

ALLEGATIONS OF HARASSING CONDUCT

U.S. Department of Interior

Bureau of Indian Affairs

Bureau of Indian Education

Haskell Indian Nations University

Lawrence, Kansas

Case # DOI-22-HCI-033-BIA

INVESTIGATIVE REPORT

This investigative report was prepared by the undersigned investigator and submitted to the agency on this 15th day of July 2022.

(b)(6)

(b)(6)

FACT FINDING INVESTIGATOR

(b) (6)

NOTICE OF RESTRICTED USAGE

Access to, and usage of, this Fact-Finding Report file is **RESTRICTED** to the Agency officials who must have access to the files to discharge their Official duties.

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DECLARATIONS:

- | | | |
|----|---------|---|
| A. | (b) (6) | Cross Country runner
Haskell Indian Nations University
Lawrence, Kansas |
| B. | (b) (6) | Cross Country runner
Haskell Indian Nations University
Lawrence, Kansas |
| C. | (b) (6) | Cross Country runner
Haskell Indian Nations University
Lawrence, Kansas |
| D. | (b) (6) | Cross Country runner
Haskell Indian Nations University
Lawrence, Kansas |
| E. | (b) (6) | Cross Country runner
Haskell Indian Nations University
Lawrence, Kansas |
| F. | (b) (6) | Cross Country runner
Haskell Indian Nations University
Lawrence, Kansas |
| G. | (b) (6) | Cross Country runner
Haskell Indian Nations University
Lawrence, Kansas |
| H. | (b) (6) | Cross Country runner
Haskell Indian Nations University
Lawrence, Kansas |

- I. (b) (6) Cross Country runner
Haskell Indian Nations University
Lawrence, Kansas
- J. Clay Mayes Head Cross Country Coach (contractor)
U.S. Department of Interior
Bureau of Indian Education
Haskell Indian Nations University
Lawrence, Kansas
- K. (b) (6) (b) (6)
U.S. Department of Interior
Bureau of Indian Education
Haskell Indian Nations University
Lawrence, Kansas
- L. (b) (6) (b) (6)
U.S. Department of Interior
Bureau of Indian Education
Haskell Indian Nations University
Lawrence, Kansas
- M. (b) (6) (b) (6)
U.S. Department of Interior
Bureau of Indian Education
Haskell Indian Nations University
Lawrence, Kansas

* Students (b) (6) (b) (6) did not return signed declarations.

[FACT FINDERS NOTE: In addition to the witnesses interviewed, former Haskell Athletic Director (b) (6), and students (b) (6), (b) (6) (b) (6) were identified as witnesses to be interviewed. The fact-finder was informed by the agency that (b) (6) (b) (6) would not be interviewed as (b) (6) is retired. The fact-finder was not provided with contact information for (b) (6). The fact-finder contacted the remaining student witnesses via email and/or phone with no response. The student contact list used by the fact-finder is included behind the Miscellaneous Documents Tab.]

Attachment to Declaration B:

Text messages between (b) (6) and Clay Mayes

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Attachment to Declaration J:

Clay Mayes' emails and text messages on various dates with respect to the claims made by the student athletes and the investigation

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Attachment to Declaration K:

(b) (6) emails and documentation on various dates with respect to the claims made by the student athletes and the investigation

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Attachment to Declaration L:

Missouri Southern Stampede, September 18, 2021, race results

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EXHIBITS

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1. Letter of Concern dated October 28, 2021	2
2. Emails regarding Missouri Southern Stampede	12
3. Clay Mayes notification of No-Contact Order dated November 4, 2021	3
4. Team notification of No-Contact Order dated November 4, 2021	1
5. Cross Country Coach statement of work	5
6. Secretary of Interior, Personnel Bulletin No: 18-01, Prevention and Elimination of Harassing Conduct, March 23, 2018	18

INVESTIGATIVE SUMMARY

Statement of Claims and Issues to be Investigated:

Gather evidence and testimony with respect to allegations by (b) (6) regarding Clay Mayes' communication and ability to coach in a manner they deserve as student athletes when the following occurred:

1. Inappropriate conversation with runner (b) (6): proof of texts, bullying into running even though (b) (6), inappropriate/ hurtful comments addressing the runner's ego and motivation;
2. Lack of communication: unattached running stipulations (men's and women's cross country teams), lack of academic support; runners voiced concern for grade checks/ studying hours especially to help support those who are struggling in classes;
3. Inappropriate and threatening comments: "If I was an athlete and had to do grade checks he would not share (b) (6) grades with (b) (6) coach because that is embarrassing", "I'll throw you under the bus and I'll be the one driving it", "If you don't get off your phone, I'll shove it where the sun don't shine", calling one of our previous coaches a sociopath, mentioning that he will contact our parents if we do not follow the rules or if we are struggling academically even though we have not consented to that, continuing to bad mouth our previous coach although we told him it made us uncomfortable/ mad when he does this;
4. False promises: gear that he never provides to us, certain meets, changes in behavior, lying consistently, etc...;
5. Makes it obvious who are his favorites, the favorites know that they are his favorites;
6. Talks badly about our athletic trainer, (b) (6), saying "(b) (6) doesn't know what he's doing";
7. In general makes comments about other Haskell employees in a negative manner;
8. Treats athletes with medical treatments such as Graston with binder clips, wrenches, used with lotion, biofreeze and hand sanitizer. Has done this to (b) (6);
9. Missouri Southern Stampede: Runners at Missouri Southern Stampede stated that (b) (6) did not run when athletics received an email from Mayes stating otherwise;
10. Encouraging ineligible runners to run unattached while they are ineligible with the runners not knowing that this will affect their eligibility in the future;
11. Continuous bib mix up during meets/disorganization;
12. Asking runners and others to watch (b) (6) when he is not able to at the Haskell home meet;
13. Running runners in XC jerseys that are not Nike--Brooks is not a brand approved by athletics;
14. Emotional manipulation: when he is called out by his runners, he continuously makes excuses to make them feel bad for him;
15. Talks about previous runner's personal lives and name drops;
16. Shares runner's personal information with other runners without consent;
17. He is constantly late to practice and always changing practice times and locations; and

18. Served a suspension for violating rules within six months of being hired.

INVESTIGATION CHRONOLOGY

The United States Department of Interior (DOI) Bureau of Indian Education requested, on December 2, 2021, the U.S. Postal Service, National Equal Employment Opportunity Investigative Services Office (NEEOISO) conduct an investigation into the allegations that were raised by (b) (6)

(b) (6) cross country runners at Haskell Indian Nations University (HINU) in Lawrence, Kansas. Investigator (b) (6) was assigned the fact-finding investigation on December 7, 2021. At the request of the agency the investigation was on hold during the period from December 2021 through February 16, 2022. This investigation was conducted telephonically between March 11, 2022 and June 1, 2022.

DECLARATION TESTIMONY:

[FACT FINDERS NOTE: The fact-finder began each witness interview by explaining (b) (6) role; the purpose of the interview; and the need for the witness to cooperate. The witnesses were also advised of freedom from retaliation for participating in the investigation and to whom to report retaliation should it occur. At the close of each interview, the witnesses were asked if there was any other information they wished to offer and asked not to discuss their testimony with others. Each witness was also advised to provide any documentation to support or corroborate their individual testimony.]

Allegation 1: *Inappropriate conversation with runner (b) (6): proof of texts, bullying into running even though (b) (6), inappropriate/ hurtful comments addressing the runner's ego and motivation*

(b) (6) is a Cross Country runner at Haskell Indian Nations University in Lawrence, Kansas.

(b) (6) states (b) (6) did not experience any bullying or inappropriate/hurtful comments from Mr. Mayes but many of (b) (6) teammates did. Mr. Mayes called one of (b) (6) teammates (b) (6) "fat" and told (b) (6) needed to lose weight in front of everyone (the cross country team, approximately 15-20 people). Mr. Mayes would curse often and would put down prior cross country team accomplishments. When (b) (6) spoke with Mr. Mayes about (b) (6) schedule (b) (6) was taking 20 credits, (b) (6) questioned (b) (6) multiple times if (b) (6) missed practice and questioned (b) (6) effort after (b) (6) explained (b) (6) class situation. (b) (6) friend (b) (6) received messages from Mr. Mayes that if (b) (6) did not run conference, (b) (6) would not be able to run next season, which left (b) (6) crying.

