and fair person so here's your chance to be that way. And there are other people in the department who disagree with the way I'm being treated."</p> <p>And, "You only have only a limited time now before the lawsuit is filed, feel free to pass this information along to whoever you want. thank you"</p>
157	04-Jan-22	9:05:00	Subject HAS Faculty Member-03	<p>Subject emails HAS Faculty Member-03, "As you probably know, I've been in academia for a while and I've never had anyone scream at me, nor have I ever seen a faculty or staff member scream at anyone else -- ever. [HAS Faculty Victim's] behavior is completely disgusting and ridiculous and somebody is going to do something about it, whether it's the University or the courts, or both."</p>
158	04-Jan-22	9:32:27	HAS Faculty Member-03 DOS Member-01	<p>HAS Faculty Member-03 forwards to DOS Member-01 the Subject's last two emails (04-Jan-2022 at 06:33 and 09:05).</p>

Ref. #	Date	Time	Involved Parties	Event
159	04-Jan-22	15:01:00	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 inquires of DOS Member-01 if DOS Member-01 can act as a mediating third-party in a meeting with Subject and contact Subject to arrange for the meeting.
160	04-Jan-22	15:31:00	DOS Member-01 HAS Faculty Member-03	DOS Member-01 responds to HAS Faculty Member-03 to note that DOS Member-01 does not act as mediator in these situations, and recommends UAPD as a third-party if HAS is concerned for safety.
161	04-Jan-22	15:41:00	HAS Faculty Member-03 COS Representative-01	<p>HAS Faculty Member-03 forwards COS Representative-01 the recent communication with DOS Member-01 and asks for guidance re: the mediation meeting.</p> <p>HAS Faculty Member-03 notes the "lack of coordination and relative unhelpfulness of DOS to contribute to a positive resolution" in the situation and "[t]he lack of clear and consistent messaging and inability to work together with DOS in a team based way" as major disappointments and frustrations to the HAS department.</p> <p>Emails are exchanged until 05-Jan-2022 at 09:49.</p>
162	04-Jan-22	Unknown	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 calls DOS Member-01 to discuss recent emails from Subject (sent 4-Jan-2022 at 06:33 and 09:05).

Ref. #	Date	Time	Involved Parties	Event
163	05-Jan-22	9:18:00	HAS Faculty Member-03 HAS Executive Committee Members	HAS Faculty Member-03 emails HAS Executive Committee Members about plans to offer Subject a mediated meeting, with HAS Faculty Member-04 agreeing to serve as the mediator, to discuss the non-renewal of Subject's contract and present the conditions for his continuing with the program. Informs the Executive Committee that HAS Faculty Member-03 will be contacting OGC to ask for guidance.
164	05-Jan-22	9:53:00	HAS Faculty Member-03 HAS Faculty Victim	HAS Faculty Victim sends HAS Faculty Member-03 required form to receive legal advice from UA OGC.
165	05-Jan-22	10:00:00	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 responds to DOS Member-01's email sent at 15:31 on 04-Jan-2022.
166	05-Jan-22	10:03:00	HAS Faculty Member-03 OGC-General	HAS Faculty Member-03 emails OGC Office with a request for legal advice in the matter pertaining to Subject.
167	05-Jan-22	10:12:05	OGC HAS	OGC circulates request from HAS Faculty Member-03, seeking advice on non-renewal of grad student who is threatening legal action. OGC TAMT Member connects with HAS Faculty Member-03 to set up a call to discuss.

Ref. #	Date	Time	Involved Parties	Event
168	05-Jan-22	17:17:00	HAS Faculty Member-04 HAS Faculty Member-03	<p>In email exchanges between HAS Faculty Member-04 and HAS Faculty Member-03 re: the "mediated" meeting with Subject, HAS Faculty Member-04 notes, "an assessment by a trained professional is a crucial step. I really wish that the Dean of Students had recommended this step (I think it is within their purview). In the end, as a department, we are left to assess the threat level or mental state of a person, which we are ill equipped to do. I worry that without this, we will not really be cleared of safety concerns."</p> <p>HAS Faculty Member-04 asks if HAS Faculty Member-03 has considered reaching out to the Behavioral Intervention Team.</p>
169	05-Jan-22	18:45:00	HAS Faculty Member-03 HAS Executive Committee Members	<p>HAS Faculty Member-03 emails HAS Executive Committee members an update and notes, "the administrative mechanisms at the University of Arizona are woefully ill-equipped to deal with a situation like this outside of the Department, and in some respect contribute to exacerbating the problem."</p>
170	06-Jan-22	17:00:00	HAS Faculty Member-03 HAS Faculty Victim	<p>HAS Faculty Member-03 discusses the intended agenda for the meeting with OGC noting the hope for inquiring of the pressure OGC may be able to put on DOS to act as "[t]his is a serious legal liability issue for the University of Arizona, that would be glaringly revealed in a worst case scenario if the student would act out in (God-forbid) violent way."</p>

Ref. #	Date	Time	Involved Parties	Event
171	06-Jan-22	17:01:00	HAS Faculty Member-03 HAS Faculty Victim	HAS Faculty Victim responds to note that the COS agrees that DOS does not appear to be responding well, given the lack of training that departmental units have in mitigating such behavior as Subject's.
172	06-Jan-22	17:05:00	COS Representative-01 DOS TAMT Member	COS Representative-01 emails DOS TAMT Member inquiring of university resources to report concern for a student's mental health.
173	06-Jan-22	17:13:00	COS Representative-01 DOS Member-01 DOS Member-03 DOS TAMT Member	COS Representative-01 emails DOS team after learning of several graduate students' concern for their safety around Subject.
174	07-Jan-22	1:35:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "If you don't tell me the details of my employment meeting by the end of today, I will be filing a lawsuit that you will lose"
175	07-Jan-22	7:08:00	DOS Member-01 COS Representative-01 DOS Member-03 DOS TAMT Member	DOS Member-01 had not been aware of the graduate students' concerns. DOS Member-01 asks if Subject has made any specific threats to harm himself or others.
176	07-Jan-22	10:08:00	HAS Faculty Member-03 COS Representative-01	HAS Faculty Member-03 forwards COS Representative-01 the email from HAS Faculty Member-02, originally sent to HAS Faculty Victim on 03-Nov-2021 at 11:51.

Ref. #	Date	Time	Involved Parties	Event
177	07-Jan-22	10:13:00	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 forwards to DOS Member-01 the Subject's email from 01:35 that morning and notes that HAS Faculty Member-03 "already formally requested Subject previously to refrain from sending me unwanted, harassing emails of this nature in December."
178	07-Jan-22	13:17:00	DOS TAMT Member COS Representative-01	DOS TAMT Member responds to COS Representative-01's 06-Jan-2022 email (17:05) with a link to a DOS document with DOS guidance.
179	07-Jan-22	14:28:00	HAS Faculty Member-03 COS Representative-01	COS Representative-01 forwards the link from DOS to HAS Faculty Member-03 and suggests contacting the Behavioral Intervention Team.
180	07-Jan-22	15:15:00	HAS Faculty Member-03 Subject	HAS Faculty Member-03 reiterates to Subject in email that the decision to not renew Subject's contract is final, but the department is willing to work with him to finish out his degree.
181	07-Jan-22	15:30:00	Subject HAS Faculty Member-03	Subject responds to HAS Faculty Member-03's latest email with reference to a meeting mentioned by HAS Faculty Member-04 in a recent conversation with Subject. Subject notes that the HAS department's actions are "highly retaliatory and illegal" and then threatens legal action.
182	07-Jan-22	15:39:00	HAS Faculty Member-03 COS Representative-01	HAS Faculty Member-03 responds to COS Representative-01 to note inability to contact BIT directly (rerouted to DOS) and notes own mental exhaustion.

Ref. #	Date	Time	Involved Parties	Event
183	07-Jan-22	15:46:00	HAS Faculty Member-03 Subject	HAS Faculty Member-03 reiterates to Subject in response that the department is willing to work with him to finish out his degree and will meet with him on that topic only.
184	07-Jan-22	16:30:00	HAS Faculty Member-04 HAS Faculty Member-03	HAS Faculty Member-04 notes in an email to HAS Faculty Member-03 that, after a conversation with Subject in which Subject stated he plans to file a lawsuit, HAS Faculty Member-04 told Subject that "communication about the issue" between them should cease.
185	07-Jan-22	N/A	HAS Faculty Member-03 OGC TAMT Member	HAS Faculty Member-03 and HAS Faculty Victim meet with OGC TAMT Member.
186	08-Jan-22	15:06:00	Subject HAS Faculty Member-03	Subject accepts the HAS department's offer for tuition remission for Spring 2022.
187	10-Jan-22	10:10:00	HAS Faculty Member-03 OGC TAMT Member	After an exchange of emails, HAS Faculty Member-03 asks OGC TAMT Member "to intervene for [the HAS department]" in communications with DOS and notes that, "previous interactions with DOS on this matter have not been especially helpful and even somewhat adversarial, from the standpoint of what is in the best interests of our Department per our safety concerns."
188	10-Jan-22	10:10:00	DOS Member-01 Subject	DOS Member-01 emails Subject to note that DOS Member-01 has received concern about Subject's mental health. DOS Member-01 shares links to mental health

Ref. #	Date	Time	Involved Parties	Event
				resources (UA Student Assistance and UA Mental Health Support - CAPS).
189	10-Jan-22	10:20:00	DOS Member-01 HAS Faculty Member-03	<p>DOS Member-01 informs HAS Faculty Member-03 that DOS Member-01 has sent Subject Student Assistance and mental health resources available to him.</p> <p>DOS Member-01 references the University's Assessment of Risk process, but that requires specific threats (to self or others) in order to initiate it. The case with Subject has not resulted in specific threats. DOS Member-01 asks to be kept informed if that changes.</p>
190	10-Jan-22	10:37:57	HAS Faculty Member-03 HAS Faculty Victim OGC TAMT Member	HAS Faculty Member-03 forwards DOS Member-01's latest email to HAS Faculty Victim and OGC TAMT Member.
191	10-Jan-22	11:18:00	Subject DOS	<p>Subject responds to DOS's 03-Jan-2022 email directing him to his department or Human Resources by stating DOS is responsible for handling the matter or directing him to the party that will.</p> <p>Threatens legal action.</p>
192	10-Jan-22	13:33:49	OGC TAMT Member HAS Faculty Member-03 HAS Faculty Victim	OGC TAMT Member outlines the "layers" of a situation like the one with Subject, noting that poor behavior is managed by the department until it reaches a level that violates or may violate the Code of Conduct (then DOS is brought in), and if there are threats of violence, then DOS and TAMT and UAPD will be brought in to discuss course of action.

Ref. #	Date	Time	Involved Parties	Event
193	11-Jan-22	5:30:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "I just realized [HAS Faculty Victim]'s Jewish, which makes a lot of sense."
194	11-Jan-22	19:10:00	HAS Faculty Member-04 DOS	<p>HAS Faculty Member-04 reports additional continued, unwelcome communications from Subject (11-Jan-2022 beginning at 05:30:00) to DOS re: Subject's mental health and Jewish comment.</p> <p>HAS Faculty Member-04 names HAS Faculty Victim as Subject's primary source of animosity with HAS Faculty Member-01 and HAS Faculty Member-03 as secondary sources.</p> <p>HAS Faculty Member-04 notes, "While I am by no means qualified to make mental health assessments, I feel strongly that someone qualified should assess and advise as to a course of action that will protect the health and safety of all involved."</p>
195	11-Jan-22	21:17:00	HAS Faculty Member-03 Subject	HAS Faculty Member-03 emails Subject to notify him of the department's proposal to hold a remote meeting with him in the presence of a mediator, which can be arranged if Subject agrees to it.
196	11-Jan-22	21:44:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, in part after writing about the "unfair" way the non-renewal was carried out, "I severely doubt that your behavior or the behavior of whoever you represent or lead will be acceptable in court which is where this is headed."

Ref. #	Date	Time	Involved Parties	Event
197	11-Jan-22	22:09:00	HAS Faculty Member-03 Subject	HAS Faculty Member-03 emails Subject to notify him that the "[HAS] department is prepared to hear your concerns related to the non-renewal decision and present our position, in a mediated meeting."
198	11-Jan-22	22:14:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "I don't understand what that means -- you're going to listen to my concerns, for what? You're not going to change the decision, right? So what's the point me saying this stuff at the meeting? I just said it and I will say it again and in more detail in court."
199	12-Jan-22	11:00:00	DOS Member-01 Subject	DOS Member-01 directs Subject to cease communications with HAS department outside of academics.
200	13-Jan-22	12:14:00	HAS Faculty Member-03 OGC TAMT Member	<p>HAS Faculty Member-03 informs OGC TAMT Member that the Graduate College has asked the HAS department to draft a letter outlining the expectations it has for Subject to maintain his graduate standing moving forward.</p> <p>HAS Faculty Member-03 requests edits and comments from OGC TAMT Member, as applicable.</p> <p>HAS Faculty Member-03 also informs OGC TAMT Member that DOS Member-01 has placed a "no-email contact restriction on Subject with [the HAS] Department."</p> <p>OGC TAMT Member responds at 13:03 to discuss timing of review.</p>

Ref. #	Date	Time	Involved Parties	Event
201	13-Jan-22	13:29:00	Subject HAS Faculty Member-01	<p>HAS Faculty Member-01 exchanges emails with Subject about Subject's grade dispute. Subject notes that HAS Faculty Member-01's "grading of [him] is unfair" and notes he will file a grade dispute if HAS Faculty Member-01 does not give more details soon.</p> <p>HAS Faculty Member-01 responds with details of each grade. Subject reiterates his opinion that the grading is not fair.</p> <p>Last email in the chain is sent by HAS Faculty Member-01 to Subject at 16:04.</p>
202	14-Jan-22	10:26:00	Subject HAS Student Survivor	<p>Subject emails HAS Student Survivor, "hey are you taking physical?"</p> <p>HAS Student Survivor responds, "I'm not", at 11:02, then ignores Subject's follow-up statement at 11:58.</p>
203	14-Jan-22	10:30:00	HAS Faculty Member-03 OGC TAMT Member	<p>HAS Faculty Member-03 and OGC TAMT Member have a call to discuss letter outlining expectations for Subject to maintain his graduate status.</p>
204	14-Jan-22	16:32:00	HAS Faculty Member-01 DOS Member-01 HAS Faculty Member-03	<p>HAS Faculty Member-01 forwards recent email chain of discussion surrounding the grade dispute to DOS Member-01.</p>
205	14-Jan-22	17:54:00	Subject HAS Faculty Member-04	<p>Subject texts HAS Faculty Member-04, in part (grammatical errors original to source), "...were supposed to stick together...and instead you're a filthy kike lover who's been deceived by them...I would hate to find out that you were are 1 of them"</p>

Ref. #	Date	Time	Involved Parties	Event
206	14-Jan-22	18:11:00	Subject HAS Faculty Member-01	Subject emails, HAS Faculty Member-01, "I've been in higher education for 8 years after high school, and i've NEVER, EVER encountered a more rude and disrespectful person than you or for that matter than the head of the department who has now cost me my job. The funniest thing about it is that you all think you are going to get away with it!!!!!!!!!!!!!!!!!!!!!!!!!!!!!"
207	14-Jan-22	18:14:00	Subject HAS Faculty Member-01	Subject emails, HAS Faculty Member-01, "People like you should not be allowed to enter my country"
208	14-Jan-22	18:32:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "You really think Im gonna let a filthy fucking piece of shit kike ruin my life, then you don't know anything about me"
209	14-Jan-22	18:34:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "Kikes and asians are trying to destroy this country, and it will take for them to succeed is for people like us to not do anything"
210	14-Jan-22	18:37:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "And i l find out that you were acting as a spy for them then [G]od help you"
211	14-Jan-22	18:38:00	HAS Faculty Member-04 Subject	HAS Faculty Member-04 responds to Subject via text, "I assume that is a threat...I really did try to help, but if you think you can go on racist tirades on my phone and threaten me you are sadly mistaken."

Ref. #	Date	Time	Involved Parties	Event
212	14-Jan-22	19:00:00	HAS Faculty Member-04 UAPD	HAS Faculty Member-04 makes phone report to UAPD re: recent texts from Subject.
213	14-Jan-22	19:38:00	HAS Faculty Member-04 UAPD	HAS Faculty Member-04 emails text message screen shots to UAPD.
214	14-Jan-22	Unknown	UAPD Officer	UAPD runs check for Orders of Protections or Injunctions against Subject. Search returns one (1) in California.
215	15-Jan-22	8:06:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "I guess I overstated it. What I meant was, it seems incredible that as an instructor you couldn't get them to reconsider and at least broker a meeting about it"
216	15-Jan-22	8:13:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "This is a targeted attack against me by a Jew and Asian. That's the first thing [HAS Faculty Member-01] asked me when me me, where are you from?"
217	15-Jan-22	8:15:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "In case you don't know, Jews hate Arabs and pretty much all non Jews, and Chinese are stealing enormously from this country and think they're smarter than everyone and are very racist[.] For the most part"
218	15-Jan-22	10:38:00	Subject General DOS	Subject emails the General DOS address stating, "You need to respond to my complaints. You are not doing your job. If you continue to not do your job, I promise something very terrible is going to happen."

Ref. #	Date	Time	Involved Parties	Event
219	15-Jan-22	14:43:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "These fucking people are really ruining my life and they aren't gonna get away with it unlike others who have"
220	15-Jan-22	22:23:00	HAS Faculty Member-04 Subject	(Time is approximate) HAS Faculty Member-04 responds to Subject via text, in part, "I remember that I said no racist BS and for you to stop contacting me on my phone."
221	15-Jan-22	22:30:00	Subject HAS Faculty Member-04	Subject and HAS Faculty Member-04 exchange texts back and forth.
222	15-Jan-22	22:41:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, in part, "And I'm not the 1 being racist and unfair, they are. It seems like you've decided to side with them. I think it's the wrong decision but that's your prerogative. So I won't talk to you about it anymore unless you change your mind"
223	15-Jan-22	23:23:00	Subject HAS Faculty Member-04	Subject and HAS Faculty Member-04 exchange texts back and forth. HAS Faculty Member-04 expresses concern for Subject's wellbeing mentally and financially and suggests Subject reach out to University or community services. HAS Faculty Member-04 references a specific service.

Ref. #	Date	Time	Involved Parties	Event
224	15-Jan-22	23:59:00	HAS Faculty Member-04 Subject	(Time is approximate) HAS Faculty Member-04 responds to Subject via text, in part, "You need to find someone to talk to other than me. I can suggest University or community services...I'm really unqualified to deal and a lot of what you say makes me feel uncomfortable and unsafe."
225	16-Jan-22	7:55:00	HAS Faculty Member-04 Subject	Subject and HAS Faculty Member-04 exchange texts back and forth. HAS Faculty Member-04 references "hate speech" and notes at one point, "If the things you said to others had any of the implied threats or aggression you made to me in them, the consequences were honestly light. If this were anywhere other than a University, you would have been escorted from the building."
226	16-Jan-22	9:17:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, in part, "You don't understand how Jews and asians think and how they treat people. I'm gonna lawyer, if that doesn't work I'm taking matters into my own hands."
227	16-Jan-22	9:53:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "You don't see that me losing the job is just retaliation? I fthey really think I'm a danger they would have me expelled or at least thrown out of the department."
228	16-Jan-22	10:05:00	Subject HAS Faculty Member-04	Subject and HAS Faculty Member-04 exchange texts back and forth.

Ref. #	Date	Time	Involved Parties	Event
229	16-Jan-22	10:10:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, in part, "People [like HAS Faculty Member-01] shouldn't even be allowed in this country, my country and I told [HAS Faculty Member-01] that"
230	16-Jan-22	10:11:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "And kikes should not be allowed to exist anywhere, ever. The most disgusting people in all of existence"
231	16-Jan-22	10:22:00	Subject HAS Faculty Member-04	(Time is approximate) HAS Faculty Member-04 responds to Subject via text, "We're done for now. I won't accept that kind of statement from anyone."
232	16-Jan-22	11:53:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, in part, "And somebody not very long ago invested alot of resources to nearly eradicate them from the world...But I think you've made it clear who's side you're on so I won't be contacting you again and I'll consider you an enemy like them"

Ref. #	Date	Time	Involved Parties	Event
233	16-Jan-22	12:51:50	<p>HAS Faculty Member-03 DOS Member-01</p>	<p>HAS Faculty Member-03 informs DOS Member-01 of additional Code of Conduct violations as well as non-compliance by Subject to the DOS No Contact directive.</p> <p>HAS Faculty Member-03 states, in part, "The actions of the student have risen to the level where personnel within our department feel threatened and have fear for their personal safety, necessitating some sort of mandated psychological wellness check for the student by DOS."</p> <p>NOTE: Official Administrative No Contact Order is not issued until 08-Mar-2022.</p>
234	16-Jan-22	12:57:00	<p>HAS Faculty Member-03 COS Representative-01 COS Representative-02 UA HR Organizational Consultant Graduate College Member HAS Faculty Victim</p>	<p>HAS Faculty Member-03 forwards the email sent to DOS on 16-Jan-2022 (12:51:50) to COS Representatives, Graduate College Member, and UA HR Organizational Consultant.</p>
235	16-Jan-22	13:20:00	<p>HAS Faculty Member-04 UAPD Officer</p>	<p>HAS Faculty Member-04 emails UAPD with additional text messages.</p> <p>HAS Faculty Member-04 notes, "I finally responded in an attempt to either de-escalate or assess the level of threat since I seem to be the only one he remotely trusts. I feel compelled to do this</p>

Ref. #	Date	Time	Involved Parties	Event
				since the University seems unwilling to act and provide guidance on how to proceed."
236	16-Jan-22	13:24:00	DOS Member-01 UAPD Officer	<p>DOS Member-01 reports Subject 15-Jan-2022 (10:38, "You need to respond to my email...") email sent to the General DOS address to UAPD, DOS Member-01 reports this as something DOS Member-01 "considers to be a threat."</p> <p>DOS Member-01 informs UAPD that the comment was not directed specifically at anyone. DOS Member-01 simply wanted to report the communication.</p>
237	16-Jan-22	13:25:00	HAS Faculty Member-04 HAS Faculty Member-03	HAS Faculty Member-04 provides HAS Faculty Member-03 with the messages from Subject and warns of the language used by Subject. HAS Faculty Member-04 notes that "the University is being negligent in failing to respond."
238	16-Jan-22	13:36:00	HAS Faculty Member-03 COS Representative-01	HAS Faculty Member-03 forwards COS Representative-01 the email from HAS Faculty Member-04 (sent to UAPD at 13:20 the same day).
239	16-Jan-22	13:46:00	HAS Faculty Member-04 DOS Member-01 HAS Faculty Member-03	HAS Faculty Member-04 sends email with text conversations (PDF form) to DOS Member-01. HAS Faculty Member-04 notes knowledge of Subject's estrangement from his family and lack of friends. Also comments on concern for the Jewish and Asian communities.

Ref. #	Date	Time	Involved Parties	Event
240	16-Jan-22	14:25:00	OGC Member-01 DOS Member-01	OGC Member-01 is made aware and notifies DOS Member-01 that HAS Faculty Member-04 had received anti-Asian and antisemitic text messages from Subject. OGC Member-01 notes that "subsequent agitated communications [by Subject] towards faculty and administration led them to make incident reports to the DOS."
241	16-Jan-22	15:33:03	OGC Member-01 OGC TAMT Member HAS Faculty Member-04	OGC Member-01 requests that HAS Faculty Member-04 send the information that HAS Faculty Member-04 shared with DOS this morning to DOS TAMT Member and UAPD TAMT Member-02.
242	16-Jan-22	16:01:00	HAS Faculty Member-04 DOS TAMT Member UAPD TAMT Member-02	HAS Faculty Member-04 forwards the email that was sent to DOS (at 13:46 on the same day) to DOS TAMT Member and UAPD TAMT Member-02.
243	16-Jan-22	18:13:00	Human Resources Member DOS TAMT Member	Human Resources Member forwards DOS TAMT Member email chain originating from HAS Faculty Member-04 on 16-Jan-2022 at 12:57 MST to the College of Science, Graduate College, and Human Resources. HR notes that the email chain will be saved "in the TAMT box...in the event this becomes more involved."
244	16-Jan-22	18:52:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04 after multiple texts throughout the day, "I'll be honest I used to drink and got in a lot of trouble because of it in the past and learned by being incarcerated for a while."