[Declaration A]

(b) (6) is a Cross Country runner at Haskell Indian Nations University in Lawrence, Kansas.

(b) (6) states one day they were in the library and (b) (6) came in crying and showed us text messages from Mr. Mayes. (b) (6) did not want to run that weekend because (b) (6) did not want to waste a year of eligibility on one race. Mr. Mayes wanted (b) (6) to run to try to get the (b) (6) to Nationals. Mr. Mayes' texts said that (b) (6) (b) (6) had been lethargic all season and that (b) (6) was being selfish in not wanting to run. A screen shot of these text messages was included in their report. **[Declaration C]**

(b) (6) is a Cross Country runner at Haskell Indian Nations University in Lawrence, Kansas.

(b) (6) states (b) (6) came to them (b) (6) (b) (6) and (b) (6) crying one day about how Mr. Mayes was talking to (b) (6) over text messages when he was trying to get (b) (6) to race in conference. (b) (6) did not want to use (b) (6) eligibility for one race. **[Declaration D]**

(b) (6) is a Cross Country runner at Haskell Indian Nations University in Lawrence, Kansas.

(b) (6) states (b) (6), who is one of their faster runners but was ineligible for the season, told (b) (6) and a few other runners in the library that Mr. Mayes wanted (b) (6) to run for conference and after (b) (6) told (b) (6) did not want to run because (b) (6) was ineligible, Mr. Mayes told (b) (6) that if (b) (6) did not run this would be the last time (b) (6) would be running. (b) (6) was crying when (b) (6) told them about this interaction with Mr. Mayes. This was not how a coach should be talking to a student. This is when they reported Mr. Mayes' conduct to (b) (6) via email because the other runners also had experienced Mr. Mayes' negative conduct. (b) (6) experienced Mr. Mayes putting (b) (6) down. They ((b) (6) (b) (6), (b) (6) and herself) knew at that point Mr. Mayes was not being honest with them (for example, he was not certified to be doing Graston on (b) (6) leg) and not treating them with respect (for example, he would yell at them and tell them to shut up). **[Declaration E]**

(b) (6) is a Cross Country runner at Haskell Indian Nations University in Lawrence, Kansas.

(b) (6) states (b) (6) is an upperclassman. (b) (6) had not run competitively for all (b) (6) years at Haskell and did not figure out (b) (6) eligibility. It was understood (b) (6) was supposed to run with the team. Coach Mayes asked (b) (6) to run but (b) (6) did not want to. (b) (6) knows (b) (6) and (b) (6), (b) (6) (b) (6), would show up late to practice and would go out drinking and partying all night. (b) (6) and (b) (6) felt like they should not be reprimanded for showing up late to practice or not following Mr. Mayes' rules. (b) (6) thinks a lot of the tension was because of Mr. Mayes' rules (no drinking, no smoking, no partying, keep social media content clean). **[Declaration H]**

(b) (6) is a Cross Country runner at Haskell Indian Nations University in Lawrence, Kansas.

(b) (6) states (b) (6) knows some girls (b) (6) made statements that they did not like how Mr. Mayes coached them. He tried to be nice and understanding with the girls. Coach Mayes was lenient with everyone because he was a new coach. He tried to be careful with what he said and did because he did not want to be disliked by the team members. (b) (6) heard that the practices under the prior coach, (b) (6), were really laid back and did not involve much work while the practices under Mr. Mayes were more serious. Mr. Mayes wants them to be successful and representative of their community. (b) (6) thinks the problem was that Mr. Mayes was serious and (b) (6) were not. (b) (6) did not want to do any work during practice.

(b) (6) states Mr. Mayes never forced them to run. (b) (6) told (b) (6) (b) (6) was ready to run and wanted to run. **[Declaration I]**

Clay Mayes is the Head Cross Country Coach (contractor) assigned to the Haskell Indian Nations University, Bureau of Indian Education in Lawrence, Kansas.