Ref. #	Date	Time	Involved Parties	Event
245	16-Jan-22	19:00:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, in part, "Sometimes I get upset and was frustrated before that you didn't believe me but as I already said, it doesn't matter too much at this point. You have nothing to worry about from me, I like you very much as an instructor and as a person"
246	16-Jan-22	19:03:00	HAS Faculty Member-04 Subject	HAS Faculty Member-04 responds to Subject's last text, "Thanks for saying that. I really don't want anyone getting hurt. That includes you and everyone else."
247	16-Jan-22	19:05:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "I really don't to either. I'm gonna do everything I can not to[.]"
248	16-Jan-22	19:50:01	TAMT (OIE, DOS, OGC)	OIE TAMT Member sends a message to TAMT about the matter, and also reflects that Subject had a harassment case against him in CA.
249	16-Jan-22	22:44:00	HAS Faculty Member-03 HAS Executive Committee Members	HAS Faculty Member-03 emails HAS Executive Committee members an update and notes that HAS leadership considers recent messages from Subject to HAS Faculty Member-04 to contain evidence of a threat. DOS Member-01 has been informed.
250	16-Jan-22	22:57:00	UAPD Officer	UAPD reviews texts reported by HAS Faculty Member-04 on 14-Jan-2022.
251	16-Jan-22	23:49:00	Subject HAS Faculty Member-04	After some texts back and forth unrelated to the University, Subject begins a conversation around the current disciplinary situation and texts HAS Faculty

Ref. #	Date	Time	Involved Parties	Event
				Member-04, "Just imagine all the pain and suffering money they owe me!"
252	17-Jan-22	7:42:00	Subject HAS Faculty Member-04	After some texts about the situation, Subject texts HAS Faculty Member-04, "You're [not] listening to any common sense and I think you think you just getting a rise out of me just like [HAS Faculty Victim]. For not being Jewish you sure act like 1!!"
253	17-Jan-22	7:44:00	Subject HAS Faculty Member-04	Subject follows his last text to HAS Faculty Member-04 with, "I've come to absolutely hate this department and everyone in it"
254	17-Jan-22	7:46:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "You're absolutely either a kike or you're doing their bidding"
255	17-Jan-22	7:50:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "I'm right to consider you an enemy now, shame on you"
256	17-Jan-22	7:55:00	DOS TAMT Member HAS Faculty Member-04 DOS Member-01 DOS Member-02	DOS TAMT Member responds to HAS Faculty Member-04's email noting that DOS TAMT Member will be working on a letter to Subject referencing the discriminatory behavior and text messages in order to issue a temporary measure to bar Subject from campus while DOS reviews the situation. DOS TAMT Member informs HAS Faculty Member-04 to report any continued contact by Subject as soon as possible.
257	17-Jan-22	8:00:00	TAMT	TAMT meeting to discuss Subject case.

Ref. #	Date	Time	Involved Parties	Event
258	17-Jan-22	8:44:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "I just have 1 question, do you really think you fucking scumbags are gonna get away with the way youre treating me?"
259	17-Jan-22	8:55:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, calling HAS Faculty Victim a "piece of shit kike trash" and asked HAS Faculty Member-03 if he thought Subject would "slink away into a corner while you fuck me in the fucking asshole?!!" Calls HAS Faculty Member-03 "a complete asshole piece of shit idiot" and mentions HAS Faculty Member-01, "who's a piece of shit too."
260	17-Jan-22	9:10:45	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 forwards Subject's email sent that morning at 08:44 to DOS Member-01.
261	17-Jan-22	9:11:03	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 forwards Subject's email sent that morning at 08:55 to DOS Member-01.
262	17-Jan-22	10:07:46	HAS Faculty Member-01 DOS Member-01 HAS Faculty Member-03 HAS Faculty Victim	HAS Faculty Member-01 forwards to DOS the emails (2) that Subject sent on 14-Jan-2022. HAS Faculty Member-01 notes that HAS Faculty Member-01 did not respond to Subject's emails, although they include insults and racism and seem to be threatening toward the professor.
263	17-Jan-22	11:34:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "I don't have any other prospect, no family, no trust fund, nobody giving me any money at all. My job and education and are the most important things to me, why

Ref. #	Date	Time	Involved Parties	Event
				would I risk them both without good reason. It doesn't make any sense!!!"
264	17-Jan-22	11:49:00	HAS Faculty Member-04 DOS TAMT Member DOS Member-01 DOS Member-02	HAS Faculty Member-04 responds to DOS TAMT Member's latest email stating that HAS Faculty Member-04's "safety will be more severely compromised" if Subject understands from where DOS is receiving the reports of discriminatory text messages.
265	17-Jan-22	14:25:00	Graduate College Member DOS TAMT Member Another Graduate College Member	<p>Graduate College Member emails DOS TAMT Member to note that, "A situation with a graduate student has become increasingly worse" after receiving an email from HAS Faculty Member-03 seeking Graduate College assistance (16-Jan-2022, 12:57 MST).</p> <p>Graduate College Member had approved of a letter drafted by HAS to send to Subject in which HAS addressed their concerns, but given the recent incident advised HAS not to send.</p> <p>Asks to be kept informed by DOS.</p>
266	18-Jan-22	9:03:00	DOS Member-01 OGC Member-01	DOS Member-01 to OGC Member-01: "...we had a TAMT meeting this morning to discuss next steps. After UAPD reviews the case and we reach out to involved faculty, we plan on sending an Interim Suspension letter to the student."

Ref. #	Date	Time	Involved Parties	Event
267	18-Jan-22	9:10:00	DOS Member-01 HAS Faculty Member-03	DOS Member-01 responds to HAS Faculty Member-03's 16-Jan-2022 email (sent at 12:51:50) to inform that DOS has received reports with the communications between Subject and HAS Faculty Member-04 and, once UAPD reviews the case, DOS Member-01 plans to issue an interim suspension letter to Subject.
268	18-Jan-22	10:18:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "You are being so unfair and nasty to me that it's affecting my mental health and making my education absolutely horrible. You are a horrible, nasty, unprofessional person and you're not going to get away with it"
269	18-Jan-22	10:19:03	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 forwards DOS Member-01 the latest email from Subject.
270	18-Jan-22	10:20:00	HAS Faculty Member-03 COS Representative-01 COS Representative-02 UA HR Organizational Consultant Graduate College Member HAS Faculty Victim	After HAS Faculty Member-03 forwards the email sent to DOS on 16-Jan-2022 (sent at 12:51:50) to COS Representatives, Graduate College Member, and UA HR Organizational Consultant. Emails are exchanged to extend sympathy and assistance, where possible.

Ref. #	Date	Time	Involved Parties	Event
271	18-Jan-22	11:16:00	UAPD TAMT Detective HAS Faculty Member-01 HAS Faculty Victim	UAPD TAMT Detective contacts HAS Faculty Member-01 and HAS Faculty Victim re: the communications they are receiving from Subject.
272	18-Jan-22	11:34:00	Subject HAS Faculty Member-04	Subject goes back and forth between University situation and casual discussion about the weather. Subject texts HAS Faculty Member-04 30 minutes after a casual comment, "You're my only real ally in this so far, so I'm sure you can understand when I feel like you're on their side!"
273	18-Jan-22	11:57:00	HAS Faculty Member-01 HAS Faculty Member-03	HAS Faculty Member-01 informs HAS Faculty Member-03 that HAS Faculty Member-01 and HAS Faculty Victim had a call with UAPD to discuss the situation.
274	18-Jan-22	12:00:00	HAS Faculty Member-03 UAPD TAMT Detective	(Time is approximate) HAS Faculty Member-03 and UAPD TAMT Detective have call.
275	18-Jan-22	12:13:00	HAS Faculty Member-03 UAPD TAMT Detective	HAS Faculty Member-03 thanks UAPD TAMT Detective for the call and for "the prompt response UAPD is making in this matter for the benefit of the safety of our department."
276	18-Jan-22	12:36:00	HAS Faculty Member-04 UAPD TAMT Detective	HAS Faculty Member-04 contacts UAPD TAMT Detective for advice in seeking an order of protection.

Ref. #	Date	Time	Involved Parties	Event
277	18-Jan-22	13:07:00	HAS Faculty Member-03 COS Representative-01 COS Representative-02 UA HR Organizational Consultant Graduate College Member HAS Faculty Victim	UA HR Organizational Consultant responds to chain of emails to inform the copied parties that the situation has been reviewed by TAMT.
278	18-Jan-22	16:21:00	DOS	DOS sends Subject a Letter notifying him of his Interim Suspension. Records do not indicate that Subject viewed the letter through DOS's tracking system.
279	18-Jan-22	16:30:00	HAS Faculty Member-04 UAPD TAMT Detective	(Time is approximate) HAS Faculty Member-04 and UAPD TAMT Detective have a call.
280	18-Jan-22	16:32:00	Subject HAS Faculty Member-04	HAS Faculty Member-04 attempts to provide helpful resources for the Subject find a lawyer. Subject texts HAS Faculty Member-04 that he does not trust lawyers and that the University is "a horrible place[...]with horrible people[...]I'm probably dropping out."
281	18-Jan-22	16:33:00	UAPD TAMT Detective HAS Faculty Member-03	UAPD TAMT Detective follows up discussion with an email containing resources for HAS Faculty Member-03 in seeking an order of protection.

Ref. #	Date	Time	Involved Parties	Event
282	18-Jan-22	16:33:00	HAS Faculty Victim HAS Faculty and Staff	HAS Faculty Victim informs department Core Faculty, Instructors, and Staff that Subject has been placed on Interim Suspension and provides the notice by DOS in order to inform the department of actions to take should they see Subject on campus or be contacted re: classes (in-person or remote).
283	18-Jan-22	16:48:00	UAPD TAMT Detective HAS Faculty Member-04	UAPD TAMT Detective follows up discussion with an email containing resources for HAS Faculty Member-04 in seeking an order of protection.
284	18-Jan-22	16:58:00	Subject HAS Faculty Member-04	HAS Faculty Member-04 does not respond. Subject texts, "And now they suspended me!! For speaking my mind" HAS Faculty Member-04 asks (17:08) if suspension means Subject can still take classes.
285	18-Jan-22	17:10:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "This place is unfucking believable!"
286	19-Jan-22	10:02:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "I really just don't feel like talking anymore about it"

Ref. #	Date	Time	Involved Parties	Event
287	19-Jan-22	11:07:00	HAS Faculty Member-04 DOS	<p>HAS Faculty Member-04 reports continued, unwelcome communications from Subject to DOS.</p> <p>Text communications becoming "increasingly virulent and included a threat last night."</p> <p>HAS Faculty Member-04 considers communications to be harassment.</p> <p>Communications include "unwanted and unwelcome Nazi propaganda."</p> <p>Situation with Subject "is creating a hostile and unsafe work environment for the entire department."</p>
288	19-Jan-22	12:06:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "Have they said anything about it to you?"
289	19-Jan-22	12:06:00	HAS Faculty Member-04 Subject	HAS Faculty Member-04 texts Subject, "Just the notice of suspension that was sent out to everyone."
290	19-Jan-22	12:22:00	HAS Faculty Member-04 Subject	Subject asks HAS Faculty Member-04 what the notice says. HAS Faculty Member-04 responds by briefly informing that Subject cannot come onto campus but he still has online access; ends with noting that DOS situations are confidential.
291	19-Jan-22	12:44:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "Ok thanks"
292	19-Jan-22	15:00:00	Subject HAS Faculty Member-05	Subject asks HAS Faculty Member-05 if he can attend class via Zoom (while under Interim Suspension).

Ref. #	Date	Time	Involved Parties	Event
293	19-Jan-22	16:20:00	Subject DOS Member-02	<p>Subject emails DOS Member-02 to note that he has "just been suspended and lost [his] TA job for an incident that a faculty member instigated with [him]."</p> <p>Subject claims he has not received a response on the matter from DOS.</p> <p>NOTE: According to a later DOS Member-02 response, Subject received a letter from DOS Member-01 stating a date and time to meet with DOS Member-01 prior to this email.</p>
294	19-Jan-22	16:22:00	Subject DOS Member-02	<p>Subject quickly follows his last email to DOS Member-02 with, "[HAS Faculty Victim] also discriminated against me because [HAS Faculty Victim]'s Jewish. I need immediate action"</p>
295	19-Jan-22	N/A	Behavioral Intervention Team	<p>According to "BIT notes", "Student has been emailing and texting instructors in Hydrology repeatedly and with discriminatory language. Faculty are concerned for their safety and worry student is not exhibiting reasonable behavior. [DOS Member-03] will offer a copy of the interim suspension letter to UAPD."</p>
296	20-Jan-22	9:44:01	HAS Faculty Member-03 HAS Faculty Member-04	<p>HAS Faculty Member-03 and HAS Faculty Member-04 discuss potential for alternative lodging accommodations for HAS Faculty Member-04 and family.</p>

Ref. #	Date	Time	Involved Parties	Event
297	20-Jan-22	11:22:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "did you go to [class] yesterday?" HAS Student Survivor responds to this and another email, then ignores Subject's last follow-up statement at 16:47.
298	20-Jan-22	12:33:00	Subject DOS Member-02	Subject emails DOS Member-02 again after not getting a response: "Is there a problem with you that you can't respond?"
299	20-Jan-22	12:53:59	HAS Faculty Member-03 OGC TAMT Member	HAS Faculty Member-03 emails OGC TAMT Member: "My question to OGC is whether or not you all may be able to provide us a department services to seek protective orders, at least for those faculty directly involved. If not, I would be prepared to pay my own attorney to do so, at least for myself."
300	20-Jan-22	14:07:21	HAS Faculty Member-03 DOS	HAS Faculty Member-03 forwards to DOS an email from Subject to HAS Faculty Member-05 (19-Jan-2022, 15:00) which is in violation of Subject's Interim Suspension.
301	20-Jan-22	16:52:00	DOS Member-02 Subject	DOS Member-02 responds to Subject's email (20-Jan-2022, 16:22) reprimanding him for his blatantly "inappropriate and disrespectful" emails (sent by Subject on 19-Jan-2022 at 16:20 and 16:22). DOS Member-02 notes that Subject has already received information re: a meeting with DOS and there are expectations that Subject abides by directives by DOS and the overall DOS process.

Ref. #	Date	Time	Involved Parties	Event
302	20-Jan-22	20:57:09	HAS Faculty Member-04 HAS Faculty Member-03	HAS Faculty Member-04 asks HAS Faculty Member-03 if background checks are done or are allowed to be done by a department or the University for graduate students.
303	20-Jan-22	21:30:00	Subject DOS Member-02	<p>Subject responds to DOS Member-02 demanding a process be set in place for "due process".</p> <p>Subject notes, "And the individual is Jewish, so I don't think that someone named [DOS TAMT Member] would be the best person to handle it! And I haven't received a letter from [DOS TAMT Member] though I have received one from [DOS Member-01]."</p>
304	20-Jan-22	Unknown	Subject TPD	<p>Subject reportedly called TPD re: "suspicious activity."</p> <p>NOTE: This was in a Public Records Request release. No other information available. Reference is made in the TPD incident report wherein ARMSLIST Seller reported Subject's disturbing text, "A couple of bucks doesn't matter as I'm going to kill several people and myself."</p>
305	21-Jan-22	14:58:00	HAS Faculty Member-06 HAS Student Survivor	HAS Faculty Member-06 refers the HAS Student Survivor to the Office of Institutional Equity to address Subject's harassing communications.

Ref. #	Date	Time	Involved Parties	Event
306	21-Jan-22	14:59:51	UAPD TAMT Detective TAMT	UAPD TAMT Detective notes that all involved HAS Faculty members have been spoken to. Only HAS Faculty Member-03 was interested in potentially pursuing any charges against Subject and the others were willing to let the administrative process play out, but had not yet shared all relevant communications with UAPD TAMT Detective.
307	21-Jan-22	15:21:00	DOS Member-01 OGC TAMT Member UAPD TAMT Detective UAPD TAMT Member-02 DOS TAMT Member	DOS Member-01 updates OGC TAMT Member (and UAPD members via being copied) on the Subject situation; namely, DOS Member-01 informs OGC TAMT Member that Subject has made contact with a professor in violation of his interim suspension and suggested that DOS TAMT Member not be involved due to DOS TAMT Member's last name sounding Jewish.
308	21-Jan-22	16:49:11	OGC TAMT Member HAS Faculty Member-04	After HAS Faculty Member-03 connects HAS Faculty Member-04 and OGC TAMT Member, HAS Faculty Member-04 responds with an email to OGC TAMT Member stating, "I have a good bit of information that may be able to instruct University actions." OGC TAMT Member and HAS Faculty Member-04 exchange emails to set up time to connect.
309	21-Jan-22	21:12:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "You're a real dirty kike lover, or a dirty kike. Either way you're just as bad as they are"

Ref. #	Date	Time	Involved Parties	Event
310	22-Jan-22	6:29:00	Subject HAS Faculty Member-01	Subject emails HAS Faculty Member-01, "Are you going to do your job and show me my final and the test keys?"
311	22-Jan-22	14:10:00	Subject HAS Faculty Member-01	Subject emails HAS Faculty Member-01, "Is this really what you get paid [salary] a year for?!!!"
312	22-Jan-22	14:26:00	Subject DOS Member-02	<p>Subject emails DOS Member-02 asking a similar salary question as to HAS Faculty Member-01, "This is really what you get paid [salary] a year to do? Not take a serious situation seriously? And not respond to my emails?"</p> <p>Subject also writes, "So I'll ask 1 more time: what is the purpose of my meeting with [DOS TAMT Member]? And to reiterate, I WILL NOT meet with a Jewish person to discuss being targeted, discriminated against, yelled at and then fired by another Jew!!!!!! This should be abundantly obvious to you or to anyone for that matter!!!!!!!"</p>
313	22-Jan-22	14:33:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04. Subject offers that he should probably apologize but that HAS Faculty Member-04's "behavior is very suspicious" but that he is "trying to give [HAS Faculty Member-04] the benefit of the doubt[.]"
314	22-Jan-22	14:42:00	HAS Faculty Member-04 Subject	HAS Faculty Member-04 texts Subject, "I think we should just stop chatting about it. I'm clearly not helping anything."

Ref. #	Date	Time	Involved Parties	Event
315	23-Jan-22	9:37:17	<p>HAS Faculty Member-04</p> <p>DOS</p>	<p>HAS Faculty Member-04 informs DOS that there have been further interactions with Subject and notes some specific points HAS Faculty Member-04 believes "might be useful in determining future course while ensuring the safety of all involved."</p> <p>As follows:</p> <p>"...[A]nother threatening anti-Semitic text[.]"</p> <p>"[A] text today admitting a family history of paranoia."</p> <p>"[A] conversation [which] last about 2.5 hours and was multifaceted....[Subject referenced pattern of behavior when drinking]."</p> <p>(emphasis original to source) "After that, we discussed possible future alternative scenarios for his career such as moving to Cyprus with his family and pursuing a career in writing. He indicated that this may be beneficial as he has issues with authority and diversity and has had difficulty securing a job considering there is a felony on his record. He did not disclose, nor did I enquire as to the nature of the felony."</p>
316	23-Jan-22	12:29:00	<p>HAS Faculty Member-01</p> <p>OGC</p> <p>HAS</p>	<p>HAS Faculty Member-01 forwards OGC the recent emails from Subject (both dated 22-Jan-2022).</p> <p>Discussion involves setting up a meeting with OGC.</p> <p>HAS Faculty Member-01 notes that HAS Faculty Member-01 is "feeling more and more unsafe."</p>

Ref. #	Date	Time	Involved Parties	Event
317	23-Jan-22	13:17:01	HAS Faculty Member-03 DOS	HAS Faculty Member-03 forwards to DOS the email chain between HAS Faculty Member-01 and OGC for inclusion in the Subject case file and to note continued communications after the Interim Suspension.
318	23-Jan-22	14:10:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "I suffer from paranoia sometimes, it runs in my family, both sides"
319	23-Jan-22	14:14:00	HAS Faculty Member-04 Subject	HAS Faculty Member-04 offers Subject sympathy and texts, "[I] don't know what's going to happen tomorrow, but I don't think it's good."
320	23-Jan-22	14:16:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "With what, the meeting?" HAS Faculty Member-04 answers in the affirmative.
321	23-Jan-22	14:18:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "Why don't you think it's gonna be good?"
322	23-Jan-22	14:21:00	HAS Faculty Member-04 Subject	HAS Faculty Member-04 texts Subject, "Have you been emailing folks? Like this is mostly confidential so people don't really talk much[.] You told me about the email you sent [HAS Faculty Member-01.]"
323	23-Jan-22	14:23:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "Not inappropriately since the meeting was set"
324	23-Jan-22	14:23:00	HAS Faculty Member-04 Subject	HAS Faculty Member-04 texts Subject, "Ok, well that's good"

Ref. #	Date	Time	Involved Parties	Event
325	23-Jan-22	14:26:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "These people just get paid way too much to not do their jobs!! Especially the deans[a]nd the profs[.] I can't find your salary but I bet it's half of theirs[.]"
326	23-Jan-22	14:28:00	HAS Faculty Member-04 Subject	HAS Faculty Member-04 texts Subject, "More like a third. BTW [HAS Faculty Victim] is a Catholic apparently, as in Irish."
327	23-Jan-22	14:29:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "That's not what mylife.com says[.]"
328	23-Jan-22	14:38:00	Subject HAS Faculty Member-04	After some back and forth, Subject texts HAS Faculty Member-04, "If you can show me proof, links, people, names of churches then I'll stand corrected" and "Im very interested in this proof about [HAS Faculty Victim.]"
329	24-Jan-22	19:14:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "To be honest I think you're lying about [HAS Faculty Victim] being Christian, I've never seen one act like that even the fake ones!!"
330	24-Jan-22	Unknown	Subject OGC Member-01	Subject refuses meeting with OGC Member-01 to discuss Interim Suspension.
331	25-Jan-22	9:50:17	OGC Member-01 HAS Faculty Member-04	OGC responds to HAS Faculty Member-04's email from 21-Jan-2022 to connect for a call the same day.

Ref. #	Date	Time	Involved Parties	Event
332	25-Jan-22	9:59:54	OGC TAMT Member DOS TAMT Member UAPD TAMT Detective	<p>OGC TAMT Member updates DOS TAMT Member and UAPD TAMT Detective about recent discussion with HAS Faculty Member-03. Per that discussion, HAS Faculty Member-03 asked if the University could connect with the FBI given Subject's hateful comments re: the Jewish community.</p> <p>OGC TAMT Member poses the question to UAPD TAMT Detective re: if that is something the University's Joint Terrorism Task Force contact could look into especially given attacks on the Jewish community nationally.</p>
333	25-Jan-22	10:14:37	OGC TAMT Member DOS TAMT Member UAPD TAMT Detective	<p>UAPD TAMT Detective responds affirmatively, noting contact will be made with JTTF representative. UAPD TAMT Detective asks if any threats of violence toward the Jewish community (or others) have been made.</p> <p>OGC TAMT Member responds minutes later to note no knowledge of overt threats.</p>
334	25-Jan-22	10:19:43	HAS Faculty Member-03 OGC TAMT Member	<p>HAS Faculty Member-03 shares articles, originally shared by a colleague, on warning signs and behavioral indicators of a violent actor. HAS Faculty Member-03 notes to OGC TAMT Member that Subject exhibits multiple warning signs.</p>
335	25-Jan-22	10:23:04	OGC TAMT Member HAS Faculty Member-03	<p>OGC TAMT Member responds to HAS Faculty Member-03's latest email to note that UAPD TAMT Detective has already been notified and will be reaching out to the FBI.</p>

Ref. #	Date	Time	Involved Parties	Event
336	25-Jan-22	10:36:00	DOS Member-01 Subject	DOS Member-01 sends Subject a document outlining the allegations made against him along with questions DOS Member-01 has for Subject in order to further the evaluation of the matter.
337	25-Jan-22	11:11:05	OGC TAMT Member DOS TAMT Member UAPD TAMT Detective	DOS TAMT Member responds to email discussion re: connecting with the FBI or JTTF contact with a note, "[Subject] also disclosed to [DOS Member-01] that he has had a felony in the past. [OGC TAMT Member], we may want to revisit the background considerations with the grad college." Discussion between DOS TAMT Member and OGC TAMT Member notes that Graduate College does not inquire about felonies in the application process.
338	25-Jan-22	13:25:00	Subject DOS Member-01	Subject emails DOS Member-01 that he is "very upset" and believes HAS Faculty Victim discriminated against him "perhaps because [the Subject has] a foreign name and [HAS Faculty Victim] is Jewish."
339	25-Jan-22	13:28:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "I didn't know you were reporting me too!" NOTE: This is the last documented communication from the Subject to HAS Faculty Member-04 until 10-April-2022.

Ref. #	Date	Time	Involved Parties	Event
340	25-Jan-22	16:12:16	HAS Faculty Victim DOS Member-01 College of Science OGC TAMT Member UAPD TAMT Detective HAS Faculty Member-01 HAS Faculty Member-03 HAS Faculty Member-04 HAS Faculty Member-08	HAS Faculty Victim begins discussion to set up a meeting between all parties on the email to discuss the nature of current threats, how to respond, what can be shared, and how to be prepared to respond.
341	25-Jan-22	16:42:00	DOS Member-01 Subject	DOS decides to uphold Subject's interim suspension after receiving his written submission. DOS Member-01 emails Subject with this decision and reiterates that it still prohibits him from coming onto campus and that by doing so he "will be trespassing and [he is] subject to arrest."
342	25-Jan-22	17:03:00	DOS Member-01 DOS TAMT Member OGC TAMT Member UAPD TAMT Detective UAPD TAMT Member-02	DOS Member-01 informs OGC TAMT Member (and UAPD via being copied) that Subject refused to meet with DOS Member-01 due to DOS Member-01 rejecting the recording of their meeting. DOS Member-01 informs OGC TAMT Member that Subject remains on Interim Suspension.