Mr. Mayes states (b) (6) did not do (b) (6) NAIA eligibility. He rarely had an in person conversation with (b) (6) as (b) (6) stopped attending practices and he did not text (b) (6). Most of their communications were via Facebook messenger. He provided copies of his messenger communications with (b) (6) none of which was bullying. (b) (6) never reported to him that (b) (6) felt like he was bullying (b) (6) or made hurtful comments to (b) (6). **[Declaration J]**

Allegation 2: *Lack of communication: unattached running stipulations (men's and women's cross country teams), lack of academic support; runners voiced concern for grade checks/ studying hours especially to help support those who are struggling in classes*

(b) (6) states Mr. Mayes did not start asking about their grades until the last two and a half weeks of the season. The students who were not eligible to run were encouraged by Mr. Mayes to run unattached, which would make them ineligible to run the next season. **[Declaration A]**

(b) (6) is a Cross Country runner at Haskell Indian Nations University in Lawrence, Kansas.

(b) (6) states (b) (6) went to the Haskell Invite (an open meet) in October 2021 in which (b) (6) ran as an unattached runner after (b) (6) had quit the Haskell team. Mr. Mayes cheered for (b) (6) at that meet but (b) (6) never met (b) (6). After that meet Mr. Mayes texted (b) (6) that he wanted (b) (6) to run for Haskell in conference. (b) (6) told (b) (6) (b) (6) was not going to do that.

He texted (b) (6) that (b) (6) was not being fair to (b) (6) teammates, to think about (b) (6) teammates and how (b) (6) not running would affect them.

(b) (6) states one time (b) (6) asked Mr. Mayes why he had not sent (b) (6) the week's workouts and he told (b) (6) he sent them through the group chat, but (b) (6) was not included in the group chat. (b) (6) asked him to add (b) (6) to the group chat and he told (b) (6) (b) (6) had to have a teammate add (b) (6) to the group chat, which was hard because (b) (6) only knew about four people on the team because most of them were new. (b) (6) asked one of (b) (6) teammates to add (b) (6) to the chat, which (b) (6) did. **[Declaration B]**

(b) (6) states Mr. Mayes often came to (b) (6) for help/advice since this was his first year and (b) (6) was a team captain. (b) (6) told him that previously they had to do grade checks to make sure that they were doing well academically. He told (b) (6) if he was a student and had to do grade checks, he would be embarrassed to give his grade check to his coach. He thought it was easier for him to contact teachers directly, which is what he did. There had never been any issues before in terms of the runners giving grade checks to the coach. **[Declaration C]**

(b) (6) states Mr. Mayes did not enforce grade checks. (b) (6) thinks there was a feeling that he should have focused more on academics and not just on them being athletes. Mr. Mayes did not understand when (b) (6) teammates would miss practice. Mr. Mayes encouraged runners who were academically ineligible to run for Haskell (b) (6) (b) (6) to run in races unattached, which could negatively impact their ability to run in future years. **[Declaration D]**

(b) (6) states Mr. Mayes did not provide academic support. During previous semesters they were supposed to meet a certain number of study hours. Under Coach (b) (6) they had study hours and every two weeks they would take their grade check to Coach (b) (6) who would help runners who were having difficulty in classes. (b) (6) and (b) (6) talked to Mr. Mayes about the team needing more academic support because some of the new runners talked about failing classes. Mr. Mayes blew it off and made a snarky comment back to them, i.e., "If I was an athlete and had to do grade checks he would not share my grades with my coach because that is embarrassing." **[Declaration E]**

(b) (6) is a Cross Country runner at Haskell Indian Nations University in Lawrence, Kansas.

(b) (6) states (b) (6) did not experience a lack of communication or lack of academic support from Mr. Mayes. (b) (6) always arranged study time and study groups for the team. **[Declaration F]**

(b) (6) is a Cross Country runner at Haskell Indian Nations University in Lawrence, Kansas.

(b) (6) states neither the Haskell Athletic Department nor Mr. Mayes did grade checks, but Mr. Mayes did tell them to let him know if they needed help. (b) (6) felt like Mr. Mayes communicated well with the team. **[Declaration G]**

(b) (6) states Mr. Mayes did not have access to their grades, so (b) (6) knows there was some miscommunication there, but he asked them about their grades. Mr. Mayes did reach out to (b) (6) professors because (b) (6) was not doing well and (b) (6) was able to get (b) (6) grades up. He also set up mandatory study hall for freshman but (b) (6) was the only one who showed up (b) (6) was the only freshman girl). When they did tell Mr. Mayes they were having troubles, he did advocate for them. **[Declaration H]**

(b) (6) states Mr. Mayes checked in on them and asked how their academics were. He told them he could email their teachers if they needed anything.