Ref. #	Date	Time	Involved Parties	Event
343	25-Jan-22	23:44:00	Subject HAS Faculty Member-05	Subject informs HAS Faculty Member-05 that the Interim Suspension will impact his performance in the class but that he will "speak with some classmates about the assignment" and notes, "Unfortunately I've become the target of several people in the department so my future in the department is in jeopardy at the moment but I'm doing my best to move forward."
344	26-Jan-22	8:04:00	DOS Member-01 OGC TAMT Member	DOS Member-01 informs OGC TAMT Member that DOS anticipates issuing a final decision to Subject by 31-Jan-2022.
345	26-Jan-22	10:53:00	HAS Faculty Member-03 HAS Faculty	HAS Faculty Member-03 begins emailing various HAS Faculty to alert them to Subject's attempts to contact one or more instructors during his interim suspension. Faculty is directed to report any attempts to HAS Faculty Member-03.
346	26-Jan-22	11:00:00	TAMT	TAMT meeting to discuss Subject case.
347	26-Jan-22	12:12:00	HAS Faculty Member-03 HAS Faculty Member-06	HAS Faculty Member-03 informs HAS Faculty Member-06 of prohibitions to contact department staff during his interim suspension. HAS Faculty Member-03 requests that the faculty member alert the HAS Student Survivor of the need to report to DOS any communications from Subject that may be deemed inappropriate. Emails are exchanged between the two re: caution to not indicate Subject's interim suspension status.

Ref. #	Date	Time	Involved Parties	Event
348	26-Jan-22	16:15:00	UAPD TAMT Detective UAPD Officer / Sgt.	UAPD makes contact with Subject at his residence in response to multiple faculty members reporting concerns for his mental health.
349	27-Jan-22	6:31:00	Subject DOS Member-01	Subject emails DOS Member-01, "You fucking people are really incredible incompetent garbage. I'm the one being targeted and discriminated against and you suspend me?! you can all go FUCK YOURSELVES!!!!!!!!!!!"
350	27-Jan-22	13:00:00	HAS Faculty Victim DOS Member-01 College of Science OGC TAMT Member UAPD TAMT Detective HAS Faculty Member-01 HAS Faculty Member-03 HAS Faculty Member-04 HAS Faculty Member-08	HAS, DOS, COS, UAPD, and OGC members meet to discuss safety concerns and moving classrooms.
351	27-Jan-22	14:12:00	HAS Faculty Victim DOS Member-01 OGC TAMT Member HAS Faculty Member-03	HAS Faculty Member-03 seeks guidance from DOS Member-01 and OGC TAMT Member on legality of and how to communicate, in writing, to the department that they are going to consider moving classes online.

Ref. #	Date	Time	Involved Parties	Event
352	27-Jan-22	16:20:00	HAS Faculty Victim DOS Member-01 OGC TAMT Member HAS Faculty Member-03	OGC TAMT Member responds to HAS Faculty Member-03 suggesting that moving classes online be addressed with "a generic basis for explaining why [HAS is] doing so (e.g., due to extenuating circumstances, classes will be online this week;...)"
353	27-Jan-22	19:08:00	HAS Faculty Member-04 UAPD TAMT Detective HAS Faculty Victim HAS Faculty Member-03 COS Representative-01 DOS Member-01	HAS Faculty Member-04 inquires of UAPD TAMT Detective re: threat level escalating after Subject has time to think / potentially immediately following DOS decision of Expulsion in a few days.
354	28-Jan-22	8:23:00	HAS Faculty Victim DOS Member-01 OGC TAMT Member HAS Faculty Member-03	DOS Member-01 responds to recent email chain to note that, "For safety purposes, all HAS faculty and staff can be notified of Subject's interim suspension status." DOS Member-01 offers language to do so.
355	28-Jan-22	8:43:41	HAS Faculty Victim DOS Member-01 OGC TAMT Member HAS Faculty Member-03	HAS Faculty Victim requests direction in conveying "how to announce moving classes temporarily online as well as making people in other departments [aware] of the risk to security that may be present."
356	28-Jan-22	9:46:11	OGC TAMT Member HAS Faculty Member-03 HAS Faculty Victim	OGC TAMT Member responds to HAS Faculty Victim's email sent at 08:43:41 to note that OGC TAMT Member's suggestion would to not mention security reasons as basis for moving classes online and would

Ref. #	Date	Time	Involved Parties	Event
				recommend allowing remote classes to be an option.
357	28-Jan-22	10:42:00	HAS Faculty Member-03 OGC TAMT Member HAS Faculty Victim	HAS Faculty Member-03 responds to OGC TAMT Member's 09:46:11 email asking for guidance on potentially closing down a classroom in HAS "[if HAS] cannot overtly mention the building security issue in any communications to faculty or students[.]"
358	28-Jan-22	10:53:00	UAPD TAMT Detective HAS Faculty Member-04 HAS Faculty Victim HAS Faculty Member-03 COS Representative-01 DOS Member-01	UAPD TAMT Detective responds to HAS email sent on 27-Jan-2022 at 19:08 to answer a question about probability of Subject escalating to violence. UAPD TAMT Detective notes that at the time, there is no credible information to indicate that; however, that could change and UAPD TAMT Detective is prepared to address those concerns if needed. UAPD TAMT Detective notes that patrol has been asked to increase frequency in the area surrounding HAS.
359	28-Jan-22	11:30:00	Subject DOS Member-02	Subject emails DOS Member-02, "I need to know by the end of today what's happening with my suspension so I can make plans."
360	28-Jan-22	12:09:00	Subject DOS Member-02	Subject emails DOS Member-02 about his First Amendment rights and that he is "actually the initial victim of [HAS Faculty Victim] and your office is not doing anything about THAT! Instead I lost my job responding to [HAS Faculty Victim]'s attacks. Are you going to step up now and do your job and be fair?"

Ref. #	Date	Time	Involved Parties	Event
361	28-Jan-22	12:10:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Hey, how's it going? Did you start[class] HW yet? I looked it over, but my status at the University is in question right now, lol" See 31-Jan-2022 for HAS Student Survivor response and discussion that occurs.
362	28-Jan-22	17:40:03	OGC TAMT Member HAS Faculty Member-03 HAS Faculty Victim	OGC TAMT Member clarifies with HAS Faculty that OGC TAMT Member is not forbidding or restricting the HAS department from mentioning security reasons for moving classes online. It is a suggestion to help quell questions and concerns from getting out of hand (i.e. dealing with rumors, etc.) and "FERPA will prevent you from addressing this squarely because of student privacy concerns."
363	30-Jan-22	11:23:00	Subject HAS Faculty Member-05	Subject asks HAS Faculty Member-05 if his 25-Jan-2022 email (at 23:44) was received. NOTE: This constitutes a violation of Subject's Interim Suspension.
364	30-Jan-22	11:45:00	Subject HAS Faculty Member-07	Subject emails HAS Faculty Member-07 asking about a class. NOTE: This constitutes a violation of Subject's Interim Suspension.
365	30-Jan-22	11:51:58	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 forwards to DOS Member-01 emails from Subject to HAS Faculty Member-05 (25-Jan-2022 at 23:44; 30-Jan-2022, 11:23) which is, again, in violation of Subject's Interim Suspension. There was no response to Subject's latest emails by HAS Faculty Member-05.

Ref. #	Date	Time	Involved Parties	Event
366	30-Jan-22	15:25:00	HAS Faculty Member-07 HAS Faculty Member-03	HAS Faculty Member-07, who was contacted by Subject at 11:45 the same day, inquires of HAS Faculty Member-03 whether a response is needed.
367	30-Jan-22	15:33:19	HAS Faculty Member-03 HAS Faculty Member-07 DOS Member-01	HAS Faculty Member-03 informs HAS Faculty Member-07 that Subject should not be contacting any of his professors "per the conditions of his interim suspension[.]"
368	31-Jan-22	10:28:41	OGC TAMT Member HAS Faculty Member-03 HAS Faculty Victim	HAS Faculty Member-03 requests OGC TAMT Member's review of a draft correspondence to HAS faculty and staff to communicate the temporary closing of a HAS classroom and remote classes.
369	31-Jan-22	10:56:37	OGC TAMT Member HAS Faculty Member-03 HAS Faculty Victim	HAS Faculty Member-03 inquires of OGC of the possibility of a department-wide order of protection should the DOS decision result in permanent suspension or expulsion.
370	31-Jan-22	11:15:09	OGC TAMT Member HAS Faculty Member-03 HAS Faculty Victim	OGC TAMT Member emails HAS Faculty Member-03 and HAS Faculty Victim to comment on the drafted correspondence to HAS faculty and staff. OGC TAMT Member notes that in fielding questions, not getting into details of the situation is advisable in order to prevent starting rumors or causing "a potential over-reaction" within the department.

Ref. #	Date	Time	Involved Parties	Event
371	31-Jan-22	11:16:38	OGC TAMT Member HAS Faculty Member-03 HAS Faculty Victim	OGC TAMT Member responds to HAS Faculty Member-03's email about a department-wide order of protection without push-back, but notes that a threat or concern will need to be identified in order to secure one after the expulsion is communicated to Subject. OGC TAMT Member is fine to pursue an order of protection if Subject's response to the DOS decision warrants it (otherwise a court will not grant one without overt threat or concern).
372	31-Jan-22	11:30:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Hey, I have started a bit of it, it's not too bad. And is everything okay?"
373	31-Jan-22	11:41:00	Subject HAS Student Survivor	Subject responds to HAS Student Survivor's 11:30 email stating, "Not really, I've been suspended which is why I haven't been to class. I find out today if it continues"
374	31-Jan-22	11:46:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Oh really? I'm sorry to hear that :/ I hope everything works out for you"
375	31-Jan-22	12:08:00	Subject HAS Student Survivor	Subject responds to HAS Student Survivor's 11:46 email stating, "thanks, first time I've ever been suspended! I may just drop out, I'm kind of sick of everything right now"

Ref. #	Date	Time	Involved Parties	Event
376	31-Jan-22	12:19:33	HAS Faculty Member-03 UAPD TAMT Detective OGC TAMT Member HAS Faculty Victim	HAS Faculty Member-03 requests CatCard photo of Subject as HAS does not have an internal photo of him.
377	31-Jan-22	14:39:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "How you doing?"
378	31-Jan-22	14:53:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "I'm alright, but yeah do what you have to do of course"
379	31-Jan-22	15:00:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "Yeah I got other stuff I wanna do anyway, writing, etc. Hey if you're gonna go to class today, maybe we could get a piece of pizza after? But you have to pay now that I don't have a job!! Lol"
380	31-Jan-22	17:05:00	Subject DOS	Subject inquires of DOS of timing of decision.
381	31-Jan-22	18:27:00	HAS Student Survivor Subject	HAS Student Survivor responds to Subject's last email, "Sorry, I have another meeting I need to go to after that class now"
382	01-Feb-22	11:11:00	Subject HAS Student Survivor	Subject responds to HAS Student Survivor's response email on 31-Jan-2022 (18:27), "yeah sure, you just didn't wanna pay, I know!" HAS Student Survivor does not respond to this email.

Ref. #	Date	Time	Involved Parties	Event
383	01-Feb-22	11:18:00	DOS Member-01 Subject	DOS Member-01 informs Subject that the decision is still being reviewed. Expected to be within the next day or so.
384	01-Feb-22	13:50:00	Subject DOS Member-01	Subject emails DOS Member-01, "I have a right to my opinions and to voice them. And I'm in a stressful situation and your office is not helping at all."
385	01-Feb-22	13:55:00	DOS Member-01 Subject	DOS Member-01 emails Subject resends links for resources (DOS Student Assistance and CAPS - UA Mental Health Support).
386	01-Feb-22	17:58:00	OGC TAMT Member HAS Faculty Member-03 HAS Faculty Victim	OGC provides HAS Faculty Member-03 and HAS Faculty Victim with Subject's CatCard photo and informs them they can share with whomever needs to know noting that there are no FERPA concerns attached to that sharing.
387	01-Feb-22	21:12:38	Subject DOS Member-01	Subject emails DOS Member-01 to ask, "Did you tell my professors not to talk to me?"
388	02-Feb-22	12:06:00	Subject DOS Member-01	Subject emails DOS Member-01, "If you understood, your office would be addressing the problem. This is the most disgusting incompetent administration in a school that I've ever been to or hear of!!!
389	02-Feb-22	13:56:00	HAS Faculty Member-03 HAS Class	HAS Faculty Member-03 emails students in an HAS class to inform them that "Harshbarger 110 classroom is not available today for the...class" and the class will meet in an alternative location.

Ref. #	Date	Time	Involved Parties	Event
390	02-Feb-22	16:19:00	DOS Member-01	<p>DOS sends Subject a Letter notifying him of his Expulsion.</p> <p>Expulsion letter outlines Code of Conduct violations, including specific language from various communications to HAS Faculty. Letter notes that "[t]he findings and the serious and dangerous nature of the allegations support the sanction of Expulsion from the University of Arizona. You are expelled from the University of Arizona effective immediately." Further, "Expulsion means permanent separation of the student from the University. An expelled student cannot participate in any University sponsored event and is barred from University property."</p> <p>Subject viewed on 04-Feb-2022.</p>
391	02-Feb-22	16:27:00	<p>OGC TAMT Member</p> <p>DOS TAMT Member</p> <p>UAPD TAMT Detective</p>	<p>OGC TAMT Member asks if TAMT team from initial meeting should be made aware now that the situation is progressing.</p>
392	02-Feb-22	16:38:08	TAMT	<p>DOS TAMT Member notifies TAMT team of the expulsion and provides UAPD TAMT Detective with the Expulsion Letter "should Subject come to campus."</p>
393	02-Feb-22	17:35:00	<p>DOS TAMT Member</p> <p>Office of Instruction & Assessment</p>	<p>DOS TAMT Member requests that all "D2L access" be removed for Subject "effective immediately" and until further notice given that Subject has failed to comply with DOS directive to cease contact with the HAS department.</p>

Ref. #	Date	Time	Involved Parties	Event
394	03-Feb-22	8:13:20	Office of Instruction & Assessment DOS TAMT Member	The Office of Instruction & Assessment confirms the deactivation of Subject's D2L Account.
395	03-Feb-22	9:02:00	Subject DOS Member-01	Subject asks DOS Member-01 how he can repeal the expulsion (02-Feb-2022).
396	03-Feb-22	9:06:15	DOS Member-01 Subject	DOS Member-01 emails Subject the "Request for Appeal to University Hearing Board Code of Conduct" form in response to his latest email.
397	03-Feb-22	10:36:00	DOS Member-01 HAS	DOS Member-01 informs HAS Faculty Victim and HAS Faculty Member-03 that the conditions surrounding Subject's 02-Feb-2022 Expulsion will still stand throughout any appeal process if Subject decides to appeal the DOS decision.
398	03-Feb-22	12:17:00	HAS	HAS Faculty Victim emails HAS Core Faculty, Instructors, and Staff about the expulsion of Subject and includes his CatCard photo to ensure reports of sightings.
399	03-Feb-22	13:01:00	HAS Faculty Victim HAS Faculty Member-06	HAS staff member emails HAS Faculty Victim to ask if the information from the 12:17 email can be shared with the HAS students so they can be aware for sightings as well. HAS Faculty Victim forwards this to OGC TAMT Member seeking a response.

Ref. #	Date	Time	Involved Parties	Event
400	03-Feb-22	15:25:21	<p>HAS Faculty Victim</p> <p>OGC TAMT Member</p> <p>HAS Faculty Member-03</p>	<p>OGC TAMT Member responds to the question re: sharing information with students by noting that Subject's "status as a student is not FERPA protected" and "it can be shared that he is no longer a student."</p> <p>OGC TAMT Member references the FERPA "health and safety" exception "which likely applies" to information re: Subject being barred from campus or campus activities.</p> <p>OGC TAMT Member only suggests that HAS leadership consider whether the information is shared to students as a whole or to a subset who may be more directly impacted. Leaves it to HAS discretion.</p> <p>Discussion continues between HAS Faculty Victim, HAS Faculty Member-03, and OGC TAMT Member re: ensuring any keys received back from Subject and changing passcode for room he had access to.</p>
401	04-Feb-22	9:33:23	<p>Subject</p> <p>Provost's Office</p>	<p>Subject informs the Provost's Office that he filed an appeal of the DOS's expulsion.</p>
402	04-Feb-22	10:37:13	<p>HAS Faculty Member-03</p> <p>UAPD TAMT Detective</p> <p>OGC TAMT Member</p> <p>HAS Faculty Victim</p>	<p>HAS Faculty Member-03 forwards the internal memo circulated to the HAS department faculty and staff re: Subject's expulsion along with Subject's CatCard photo for UAPD records. HAS Faculty Member-03 updates UAPD TAMT Detective on HAS actions taken and planned and thanks UAPD TAMT Detective for efforts in the process.</p>

Ref. #	Date	Time	Involved Parties	Event
403	04-Feb-22	13:27:00	Subject	Subject views 02-Feb-2022 DOS Letter notifying him of his Expulsion.
404	04-Feb-22	14:34:06	HAS Faculty Member-03 OGC TAMT Member	<p>HAS Faculty Member-03 informs OGC that the department is trying to manage student concerns due to the recent closure of a classroom.</p> <p>HAS Faculty Member-03 also informs OGC that Subject had tried to contact an undergraduate student earlier in the week. HAS Faculty Member-03 inquires about how much information can be shared with the undergraduate student in light of FERPA combined with the undergraduate student's "unique safety concern here[.]"</p>
405	04-Feb-22	17:31:00	HAS Faculty Member-03 HAS Student Survivor	HAS Faculty Member-03 emails HAS Student Survivor with UAPD contact information relevant to the situation.
406	04-Feb-22	Unknown	Subject	Subject appeals DOS's 02-Feb-2022 decision of Expulsion.
407	05-Feb-22	10:45:00	Subject HAS Student Survivor	<p>Subject emails HAS Student Survivor after no response since last communication to say, "hey how's it going?"</p> <p>HAS Student Survivor does not respond to this email.</p>
408	05-Feb-22	10:47:00	HAS Student Survivor HAS Faculty Member-06 HAS Faculty Member-03	<p>HAS Student Survivor emails HAS Faculty Member-03 and HAS Faculty Member-06 to note that Subject sent another email from his University email address.</p> <p>HAS Student Survivor notes, "I'm obviously not going to respond, but I figured I would</p>

Ref. #	Date	Time	Involved Parties	Event
				let you know ASAP due to yesterday's conversation."
409	05-Feb-22	21:23:00	HAS Student Survivor HAS Faculty Member-06 HAS Faculty Member-03	<p>HAS Faculty Member-03 responds to HAS Student Survivor's 10:47 email to request permission to ask OGC TAMT Member to speak with the HAS Student Survivor and to suggestion that the HAS Student Survivor reports the communication to UAPD.</p> <p>HAS Student Survivor gives permission at 21:34 for HAS Faculty Member-03 to speak with OGC TAMT Member and notes a report will be made the following day to UAPD.</p>
410	05-Feb-22	21:38:00	HAS Student Survivor HAS Faculty Member-06 HAS Faculty Member-03	HAS Faculty Member-03 responds to HAS Student Survivor's 21:34 email to note, "Ok, I just advised [HAS Faculty Victim] as well. [HAS Faculty Victim] suggests you could also inform UAPD directly and you can do that now."
411	05-Feb-22	22:45:00	HAS Student Survivor UAPD	HAS Student Survivor calls UAPD non-emergency to report harassment from Subject and is offered the suggestion to follow up with UAPD TAMT Detective.
412	06-Feb-22	9:20:00	HAS Faculty Member-03 OGC TAMT Member HAS Faculty Victim	<p>HAS Faculty Member-03 informs OGC TAMT Member that Subject has continued to contact a HAS Student Survivor who has filed a complaint with UAPD.</p> <p>OGC TAMT Member and HAS Faculty Member-03 discuss a time to connect.</p>

Ref. #	Date	Time	Involved Parties	Event
413	07-Feb-22	12:58:00	DOS Member-01 HAS Faculty Member-03 HAS Faculty Victim	DOS Member-01 informs HAS Faculty Victim and HAS Faculty Member-03 that Subject submitted an appeal over the weekend.
414	07-Feb-22	14:20:27	OGC TAMT Member HAS Faculty Member-03	Following communication, OGC TAMT Member provides Title IX/OIE referral info to HAS Faculty Member-03.
415	07-Feb-22	18:19:00	HAS Faculty Member-06 HAS Undergraduate Students	HAS Faculty Member-06 informs the HAS Undergraduate students of Subject's expulsion and how to report if they see him on campus.
416	08-Feb-22	9:55:07	HAS Faculty Victim UAPD TAMT Detective HAS Faculty Member-03 DOS Member-01	HAS Faculty Victim asks UAPD TAMT Detective about building security, namely the existence, cost, and process to install panic buttons.
417	08-Feb-22	10:13:00	HAS Faculty Member-03 HAS Student Survivor	HAS Faculty Member-03 provides Title IX / OIE referral information to HAS Student Survivor.
418	08-Feb-22	12:14:00	HAS Faculty Member-08 HAS Graduate Students	HAS Faculty Member-08 notified HAS Graduate Students about the situation involving Subject's expulsion and that actions taken by HAS leadership are "out of an abundance of caution...[and that] students whose classroom was moved, they are not to divulge the new location publicly to anyone outside of the class[.]"

Ref. #	Date	Time	Involved Parties	Event
419	08-Feb-22	12:26:00	HAS Faculty Member-06 HAS Undergraduate Students	HAS Faculty Member-06 follows up on the 07-Feb-2022 email (18:19) to note that the HAS Student Association (HASSA) is also available to students as a resource. Provides a QR code for a "suggestion box" for students to submit their thoughts and concerns.
420	08-Feb-22	14:42:00	HAS Faculty Victim UAPD TAMT Detective HAS Faculty Member-03 DOS Member-01	UAPD TAMT Detective responds to HAS Faculty Victim's panic button question and offers contacts to obtain more specific details on cost, etc.
421	09-Feb-22	8:21:00	HAS Staff HAS Faculty Victim HAS Faculty Member-03	HAS Staff member informs HAS Faculty Victim that a request to Renovation Services will be made for panic buttons to be installed in Room 122 and another office. Request was submitted 09:40.
422	09-Feb-22	9:15:00	Subject DOS Member-02	Subject threatens DOS with legal action if DOS will not have a discussion with him by the end of the week.
423	09-Feb-22	9:43:00	HAS Student Survivor University Parking HAS Faculty Member-06 HAS Faculty Member-03	HAS Student Survivor requests a change in parking spot location. University Parking and Transportation approves the change by 10:57 that same morning.
424	09-Feb-22	10:00:00	HAS Student Survivor HAS Faculty Member-03	HAS Student Survivor informs HAS Faculty Member-03 that the Title IX / OIE report was completed online.

Ref. #	Date	Time	Involved Parties	Event
425	09-Feb-22	10:20:00	HAS Student Survivor UAPD TAMT Detective	HAS Student Survivor reaches out to UAPD TAMT Detective to report concerns for personal safety directly; previously made a report to the non-emergency line was made on 05-Feb-2022.
426	09-Feb-22	11:32:00	HAS Faculty Victim DOS Member-01 OGC TAMT Member HAS Faculty Member-03 HAS Staff Member	HAS Faculty Victim asks DOS and OGC if there is a possibility that either representative could attend to "discuss the expulsion of [Subject]."
427	09-Feb-22	11:37:00	UAPD TAMT Detective HAS Student Survivor	UAPD TAMT Detective responds to HAS Student Survivor. Offers to have a call or Zoom meeting with the student to discuss safety concerns. Exchange messages to set up a time.
428	09-Feb-22	12:45:00	CHEE	HAS Faculty Victim's email from 03-Feb-2022 is circulated to select CHEE and/or HAS community members to inform them of the situation given the department shares the same building as HAS.
429	09-Feb-22	17:00:00	HAS Faculty Victim DOS Member-01 OGC TAMT Member HAS Faculty Member-03 HAS Staff Member	OGC TAMT Member responds to HAS Faculty Victim stating that legal advice is "limited to providing guidance to departmental leadership" as opposed to participating in departmental meetings.