(b) (6) states (b) (6) did not want to communicate with Mr. Mayes about their progress. Mr. Mayes always told them communication was the key. These girls were showing up late to practice and were saying they wanted to do "a (b) (6) workout." All they would talk about was (b) (6), (b) (6). Coach Mayes is not going to work with a runner who does not want to do the work. (b) (6) never witnessed a time when Mr. Mayes did not communicate with the team members. **[Declaration I]**

Clay Mayes states, in terms of lack of academic support, he set up study hall. He emailed professors regularly for a lot of the student athletes for academic updates. None of the student athletes came to him regarding concerns about their grades. The only times he heard about student grades was through emails of professors. During the team meeting on October 30, 2021, (b) (6) asked him who was doing poorly with their grades. He told (b) (6) he could not share that information and (b) (6) responded angrily that (b) (6) could help. Other than this, no one complained to him about a lack of academic support. After this meeting, (b) (6), (b) (6) approached the women's basketball coach (b) (6), and repetitively asked if (b) (6) could document events of the meeting that (b) (6) did not attend or that it happened as a way to "document."

Mr. Mayes states, in terms of unattached runners, they had a home meet on October 7, 2021. He did not work the registration table. He had nothing to do with the runners registering as unattached. He wanted runners to race if they wanted to and told them to sign up if they wanted to do so. No one complained to him about unattached runners. **[Declaration J]**

Allegation 3: *Inappropriate and threatening comments: "If I was an athlete and had to do grade checks he would not share my grades with my coach because that is embarrassing", "I'll throw you under the bus and I'll be the one driving it", "If you don't get off your phone, I'll shove it where the sun don't shine", calling one of their previous coaches a sociopath, mentioning that he will contact their parents if they do not follow the rules or if they are struggling academically*

even though they have not consented to that, continuing to bad mouth their previous coach although they told him it made them uncomfortable/ mad when he does this

(b) (6) states (b) (6) heard Mr. Mayes say "I'll throw you under the bus and I'll be the one driving it," which he said on the bus after a meet. Mr. Mayes was talking to a freshman runner but (b) (6) does not know the context of the comment. There were a lot of weird things Mr. Mayes would say that felt uncomfortable. (b) (6) thought maybe this was just his way of coaching but he has a very different character than (b) (6) previous coach. (b) (6) also heard Mr. Mayes say "If I was an athlete and had to do grade checks he would not share my grades with my coach because that is embarrassing," but (b) (6) does not remember when he said this or what the context was. (b) (6) knows one of the runners had suggested a study hall and this is when Mr. Mayes made this comment. (b) (6) heard Mr. Mayes say in the weight room doing core, "If you don't get off your phone, I'll shove it where the sun don't shine." He told them a story about a student at one of his prior work locations who filmed him when he was yelling at the team. (b) (6) understood this to be the reason Mr. Mayes did not want them to have their phones at practices. (b) (6) does not know who he said this to, but there was a no phone rule when they did core work. Mr. Mayes would tell them he had all of their parents' numbers and would call them if they were not doing well academically or had broken any rules. (b) (6) felt like he treated them like high school students. Mr. Mayes had them write down their parents' numbers for (b) (6). Mr. Mayes would speak poorly about (b) (6) prior assistant coach, (b) (6), including calling (b) (6) a "psychopath" when he was talking about how he felt the prior coach, (b) (6), was trying to get him fired. **[Declaration A]**

(b) (6) states (b) (6) heard Mr. Mayes say in the weightlifting room while in Coffin a couple of times, "I'll throw you under the bus and I'll be the one driving it" when he was talking to the team about if he caught them drinking or partying. (b) (6) remembers hearing Mr. Mayes say once at an away meet while they were eating at a Pizza Hut to (b) (6), who was on his phone, "If you don't get off your phone, I'll shove it where the sun don't shine." Mr. Mayes wanted them to be off their phones. (b) (6) heard that Mr. Mayes referred to (b) (6) as a "sociopath" when speaking to the men's team. Mr. Mayes often spoke poorly about (b) (6) including saying (b) (6) was crazy. (b) (6) would say every other day Mr. Mayes would bring up (b) (6) and say something negative about (b) (6). Mr. Mayes told them he would call their parents if they were not doing well academically or if they were caught drinking because he thought it would be more effective if they were chewed out by their parents. (b) (6) thinks the team did not feel comfortable enough to express to Mr. Mayes that they did not like his comments, but they did address with him his disorganization and lack of communication. **[Declaration C]**

(b) (6) states Mr. Mayes said to the whole team on one occasion "If I was an athlete and had to do grade checks he would not share my grades with my coach because that is embarrassing" after a team member asked him if he could do grade checks to make sure everyone was doing well in their classes. (b) (6) heard Mr. Mayes say "I'll throw you under the bus and I'll be the one driving it" during a core workout when he was talking to them about breaking the rules (being on time, what they do on their free time). (b) (6)

also heard Mr. Mayes say one time to (b) (6) teammate (b) (6), who was on (b) (6) phone, "If you don't get off your phone, I'll shove it where the sun don't shine." (b) (6) did not hear Mr. Mayes refer to one of their previous coaches, (b) (6), as a sociopath, but (b) (6) knows (b) (6) teammates heard this. Mr. Mayes would say to them that he would contact their parents if they were not doing well academically or had broken any rules.

[Declaration D]

(b) (6) states (b) (6) heard Mr. Mayes say during practice "I'll throw you under the bus and I'll be the one driving it." (b) (6) does not remember why he said this but (b) (6) remembers feeling like it was not funny. Before practice he would tell the team to put their phones away. (b) (6) remembers hearing Mr. Mayes say twice, "If you don't get off your phone, I'll shove it where the sun don't shine" to a runner who was talking on the phone. (b) (6) heard that Mr. Mayes referred to (b) (6) as a "sociopath" when he was talking to the boys' team. The (b) (6) heard about this from their teammates. Other times Mr. Mayes would randomly talk about (b) (6) reporting him if he did not do the right thing. Mr. Mayes told them he would call their parents if they were not doing well academically or if they had been drinking even though they were all over 18. (b) (6) (b) (6) told them no one is supposed to call their parents unless they have a signed form from the students. Mr. Mayes also spoke poorly about Coach (b) (6). He told (b) (6) (b) (6) and (b) (6) that Coach (b) (6) did not know how to recruit. (b) (6) took offense to this comment because all three of them had been recruited by Coach (b) (6).

[Declaration E]

(b) (6) states (b) (6) never heard Mr. Mayes state "If I was an athlete and had to do grade checks he would not share my grades with my coach because that is embarrassing", "I'll throw you under the bus and I'll be the one driving it" or "If you don't get off your phone, I'll shove it where the sun don't shine." **[Declaration F]**

(b) (6) states (b) (6) does not recall Mr. Mayes saying "If I was an athlete and had to do grade checks (b) (6) would not share my grades with my coach because that is embarrassing" or "If you don't get off your phone, I'll shove it where the sun don't shine" or calling a former coach a sociopath. (b) (6) did hear Mr. Mayes say "I'll throw you under the bus and I'll be the one driving it" when Mr. Mayes was talking to a runner on the Haskell team ((b) (6), who was a runner for Mr. Mayes at the University of Antelope Valley) in a joking way because they had a joking relationship. Mr. Mayes had a few team rules and mentioned that he would call their parents if the rules were broken. (b) (6) does not believe Mr. Mayes ever called anyone's parents. **[Declaration G]**