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430	09-Feb-22	17:13:00	HAS Faculty Victim DOS Member-01 OGC TAMT Member HAS Faculty Member-03 HAS Staff Member	HAS Faculty Victim emails DOS Member-01 and OGC TAMT Member to recognize the value of OGC TAMT Member and DOS Member-01 providing some insight for the HAS Faculty members into the expulsion. HAS Faculty Victim states, "As you might expect the inability to share details of the case, for very legitimate privacy and rights reasons, is causing some level of consternation among faculty."
431	09-Feb-22	N/A	HAS Student Survivor Survivor Advocate	HAS Student Survivor is assigned a Survivor Advocate from Campus Health and Counseling & Psych Services.
432	10-Feb-22	8:54:36	HAS Faculty Victim DOS Member-01 OGC TAMT Member HAS Faculty Member-03 HAS Staff Member	DOS member emails HAS Faculty Victim with DOS's "Disciplinary Procedures" to provide an explanation for an expulsion decision that HAS Faculty Victim can pass along to the department.
433	10-Feb-22	12:57:00	HAS Student Leaders HAS Faculty Member-03 HAS Faculty Member-06	HAS Student Leaders email their concerns to the HAS Department and address the effect that the "lack of clarity of what exactly is happening" is having on the students.
434	10-Feb-22	13:15:00	Survivor Advocate HAS Student Survivor	Survivor Advocate follows-up via email with HAS Student Survivor to begin their work together. Discussion involves preparation for Survivor Advocate contacting professors.

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435	10-Feb-22	15:00:00	HAS Student Survivor UAPD TAMT Detective	UAPD TAMT Detective and HAS Student Survivor Zoom call.
436	10-Feb-22	17:08:53	HAS Faculty Victim DOS Member-01 OGC TAMT Member UAPD TAMT Detective	HAS Faculty Victim seeks OGC TAMT Member and DOS Member-01 guidance in forming a message to students re: the decision to hold classes online or not in light of Subject's expulsion. The reason for the email is increased concern among the students.
437	10-Feb-22	N/A	HAS Student Survivor Survivor Advocate	HAS Student Survivor informs Survivor Advocate that Subject is "harassing and stalking [the HAS Student Survivor]. This harassment occurred by email and through [Subject] staring at [the HAS Student Survivor] in class, following [the HAS Student Survivor] to [the HAS Student Survivor's] car, and coercing [the HAS Student Survivor] into conversations, often repeatedly asking [the HAS Student Survivor] on dates, and to spend time together."
438	11-Feb-22	8:15:08	HAS Faculty Victim DOS Member OGC TAMT Member UAPD TAMT Detective	OGC TAMT Member provides insight into HAS Faculty Victim's planned correspondence with the HAS students.
439	11-Feb-22	15:45:00	Subject DOS Member-02	Subject emails a DOS Member-02, "Hello?"
440	11-Feb-22	16:35:00	Subject DOS Member-02	Subject emails DOS Member-02, "You're completely overpaid incompetent garbage,

Ref. #	Date	Time	Involved Parties	Event
				just like all the other administration I've ever known"
441	11-Feb-22	18:27:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "where are you, I miss my sweet [HAS Student Survivor]?"
442	14-Feb-22	9:58:00	HAS Faculty Member-03 OIE	HAS Faculty Member-03 discusses knowledge of Subject's communication with a HAS undergraduate student and concerns surrounding that.
443	14-Feb-22	11:21:00	HAS Student Survivor Survivor Advocate	HAS Student Survivor replies to the Survivor Advocate's 10-Feb-2022 (13:15) email with the requested information and expresses gratitude for an earlier call.
444	14-Feb-22	11:25:00	HAS Student Survivor HAS Faculty Member-06	<p>HAS Student Survivor reports Subject's 11-Feb-2022 (18:27) email to HAS Faculty Member-06 (Advisor to HAS Student Survivor).</p> <p>HAS Student Survivor states, "I'm not really sure what to do about this, or if I should tell [HAS Faculty Member-03] or UAPD because I feel like it doesn't really matter to anyone else and I feel kind of like I'm overreacting? I'm just not sure what the right course of action is to be honest. What do you think I should do? Also would the IT department (UITS) be able to block him better than I could?"</p>

Ref. #	Date	Time	Involved Parties	Event
445	14-Feb-22	11:56:00	HAS Faculty Member-06 HAS Student Survivor	<p>HAS Faculty Member-06 responds to HAS Student Survivor's 11:25 email on blocking Subject's emails and suggests reporting the unwanted communications to the Office of Institutional Equity and the Dean of Students; also offers links to University mental health support and overall support for various circumstances (e.g. parking logistics).</p> <p>HAS Faculty Member-06 notes that UAPD may not be able to take a step yet given the level the communications are at, as far as HAS Faculty Member-06 is aware. However, HAS Faculty Member-06 encourages HAS Student Survivor to contact UAPD if desired.</p>
446	14-Feb-22	12:06:00	HAS Student Survivor HAS Faculty Member-06	<p>HAS Student Survivor responds to HAS Faculty Member-06's 11:56 email to note that UAPD was mentioned because HAS Faculty Member-03 told the HAS Student Survivor to report communications to UAPD to have it documented.</p> <p>HAS Student Survivor also confirmed that Parking & Transportation changed the parking spot.</p> <p>In response to a question posed by HAS Faculty Member-06 about taking classes remotely, HAS Student Survivor noted "I would feel a lot more comfortable being on Zoom[,] and I know a lot of other students would as well. The potential reuse of 110 again is also another worry that we all have and I'm not comfortable with that as an option quite frankly."</p>

Ref. #	Date	Time	Involved Parties	Event
447	14-Feb-22	12:25:00	HAS Faculty Member-06 HAS Student Survivor	HAS Faculty Member-06 responds to HAS Student Survivor's 12:06 email. Mentions that "[HAS Faculty Member-03] has indicated that to the faculty to make [remote learning] available, but your situation is particularly different then the rest of the students."
448	14-Feb-22	12:33:00	Survivor Advocate HAS Student Survivor	Survivor Advocate responds to HAS Student Survivor and suggests a call for 15-Feb-2022. The two exchange emails re: scheduling.
449	14-Feb-22	14:05:00	HAS Faculty Member-06 HAS Student Survivor	HAS Faculty Member-06 follows up with HAS Student Survivor to note that the faculty member communicated with HAS Faculty Member-03 who noted that the HAS Student Survivor should report to UAPD. HAS Faculty Member-06 also states that HAS Faculty Member-03 mentioned the HAS Student Survivor has the "right to file a harassment charge with UAPD [if so desired]."
450	14-Feb-22	14:21:00	HAS Student Survivor UAPD TAMT Detective	HAS Student Survivor provides UAPD TAMT Detective a screenshot of a recent communication from Subject.
451	14-Feb-22	14:38:00	HAS Student Survivor Survivor Advocate	HAS Student Survivor responds to an email from Survivor Advocate, "Tomorrow's okay with me! My advisor already responded, I think having such a small major helps in times like these because I usually get a response within like 15 minutes. [Advisor] told me to report it to the sergeant that I had met with on Thursday, so I sent ...an

Ref. #	Date	Time	Involved Parties	Event
				email. That one I'll probably have to wait, but...also seems to respond fast too."
452	15-Feb-22	10:51:00	UAPD TAMT Detective HAS Student Survivor	UAPD TAMT Detective confirms receipt. Asks for communication to be forwarded instead of screenshot for clarity.
453	15-Feb-22	11:22:00	HAS Student Survivor UAPD TAMT Detective	HAS Student Survivor forwards UAPD TAMT Detective the recent communication from Subject.
454	16-Feb-22	11:41:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor to ask when his Hearing will be.
455	16-Feb-22	11:55:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds to Subject to notify him that his Hearing is being scheduled for 18-Mar-2022. UHB Technical Advisor asks if Subject will have an attorney present and to share contact information if so.
456	16-Feb-22	14:51:00	DOS TAMT Member OGC TAMT Member UAPD TAMT Detective	Emails between OGC TAMT Member, DOS TAMT Member, and UAPD TAMT Detective about student concerns raised by a professor with one class being taught in the Harshbarger building (but not a part of HAS or CHEE). All parties report having no knowledge of students with concerns except for one HAS Student Survivor who had been in contact with UAPD TAMT Detective already.

Ref. #	Date	Time	Involved Parties	Event
457	16-Feb-22	14:54:00	DOS Member-01 HAS Student Survivor	DOS Member-01 reaches out to HAS Student Survivor re: the harassment by Subject and to schedule a call. DOS and HAS Student Survivor exchange communications to schedule the call.
458	17-Feb-22	8:15:00	HAS Faculty Member-06 HAS Student Survivor	HAS Faculty Member-06 emails HAS Student Survivor to inform of Harshbarger Room 110 reopening for the following reasons: "#1 they have more information that made them feel comfortable going back, #2 there have been changes to the locks on the room to keep the room secure during class, and #3 there is significantly more capability in that room to allow for accommodating students on Zoom."
459	17-Feb-22	8:58:00	DOS Member-01	DOS Member-01 sends Subject a Letter notifying him of the University Hearing Board process. (Letter 1: "Pre-Hearing Notification). In this letter the Hearing is scheduled for 18-Mar-2022. Subject views the letter 17-Feb-2022.
460	17-Feb-22	9:28:00	Subject	Subject views 17-Feb-2022 DOS Letter notifying him of the University Hearing Board process (Letter 1: "Pre-Hearing Notification").
461	17-Feb-22	10:58:00	TPD Neighbor	TPD responds to Subject's residence re: a disturbance call by his neighbor.
462	17-Feb-22	11:47:00	Subject	Subject emails UHB Technical Advisor to ask about the process for witnesses and

Ref. #	Date	Time	Involved Parties	Event
			UHB Technical Advisor (Initial)	states, "i'm not sure if i will have an attorney[.]"
463	17-Feb-22	11:50:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds to Subject's latest email about additional questions and states that Subject can meet with the UHB Technical Advisor via Zoom to discuss questions "about the process and witness information."
464	17-Feb-22	12:01:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor to inform that he has "informed the ACLU who will be providing [him] with an attorney to address and file a lawsuit." Subject also notes, "I think it's in everyone's best interest for the decision to be reversed quickly, before the hearing, and for me to continue with the semester. Otherwise I foresee significant legal ramifications for [DOS Member-01] and everyone else involved[.]"
465	17-Feb-22	12:12:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds to Subject's latest email notifying him that the Hearing Board process according to University procedures. UHB Technical Advisor requests that Subject share the contact information of his attorney and to have his attorney "sign the attached FERPA form so that [UHB Technical Advisor (Initial)] can include in future correspondence."
466	18-Feb-22	9:00:00	DOS Member-01 HAS Student Survivor	DOS Member-01 and HAS Student Survivor have a call.

Ref. #	Date	Time	Involved Parties	Event
467	18-Feb-22	11:26:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor to state that he thinks "the hearing needs to be much sooner, so [he] can still have a chance at this semester that [the DOS office] is trying to destroy."
468	18-Feb-22	11:28:51	Subject Provost's Office	Subject emails Provost's Office asking for a response so that he can be reinstated for the semester.
469	18-Feb-22	11:32:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds to Subject's latest email directing him to the original Hearing Notification Letter and to state that his Hearing is scheduled. NOTE: At this time, the Hearing was scheduled for 18-Mar-2022, but was eventually postponed because Subject needed more time to secure counsel.
470	18-Feb-22	11:57:23	Subject Provost's Office	Subject emails Provost's Office to ask the Provost to review his expulsion.
471	18-Feb-22	15:08:00	Subject HAS Faculty Victim	Subject emails HAS Faculty Victim, "You need to come clean about what really happened on Nov. 3rd."
472	18-Feb-22	15:37:00	HAS Faculty Victim DOS Member-01	HAS Faculty Victim reports email from Subject on the same day ("You need to come clean...") to DOS.
473	20-Feb-22	12:53:00	HAS Student Survivor HAS Faculty Member-06	HAS Student Survivor responds to HAS Faculty Member-06's 17-Feb-2022 email (at 08:15) to note, in part, "I'm still sort of on edge about it but I trust the department."

Ref. #	Date	Time	Involved Parties	Event
474	22-Feb-22	11:48:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor emails Subject in response to his latest email to explain the disciplinary process timeline.
475	22-Feb-22	13:01:00	Subject Provost's Office	Subject emails the Provost's Office, "hello?"
476	22-Feb-22	13:59:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor notifies Subject of the information he needs to prepare for the UHB scheduled for March 18, 2022.
477	22-Feb-22	14:35:00	Provost's Office Subject	Provost's Office responds to Subject's 22-Feb-2022 email to direct him to an email sent by the UHB Technical Advisor (Initial) providing guidance on the appeal process timeline.
478	22-Feb-22	14:37:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "I'd be open to having a meeting with you and [HAS Faculty Victim] and whoever else to try and resolve this before legal proceedings begin."
479	23-Feb-22	11:27:00	HAS Faculty Member-03 Subject	HAS Faculty Member-03 responds to Subject to state that HAS Faculty Member-03 cannot "participate in such a meeting" as the appeal process begins.
480	23-Feb-22	11:32:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "why not? you or whoever made the wrong decision. I'm giving you an opportunity to make make the right one"
481	23-Feb-22	12:30:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "you don't think that you should have at

Ref. #	Date	Time	Involved Parties	Event
				least talked to me about what happened before making a decision?"
482	23-Feb-22	14:44:00	HAS Faculty Member-03 OGC TAMT Member	HAS Faculty Member-03 forwards OGC TAMT Member the Subject's latest emails.
483	23-Feb-22	14:48:14	OGC TAMT Member HAS Faculty Member-03	OGC TAMT Member notes that there doesn't seem to be a need to respond or engage with Subject on recent communications.
484	23-Feb-22	14:57:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "I'm not worth a response?"
485	23-Feb-22	15:18:00	HAS Faculty Member-03 Subject	HAS Faculty Member-03 responds to Subject to state respect for the right to due process but cannot engage in discussion outside of that process.
486	23-Feb-22	18:14:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "That's ridiculous, you didn't think I had any due process rights when you or whoever else didn't renew my contract!!"
487	23-Feb-22	19:49:46	HAS Faculty Member-03 OGC TAMT Member	HAS Faculty Member-03 forwards OGC TAMT Member Subject's latest email.
488	24-Feb-22	12:44:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "I don't deserve to have any say at all? You shouldn't have gotten my side of what happened to make an informed decision?"

Ref. #	Date	Time	Involved Parties	Event
489	24-Feb-22	15:16:00	OGC TAMT Member HAS Faculty Member-03	Emails with OGC TAMT Member and HAS Faculty Member-03 re: Subject communications with HAS Faculty Member-03. OGC TAMT Member encourages HAS Faculty Member-03 to cease communicating to Subject, especially in light of trying to pursue a protective order.
490	24-Feb-22	15:27:58	HAS Faculty Member-03 DOS TAMT Member OGC TAMT Member UAPD TAMT Detective	HAS Faculty Member-03 informs UAPD TAMT Detective of additional contact by Subject and notes that Subject "seems to be in a state of escalation...but no specific threat."
491	24-Feb-22	15:59:37	HAS Faculty Member-03 DOS TAMT Member	HAS Faculty Member-03 forwards DOS TAMT Member the Subject's email to HAS Faculty Victim from 18-Feb-2022 at 15:08.
492	26-Feb-22	17:24:00	Subject ARMSLIST Seller	Subject contacts a seller re: purchasing a handgun.
493	28-Feb-22	10:24:00	Subject DOS Member-02	Subject requests that DOS Member-02 review the 02-Feb-2022 Expulsion decision and states that certain issues he has with it will be "addressed in a lawsuit."
494	01-Mar-22	13:51:00	HAS Faculty Member-03 UAPD TAMT Detective	HAS Faculty Member-03 informs UAPD TAMT Detective of student concerns related to Subject given the HAS student conference scheduled for 22-Mar-2022. HAS Faculty Member-03 asks if UAPD could provide assistance during that event even without a specific threat known.

Ref. #	Date	Time	Involved Parties	Event
495	01-Mar-22	14:25:00	UAPD TAMT Detective HAS Faculty Member-03	<p>UAPD TAMT Detective responds to HAS Faculty Member-03's 13:51 email to offer two options for staffing from UAPD (patrol, if and as available; or staffing via UAPD Special Events Coordinator).</p> <p>UAPD TAMT Detective offers to meet with the students to discuss their concerns.</p> <p>UAPD TAMT Detective also responds with support in reference to emails sent by HAS Faculty Member-03 in response to Subject on 22-Feb and 23-Feb-2022.</p>
496	01-Mar-22	N/A	UAPD	Chief Balafas begins role as Chief of Police. (Date is approximate)
497	02-Mar-22	10:50:00	Subject ARMSLIST Seller	Subject contacts a seller re: purchasing a handgun.
498	02-Mar-22	14:33:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor to state that he needs reports of complaints made against him.
499	02-Mar-22	15:26:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "you don't like me anymore?"
500	02-Mar-22	15:40:00	DOS	DOS records "All Related Reports" for Subject's Hearing Board appeal process (8 in total).
501	02-Mar-22	15:51:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor emails Subject to confirm that his request for complaints against him will be forwarded to DOS and uploaded to Box if provided.

Ref. #	Date	Time	Involved Parties	Event
502	02-Mar-22	Unknown	Survivor Advocate DOS Member-01	Survivor Advocate requests a department-wide No Contact Order and for the HAS Student Survivor to be included. DOS checks with OGC and by 08-Mar-2022 replied to the Survivor Advocate that a department-wide NCO was not possible unless there was a name listed on the request.
503	03-Mar-22	8:52:00	Subject ARMSLIST Seller	Subject contacts a seller re: purchasing a handgun. Asks seller, "How many mags?"
504	03-Mar-22	9:44:00	HAS Faculty Member-03 HAS Staff HAS Faculty Victim	HAS Faculty Member-03 forwards recent communications from students re: security concerns for the HAS Student Conference on 22-Mar-2022. Discussion led to HAS Faculty Member-03 seeking HAS Staff to complete a form for UAPD Special Events noting that it should be timely submitted "as UAPD is understaffed."
505	03-Mar-22	10:45:00	Subject UHB Technical Advisor (Initial)	Subject inquires of the UHB Technical Advisor regarding Box.
506	03-Mar-22	10:59:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor emails Subject to explain the Box cloud application, through which he will have access to Hearing documents.
507	03-Mar-22	11:09:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor in response to notification that names of individuals are redacted (in adhering to FERPA) in documents which he has access

Ref. #	Date	Time	Involved Parties	Event
				to, stating that he needs names of witnesses to call them to the Hearing.
508	03-Mar-22	12:44:00	HAS Student Survivor UAPD Officer	HAS Student Survivor forwards UAPD Officer Subject's 02-Mar-2022 email (15:28).
509	03-Mar-22	13:41:00	Subject ARMSLIST Seller	Subject contacts a seller re: purchasing a handgun. Asks seller, "What capacity?"
510	03-Mar-22	13:46:38	OGC TAMT Member DOS Member-01	DOS inquires of OGC re: possibility of a department-wide No Contact Order.
511	03-Mar-22	15:00:00	Subject ARMSLIST Seller	Subject contacts a seller re: purchasing a handgun. They exchange texts back and forth. Subject initially discusses meeting today but ends with telling the seller "I'm gonna hold off for now, thanks".
512	03-Mar-22	Unknown	HAS Student Survivor UAPD Officer Survivor Advocate	UAPD contacts HAS Student Survivor (with Survivor Advocate) via telephone about recent Subject communications. UAPD reporting officer notifies the parties that the Special Investigations Unit will be apprised of the HAS Student Survivor's desire to be updated on the case.
513	04-Mar-22	16:03:48	OGC TAMT Member DOS Member-01	After an exchange of emails, OGC notes that a department-wide No Contact Order would need more specific consideration due to First Amendment Rights and the fact that Subject also had an employee relationship with the HAS Department, which "also pose[s] an obstacle."

Ref. #	Date	Time	Involved Parties	Event
514	04-Mar-22	17:06:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor, "Youre the filthiest most lazy incompetent fucking nigger garbage ive ever seen"
515	04-Mar-22	18:34:00	UHB Technical Advisor (Initial) DOS TAMT Member DOS Member-02 DOS Member-03	UHB Technical Advisor forwards DOS the latest email from Subject (sent at 17:06, same day).
516	04-Mar-22	18:50:00	UAPD	(Time is approximate) Subject is reportedly on campus.
517	04-Mar-22	19:00:00	HAS Student-A UAPD	HAS Student-A calls UAPD dispatch re: Subject sighting on campus "approximately 10 minutes ago". HAS Student-A noted that Subject did not approach the group of students who saw him. HAS Student-A wished for the information "to be documented and forwarded to [the Special Investigations Unit]."
518	04-Mar-22	19:44:54	DOS TAMT Member TAMT	DOS TAMT Member forwards Subject's 15:06 email to UHB Technical Advisor to TAMT team. DOS notes that the UHB Technical Advisor believes Subject's 15:06 email was a reaction to receiving the redacted materials for the UHB Hearing.
519	05-Mar-22	8:37:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor following up to his latest email (04-Mar-2022 at 17:06:00), "I'm very sorry, this wasn't meant for you!!"

Ref. #	Date	Time	Involved Parties	Event
520	05-Mar-22	8:48:33	UHB Technical Advisor (Initial) DOS	UHB Technical Advisor forwards Subject's latest email to DOS.
521	05-Mar-22	10:48:00	UHB Technical Advisor (Initial) TAMT	UHB Technical Advisor (initial) notes concern for "the safety of the individuals [Subject] deems responsible for his demise" should the UHB Hearing result in upholding the expulsion.
522	05-Mar-22	21:16:00	Subject ARMSLIST Seller	Subject contacts a seller re: purchasing a handgun. They exchange texts until an unknown time. Subject tries to negotiate price; seller does not agree to negotiate. Subject responds, "A couple bucks doesn't really fucking matter at all since I'm just gonna use it to kill several people and then myself". NOTE: Seller does not respond to any subsequent texts from Subject.
523	06-Mar-22	8:43:00	Subject ARMSLIST Seller	Subject contacts a seller re: purchasing a handgun. Subject sends the seller a text after no response and says, "I was just kidding but u probably get my point". NOTE: Seller does not respond to any subsequent texts from Subject.
524	07-Mar-22	10:43:00	Subject UHB Technical Advisor (Initial)	Subject informs the UHB Technical Advisor that the Hearing (scheduled for 18-Mar-2022) will need to be postponed as he does not yet have an attorney.

Ref. #	Date	Time	Involved Parties	Event
525	07-Mar-22	13:06:00	HAS Faculty Member-04 DOS Member-01 HAS Faculty Member-03	HAS Faculty Member-04 notifies DOS of Subject's attempts to call him over the last two days and wonders if this is grounds for a No Contact Order or Order of Protection for the HAS Department.
526	07-Mar-22	13:26:00	HAS Faculty Member-03 OGC TAMT Member	<p>HAS Faculty Member-03 emails OGC to advise that HAS Faculty Member-04 had received "more attempts" by Subject to call HAS Faculty Member-03 in the past few days and that Subject was seen on campus on 04-Mar-2022.</p> <p>HAS Faculty Member-03 requests a University-issued No Contact Order, although DOS had informed that there were some legal considerations that needed to be discussed.</p> <p>HAS Faculty Member-03 also informs OGC of concern for the HAS Graduate Student Conference on 22-Mar-2022.</p>
527	07-Mar-22	20:29:00	Subject ARMSLIST Seller	<p>Subject contacts a seller re: purchasing a handgun. Subject sends another text to the seller after no response since evening of 05-Mar-2022. Subject asks, "Meet tomorrow?"</p> <p>NOTE: Seller does not respond to any subsequent texts from Subject.</p>
528	07-Mar-22	21:55:00	Subject ARMSLIST Seller	<p>Subject contacts a seller re: purchasing a handgun. Subject sends another text to the seller after no response since evening of 05-Mar-2022. Subject texts, "?"</p> <p>NOTE: Seller does not respond to any subsequent texts from Subject.</p>

Ref. #	Date	Time	Involved Parties	Event
529	07-Mar-22	Unknown	TAMT	TAMT meeting about email to UHB Technical Advisor (Initial), as well as discussion re HAS Faculty Member-03's concerns about upcoming HAS Student Conference.
530	08-Mar-22	8:27:00	OGC TAMT Member DOS TAMT Member UAPD TAMT Detective	OGC TAMT Member inquires of anything that should be done with the professor Subject had tried calling in the past few days and also asks if TAMT "should follow up with the students who allegedly saw [Subject] on campus[.]" DOS TAMT Member responds the next morning to inform OGC TAMT Member that a No Contact Order had been issued to Subject for select HAS Faculty.
531	08-Mar-22	8:34:00	TPD ARMSLIST Seller	TPD conducts a follow-up to report made by seller who received Subject's disturbing text (sent on 05-Mar-2022 at 21:16:00).
532	08-Mar-22	12:12:00	HAS Faculty Member-03 HAS Student Survivor	HAS Faculty Member-03 provides HAS Student Survivor with guidance on information to provide DOS for a No Contact Order.