(b) (6) states (b) (6) did not hear Mr. Mayes say "If I was an athlete and had to do grade checks he would not share my grades with my coach because that is embarrassing." Mr. Mayes was the opposite. When (b) (6) told (b) (6) (b) (6) was failing, he did not shame (b) (6) he thanked (b) (6) for communicating and helped (b) (6) work through some of (b) (6) grades. (b) (6) did not hear Mr. Mayes say "I'll throw you under the bus and I'll be the one driving it." Mr. Mayes has never said "If you don't get off your phone, I'll shove it where the sun don't shine." He did tell them to stay off their phones and if they did not, he would not allow phones at practice. Team members would use phones during practice

to look at TikTok or memes or shuffle through music instead of doing their workout. Mr. Mayes did call (b) (6) a "sociopath." There were a few different instances when this happened. (b) (6) did not feel this was professional when he said this. Part of Mr. Mayes holding them accountable was that he would contact their parents if they violated the rules—this was an extra level of accountability for them. (b) (6) knew the prior coach, (b) (6) because (b) (6) signed (b) (6) for track and field. (b) (6) did not hear Coach Mayes bad mouth (b) (6). **[Declaration H]**

(b) (6) states (b) (6) does not recall hearing Mr. Mayes say "If I was an athlete and had to do grade checks he would not share my grades with my coach because that is embarrassing," "I'll throw you under the bus and I'll be the one driving it" or "If you don't get off your phone, I'll shove it where the sun don't shine." (b) (6) heard teammates talking about Mr. Mayes making the bus comment, but (b) (6) never heard him say it. (b) (6) was not around Mr. Mayes much because (b) (6) was always running. (b) (6), (b) (6) and (b) (6) were always around Mr. Mayes because they were trying to get something out of him. (b) (6) does not recall hearing Mr. Mayes calling one of their previous coaches a sociopath. (b) (6) knows Mr. Mayes disliked (b) (6) for all of the things (b) (6) was doing to him, but (b) (6) never heard him say this. Mr. Mayes told them he would only contact their parents if they were caught drinking or partying. (b) (6) thinks this is one of the reasons those girls did not like Mr. Mayes because they went out every night and then would miss practices in the morning. (b) (6) is pretty sure those (b) (6) did not want their families to know they were doing this. **[Declaration I]**

Clay Mayes states he never said to the student athletes, "If I was an athlete and had to do grade checks he would not share my grades with my coach because that is embarrassing." He does not recall saying, "I'll throw you under the bus and I'll be the one driving it," but he does joke around, including saying "he feels like he has been hit by a bus" if he was tired from a workout. He did tell students, including (b) (6) and (b) (6) (b) (6) to stop using their phones because they would be on their phones instead of practicing. He may have said "If you don't get off your phone, I'll shove it where the sun don't shine," but not in a threatening manner. He may have said this joking around, but he does not specifically remember saying this. He never called a previous coach (b) (6) (b) (6) a sociopath, although he does say the word sociopath a lot, but not in a degrading manner. The only way he could contact parents is if he had a FERPA release from the students. The only time he remembers telling a student that he would contact their parents was if they did not follow the rules or if they were struggling academically. This happened only one time, with (b) (6). He does not remember telling the team this and, if he did, it was intended to motivate them. **[Declaration J]**

Allegation 4: False promises: gear that he never provides to them, certain meets, changes in behavior, lying consistently, etc...

(b) (6) states (b) (6) was supposed to get a pair of racing flats. Mr. Mayes told (b) (6) he would pay out of pocket if needed. (b) (6) never received the racing flats. **[Declaration A]**

(b) (6) states right before a meet Mr. Mayes asked everyone their shoe sizes and told them he would have better shoes for them at the next meet, but he never did. He constantly told them he would do something (buy them donuts, get them spikes) and never did. (b) (6) thinks in the Native community a lot of them were harmed by false promises from a coach who they were supposed to trust because they have a long history of false promises from the government. **[Declaration C]**

(b) (6) states some of (b) (6) teammates told (b) (6) they needed new shoes or other items and Mr. Mayes would constantly put it off by saying he would get it to them but never followed through in getting it to them. (b) (6) needed new flats for one of the races and would constantly remind Mr. Mayes, but (b) (6) never got them. **[Declaration D]**

(b) (6) states throughout the whole season they only received two shirts and a pair of shorts. Their school is sponsored by Nike and these were not Nike items. They also received a backpack and a jacket that were left over from the prior year. Some runners needed new shoes and spikes and no one got new spikes. Every other team received purple sweaters but the cross country team did not. One time they were at Mr. Mayes' house for a team dinner and saw boxes of gear, including the purple sweaters. It seemed like he had boxes of gear at (b) (6) house that he was not giving to them. **[Declaration E]**