Ref. #	Date	Time	Involved Parties	Event
533	08-Mar-22	12:47:00	DOS TAMT Member OGC TAMT Member	<p>DOS TAMT Member and OGC TAMT Member internally discuss "scattered" pattern of communication by HAS Faculty Member-03 and notes it is "not keeping the information organized nor helping folks feel safe or supported."</p> <p>TAMT members discuss possibility of having a conversation with HAS Faculty Member-03 to "show what can and can't happen within UA process and also rally the support [HAS Faculty Member-03] needs for [the] team."</p> <p>TAMT members note that clear boundaries (i.e. "stop contacting me") do not appear to have been set by HAS Faculty Member-04, so harder to act on those communications. "[H]earing of possible campus presence is concerning and would merit police contact at the moment[.]"</p>
534	08-Mar-22	13:08:53	DOS TAMT Member OGC TAMT Member	<p>TAMT member responds to latest TAMT email (12:47) to agree on "scattered" communications and notes concerns that if HAS Faculty Member-03 solely works with TAMT, then that information may be circulated to HAS internally which may escalate concerns unnecessarily.</p>
535	08-Mar-22	13:17:35	DOS TAMT Member OGC TAMT Member	<p>DOS TAMT Member responds to OGC TAMT Member's email (13:08) note that another concern is "the alleged campus sighting [on 04-Mar-2022] not being reported in real time." Also notes that DOS Member-01 involved in other communications heard about one part of recent events from HAS Faculty Member-03 but not others.</p>

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536	08-Mar-22	14:36:00	HAS Faculty Member-03 HAS Faculty Victim DOS Member-01 OGC TAMT Member	HAS Faculty Member-03 submits required information to DOS in order for No Contact Orders to be issued.
537	08-Mar-22	15:51:28	HAS Faculty Member-03 HAS Faculty Victim DOS Member-01 OGC TAMT Member	DOS begins working on No Contact Orders and recommends that the impacted HAS Faculty file Injunction Against Harassment against Subject.
538	08-Mar-22	16:00:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor emails Subject to inform him that he cannot communicate with the UHB Chair directly and that all communication relating to the Hearing must go through the UHB Technical Advisor.
539	08-Mar-22	16:12:00	DOS Member-01	DOS sends Subject a Letter notifying him of the DOS Administrative No Contact Order. Involved HAS Faculty members all receive a copy individually. Subject viewed on 11-Mar-2022.
540	09-Mar-22	8:44:00	Subject UHB Technical Advisor (Initial)	Subject emails the UHB Technical Advisor to ask if the UHB Technical Advisor can "address this matter?"
541	09-Mar-22	10:20:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor emails Subject to ask what his question to the UHB Chair was about so the UHB Technical Advisor can assist.

Ref. #	Date	Time	Involved Parties	Event
542	09-Mar-22	10:25:00	Subject UHB Technical Advisor (Initial)	Subject emails the UHB Technical Advisor to ask, "If the hearing could be postponed a second time to secure counsel? Since when it occurs is not important anymore since your office has already destroyed my chances at resuming this semester[.]"
543	09-Mar-22	11:56:00	UHB Technical Advisor (Initial) Subject	<p>UHB Technical Advisor emails Subject to inform him that his request to postpone the hearing until he can secure counsel is acceptable.</p> <p>UHB Technical Advisor requests that Subject make contact again when he has secured counsel and is "ready to proceed with the process."</p> <p>UHB Technical Advisor confirms cancellation of the twice-scheduled Hearing (first scheduled for 18-Mar-2022, then scheduled for 01-Apr-2022).</p>
544	10-Mar-22	10:30:00	HAS Student Survivor HAS Faculty Member-03	HAS Student Survivor responds to HAS Faculty Member-03's 08-Mar-2022 email (12:12) asking if any other individuals were pursuing a No Contact Order noting, "Of course I don't want names or anything, but it would make me feel better if I wasn't going to be the only one filing. Safety in numbers, I guess, and maybe he would be less [']surprised[']."
545	10-Mar-22	10:41:00	HAS Faculty Member-03 HAS Student Survivor	HAS Faculty Member-03 responds to HAS Student Survivor to inform that "other affected people requested no-contact orders and DOS has already sent those out."

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546	10-Mar-22	11:30:00	HAS Student Leaders HAS Faculty / Staff UAPD Officer	HAS Safety Planning Meeting with UAPD for the HAS Conference.
547	11-Mar-22	9:55:00	Subject UHB Technical Advisor (Initial)	Subject emails the UHB Technical Advisor stated that he needs HAS Faculty Member-01 to provide the final exam "from last semester" along with the key and the other two midterms.
548	11-Mar-22	10:27:00	OGC TAMT Member HAS Faculty Member-03 HAS Faculty Victim	OGC TAMT Member responds to HAS Faculty Member-03's email from 07-Mar-2022 (13:26) to state that it is not clear if the Subject sighting was reported immediately or not, but sightings and violations of No Contact Orders should be reported to DOS (and UAPD if threatening or violent).
549	11-Mar-22	13:10:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "this was just all a setup from the beginning? to get me here and then fire me?"
550	11-Mar-22	13:10:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03 about the unfair treatment he is receiving and states that "all [he] can see is an astronomical payday in the end[.]"
551	11-Mar-22	13:15:15	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective	HAS Faculty Member-03 emails DOS to forward the most recent communication from Subject and states, "He seems to be escalating."

Ref. #	Date	Time	Involved Parties	Event
552	11-Mar-22	14:20:00	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective	HAS Faculty Member-03 shares that Subject violated NCO with HAS Faculty Member-03. Wants protective order. OGC TAMT Member advises to pursue a criminal harassment charge, which will then set us up better for an injunction against workplace harassment.
553	11-Mar-22	14:57:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor emails Subject to inform him that his Expulsion status has not changed and he "currently do[es] not have access to any business of The University of Arizona with the exception of the university hearing board process."
554	11-Mar-22	15:08:00	Subject UHB Technical Advisor (Initial)	Subject emails the UHB Technical Advisor stating that he needs exam keys to determine if HAS Faculty Member-01 "fairly graded [the] exams."
555	11-Mar-22	15:40:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor emails Subject to inform him that the UHB Technical Advisor will follow up with his latest request given that Subject wants to include this material in his evidence packet.
556	11-Mar-22	15:53:00	HAS Faculty Member-03 Subject	HAS Faculty Member-03 emails Subject to notify him that he is in "violation of a no-contact order issued by the Dean of Students." The email includes the No-Contact Order issued 8 March 2022. HAS Faculty Member-03 also informs Subject that should he continue contacting the faculty member, the faculty member "reserve[s] the right to pursue legal action against you, in the form of an Injunction Against Harassment."

Ref. #	Date	Time	Involved Parties	Event
557	11-Mar-22	16:38:00	Subject	Subject views 08-Mar-2022 DOS Letter notifying him of the DOS Administrative No Contact Order.
558	11-Mar-22	16:41:00	Subject DOS Member-01	Subject inquires of who has a No Contact Order against him as he claims to have only seen one (1) dated 08-Mar-2022.
559	12-Mar-22	10:25	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03 in response to the 11-Mar-2022 email sent by HAS Faculty Member-03 (at 15:53), "I sincerely apologize, I didn't realize that you had 1 against me. I won't contact you again."
560	14-Mar-22	9:34:00	DOS Member-01 Subject	DOS Member-01 informs Subject of the HAS Faculty members who have requested a University-issued No Contact Order against him.
561	14-Mar-22	10:05:00	Subject DOS Member-01	Subject threatens DOS Member-01 with legal action if the expulsion decision is not reversed.
562	14-Mar-22	10:41:00	DOS Member-01 Subject	DOS Member-01 informs Subject of the requirement to direct all communication to the UHB Technical Advisor now that the appeal process has begun.
563	14-Mar-22	14:54:00	Subject DOS Member-01	Subject emails DOS Member-01, "Violating my civil rights like this is so incredibly worse than my minor violation of the little U of Arizona rules. If I were you I would already be looking for a new job. But after this lawsuit it will be very difficult if not impossible for you to find this type of employment anywhere"

Ref. #	Date	Time	Involved Parties	Event
564	14-Mar-22	14:59:00	Subject DOS Member-01	Subject emails DOS, "You're all a bunch of self-righteous pieces of shit and your'e all gonna pay alot of money for being fucking garbage!!!"
565	14-Mar-22	15:02:00	DOS Member-01 UHB Technical Advisor (Initial)	DOS forwards Subject's latest emails (14-Mar-2022, 10:05, 14:54, and 14:59) to the UHB Technical Advisor assigned to Subject's appeal process.
566	14-Mar-22	15:04:35	DOS Member-01 DOS TAMT Member DOS Member-02	DOS internal email notes recent Subject emails to a DOS member seem to be threatening the DOS member.
567	14-Mar-22	15:07:00	Subject DOS Member-01	Subject emails DOS, "You have started something that I don't think you want to be finished by the courts. I'm offering you a way out, if I were you I would jump on it. If you don't know what I'm talking about, just ask a lawyer who knows civil rights"
568	14-Mar-22	15:19:48	TAMT	DOS TAMT Member notes, "[Subject] is non stop on email so DOS Member-01 has blocked him." Suggestions are sought after re: a directive to give Subject to put him "on notice for institutional harassment."
569	14-Mar-22	15:44:00	Subject HAS Faculty Member-01	Subject emails HAS Faculty Member-01, "you're not going to send me MY final and the answer keys to MY tests?"
570	14-Mar-22	16:35:51	Subject DOS	Subject emails DOS, "You know i just realized something -- you're too stupid to know how much trouble youre in. that's ok, thats what lawsuits are for!!!"

Ref. #	Date	Time	Involved Parties	Event
571	14-Mar-22	16:41:00	HAS Faculty Member-03 DOS Member-01 UAPD TAMT Detective OGC TAMT Member	HAS Faculty Member-03 forwards to OGC TAMT Member, DOS Member-01, and UAPD TAMT Detective the email from Subject to HAS Faculty Member-01 sent on 15:44 of that same day (after 08-Mar-2022 issuance of DOS No Contact Order).
572	14-Mar-22	18:35:00	Subject	(Time is approximate) Subject is reportedly on campus. After seeing Subject on campus "walking east bound from Old Main towards the Science and Engineering library[,]," HAS Student-B makes a report to UAPD.
573	14-Mar-22	18:40:00	UAPD Officers	UAPD Responds to Science and Engineering Library area for potential Subject sighting. Did not locate Subject.
574	14-Mar-22	19:00:00	UAPD Officer	(Time is approximate) UAPD contacts HAS Student-B.
575	15-Mar-22	8:43:31	OGC TAMT Member HAS Faculty Member-03 UAPD TAMT Detective	HAS Faculty Member-03 shares that Subject was seen on campus near the library. HAS Faculty Member-03 shared this with UAPD TAMT Detective.

Ref. #	Date	Time	Involved Parties	Event
576	15-Mar-22	14:23:00	UHB Technical Advisor (Initial) Subject	<p>UHB Technical Advisor emails Subject to notify him that the Hearing Board previously scheduled for 18-Mar-2022 will be postponed at Subject's request in order "to allow [Subject] time to secure counsel."</p> <p>UHB Technical Advisor requests Subject's counsel's information by 31-Mar-2022. Tentatively schedules the next Hearing date for the "end of April."</p> <p>UHB Technical Advisor also notifies Subject that his requests for certain material has been communicated to the UHB Chair.</p> <p>UHB Technical Advisor also notifies Subject that, "[d]espite the fact that [DOS] has asked for no further communication from you, I have received copies of emails that you continue to communicate despite the directive given. I remind you once again, any questions regarding the appeal process must be directed to me."</p>
577	15-Mar-22	15:57:00	UHB Technical Advisor (Initial) HAS Faculty Member-01	UHB Technical Advisor requests that HAS Faculty Member-01 provide materials which are being requested on behalf of Subject for his Hearing.
578	15-Mar-22	16:08:00	HAS Faculty Member-01 UHB Technical Advisor (Initial)	HAS Faculty Member-01 notes the materials will be sent to the UHB Technical Advisor if they are required.
579	15-Mar-22	17:14:00	UAPD Sergeant	UAPD contacts DOS TAMT Member re: Subject DOS Case.

Ref. #	Date	Time	Involved Parties	Event
580	15-Mar-22	17:14:00	UAPD	(17:14 MT) UAPD Incident Report (Case 2111030006) Supplement report reports DOS TAMT Member telling UAPD Sergeant about the Expulsion Letter sent to Subject -- incident supplement report notes: "While a student is in the appeal process, an Exclusionary Order (EO) is not issued. If Subject is found on campus, he can be arrested for Trespassing."
581	16-Mar-22	9:20:00	UHB Technical Advisor (Initial) HAS Faculty Member-01	UHB Technical Advisor informs HAS Faculty Member-01 to "check with your Department Head regarding protocols for releasing information requested by students." The materials are being requested via the UHB Technical Advisor simply in light of the individual's role.
582	16-Mar-22	9:33:00	HAS Faculty Member-01 UHB Technical Advisor (Initial)	HAS Faculty Member-01 responds to UHB Technical Advisor's request (in role for the UHB) to provide materials that Subject was requesting for his UHB Evidence Packet as late as 15-Mar-2022. HAS Faculty Member-01 notes that Subject is already in possession of the 2 midterms being requested and that HAS Faculty Member-01 will provide the keys and final exam.
583	16-Mar-22	9:42:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor with questions about counsel as well as for specifics related to individuals involved in the decision not to renew his GTA Contract.

Ref. #	Date	Time	Involved Parties	Event
584	16-Mar-22	10:30:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds to Subject's latest email to answer his questions.
585	16-Mar-22	11:22:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor to ask for specifics related to the decision not to renew his GTA Contract.
586	16-Mar-22	12:07:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor sends Subject the 02-Feb-2022 Expulsion Letter issued by DOS for his review. UHB Technical Advisor confirms with Subject that, "You no longer have a hearing board as we are rescheduling it based on your request" on 09-Mar-2022, to allow Subject time to secure counsel.
587	16-Mar-22	15:18:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor inquiring if there is a need to withdraw from classes.
588	16-Mar-22	Unknown	UAPD	UAPD Case Conference. Supplement Report within the main 03-Nov-2021 case Incident Report notes that Subject's sighting on campus was mentioned during this conference.
589	16-Mar-22	Unknown	UAPD Subject	Survivor Advocate spoke with UAPD TAMT Detective who reported talking to Subject on 03/16/2022 and stating that he understood that he is not to contact any staff or students within HAS.
590	17-Mar-22	8:36:00	UHB Technical Advisor (Initial)	UHB Technical Advisor responds to Subject's latest email stating changes to

Ref. #	Date	Time	Involved Parties	Event
			Subject	his transcript will not occur until the appeal process is over.
591	17-Mar-22	10:49:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor to ask that any classes he is enrolled in (even with the DOS Expulsion) are recorded as "Failure" on his record; he also inquires as to whether or not the University will provide him counsel or reimbursement for counsel fees.
592	17-Mar-22	10:51:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds to Subject's latest email stating that Subject is responsible for any attorney fees he incurs.
593	17-Mar-22	11:25:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor to ask specific questions relating to information from the complaint made against him.
594	17-Mar-22	11:34:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds to Subject's latest email stating that the questions Subject is asking should be reserved for the Hearing Board.
595	17-Mar-22	11:42:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor to ask if he is given the chance to call witnesses during the Hearing Board.
596	17-Mar-22	11:57:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds in the affirmative to Subject's latest email.
597	17-Mar-22	17:07:00	Subject HAS Student Survivor	Subject emails HAS Student Survivor, "hey can I talk to you sometime?"

Ref. #	Date	Time	Involved Parties	Event
598	17-Mar-22	N/A	UAPD Officer	UAPD follows up with a HAS Student who witnessed Subject on campus on 04-Mar-2022
599	18-Mar-22	8:00:00	UHB	Initial UHB Hearing scheduled. Postponed as of 07-Mar-2022 at Subject's request to "allow [him] time to secure counsel."
600	18-Mar-22	8:36:00	Survivor Advocate DOS UAPD TAMT Detective HAS Student Survivor	Survivor Advocate requests No Contact Order for the HAS Student Survivor.
601	18-Mar-22	8:52:00	DOS Subject	DOS sends Subject a No Contact Letter on behalf of the HAS Student Survivor. Subject views the letter on 18-Mar-2022 at 09:04 MST.
602	18-Mar-22	10:04:00	Survivor Advocate UAPD TAMT Detective DOS	Survivor Advocate informs UAPD TAMT Detective that Subject had contacted HAS Student Survivor on 17-Mar-2022 (17:07) and that the HAS Student Survivor requested -- and was granted -- a No Contact Order today. Survivor Advocate asks UAPD TAMT Detective that this information be included in the file.
603	18-Mar-22	10:35:00	UAPD TAMT Detective Survivor Advocate DOS	UAPD TAMT Detective responds to Survivor Advocate's latest email. Emails are exchanged between the two to schedule a call with the HAS Student Survivor.

Ref. #	Date	Time	Involved Parties	Event
604	19-Mar-22	14:38:00	Subject ARMSLIST Seller	Subject contacts a seller re: purchasing a handgun. Subject sends another text to the seller after no response since evening of 05-Mar-2022. Subject texts, "EAA still available?" NOTE: Seller does not respond to any subsequent texts from Subject.
605	19-Mar-22	Unknown	UAPD Officer HAS Student Conference Team	Meeting between UAPD and HAS Student Conference leadership team to discuss security concerns and expectations.
606	20-Mar-22	8:33:00	Subject ARMSLIST Seller	Subject contacts a seller re: purchasing a handgun. Subject sends another text to the seller after no response since evening of 05-Mar-2022. Subject texts, "Got anything for sale?" NOTE: Seller does not respond to any subsequent texts from Subject.
607	20-Mar-22	Unknown	HAS Faculty Member-03 Subject	Subject engages with HAS Faculty Member-03 at CVS.

Ref. #	Date	Time	Involved Parties	Event
608	21-Mar-22	10:27:14	<p>HAS Faculty Member-03</p> <p>DOS Member-01</p> <p>OGC TAMT Member</p> <p>HAS Faculty Victim</p> <p>UAPD TAMT Detective</p>	<p>HAS Faculty Member-03 informs DOS Member-01, UAPD TAMT Detective, and OGC TAMT Member that Subject "physically approached [the faculty member]...near the CVS Pharmacy at the corner of Euclid and University." HAS Faculty Member-03 further states, "[Subject] proceeded to physically approach [the faculty member after identifying the faculty member by name]."</p> <p>Subject asked to talk to HAS Faculty Member-03 twice but was denied, and then Subject said, 'Well, I guess I will see you in court.'</p> <p>This was reported to UAPD.</p> <p>Further, HAS Faculty Member-03 states in the email that the incident, (emphasis original to source) "<u>shows that Subject is continuing to willfully disregard the DOS no contact order[.]</u>"</p>

Ref. #	Date	Time	Involved Parties	Event
609	21-Mar-22	13:04:00	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member HAS Faculty Victim UAPD TAMT Detective	<p>OGC TAMT Member responds to HAS Faculty Member-03's latest email by stating that OGC TAMT Member cannot advise on pursuit of personal legal action.</p> <p>OGC TAMT Member further states that it does not seem that the University "has reached the point of the standard set out in statute" in order to pursue an Injunction Against Workplace Harassment (references ARS 12-1810) which, in part, defines "actionable harassment."</p> <p>OGC TAMT Member references Subject's contact with HAS Faculty Member-03 that is included in this particular discussion as uncertain to meet the standard at this point in time; however OGC encourages HAS Faculty Member-03 to "push back on this assessment" if the faculty member thinks otherwise.</p>
610	22-Mar-22	8:00:00	HAS	HAS Student Conference - All-day event; UAPD Officer serves as posted security.
611	23-Mar-22	13:00:00	UAPD TAMT Detective HAS Student Survivor Survivor Advocate	UAPD TAMT Detective, HAS Student Survivor, and Survivor Advocate Zoom call.
612	24-Mar-22	10:57:00	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective	HAS Faculty Member-03 states, will "hold off on a court order" in response to OGC's latest email in the chain (21-Mar-2022 at 13:04).

Ref. #	Date	Time	Involved Parties	Event
613	24-Mar-22	14:55:00	DOS Member-01 HAS Faculty Member-03	DOS Member-01 informs HAS Faculty Member-03 that DOS Member-01 will not be calling any HAS members as witnesses for the UHB Hearing due to "the concern for the involved faculty's safety[.]"
614	24-Mar-22	15:06:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor to ask the status of the complaints he has made against HAS Faculty Victim; to seek statistics on DOS decisions actually being overturned through the appeal process; and to confirm that he has until the end of the month "to ask the board to reconvene."
615	28-Mar-22	8:00:00	UAPD Officer HAS Student Conference Team	HAS Student Conference leadership team thanks UAPD for meeting with them multiple times to discuss concerns and for providing security at the 22-Mar-2022 HAS Student Conference. UAPD responds at 14:06 with appreciation.
616	28-Mar-22	20:52:00	Subject DOS Member-01	Subject emails DOS Member-01, "you really think youre gonna get away with lying about me, you fucking piece of shit asshole?" NOTE: DOS Member-01 notes in report to UHB Technical Advisor (see Ref. #632) that this communication from Subject goes to a spam folder so DOS Member-01 did not see it until reported on 01-Apr-2022.

Ref. #	Date	Time	Involved Parties	Event
617	29-Mar-22	10:44:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds to Subject's latest email. The UHB Technical Advisor notes that it is not within the scope of the UHB Technical Advisor role to know about any complaints against witnesses; that Subject's request for statistics on the appeal process will be worked on and shared with him upon availability, if any; and that the release of requested material from HAS Faculty Member-01 will have to be addressed by the UHB Chair.
618	29-Mar-22	12:08:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor to clarify a few points in his last email.
619	29-Mar-22	12:22:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds to Subject's latest email. The UHB Technical Advisor has to reiterate that the question re: the status of Subject's complaints has already been addressed previously; that the UHB members have been finalized and Subject will receive a notification letter in the near future; and that the UHB Technical Advisor cannot address anything further regarding specifics to his appeal.
620	29-Mar-22	12:37:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor to state that "[HAS Faculty Victim's] behavior and your office's response to my complaint about [HAS Faculty Victim's] behavior is important for reasons that should be abundantly obvious."

Ref. #	Date	Time	Involved Parties	Event
621	29-Mar-22	12:47:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds to Subject's latest email to notify him that the UHB Technical Advisor neither has the information he is seeking nor has scope into the matter as technical advisor.
622	29-Mar-22	12:50:00	DOS	<p>Re-Issued: DOS sends Subject a Letter notifying him of the University Hearing Board process. (Letter 1: "Pre-Hearing Notification).</p> <p>The Letter states the reissuance is due to the change in Hearing dates -- as of the date of this letter, scheduled for 29-Apr-2022.</p> <p>Subject views the letter 29-Mar-2022.</p>
623	29-Mar-22	13:44:00	Subject	Subject views 29-Mar-2022 DOS Letter notifying him of the University Hearing Board process (Letter 1: "Pre-Hearing Notification").
624	30-Mar-22	12:19:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor to ask about the status of his questions re: "overturned statistics."
625	30-Mar-22	12:49:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds to Subject's latest email to notify him that the UHB Technical Advisor will respond once data is received.
626	31-Mar-22	8:13:00	DOS Member-01 HAS Faculty Member-03	DOS Member-01 informs HAS Faculty Member-03 that the UHB Hearing has been postponed again until 29-Apr-2022.

Ref. #	Date	Time	Involved Parties	Event
627	31-Mar-22	9:17:00	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 responds to DOS Member-01's email from 08:13. Notes the HAS Department is "not pleased" with the delays that are going on. Also notes "specific and concrete [psychological] impacts" on the involved HAS Faculty Members.
628	31-Mar-22	9:20:00	HAS Faculty Member-03 OGC TAMT Member	HAS Faculty Member-03 forwards his response to DOS Member-01 at 09:17 to OGC TAMT Member to communicate the frustration at the delays and the "ongoing psychological trauma to all the affected people in this case." OGC TAMT Member responds in recognition of the frustration at 09:45:38.
629	31-Mar-22	9:33:00	HAS Faculty Member-03 UAPD TAMT Detective HAS Faculty Victim	HAS Faculty Member-03 forwards the email exchange with DOS Member-01 on the Hearing being postponed to UAPD TAMT Detective and informs UAPD TAMT Detective in the message that the UHB Hearing has been postponed until 29-Apr-2022 and notes frustration.
630	31-Mar-22	12:40:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor provides Subject a response to his request for statistics surrounding the percentage of DOS decisions that are overturned by the UHB process.
631	01-Apr-22	8:00:00	UHB	UHB Hearing scheduled after postponement by Subject on 07-Mar-2022 at Subject's request as he seeks to secure counsel.

Ref. #	Date	Time	Involved Parties	Event
				Postponed a second time on 09-Mar-2022 for the same reason (to secure counsel).
632	01-Apr-22	8:28:00	DOS Member-01 UHB Technical Advisor (Initial)	DOS Member-01 forwards to the UHB Technical Advisor an email from Subject containing vulgarity that he sent to DOS on 28-Mar-2022 at 20:52.
633	01-Apr-22	9:14:00	UAPD	DOS Member-01 reports email received from Subject on 28-Mar-2022 at 20:52.
634	01-Apr-22	9:37:56	DOS Member-01 OGC Member-01	DOS Member-01 forwards to OGC Member-01 the email from Subject containing vulgarity that he sent to DOS Member-01 on 28-Mar-2022 at 20:52. DOS Member-01 notes that the email was reported "to UAPD as it seems a bit threatening."
635	01-Apr-22	14:44:00	UAPD	UAPD circulates information on Subject's 01-Apr-2022 email to DOS Member-01 noting that Subject is under expulsion and pending the outcome of the appeal.
636	04-Apr-22	10:29:00	Subject Provost	Subject requests the Provost to review his expulsion decision as he no longer wishes to "take part in the university hearing board process that has already begun." He notes that if the Provost will not review the matter, he "will be filing legal action against the University."
637	06-Apr-22	12:44:46	Subject Provost's Office	Subject emails the Provost's Office, "you're not going to respond to my question?"

Ref. #	Date	Time	Involved Parties	Event
638	06-Apr-22	13:45:00	Provost's Office Subject	Provost's Office responds to Subject by noting that his email was forwarded to the Provost Office Chief of Staff and the UHB Technical Advisor.
639	06-Apr-22	13:47:21	Subject Provost's Office	Subject responds to the Provost's Office's latest email reiterating his desire to meet with the Provost about his expulsion.
640	06-Apr-22	13:58:00	Provost's Office UHB Technical Advisor (Initial)	Provost's Office member forwards Subject's 04-Apr-2022 email to UHB Technical Advisor and informs the UHB Technical Advisor that Subject had requested a meeting with the Provost.
641	06-Apr-22	15:53:00	Provost's Office Subject	Provost's Office responds to Subject's latest email to state that the UHB appeal process must follow the Disciplinary Procedures Policy process before the Provost can review the matter.
642	08-Apr-22	13:23:00	Subject UHB Technical Advisor (Initial)	Subject requests materials (exams and keys) and information (names of those who decided to not renew his contract) given the creation of the UHB for the appeal.
643	08-Apr-22	13:34:00	FBI Phoenix Division OGC TAMT Member	FBI Phoenix Special Agent reaches out to OGC TAMT Member to discuss what resources the FBI might be able to provide for the University's Threat Assessment efforts. Mentions that a few UAPD officers were scheduled to be trained by the Phoenix Division's Crisis Negotiation Course in May 2022.

Ref. #	Date	Time	Involved Parties	Event
644	10-Apr-22	16:40:00	Subject HAS Faculty Member-04	(Date is Approximate) Subject texts HAS Faculty Member-04, "You know this is?"
645	11-Apr-22	21:46:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "Filthy fucking rat"
646	12-Apr-22	12:42:00	UHB Technical Advisor (Initial) DOS Member-01	UHB Technical Advisor forwards Subject's request for materials to DOS for response.
647	12-Apr-22	14:22:00	DOS Member-01 UHB Technical Advisor (Initial)	DOS Member-01 responds objecting to the relevancy of the materials Subject is requesting and states that, "Throughout this process, due to safety concerns caused by Subject's behavior, DOS has protected the name of HAS faculty members who were involved in reporting and addressing Subject's alleged prohibited behavior...[and that] releasing the names of HAS faculty members involved in determining Subject's non-renewal could cause safety concerns."
648	13-Apr-22	10:51:00	DOS Member-01 UHB Technical Advisor (Initial)	DOS Member-01 officially objects to Subject's requests for materials (exams and keys) and names of those involved in his non-renewal.
649	13-Apr-22	13:12:00	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor, "you can't make a decision about the test keys without hearing board input?"
650	13-Apr-22	14:52:00	UHB Technical Advisor (Initial) Subject	UHB Technical Advisor responds to Subject's 13:12 email to inform him that

Ref. #	Date	Time	Involved Parties	Event
				UHB Chair input is required for all requests of materials.
651	14-Apr-22	0:21:56	Subject UHB Technical Advisor (Initial)	Subject emails UHB Technical Advisor, "You goddamned fuking piece of shit trash department needs to fix your own terrible decisions. I'm not going to fix it or help you fix it. If you don't I promise the consequences are going to be absolutely catastrophic"
652	14-Apr-22	2:26:45	Subject UHB Technical Advisor (Initial)	After UHB Technical Advisor responds to Subject's 13-Apr-2022 13:12 email on the same day (13-Apr-2022 at 14:52) that UHB Chair input is required, Subject responds (at 02:26), "mr. goddamned asshole scumbag [HAS Faculty Victim] attacked me in the hallway and i defended myself and your office needs to do something about that/ I don't think you have any clue who you are dealing with but you are about to find out and I really don't think youre going to like it."
653	14-Apr-22	8:27:31	UHB Technical Advisor (Initial) UHB Chair DOS TAMT Member	UHB Technical Advisor informs DOS of recent emails from Subject which are "perceive[d]...as threatening."
654	14-Apr-22	8:41:00	UHB Technical Advisor (Initial) UHB Chair OGC Member-01	UHB Technical Advisor informs UHB Chair and OGC Advisor to the Chair that when Subject was told his request for exam keys and names had to be decided upon by the Chair, Subject responded with the emails at 00:21 and 02:26 on 14-Apr-2022.

Ref. #	Date	Time	Involved Parties	Event
655	14-Apr-22	9:27:54	UHB Chair OGC Member-01 UHB Technical Advisor (Initial)	UHB Chair asks if threats by Subject (sent 00:21 and 02:26) will permit the UHB to cancel the meeting due to his likely behavior. UHB Chair also notes, "Also, have these threats been reported to UAPD or TPD? I know if someone said things like this in my [department] they would be excluded from campus."
656	14-Apr-22	9:33:07	UHB Technical Advisor (Initial) UHB Chair OGC Member-01	UHB Technical Advisor responded to UHB Chair's latest email to note that the threats are being reported and the UHB Technical Advisor will be recused as a result.
657	14-Apr-22	10:10:00	OGC TAMT Member TAMT	OGC TAMT Member emails TAMT team (UAPD, DOS, HR, and OIE) noting "threats from Subject." OGC TAMT Member asks if a TAMT meeting should be called on the matter. OGC TAMT Member asks UAPD TAMT Detective if "this [is] enough of a threat for us to act on...criminally."
658	14-Apr-22	10:10:00	OGC TAMT Member TAMT	OGC Member-01 forwards threatening emails from Subject to UHB Technical Advisor (Initial) to OGC TAMT Member. OGC TAMT Member shares with TAMT Working Team.

Ref. #	Date	Time	Involved Parties	Event
659	14-Apr-22	11:08:00	UAPD	<p>UHB Technical Advisor (Initial) reports Subject's two (2) emails from 00:21:56 and 02:26:45 that morning which the UHB Technical Advisor (Initial) considers threatening.</p> <p>UAPD takes UHB Technical Advisor (Initial)'s report and then meets with UAPD TAMT Member for a briefing on the situation.</p>
660	14-Apr-22	12:59:00	Subject Provost's Office	<p>Subject emails Provost's Office, "I'm not jump through all these fucking goddamned hoops because the dean's office made an illegal decision. [The Provost] needs to fix this immediately before there is a gigantic lawsuit."</p>
661	14-Apr-22	13:03:00	Provost's Office UHB Technical Advisor (Initial)	<p>Provost's Office forwards UHB Technical Advisor Subject's latest email.</p>
662	14-Apr-22	13:05:00	Provost's Office Subject	<p>Provost's Office responds to Subject's latest email to state that the UHB appeal process must follow the Disciplinary Procedures Policy process before the Provost can review the matter.</p>
663	14-Apr-22	14:30:00	UAPD	<p>UAPD circulates information on Subject's recent emails sent to the UHB Technical Advisor (Initial) noting "2 counts of Threats" are pending with Pima County and that UAPD and UAPD TAMT Detective "will attempt contact tomorrow." The email notes, (emphasis original to source) "However, if officers contact Subject</p>

Ref. #	Date	Time	Involved Parties	Event
				<p>tonight, please arrest then advise [UHB Technical Advisor (Initial)]."</p>
664	15-Apr-22	9:45:00	OGC TAMT Member TAMT	<p>OGC TAMT Member inquires of UAPD TAMT Detective, "Will Subject be charged for threats? Were we able to establish that he was behind the calls/texts to HAS Faculty Member-04 recently?"</p> <p>NOTE: "Threats" are referring to the emails Subject sent to the UHB Technical Advisor (Initial) early on 14-Apr-2022.</p>
665	15-Apr-22	10:04:00	UAPD TAMT Detective TAMT	<p>UAPD TAMT Detective responds to recent TAMT email to state that UAPD TAMT Detective will charge Subject with threats, although the UAPD TAMT Detective has been unable to determine if Subject is behind calls / texts to HAS Faculty Member-04.</p> <p>UAPD TAMT Detective notes that once Subject's expulsion is upheld, UAPD could issue an Exclusionary Order.</p> <p>UAPD TAMT Detective recognizes that Subject's arrest will either make Subject realize the severity of the situation or will aggravate the situation. UAPD TAMT Detective recommends advising those most involved in the situation of this potential.</p>
666	15-Apr-22	10:18:52	OGC TAMT Member TAMT	<p>OGC TAMT Member inquires of anything that should be done in addition to notifying "relevant parties" of UAPD's "impending arrest" of Subject. Asks, as examples, if anyone specific should work from home or if there should be a UAPD presence in any certain location.</p>

Ref. #	Date	Time	Involved Parties	Event
667	15-Apr-22	15:30:00	UAPD TAMT Detective UAPD Officer / Sgt.	<p>UAPD makes contact with Subject at this residence in an attempt to charge Subject with two counts of misdemeanor threats and arrest him.</p> <p>UAPD TAMT Detective informs Subject, through security door that he's being charged with threats, offers to let him sign a citation in lieu of receiving a warrant, which Subject refuses. Subject is advised to stop visiting campus and stop contacting University officials. UAPD TAMT Detective did not reveal to Subject who at the University was bringing the charges.</p> <p>Prior to leaving the area, UAPD TAMT Detective is approached by Subject's neighbor who informs UAPD TAMT Detective of the disturbance report made to TPD on 17-Feb-2022 (see Ref. #461).</p>
668	15-Apr-22	19:56:30	UAPD TAMT Detective TAMT	UAPD TAMT Detective updates TAMT team to notify that they plan to charge Subject with threats. UAPD TAMT Detective also updates the team on the visit to Subject's residence.
669	18-Apr-22	8:47:00	UHB Technical Advisor (Initial) UHB Chair OGC Member-01	UHB Technical Advisor (Initial) recuses self from the Subject appeal due to reporting the recent vulgarity communicated by Subject.
670	18-Apr-22	15:00:00	TAMT	TAMT meeting to discuss Subject case.
671	18-Apr-22	18:00:00	UHB Technical Advisor (Final) Subject	UHB Technical Advisor (Final) emails Subject to notify Subject of the new

Ref. #	Date	Time	Involved Parties	Event
				assignment to replace the previous UHB Technical Advisor (Initial).
672	18-Apr-22	20:24:00	Subject UHB Technical Advisor (Final)	Subject emails the UHB Technical Advisor to ask what is required for the evidence packet (also described as "Exchange Materials package").
673	19-Apr-22	8:33:00	UHB Technical Advisor (Final) Subject	UHB Technical Advisor emails Subject in response to Subject's latest email to re-send a copy of the UHB Exchange of Information originally sent to Subject on 05-Apr-2022, and to re-send a copy of a Sample Evidence packet that Subject had previously been provided.
674	19-Apr-22	8:55:00	Subject UHB Technical Advisor (Final)	Subject emails the UHB Technical Advisor to ask if he is permitted to call witnesses "related to the non-renewal of [his] TA contract and the incident that occurred on Nov. 3rd? If not then there is really no point in me participating in this."

Ref. #	Date	Time	Involved Parties	Event
675	19-Apr-22	9:16:00	UHB Technical Advisor (Final) Subject	<p>UHB Technical Advisor emails Subject in response to Subject's latest email to inform Subject that he can call witnesses to testify at the Hearing and if doing so, would need to submit names, contact information, and a summary of anticipated testimony.</p> <p>UHB Technical Advisor also provides guidance to Subject relating to his call to witnesses: "As stated in the Student Disciplinary Procedures Section 5-403(D)(3)(g):Members of the university community will be expected to comply with any request or directive issued by the Chair in connection with a disciplinary proceeding, unless compliance would result in significant personal hardship or substantial interference with normal university functions."</p>
676	19-Apr-22	14:04:00	UHB Technical Advisor (Final) Subject	<p>UHB Technical Advisor informs Subject of the UHB Chair's decision on Subject's requests from 11-Mar-2022.</p>
677	19-Apr-22	14:05:00	UHB Technical Advisor (Final) DOS Member-01	<p>UHB Technical Advisor emails DOS to notify of the UHB Chair's decision re: materials and information that Subject had requested on 11-Mar-2022.</p> <p>UHB Chair found the materials and information Subject was requesting not to be relevant to the Hearing.</p>
678	20-Apr-22	8:58:00	UHB Technical Advisor (Final) DOS Member-01	<p>DOS Member-01 emails UHB Technical Advisor DOS's evidence packet for the Hearing.</p>

Ref. #	Date	Time	Involved Parties	Event
679	20-Apr-22	11:25:00	Subject UHB Technical Advisor (Final)	Subject sends UHB Technical Advisor his evidence packet for the hearing.
680	20-Apr-22	11:38:00	Subject UHB Technical Advisor (Final)	Subject emails UHB Technical Advisor requesting access to complaint against him.
681	20-Apr-22	12:05:00	UHB Technical Advisor (Final) Subject	UHB Technical Advisor responds to Subject's latest emails.
682	20-Apr-22	23:25:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "Why did u do this to me?"
683	21-Apr-22	16:37:00	UHB Technical Advisor (Final)	UHB Technical Advisor (Final) (via DOS system) sends Subject the UHB's Final Hearing Board Memo (Letter 3).
684	21-Apr-22	16:46:00	Subject	Subject views the 21-Apr-2022 Final Hearing Board Memo (Letter 3).
685	21-Apr-22	Unknown	UAPD TAMT Detective	UAPD TAMT Detective files charges for two (2) counts of ARS 13-1202A2 ("Threatening or intimidating; To cause, or in reckless disregard to causing, serious public inconvenience including, but not limited to, evacuation of a building, place of assembly or transportation facility") with Pima Count Office of Attorneys.
686	22-Apr-22	15:07:00	DOS	Follow-Up: DOS sends Subject the UHB's Final Hearing Board Memo (Letter 3).

Ref. #	Date	Time	Involved Parties	Event
				Subject views the letter 28-Apr-2022.
687	22-Apr-22	Unknown	PCOA	PCOA notation on criminal charges stamped with the date "21-Apr-2022" and UAPD information note, "Decline both" dated "4/22/22".
688	25-Apr-22	7:22:00	UHB Technical Advisor (Final) Subject	UHB Technical Advisor emails Subject to request Subject's response to the UHB Chair's question: "Can [Subject] explain to me how these witnesses are relevant to the code of conduct sanction the Board is addressing? Can he also provide the scope of what he will be asking of each witness?" UHB Technical Advisor also provides transparency by sharing what the UHB Chair asks of DOS Member-01 re: the objection to witnesses.
689	25-Apr-22	9:44:00	DOS Member-01 UHB Technical Advisor (Final)	DOS Member-01 requests that the UHB Technical Advisor forward to the UHB Chair DOS Member-01's objection to Subject calling select HAS Faculty as witnesses in his Hearing in light of the University (DOS) Administrative No Contact Order; DOS Member-01 claims in the email that having the select HAS Faculty "appear as witnesses for Subject could cause safety concerns."
690	25-Apr-22	11:18:00	UHB Technical Advisor (Final) DOS Member-01	UHB Technical Advisor confirms receipt of DOS Member-01's latest email.

Ref. #	Date	Time	Involved Parties	Event
691	25-Apr-22	11:23:00	UHB Technical Advisor (Final) Subject	UHB Technical Advisor sends Subject DOS Member-01's language pertaining to the objection of witnesses. UHB Technical Advisor requests Subject's response to the objection by 09:00 MST on 26-Apr-2022.
692	25-Apr-22	15:03:00	UHB Technical Advisor (Final) DOS Member-01	UHB Technical Advisor emails DOS Member-01 to request a response to UHB Chair questions relating to the objection made by DOS Member-01 to Subject's request for select HAS Faculty to serve as witnesses in the Hearing. Specifically, the UHB Chair requests that DOS Member-01 clarify if DOS's position is that the witnesses are relevant but there is a concern for safety. UHB Technical Advisor also provides transparency by sharing what the UHB Chair asks of Subject re: the relevancy of the witnesses. UHB Technical Advisor requests DOS Member-01's response to the objection by 09:00 MST on 26-Apr-2022.
693	25-Apr-22	15:20:00	DOS Member-01 UHB Technical Advisor (Final)	DOS Member-01 emails UHB Technical Advisor with response to UHB Chair's questions.
694	26-Apr-22	5:17:00	UHB Technical Advisor (Final) Subject	UHB Technical Advisor emails Subject to request Subject's response to the UHB Chair's request for clarification on Subject's reasoning for calling select HAS Faculty as witnesses. Requests response by 09:00 MST on 26-Apr-2022.

Ref. #	Date	Time	Involved Parties	Event
695	26-Apr-22	10:05:00	Subject UHB Technical Advisor (Final)	Subject emails UHB Technical Advisor to explain what he intends to ask the select HAS Faculty whom he has called as witnesses and notes that DOS Member-01's "concern for safety is completely unfounded since the hearing will be through zoom and not in person and will be recorded."
696	26-Apr-22	10:10:00	Subject UHB Chair	Subject forwards his email to UHB Technical Advisor (Final) (sent at 10:05) due to receiving an out-of-office response.
697	26-Apr-22	11:00:00	UHB Technical Advisor (Final) Subject	UHB Technical Advisor notifies Subject of the UHB Chair's decision to permit Subject to call HAS Faculty Victim as his witness only to the extent that HAS Faculty Victim may provide testimony as it relates to Subject's alleged violation of Code of Conduct 11 Interference/Disruption.
698	26-Apr-22	11:02:00	UHB Technical Advisor (Final) DOS Member-01	UHB Technical Advisor notifies DOS Member-01 of the UHB Chair's decision to permit Subject to call HAS Faculty Victim as his witness only to the extent that HAS Faculty Victim may provide testimony as it relates to Subject's alleged violation of Code of Conduct 11 Interference/Disruption.
699	26-Apr-22	13:29:00	UHB Technical Advisor (Final) DOS Member-01	UHB Technical Advisor notifies DOS Member-01 of Subject's response to DOS Member-01's objection to call select HAS Faculty as witnesses.

Ref. #	Date	Time	Involved Parties	Event
700	27-Apr-22	9:26:00	UHB Technical Advisor (Final) HAS Faculty Victim	UHB Technical Advisor emails HAS Faculty Victim of being called as a witness by Subject to testify to the meeting between HAS Faculty Victim and Subject on 01-Nov-2021 and the incident in the hallway on 03-Nov-2021.
701	27-Apr-22	11:15:00	UHB Technical Advisor (Final) DOS Member-01	UHB Technical Advisor notifies DOS Member-01 of Subject's objection to the post-deadline submission of evidence by DOS Member-01.
702	27-Apr-22	14:09:00	DOS Member-01 UHB Technical Advisor (Final)	DOS Member-01 requests that the UHB Technical Advisor forward along the reasoning for requesting the addition of the post-deadline submission of evidence by DOS Member-01.
703	27-Apr-22	15:11:00	UHB Technical Advisor (Final) DOS Member-01	UHB Technical Advisor confirms receipt of DOS Member-01's latest email re: additional evidence. UHB Technical Advisor informs DOS Member-01 that Subject has a chance to respond since it is being submitted post-deadline. UHB Technical Advisor also asks DOS Member-01 to answer questions re: the late submission (reasons for delay; relevancy).
704	27-Apr-22	15:17:00	UHB Technical Advisor (Final) Subject	UHB Technical Advisor requests response from Subject re: recent submission of material pertaining to evidence of his violation of Interim Suspension.

Ref. #	Date	Time	Involved Parties	Event
705	27-Apr-22	15:39:00	DOS Member-01 UHB Technical Advisor (Final)	DOS Member-01 emails UHB Technical Advisor with response to UHB Chair's questions. DOS Member-01 identifies the late-submission as information that was accidentally not included in the evidence packet provided on 20-Apr-2022, but was in reference to information provided in the Expulsion letter sent to Subject, which had been included in the evidence packet.
706	27-Apr-22	17:11:00	Subject UHB Technical Advisor (Final)	Subject emails UHB Technical Advisor to object to the last-minute evidence submission by DOS Member-01 re: alleged violation of his Interim Suspension.
707	28-Apr-22	10:55:00	UHB Technical Advisor (Final) Subject	UHB Technical Advisor emails Subject to notify him of the UHB Chair's decision to permit the last-minute (post-deadline) piece of evidence from DOS Member-01 into the Hearing materials as it is "relevant and the University Representative has made a convincing argument."
708	28-Apr-22	11:04:00	Subject	Subject views the 22-Apr-2022 Final Hearing Board Memo (Letter 3).
709	28-Apr-22	15:07:00	UHB Technical Advisor (Final) Subject	UHB Technical Advisor sends Subject Zoom link for upcoming Hearing (scheduled for 29-Apr-2022 at 08:00 MST). UHB Technical Advisor also notifies Subject that the UHB Chair has allowed the last-minute submission of evidence by DOS.

Ref. #	Date	Time	Involved Parties	Event
710	29-Apr-22	8:00:00	UHB	UHB Hearing scheduled to occur via Zoom.
711	29-Apr-22	16:24:00	Subject UHB Technical Advisor (Final)	Subject emails UHB Technical Advisor re: his thought on how DOS could have handled his suspension / expulsion.
712	29-Apr-22	16:29:00	UHB Technical Advisor (Final) Subject	UHB Technical Advisor responds to Subject's latest email to note that Subject's note will be forwarded to UHB Chair.
713	29-Apr-22	16:33:00	UHB Technical Advisor (Final) UHB Chair	UHB Technical Advisor forwards a note from Subject to UHB Chair re: his thought that DOS "could have decided to continue [his] suspension instead of expelling [him]."
714	03-May-22	9:51:00	UHB Technical Advisor (Final) Various Parties (DOS, Provost's Office, UHB Chair)	UHB Technical Advisor shares (via attachment) the recommendation letter from the Hearing Board with Provost Folks. UHB Technical Advisor advises of access to Box for evidence materials. Provost decision is due no later than 01-Jun-2022.
715	03-May-22	9:56:00	UHB Technical Advisor (Final) DOS	UHB Technical Advisor shares (via attachment) the recommendation letter from the Hearing Board with DOS (09:56:00) and Subject (09:57:00), separately. The UHB recommendation is to uphold DOS's decision of Expulsion. Provost decision can be expected no later than 01-Jun-2022.

Ref. #	Date	Time	Involved Parties	Event
716	03-May-22	N/A	UHB Chair Provost	<p>UHB Chair sends the Provost a letter outlining the University Hearing Board's findings after completion of the Hearing.</p> <p>The letter informs the Provost of the Hearing being postponed two times at Subject's request:</p> <ol style="list-style-type: none"> 1. From 18-Mar-2022 to 01-Apr-2022 for time to secure counsel 2. From 01-Apr-2022 to 29-Apr-2022 for time to prepare his case.
717	04-May-22	Unknown	UAPD TAMT Detective PCAO	UAPD TAMT Detective was notified by the Pima County Attorney's Office that they were declining to move forward with criminal charges filed on 21-Apr-2022 by UAPD.
718	05-May-22	10:41:00	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 emails DOS Member-01 asking that DOS Member-01 inform the HAS Student Survivor who was mentioned in the UHB Hearing of the status of the case to date. HAS Faculty Member-03 confirms that there will be no disclosure of information on his part.
719	05-May-22	13:05:00	DOS Member-01 HAS Student Survivor	DOS Member-01 emails the HAS Student Survivor to inform that the UHB's decision was to find Subject "responsible for all charges brought against him and his expulsion was upheld."
720	05-May-22	13:07:00	DOS Member-01 HAS Faculty Member-03	DOS Member-01 informs HAS Faculty Member-03 that the HAS Student Survivor has been informed and requests that HAS Faculty Member-03 report to DOS

Ref. #	Date	Time	Involved Parties	Event
				Member-01 if Subject contacts any HAS community member.
721	05-May-22	13:56:50	Subject Provost's Office	Subject emails the Provost's Office to ask if he can speak with the Provost.
722	05-May-22	14:10:00	Provost's Office UHB Technical Advisor (Initial)	Provost's Office emails UHB Technical Advisor to ask if UHB has submitted the recommendation to the Provost yet. UHB Technical Advisor responds affirmatively at 15:19.
723	06-May-22	8:42:00	Provost's Office Subject	Provost's Office responds to Subject's latest email to state that the Provost will review the UHB's recommendations upon returning to campus.
724	06-May-22	21:00:00	Subject UHB Chair	Subject emails UHB Chair, "your summary of the hearing was completely inaccurate and inappropriate. you didn't consider what's really important so the hearing is a sham. you will be part of the lawsuit now"
725	09-May-22	7:22:00	Subject Provost's Office	Subject emails Provost's Office, "since the hearing board provided an (inaccurate) review of what I occurred , I would like to provide a review as well. ideally I need to speak with the provost"
726	09-May-22	9:38:00	DOS Member-01 UAPD TAMT Detective	DOS Member-01 requests guidance from UAPD TAMT Detective re: Subject returning library books after his expulsion.

Ref. #	Date	Time	Involved Parties	Event
727	09-May-22	18:16:00	UAPD TAMT Detective DOS Member-01	UAPD TAMT Detective responds to DOS Member-01's latest email to state that Subject would require a police escort while on campus to return the books (to be scheduled by calling the PD or coming to the PD in person) or an officer can pick up from his residence.
728	10-May-22	8:46:53	TAMT	DOS TAMT Member circulates Subject's 06-May-2022 email sent at 09:00 to UHB Chair to the TAMT Working Team. DOS TAMT Member notes that Provost should be kept aware of any continued contact.
729	10-May-22	9:00:00	Subject	Subject emails general email addresses for the Office of the Registrar, Dean of Students, and Bursar's Office to state that he should not be charged for classes due to his expulsion dated 02-Feb-2022.
730	10-May-22	9:39:00	DOS	General DOS Email forwards the email received from Subject (which was sent at 09:00) to DOS team members involved in the Subject situation.
731	10-May-22	10:54:00	DOS	DOS sends Subject a Letter notifying him of the Registrar Memo CheckList. Tracking was "Disabled" on this notification, per DOS system.
732	10-May-22	10:55:00	DOS	DOS drafts / sends a letter to the Office of the Registrar notifying the Registrar of Subject's Interim Suspension and, later, sanctioned Expulsion (awaiting appeal)

Ref. #	Date	Time	Involved Parties	Event
				and requests that the Registrar drop Subject from all enrolled classes.
733	10-May-22	11:02:00	HAS Student Survivor DOS Member-01	The HAS Student Survivor responds to DOS Member-01's 05-May-2022 email (13:05). The HAS Student Survivor thanks DOS for assisting in issuing the No Contact Order.
734	10-May-22	11:06:00	DOS Member-01 HAS Student Survivor	DOS Member-01 responds to the HAS Student Survivor's latest emails to note that DOS Member-01 is "glad to hear the NCO was effective."
735	10-May-22	12:08:11	Subject Provost's Office	Subject emails Provost's Office asking to speak with the Provost.
736	11-May-22	23:34:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "Goddamned fucking asshole"
737	12-May-22	15:07:28	Subject Provost's Office	Subject emails the Provost's Office, "i can't speak to the provost?"
738	12-May-22	19:21:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "You know I'm really not that mad at you anymore, I sort of understand why you did it"
739	13-May-22	10:02:00	Provost's Office Subject	Provost's Office responds to Subject's 05-May-2022 email to state that the final decision will be made by or on June 1, 2022, pursuant to University's Disciplinary Procedures Policy.

Ref. #	Date	Time	Involved Parties	Event
740	14-May-22	22:14:00	Subject HAS Faculty Victim	Subject emails HAS Faculty Victim (grammatical errors original to source): "youre a filthy goddamned lying fuckin sack of shit. just like my shit mother: i guess all you catholics are the same, bunch of child molester lying garbage!!"
741	14-May-22	23:34:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "You really think you're gonna away with it?"
742	15-May-22	8:02:00	HAS Faculty Victim DOS Member-01	HAS Faculty Victim forwards Subject's latest email (14-May-2022 at 22:14) to DOS Member-01. NOTE: This was not reported to UAPD directly by HAS Faculty Victim until mentioned in relation to the actual report to UAPD re: Subject's 28-May-2022 email (see Ref. #. See 28-May-2022, 00:48, line entry for details. DOS Member-01 reports the email to UAPD.
743	16-May-22	9:52:00	DOS Member-01 UAPD TAMT Detective	DOS Member-01 forwards Subject's latest email (14-May-2022 at 22:14 to HAS Faculty Victim) to UAPD TAMT Detective.
744	16-May-22	9:52:56	DOS Member-01 OGC TAMT Member	DOS Member-01 emails OGC TAMT Member to "make [OGC TAMT Member] aware that [Subject] has continued to contact [HAS Faculty Victim]. Please find his recent email below. I have also notified...UAPD." DOS includes a forwarded email from HAS Faculty Victim (sent to DOS 15-May-2022, 08:02) enclosing an email from Subject on

Ref. #	Date	Time	Involved Parties	Event
				14-May-2022 at 22:14 (ref., in part, "all you catholics are the same").
745	16-May-22	9:54:00	DOS Member-01 HAS Faculty Victim	DOS Member-01 notes that DOS Member-01 has contacted UAPD regarding Subject's latest email (14-May-2022 at 22:14 to HAS Faculty Victim).
746	17-May-22	16:54:50	UAPD TAMT Detective DOS Member-01	UAPD TAMT Detective confirms receipt of DOS Member-01 email sent on 16-May-2022 at 09:52.
747	18-May-22	13:41:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "Can't we just talk, I'm really not upset anymore"
748	19-May-22	7:51:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "You area gllddamned fukin snake though"
749	19-May-22	8:09:00	HAS Faculty Member-04 UAPD TAMT Detective	HAS Faculty Member-04 emails UAPD TAMT Detective to ask for advice as Subject continues harassment. Asks if there is "any point in reporting it as [the] last report came back as [']unknown assailant[']" due to Subject changing his number.
750	20-May-22	Unknown	UAPD TAMT Detective	UAPD TAMT Detective closes Case #2204140003 because PCAO declined to charge Subject

Ref. #	Date	Time	Involved Parties	Event
751	25-May-22	8:44:00	OGC Advisor to Provost Provost's Office	OGC Advisor to the Provost notes in summary of the Subject matter that communications from Subject to HAS Faculty and Staff "contained reprehensible racist language, epithets, and what could reasonably be perceived as threats (though there were no overt threats)[,]" which resulted in the DOS Interim Suspension.
752	25-May-22	8:44:00	OGC Advisor to Provost Provost's Office	OGC Advisor to the Provost notes in summary of the Subject matter that "after the appeal process was initiated, Subject sent emails to [DOS Member-02] in which he called her the N-word and to [DOS TAMT Member] where he referred to her as a "kike"...However, these communications were not in evidence at the hearing because they occurred after the DOS made a finding on his prior conduct."
753	27-May-22	1:16:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "Fucking garbage"
754	27-May-22	21:39:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "I hope somebody blows your fuvking brains out asshole"
755	28-May-22	0:48:00	Subject HAS Faculty Victim	Subject emails HAS Faculty Victim, "you are the most disgusting piece of shit i ever met, i hope somebody blows your fuckin head off"
756	28-May-22	7:00:00	HAS Faculty Victim UAPD	(Time is approximate) HAS Faculty Victim reports email from Subject.

Ref. #	Date	Time	Involved Parties	Event
757	28-May-22	7:10:00	UAPD HAS Faculty Victim	UAPD contacts HAS Faculty Victim re: report of Subject's 00:48 email (ref. in part: "i hope somebody blows your fuckin head off")
758	28-May-22	7:26:00	HAS Faculty Victim DOS Member-01	HAS Faculty Victim informs DOS Member-01 that UAPD has been informed about Subject's recent communication to him.
759	28-May-22	14:55:00	Subject HAS Faculty Member-04	Subject texts HAS Faculty Member-04, "Apologize don't call anyone on me"
760	31-May-22	8:04:00	DOS Member-01 DOS TAMT Member DOS Member-02	DOS Member-01 circulates internally HAS Faculty Victim's email (07:26) alerting to Subject's 28-May-2022 email sent at 00:48 to HAS Faculty Victim ("i hope somebody blows your fuckin head off").
761	31-May-22	9:34:00	DOS Member-01 HAS Faculty Victim	DOS Member-01 confirms the receipt of the latest communication from Subject to HAS Faculty Victim and HAS Faculty Victim's note that it has been reported to UAPD. DOS Member-01 notes it has been added to Subject's case file.
762	31-May-22	10:22:29	TAMT	DOS TAMT Member circulates Subject's 28-May-2022 email sent at 00:48 to HAS Faculty Victim ("i hope somebody blows your fuckin head off") to the TAMT Working Team (DOS, OGC, UAPD). DOS TAMT Member notes that HR should be aware so appropriate support can be given to HAS Faculty Victim.

Ref. #	Date	Time	Involved Parties	Event
763	31-May-22	10:22:57	DOS TAMT Member DOS Member-01	DOS TAMT Member states in an internal email that TAMT has been alerted, so "[TAMT] might reach out to department with appropriate supports."
764	01-Jun-22	12:52:00	Provost's Office OGC Advisor to the Provost	Provost's Office emails OGC Advisor of approval to send final decision. Also requests all of Subject's correspondence within the case as well as the correspondence to DOS members after the appeal started in order to share it with UAPD given that, "The degree to which he expresses racist animosity towards others is an alarm bell that needs follow-up."
765	01-Jun-22	13:24:00	Provost Subject DOS + UHB	Provost Folks sends Subject an amended letter upholding DOS's Expulsion -- Amendment is to correct the name of the UHB Technical Advisor from the initial individual to the individual serving in the role at the time of the actual hearing.
766	01-Jun-22	13:45:00	Provost Subject	Provost sends Subject the final decision to uphold DOS's 02-Feb-2022 decision of Expulsion.
767	01-Jun-22	15:39:00	DOS Member-01 HAS Student Survivor	DOS Member-01 informs HAS Student Survivor that the Provost has upheld the University Hearing Board's decision to sustain Subject's expulsion.

Ref. #	Date	Time	Involved Parties	Event
768	02-Jun-22	5:48:00	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 emails DOS Member-01 to ask a few questions, one being whether or not Subject is still barred from campus in his non-student status. HAS Faculty Member-03 stated that the HAS department is "interested in pursuing a permanent campus exclusionary order with UAPD" if Subject is no longer expressly prohibited from coming to campus.
769	02-Jun-22	16:15:00	DOS Member-01 HAS Faculty Member-03	DOS Member-01 responds to HAS Faculty Member-03's latest email and informs HAS Faculty Member-03 that "DOS is currently pursuing a campus Exclusionary Order for Subject through UAPD. While that Exclusionary Order is being processed, Subject will still be barred from campus."
770	03-Jun-22	8:12:35	DOS Member-03 UAPD TAMT Detective DOS Members	DOS Member-03 requests an Exclusionary Order from UAPD TAMT Detective for Subject "based off his continued harassment of employees despite" the Provost holding DOS's Expulsion decision (as of 01-Jun-2022). DOS Member-03 states, "Subject's impact to the University community has been wide spread causing fear due to threats and approaching people in person despite no contact orders, and injunction against harassment orders being in place."
771	17-Jun-22	Unknown	Subject HAS Faculty Victim	Subject Confronts HAS Faculty Victim at Food Coop.

Ref. #	Date	Time	Involved Parties	Event
772	18-Jun-22	12:29:59	HAS Faculty Victim UAPD TAMT Detective	HAS Faculty Victim emails UAPD TAMT Detective re: Subject interaction at the Food Coop on 4th Ave.
773	18-Jun-22	12:36:00	OGC TAMT Member HAS Faculty Victim	HAS Faculty Victim emails OGC TAMT Member to share that he ran into Subject at the Food Coop on 4th Ave. HAS Faculty Victim said nothing to Subject but Subject said he was giving HAS Faculty Victim a chance to head things off before Subject sued HAS Faculty Victim. HAS Faculty Victim and OGC TAMT Member exchange additional emails and schedule a time to talk.
774	20-Jun-22	9:26:00	UAPD TAMT Detective HAS Faculty Victim	UAPD TAMT Detective responds to HAS Faculty Victim's 18-Jun-2022 email re: interaction with Subject at the Food Coop. UAPD TAMT Detective offers a call to discuss.
775	20-Jun-22	9:46:43	HAS Faculty Victim OGC TAMT Member	HAS Faculty Victim forwards Subject's email sent on 28-May-2022 at 00:48 ("i hope somebody blows your fuckin head off") to OGC TAMT Member.
776	20-Jun-22	9:49:33	HAS Faculty Victim OGC TAMT Member	HAS Faculty Victim forwards Subject's email sent on 14-May-2022 at 22:14 to OGC TAMT Member (ref. in part: "all you catholics are the same").
777	20-Jun-22	20:55:27	Subject HAS Faculty Victim	Subject emails HAS Faculty Victim, "You seem like a reasonable person, so if you want to pay for how you treated me on November 3rd and the results of it, then we can discuss it. Otherwise legal action

Ref. #	Date	Time	Involved Parties	Event
				will begin very soon in which case you will pay far more."
778	20-Jun-22	21:41:00	HAS Faculty Victim OGC TAMT Member	HAS Faculty Victim forwards Subject's email sent on 20-Jun-2022 at 20:55:27 to OGC TAMT Member (ref. in part: "legal action will begin very soon...").
779	21-Jun-22	10:21:00	OGC HAS Faculty Victim	OGC responds to HAS Faculty Victim's latest email (forwarding Subject's 20-Jun-2022, 20:55:27 email) noting that the time of Subject's email is interesting.
780	28-Jun-22	13:09:00	Subject Provost	Subject emails the Provost directly stating, "You don't think I deserve a response you stupid overpaid goddamned fucking whore you aint gonna have a fucking job when I get done with you!!!!!"
781	28-Jun-22	13:58:00	Provost's Office OGC Advisor to the Provost	Provost's Office forwards OGC Subject's latest email.
782	29-Jun-22	10:33:27	OGC Advisor to Provost OGC TAMT Member	OGC internal emails reference "a few more messages" that Subject sent to the Provost noting that "[a] couple are profane, but the only threats are about lawsuits and going after [people's] jobs."
783	30-Jun-22	12:24:35	Subject Provost's Office	Subject emails Provost's Office, "I want to have a meeting with the provost."
784	30-Jun-22	16:15:08	Subject Provost's Office	Subject emails Provost's Office, "Hello?"

Ref. #	Date	Time	Involved Parties	Event
785	05-Jul-22	14:23:00	OGC TAMT Member HAS Faculty Victim	OGC TAMT Member emails HAS Faculty Victim to see where he was leaning regarding order of protection and notes that UAPD is "leaning slightly against" issuing an Exclusionary Order given Subject "has not committed any crime or ventured on to campus recently."
786	05-Jul-22	14:26:45	OGC TAMT Member HAS Faculty Member-04	OGC TAMT Member emails HAS Faculty Member-04 based on information HAS Faculty Member-03 had shared recently and notes that any information which indicate "potentially concerning statements/conduct by [Subject]" may assist the University in seeking an Injunction Against Harassment.
787	07-Jul-22	10:49:09	OGC TAMT Member HAS Faculty Victim	HAS Faculty Victim responds to OGC TAMT Member's email on 05-Jul-2022 (14:23) with inclination to hold off on doing anything legally re: Subject since Subject had been quiet for a while.
788	08-Jul-22	8:40:00	OGC	OGC internal email indicates there are no cases filed (State or Federal) as of the time of the email.
789	08-Jul-22	15:57:44	OGC TAMT Member HAS Faculty Member-03	OGC checks and confirms with HAS Faculty Member-03 that no lawsuits had been filed by Subject in Pima County.
790	10-Jul-22	23:06:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "You're such a filthy goddamned garbage, you need to figure out what's going on before making a decision. You're in no way qualified to do your job asshole."

Ref. #	Date	Time	Involved Parties	Event
791	10-Jul-22	23:26:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "You're a stupid fuckin Mexican garbage and a faggot also obviously!! You must have sucked alot of dick to get where you're at!! Fuck trash, you're not even half as smart as me"
792	11-Jul-22	9:53:16	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	<p>HAS Faculty Member-03 informs the parties of continued communications from Subject, with a link to LinkedIn profile of "Tom Jones".</p> <p>HAS Faculty Member-03 inquires again the desire for OGC TAMT Member to pursue an Order of Protection Against Harassment for the HAS department and other units.</p> <p>HAS Faculty Member-03 also notes that he is "aware that DOS Member-01 and UAPD TAMT Detective were pursuing options for a permanent exclusionary order from campus."</p> <p>HAS Faculty Member-03 asks UAPD TAMT Detective to "ascertain whether Subject is still residing in Tucson."</p>
793	11-Jul-22	10:07:00	DOS Member-03 UAPD TAMT Detective DOS TAMT Member DOS Member-01	<p>DOS Member-03 follows up on 03-Jun-2022 email to UAPD TAMT Detective (re: DOS request for an Exclusionary Order since the Provost has upheld DOS's Expulsion decision) due to lack of response.</p> <p>DOS notes that "[Subject] continues to have unwanted contact with members of the University staff."</p>

Ref. #	Date	Time	Involved Parties	Event
794	11-Jul-22	12:31:45	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	HAS Faculty Member-03 inquires of DOS Member-01, OGC TAMT Member, and UAPD TAMT Detective if there is any way to get Subject's contact information and address from University records, in accordance with FERPA, in order to serve Subject with the Order of Protection Against Harassment.
795	13-Jul-22	9:55:55	OGC	OGC internal email indicates there are no cases filed (State or Federal) as of the time of the email.
796	14-Jul-22	16:03:14	DOS Member-03 UAPD TAMT Detective DOS TAMT Member DOS Member-01	<p>UAPD TAMT Detective responds to DOS Member-03's latest email noting an Exclusionary Order would likely not be effective given "to the best of [UAPD TAMT Detective's] knowledge, [Subject] is not coming onto UA property when sending his emails and text messages....[T]he exclusionary order will have little to no effect as it is only enforceable should he return to campus."</p> <p>UAPD TAMT Detective suggests better course of action: for the "impacted individuals or the University as a whole to obtain an Injunction Against Harassment...[that would allow UAPD] to enforce it by arresting him for violating a court order."</p> <p>UAPD TAMT Detective notes that case information will continue to be gathered and UAPD TAMT Detective will consider what could be done re: an Exclusionary Order.</p>

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797	19-Jul-22	16:05:00	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	HAS Faculty Member-03 follows up on the 11-Jul-2022 email (12:31:45) and to notify the parties that HAS Faculty Member-03 will be pursuing a personal Injunction Against Harassment.
798	19-Jul-22	17:07:00	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	OGC TAMT Member informs HAS Faculty Member-03 that the University has "the county pushing a harassment case in another matter...so it could be a possibility here as well." OGC TAMT Member notes that there was not enough to issue an Exclusionary Order or for an Injunction Against Harassment in the Subject situation up to this point, although individually HAS Faculty Member-03 seems to have enough for an Injunction.
799	20-Jul-22	8:44:00	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	DOS Member-01 emails HAS Faculty Member-03 to reiterate that Subject has been notified verbally and in writing that his Expulsion is a permanent separation from the University and he is barred from campus.

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800	20-Jul-22	12:16:33	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	OGC TAMT Member confirms to HAS Faculty Member-03 that the expulsion bars Subject from campus and that if Subject came on campus it would be a trespass.
801	25-Jul-22	8:17:33	Subject DOS Member-01	Subject emails DOS Member-01 member, "Your'e a stupid corrupt fucking piece of shit. You need to figure out what's really going on before you make bad decisions"
802	25-Jul-22	9:45:00	DOS	DOS shares Subject's latest email internally.
803	25-Jul-22	10:20:00	DOS TAMT Member OGC TAMT Member	DOS TAMT Member shares that Subject is emailing DOS Member-01. DOS TAMT Member and OGC TAMT Member discuss injunction against workplace harassment and criminal harassment charges. DOS TAMT Member mentions that "UAPD does not see an exclusionary order as an option given [Subject] is not physically showing up but emailing."
804	25-Jul-22	14:40:00	DOS TAMT Member OGC TAMT Member	OGC TAMT Member responds to DOS TAMT Member's latest email to note that an Injunction Against Workplace Harassment can be explored if DOS Member-01 continues receiving such communications and if others do as well, although "it will depend on volume and severity."

Ref. #	Date	Time	Involved Parties	Event
805	31-Jul-22	21:11:00	Subject UA President	Subject emails UA President to request a meeting to discuss his expulsion as his "requests to discuss it with the provost have gone unanswered."
806	02-Aug-22	15:16:00	Office of the President Provost's Office OGC Advisor to the Provost	Office of the President Staff member and Provost's Office exchange emails and loop in OGC. Office of the President's Staff member then sends an email noting an attachment of a "follow up" which was sent to the President the same day.
807	05-Aug-22	7:24:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "You need to figure out a way to have the department honor the promises you made to me"
808	05-Aug-22	8:05:00	DOS TAMT Member DOS Member-03	DOS internal email indicates a hope that Subject's latest email will "inspire[] some action."
809	05-Aug-22	8:20:42	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	HAS Faculty Member-03 advises of continued communications by Subject and HAS Faculty Member-03's intent to file for an Order of Protection.

Ref. #	Date	Time	Involved Parties	Event
810	08-Aug-22	11:03:00	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	HAS Faculty Member-03 informs DOS Member-01, OGC TAMT Member, and UAPD TAMT Detective that he was granted an Order of Protection Against Harassment by Pima County Justice Court. Waiting for it to be served.
811	08-Aug-22	13:50:00	DOS Member-01 HAS Faculty Member-03	DOS Member-01 requests a copy of HAS Faculty Member-03's Protective Order once it is served in order to add to DOS file for Subject.
812	08-Aug-22	15:05:00	HAS Staff HAS Faculty Member-03	HAS Staff informs HAS Faculty that Subject is still listed as "Active" on the "Graduate Degree Seeking" Program.
813	09-Aug-22	8:45:27	HAS Faculty Victim UAPD TAMT Detective	HAS Faculty Victim requests assistance in scheduling Active Shooter training for the HAS Department retreat.
814	09-Aug-22	9:27:00	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 emails DOS Member-01 asking to look into why Subject is still active on the University's registration system even after the Provost's final decision on Expulsion.
815	09-Aug-22	10:10:00	UAPD TAMT Detective HAS Faculty Victim	UAPD TAMT Detective responds to HAS Faculty Victim's email about Active Shooter training by connecting HAS Faculty Victim with the appropriate UAPD Trainer.
816	09-Aug-22	11:03:48	DOS	DOS internally requests a memo to the Registrar's Office to address Subject's status in the University's registration system.

Ref. #	Date	Time	Involved Parties	Event
817	09-Aug-22	11:49:00	HAS Faculty Member-03 UAPD TAMT Detective	HAS Faculty Member-03 sends UAPD TAMT Detective the last known address for Subject according to open-source intelligence, noting that the information found references "July 13[, 2022,] [s]o [Subject] may have left this address, and maybe even Tucson and/or the state entirely." HAS Faculty Member-03 advocates for UAPD TAMT Detective to ascertain whether or not Subject is local.
818	10-Aug-22	14:23:54	HAS Faculty Member-03 DOS Member-01	HAS Faculty Member-03 responds to DOS Member-01's offer for help in an email sent to HAS Faculty Member-03 on the same day at 14:18 MST, by stating that the "immediate request" is any assistance that could possibly be offered by "DOS, UAPD, and/or OGC" to "help get [the] order of protection against harassment served[.]"
819	10-Aug-22	N/A	DOS Member-01 HAS Faculty Member-03	DOS Member-01 informs HAS Faculty Member-03 that DOS Member-01 sent a memo to the Registrar on 09-Aug-2022 confirming Subject's expulsion in order to have his status be updated in the University's registration system.
820	15-Aug-22	12:34:00	Office of the President Provost's Office OGC Advisor to the Provost	Office of the President Staff member notifies Provost's Office and OGC Advisor to the Provost that the President received two more emails from Subject "and two other members of [the Office of the President] team were contacted today via email as well." Office of the President has not responded to Subject.

Ref. #	Date	Time	Involved Parties	Event
821	16-Aug-22	15:15:00	OGC Advisor to the Provost Office of the President Provost's Office	OGC provides both the Provost's Office and the Office of the President with draft email responses to send to Subject's latest emails.
822	19-Aug-22	15:12:00	Provost's Office Subject	Provost's Office emails Subject stating that the Provost's Office received emails from Subject "requesting a meeting with the Provost to discuss the Provost's 4/8/22 decision letter." The Provost's Office informs Subject that the deadline to appeal the Provost's decision was outlined in information sent to him at the time and the deadline has since passed.
823	24-Aug-22	9:08:00	Subject Provost's Office	Subject responds to the Provost's Office's email from 19-Aug-2022 (15:12) to note that the Provost "should make an exception since [the Provost] didn't respond to [Subject's] initial emails in April."
824	25-Aug-22	11:15:00	Subject Provost's Office	Subject emails the Provost's Office a second time to ask if the Provost will meet with him.
825	25-Aug-22	11:35:00	Provost's Office	Internal Provost's Office email indicates decision to not respond to Subject's emails.
826	26-Aug-22	9:47:00	OGC Advisor to the Provost UITs UAPD TAMT Detective HAS Faculty Member-03	OGC requests UITs to redirect emails received from Subject being sent to HAS Faculty Member-03 to a separate account.

Ref. #	Date	Time	Involved Parties	Event
827	26-Aug-22	11:43:00	HAS Faculty Member-03 OGC TAMT Member UITS Member UAPD TAMT Detective	HAS Faculty Member-03 responds to OGC TAMT Member's latest email with relevant information as requested and also notes, "From my own investigation, I cannot verify that [Subject] has physically left Tucson. I also know that the constable could not locate him at his last known Tucson address."
828	30-Aug-22	12:05:03	HAS Faculty Member-04 OGC TAMT Member UAPD TAMT Detective	HAS Faculty Member-04 shares email with harassing communications from Subject with OGC TAMT Member and UAPD TAMT Detective. HAS Faculty Member-04 notes change in own phone number and "[t]he communications appear to have ceased in late July, early August." In a follow-up email to the same parties later this same day, HAS Faculty Member-04 states that "some the text messages were extremely threatening."
829	31-Aug-22	7:59:14	HAS Faculty Member-04 HAS Faculty Member-03 OGC TAMT Member UAPD TAMT Detective	UAPD TAMT Detective thanks HAS Faculty Member-04 for providing the additional information.
830	31-Aug-22	10:39:00	HAS Faculty Member-03 UAPD TAMT Detective OGC TAMT Member	HAS Faculty Member-03 emails OGC TAMT Member and UAPD TAMT Detective in light of HAS Faculty Member-04's recent email to the same parties. HAS Faculty Member-03 inquires "how 'actionable' information has to be in terms of a specific threat before law enforcement investigates it and possibly prosecutes it?" HAS Faculty Member-03 noted that HAS Faculty Member-04 only provided the information

Ref. #	Date	Time	Involved Parties	Event
				recently at HAS Faculty Member-03's urging.
831	31-Aug-22	11:47:32	HAS Faculty Member-04 HAS Faculty Member-03 OGC TAMT Member UAPD TAMT Detective	OGC responds to HAS Faculty Member-04's latest email by asking to remain informed of any additional communications received from Subject.
832	01-Sep-22	19:07:00	Subject Provost	Subject emails the Provost directly and makes reference to the Provost's nationality being the reason for not understanding "the free speech rights we have in this country. Those rights of mine have been violated by the university and I need to be compensated for that[.]"
833	03-Sep-22	20:42:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "You and the department owe me alot of money you filthy lying goddamned faggot garbage"
834	03-Sep-22	21:03:50	HAS Faculty Member-03 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	HAS Faculty Member-03 forwards OGC TAMT Member and UAPD TAMT Detective the most recent email from Subject.
835	05-Sep-22	15:31:00	Subject HAS Faculty Member-03	Subject emails HAS Faculty Member-03, "Are you going to pay what you owe?"

Ref. #	Date	Time	Involved Parties	Event
836	05-Sep-22	17:42:11	HAS Faculty Member-03 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	HAS Faculty Member-03 forwards OGC TAMT Member and UAPD TAMT Detective the most recent email from Subject.
837	06-Sep-22	5:20:22	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	HAS Faculty Member-03 informs OGC TAMT Member, UAPD TAMT Detective, and DOS Member-01 that the Subject's continued harassment has been reported to Yahoo.com in light of Pima County being unable to serve Subject with the Order of Protection Against Harassment. HAS Faculty Member-03 also notes that "all relevant law enforcement investigatory authority should be brought to bear in this case." Further notes that the University has been given evidence that harassment of HAS Faculty Member-04 "may be interpreted as physically threatening."
838	06-Sep-22	N/A	Subject	Subject purchases the Ruger Max-9 from a seller (No UA Affiliation; not the ARMSLIST Seller)
839	06-Sep-22	N/A	Subject	Last Activity on Subject's Yahoo email account

Ref. #	Date	Time	Involved Parties	Event
840	06-Sep-22	Unknown	UAPD TAMT Detective	<p>San Diego University Police Department contacts UAPD to inform UAPD of reports by SDU Faculty Members of Subject's harassing behavior via email contact even after leaving the university.</p> <p>NOTE: SDUPD incident report requests that the SDUPD reports be sent to UAPD TAMT Detective for evaluation in combination with the University of Arizona case information. It is unknown if this was carried out by SDUPD at the time.</p>
841	07-Sep-22	3:02:00	<p>HAS Faculty Member-03</p> <p>DOS Member-01</p> <p>OGC TAMT Member</p> <p>UAPD TAMT Detective</p> <p>HAS Faculty Victim</p>	<p>HAS Faculty Member-03 informs OGC TAMT Member, UAPD TAMT Detective, and DOS Member-01 of Yahoo.com response to the faculty member's report of abuse by Subject's account.</p>
842	07-Sep-22	Unknown	<p>OGC TAMT Member</p> <p>UAPD TAMT Detective</p>	<p>OGC TAMT Member and UAPD TAMT Detective phone call discussing recent developments with HAS Faculty Member-03, HAS Faculty Member-04, and Subject.</p>
843	08-Sep-22	9:27:00	<p>Subject (alias Tom Snow)</p> <p>Provost</p>	<p>Subject emails the Provost directly as "Tom Snow" to ask if the Provost will respond to him and to note that his email has changed.</p>

Ref. #	Date	Time	Involved Parties	Event
844	09-Sep-22	17:25:00	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	UAPD TAMT Detective responds to HAS Faculty Member-03's email to note the progress of initiating charges to Pima County Attorney's Office re: ongoing harassment based on the recent information shared by HAS Faculty Member-03 and HAS Faculty Member-04.
845	09-Sep-22	Unknown	UAPD TAMT Detective PCAO	A report for threats was taken on behalf of HAS Faculty Member-03 and HAS Faculty Member-04. UAPD Case U2209090017. After a No Contact Order had been established by DOS on 08-Mar-2022, Subject continued to send harassing emails to HAS Faculty Member-03 and HAS Faculty Member-04. HAS Faculty Member-03 also applied for and was granted an order of protection through the Pima County Courts on 08-Aug-2022. Multiple attempts were made by the Constable to serve the order but no one would respond to the door of Subject's residence and it has not been served to date. This case was also sent over to the PCAO for criminal charges.
846	10-Sep-22	6:27:50	HAS Faculty Member-03 DOS Member-01 OGC TAMT Member UAPD TAMT Detective HAS Faculty Victim	HAS Faculty Member-03 suggests a briefing with UAPD TAMT Detective and OGC TAMT Member with HAS Faculty members to understand status of criminal charges.

Ref. #	Date	Time	Involved Parties	Event
847	15-Sep-22	Unknown	HAS Student Survivor Survivor Advocate	HAS Student Survivor (graduated by this time) emailed Survivor Advocate to see if the No Contact Order against Subject was still enforceable. Survivor Advocate notified HAS Student Survivor that it was not since neither were students. Survivor Advocate recommended an injunction against harassment and sent details.
848	16-Sep-22	Unknown	UAPD TAMT Detective	UAPD TAMT Detective files charge for counts of ARS 13-1202A2 ("Threatening or intimidating; To cause, or in reckless disregard to causing, serious public inconvenience including, but not limited to, evacuation of a building, place of assembly or transportation facility") with PCAO.
849	27-Sep-22	14:14:00	UAPD OGC TAMT Member UAPD TAMT Member-01	Chief of Police requests assistance of TAMT members to gather people "who will be critical to TAMT's success" in order to host a meeting "to discuss what training we want/need, and to discuss standardizing procedures and work flows."
850	27-Sep-22	Unknown	Subject UAPD	Subject visits UAPD for a VIN Verification.
851	05-Oct-22	9:00:00	UA Student	(Time is approximate) UA Student notices male outside of Center for English as a Second Language building. NOTE: This is not reported until after the shooting at approximately 18:01 on 05-Oct-2022. UA Student called UAPD because the student believed the

Ref. #	Date	Time	Involved Parties	Event
				observed male fit the description of the alleged shooter.
852	05-Oct-22	10:00:00	HAS Community	Memorial for HAS Student.
853	05-Oct-22	13:00:00	HAS Student-03	(Time is approximate) HAS Student-03 interacts with Subject in HAS Faculty Member-04's former office in the HAS building.
854	05-Oct-22	13:55:00	HAS Student-01 HAS Student-02	(time is approximate) Two (2) HAS Students enter the HAS building after the memorial for a fellow HAS student. HAS Student-01 recognizes Subject in the hallway. Both students rush to the second floor to the HAS Student who will eventually text TPD's temporary office where they met with HAS Student-03.
855	05-Oct-22	13:56:00	HAS Student-01 HAS Faculty Member-08	(time is approximate) HAS Student-01 runs to HAS Faculty Member-04's new office to warn HAS Faculty Member-04. The student did not know that HAS Faculty Member-04 was not in the building. HAS Faculty Member-08 asks what is wrong. HAS Student-01 informs of Subject sighting. Both shelter in place inside HAS Faculty Member-08's office.

Ref. #	Date	Time	Involved Parties	Event
856	05-Oct-22	13:59:00	HAS Faculty Member-08	<p>HAS Faculty Member-08 calls 911 to request an escort for HAS Student-01 out of the building because Subject was sighted and HAS Student-01 felt unsafe given previous interactions with him.</p> <p>NOTE: According to a report by HAS Faculty Member-08, the call was longer than expected as Dispatch took down identifying information about Subject (i.e. height, clothing, etc.). HAS Faculty Member-08 noted that the overall understanding was that all the HAS community members had to do was call 911 and say, "[Subject] is here[']" since UAPD would have known about him.</p>
857	05-Oct-22	14:04:00	UAPD	<p>(Time is approximate but prior to reports of shots fired) UAPD dispatched for a Trespassing at HAS.</p> <p>NOTE: Report of shots fired comes across dispatch as UAPD Officers are en route.</p>
858	05-Oct-22	14:04:39	UAPD	<p>UAPD dispatches "Shots Fired". Dispatch records shots fired "in rm 222" and identifies individual who was shot is "the department head".</p>

Ref. #	Date	Time	Involved Parties	Event
859	05-Oct-22	14:05:00	UAPD	<p>(Time is approximate) First officers arrive on scene to respond to Room 222 but are intercepted by a HAS member who reports HAS Faculty Victim's actual location. Officers respond to Room 122B and begin administering aid.</p> <p>NOTE: There are a few UAPD supplemental reports that reference officers responding to Room 222 or the "second floor" because of entering from east doors instead of main entrance (where Room 122B is located) prior to Dispatch sending out the correction to shooting location (from "222" to "122").</p>
860	05-Oct-22	14:07:00	UAPD	(Time is approximate) Suspect Reported to have fled scene.
861	05-Oct-22	14:07:00	HAS Student-02	HAS Student-02 texts 911 (TPD), "shots fired in Harshbarger building on university of arizona campus"
862	05-Oct-22	14:07:00	TPD	TPD texts HAS Student-02, "Tucson 911, what is the location of the emergency"
863	05-Oct-22	14:07:39	Tucson Fire Department	Tucson Fire Department arrives to campus but cannot move to scene until escorted by an officer.
864	05-Oct-22	14:09:00	UAPD	<p>UAPD Dispatch updates location of shooting to Room 122.</p> <p>NOTE: Officers that arrived on scene prior to this time had already been advised of this by a HAS Staff Member who saw them come into the building.</p>

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865	05-Oct-22	14:09:00	TPD	TPD texts HAS Student-02, "uapd is already in route[.] is anybody hurt?"
866	05-Oct-22	14:09:00	HAS Student-02	HAS Student-02 texts TPD, "thank you so much[.] it sounds liike he's checking doors[.] i don't know we're hiding[.]"
867	05-Oct-22	14:09:00	TPD	TPD texts HAS Student-02, "the shooter is checking doors?"
868	05-Oct-22	14:09:00	TPD	TPD texts HAS Student-02, "where are you in the building?"
869	05-Oct-22	14:09:00	HAS Student-02	HAS Student-02 texts TPD, "thats what it sounds like"
870	05-Oct-22	14:09:00	HAS Student-02	HAS Student-02 texts TPD, "expelled student Subject was just seen in the building"
871	05-Oct-22	14:09:00	HAS Student-02	HAS Student-02 texts TPD, "second floor"
872	05-Oct-22	14:10:00	HAS Student-02	HAS Student-02 texts TPD, "southwest corner"
873	05-Oct-22	14:10:00	HAS Student-02	HAS Student-02 texts TPD, "[HAS Student-03 and HAS Student-02] are hiding in [here]."
874	05-Oct-22	14:10:00	UAPD	(Time is unknown, but prior to UAPD on-scene debrief at 15:10) HAS Staff Member-01 identifies shooter as Subject
875	05-Oct-22	14:11:00	TPD	TPD texts HAS Student-02, "ok[.] is there are room number for where you are at?"

Ref. #	Date	Time	Involved Parties	Event
876	05-Oct-22	14:12:00	TPD	TPD texts HAS Student-02, "did you see the shooter?"
877	05-Oct-22	14:12:00	TPD	TPD texts HAS Student-02, "did anyone with you see the shooter?"
878	05-Oct-22	14:12:00	HAS Student-02	HAS Student-02 texts TPD, "[Room number]"
879	05-Oct-22	14:12:00	HAS Student-02	HAS Student-02 texts TPD, "no I did not[,] i just saw the expelled student when I walked in the building with [HAS Student-01.]"
880	05-Oct-22	14:13:00	HAS Student-02	HAS Student-02 texts TPD, "[HAS Student-01] immediately reported him to [HAS Faculty Member-08.] i didnt actually see him[, HAS Student-01] pulled me away so fast"

Ref. #	Date	Time	Involved Parties	Event
881	05-Oct-22	14:13:00	HAS Student-02	<p>For a few minutes (approximately 14:13-14:16), HAS Student-02 and HAS Student-03 hear someone outside the door trying to open doors in the vicinity and heard "tinkling metal hitting metal...like someone was trying to put a key in or jimmy the lock somehow".</p> <p>NOTE: HAS Student-02 reported to PAX that it did not seem likely that UAPD would have been checking the doors; UAPD After Action and Homicide Incident Report both report issues with some keys that the UAPD had access to. Additionally, as noted within this timeline, the original dispatch call requested an escort from Room 222 -- this created confusion when UAPD Officers were en route for response to the Trespassing and escort request (the initial call for shots fired came quickly thereafter and "Room 222" was reported as scene of shooting, when it was 122B.) Only some officers entered through the main entrance (where the shooting occurred); so an immediate route was taken up the stairs to the second floor before being advised of location.</p>
882	05-Oct-22	14:13:00	HAS Student-02	<p>HAS Student-02 reported, "Sometime after the person tried our door, the fire alarm went off for some reason."</p>
883	05-Oct-22	14:14:00	TPD	<p>TPD texts HAS Student-02, "did you see if he had a weapon? Put your phone on mute[,] but keep your eyes on it[,] ua officers may be calling you[.]"</p>

Ref. #	Date	Time	Involved Parties	Event
884	05-Oct-22	14:14:00	HAS Student-02	HAS Student-02 texts TPD, "i did not i never actually saw him[...]my phone is on mute[.]"
885	05-Oct-22	14:14:00	UAPD	UAPD TAMT Member-02 advised UAPD Officer to pull fire alarm (actually pulled by another UAPD Officer).
886	05-Oct-22	14:15:00	Tucson Fire Department	(Time is approximate) TFD transports HAS Faculty Victim to Banner University Memorial Hospital.
887	05-Oct-22	14:15:00	TPD	TPD texts HAS Student-02, "is [HAS Student-01] with you?"
888	05-Oct-22	14:15:00	HAS Student-02	HAS Student-02 texts TPD, "is he still in the building?"
889	05-Oct-22	14:16:00	TPD	TPD texts HAS Student-02, "i'm checking for you."
890	05-Oct-22	14:16:00	TPD	TPD texts HAS Student-02, "I'll let you know as soon as I know"
891	05-Oct-22	14:16:00	HAS Student-02	HAS Student-02 texts TPD, "[HAS Student-01] was with [HAS Faculty Member-08] last i saw [HAS Student-01.]"
892	05-Oct-22	14:16:00	HAS Student-02	HAS Student-02 texts TPD, "someone just tried our door"
893	05-Oct-22	14:17:00	HAS Student-02	HAS Student-02 receives first UAlert.
894	05-Oct-22	14:19:00	TPD	TPD texts HAS Student-02, "ok trying to get you answers. hold tight"

Ref. #	Date	Time	Involved Parties	Event
895	05-Oct-22	14:20:00	TPD	TPD texts HAS Student-02, "Ok let me know if anything else happens. is anyone hurt with you?"
896	05-Oct-22	14:20:00	HAS Student-02	HAS Student-02 texts TPD, "no we're still hiding"
897	05-Oct-22	14:20:00	HAS Student-02	HAS Student-02 texts TPD, "that's what we're doing"
898	05-Oct-22	14:21:00	TPD	TPD texts HAS Student-02, "Is it just the 2 of you in there?"
899	05-Oct-22	14:21:00	HAS Student-02	HAS Student-02 texts TPD, "yes"
900	05-Oct-22	14:22:00	TPD	(Time is approximate) TPD texts HAS Student-02, "Is your door locked? Where in the classroom are you hiding?"
901	05-Oct-22	14:23:00	HAS Student-02	HAS Student-02 texts TPD, "we are in our office. we are grad students. the door is locked an we are in [Room number] hiding in a corner."
902	05-Oct-22	14:25:00	TPD	TPD texts HAS Student-02, "Ok letting UAPD know"
903	05-Oct-22	14:25:30	UAlert	UAlert: "Police responded to Harshbarger bldg for a shooting. Stay away from surrounding area. More to follow"
904	05-Oct-22	14:26:00	UAPD / First Responders	HAS Faculty Victim pronounced deceased.
905	05-Oct-22	14:26:00	TPD	TPD texts HAS Student-02, "My other call taker is on the phone with [HAS Student-01] and [HAS Faculty Member-08]"

Ref. #	Date	Time	Involved Parties	Event
				that you mentioned before. They are also hiding in place and are ok"
906	05-Oct-22	14:26:00	HAS Student-02	HAS Student-02 texts TPD, "thank God"
907	05-Oct-22	14:28:00	TPD	TPD texts HAS Student-02, "UAPD advises to shelter in place. They are going to start going room to room clearing the building and checking rooms."
908	05-Oct-22	14:29:00	HAS Student-02	HAS Student-02 texts TPD, "how will the police identify themselves[?] i dont wanna open the door for the wrong person"
909	05-Oct-22	14:30:00	TPD	TPD texts HAS Student-02, "finding out..."
910	05-Oct-22	14:32:00	HAS Student-02	HAS Student-02 texts TPD, "i hear cops in the hall"
911	05-Oct-22	14:33:00	TPD	TPD texts HAS Student-02, "still waiting for an answer. hang tight. i'm still here"
912	05-Oct-22	14:33:00	HAS Student-02	HAS Student-02 texts TPD, "thank you! i appreciate all of your help [purple heart emoji]"
913	05-Oct-22	14:34:00	TPD	TPD texts HAS Student-02, "You are very welcome. Hang tight. It's almost over. Keep me updated on anything you hear or see, ok?"
914	05-Oct-22	14:35:00	TPD	TPD texts HAS Student-02, "double checking... are you in [Room number]? they are almost there"

Ref. #	Date	Time	Involved Parties	Event
915	05-Oct-22	14:35:56	UAlert	UAlert: "Stay away from Harshbarger bldg. Male suspect was ID'd but no longer on scene. Police currently looking for him."
916	05-Oct-22	14:38:00	HAS Student-02	HAS Student-02 texts TPD, "we were evacuated from the building by cop[.] they watched our front and back[.] and got us out[.] i think we are safe now[.] "
917	05-Oct-22	14:39:00	TPD	TPD texts HAS Student-02, "uapd will identify themselves. they will ask you to come out. make sure you have your hands where they can see them"
918	05-Oct-22	14:40:00	TPD	TPD texts HAS Student-02, "your friends in the other room are already rescued"
919	05-Oct-22	14:43:00	TPD	TPD calls HAS Student-02 to confirm the students were out of the building and in a secure location.
920	05-Oct-22	14:45:49	UAlert	UAlert: "Suspect has dark complexion, 5ft8in tall, around 35yrs, short brown hair, wearing Blue Baseball cap, and dark backpack."
921	05-Oct-22	15:07:23	UAlert	UAlert: "Cont to stay away from Harshbarger bldg/area. All remaining in-person classes main campus have been cancelled for today."
922	05-Oct-22	15:10:00	UAPD	On-Scene debrief advises officers that HAS Staff Member-01 had identified the suspect as Subject
923	05-Oct-22	15:23:00	UAPD	HAS Faculty Victim's family is notified.

Ref. #	Date	Time	Involved Parties	Event
924	05-Oct-22	15:47:00	HAS Student-01 UAPD Officer	HAS Student-01 forwards the HAS Department's 03-Feb-2022 email with Subject's photo to the UAPD Officer who was evacuating HAS Student-01 and others.
925	05-Oct-22	15:52:15	UAlert	UAlert: "Investigation continues. Request all non essential faculty/staff and students to leave campus or go to their res hall."
926	05-Oct-22	17:10:00	Provost	Provost and the Pima County Victim Witness representatives arrived on scene.
927	05-Oct-22	17:35:43	UAlert	UAlert: "ALL CLEAR. The suspect in the Harshbarger incident was located and taken into custody. No further alerts will be sent."
928	05-Oct-22	20:45:00	UAPD	HAS Staff Member is given personal belongings (and those of two other HAS Staff Members)
929	05-Oct-22	21:55:00	UAPD	Subject is read his Miranda Rights by UAPD Detective-01.
930	05-Oct-22	21:55:00	UAPD	UAPD Corporal transports Subject to UAPD.
931	05-Oct-22	23:03:00	UAPD	Search Warrant served by UAPD.
932	05-Oct-22	23:10:00	UAPD	Scene at HAS is cleared.
933	05-Oct-22	Unknown	UAPD	Subsequent sweep of the house.
934	05-Oct-22	Unknown	UAPD	UAPD TAMT Member-02 directs UAPD TAMT Detective to coordinate with TPD

Ref. #	Date	Time	Involved Parties	Event
				due to UAPD TAMT Detective's dealings with the Subject case.
935	05-Oct-22	Unknown	UAPD	Reports are made re: Individual with a Firearm in his Waistband (arrested same day).
936	06-Oct-22	0:33:00	UAPD	UAPD Corporal delivers Subject to UAPD.
937	06-Oct-22	5:58:00	UAPD	UAPD Officers transport Subject to Pima County Jail.
938	06-Oct-22	11:10:00	UAPD	UAPD Detective-01 receives emails from UAPD TAMT Detective re: Subject.
939	06-Oct-22	11:30:00	UAPD	UAPD Detective-01 receives TPD Case Report (TPD's involvement of Homicide Case) via email.
940	06-Oct-22	11:30:00	UAPD	The family of HAS Faculty Victim requests personal property to be returned to the family.
941	06-Oct-22	13:00:00	UAPD	UAPD Detective-01 speaks with the family of HAS Faculty Victim.
942	06-Oct-22	15:00:00	UAPD	UAPD Detective-01 + UAPD TAMT Detective complete search of Subject's vehicle.
943	06-Oct-22	Unknown	UAPD	UAPD Detective-01 and UAPD TAMT Detective issue a one-year Exclusionary Order to Subject for all University Properties.

Ref. #	Date	Time	Involved Parties	Event
944	07-Oct-22	14:15:00	UAPD	UAPD Detective-01 receives copy of TPD Case Report re: ARMSLIST Seller interaction with Subject.
945	07-Oct-22	15:30:00	UAPD	UAPD Detective-01 receives copy of AZDPS Case Report re: involvement of homicide case.
946	08-Oct-22	13:15:00	UAPD	UAPD Detective-01 downloads two additional police reports.
947	08-Oct-22	15:00:00	UAPD	UAPD Detective-01 interviews ARMSLIST Seller re: TPD Report of Subject's Attempt to Purchase Firearm.
948	08-Oct-22	N/A	UAPD	UAPD receives Pima County Sheriff's Dept. Report re: involvement of homicide case.
949	08-Oct-22	N/A	UAPD	UAPD receives San Diego Police Department Report.
950	09-Oct-22	14:13:00	UAPD	UAPD Detective-01 receives Marion (South Carolina) Police Department Reports re: involvement of homicide case.
951	09-Oct-22	20:57:00	UAPD Detective-01 HAS Faculty Member-04	HAS Faculty Member-04 emails UAPD Detective-01 re: thoughts about Yom Kippur.
952	12-Oct-22	10:15:00	UAPD	UAPD Detective-01 returns HAS Faculty Victim's wedding band to the family of HAS Faculty Victim.
953	13-Oct-22	N/A	UAPD	Case is filed.
954	17-Oct-22	N/A	UAPD	Case is Presented to Grand Jury.

Ref. #	Date	Time	Involved Parties	Event
955	24-Oct-22	N/A	UAPD	UAPD Detective-01 provides financial and identification card information to HAS Faculty Victim's family.

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