(b) (6) states Mr. Mayes gave them a lot of apparel and if they needed more running shoes, they would ask (b) (6) and he would get them some more. **[Declaration F]**

(b) (6) states (b) (6) does not think Mr. Mayes broke any promises. He provided gear to the team. **[Declaration G]**

(b) (6) states the gear they received was the gear he promised them. Mr. Mayes told them he would try to get them other gear if they wanted it. He never specifically promised them additional gear. (b) (6) did not feel like (b) (6) was promised anything that (b) (6) did not get. **[Declaration H]**

(b) (6) states Mr. Mayes provided them with gear, including shoes. **[Declaration I]**

Clay Mayes states there was one student, (b) (6) who told him the wrong shoe size and (b) (6) received the wrong size shoes. He went out and bought (b) (6) a pair of shoes with his own money, so (b) (6) did receive shoes, but not long after (b) (6) stopped showing up to practices and did not show up to (b) (6) race for (b) (6) last two cross country meets. He thinks the students are complaining because he had structured rules in having people at practices, following HINU's codes of conduct, and never bought them personal gifts or took them out to eat individually, which the prior coach (b) (6) did. There were (b) (6) who reported to him (on April 10, 2022 and April 12, 2022) that they were groped by (b) (6), which he reported to the police immediately. **[Declaration J]**

Allegation 5: *Makes it obvious who are his favorites, the favorites know that they are his favorites*

(b) (6) states Mr. Mayes gave (b) (6) a jacket that no one else had. (b) (6) was not a team captain but Mr. Mayes would often give (b) (6) leadership roles. (b) (6) felt Mr. Mayes did not appreciate the novice runners enough while he would post frequently about the top four runners ((b) (6), (b) (6) and (b) (6) (b) (6)). One of the (b) (6) (b) (6) stated (b) (6) was one of his favorites. **[Declaration A]**

(b) (6) states on Mr. Mayes' Instagram he would post pictures most frequently of certain runners (the top/fastest couple of women and men). One of his favorites, (b) (6) had a jacket that none of the rest of them got. (b) (6) told them (b) (6) got it because Mr. Mayes "owed it to (b) (6)(b) (6) said to (b) (6) (b) (6) and (b) (6) that (b) (6) knew that (b) (6) (b) (6) was one of Mr. Mayes' favorites. **[Declaration C]**

(b) (6) states Mr. Mayes definitely had his favorites and everyone noticed it. For example, Mr. Mayes gave (b) (6) gear that no one else had and treated (b) (6) as a captain even though (b) (6) was not a captain. **[Declaration D]**

(b) (6) states at the beginning of the cross country season Mr. Mayes assigned two female captains and two male captains. Mr. Mayes gave a sweater to (b) (6) that he did not give to the rest of them. (b) (6) told (b) (6) Mr. Mayes gave (b) (6) the sweater because he owed (b) (6) for something. During the last meeting with Mr. Mayes on October 31, 2021, they told (b) (6) they did not appreciate how he favors certain runners. Mr. Mayes said he did not have favorites. (b) (6) stated (b) (6) was not his favorite and said Mr. Mayes had a different favorite at (b) (6) (b) (6), where Mr. Mayes transferred from), which basically confirmed that Mr. Mayes has favorites. **[Declaration E]**

(b) (6) states (b) (6) did not feel like Mr. Mayes had favorites. Mr. Mayes put more effort into runners who worked harder. He paid pretty good attention to everyone. **[Declaration F]**

(b) (6) states (b) (6) felt like Mr. Mayes had favorites, which were the people, including (b) (6) who communicated with Mr. Mayes about training updates. Some of the team members were not communicating with Mr. Mayes about training updates and Mr. Mayes seemed to have a hard time bonding with them. **[Declaration G]**

(b) (6) states many of the team members thought (b) (6) was a favorite of Coach Mayes, but (b) (6) thinks many of the team members did not communicate enough with Coach Mayes. (b) (6) did not feel Mr. Mayes had favorites, it is just that those who communicated more got more attention because they communicated what they needed. **[Declaration H]**

(b) (6) states (b) (6) was bullied because (b) (6) (b) (6) (b) (6) and (b) (6) saw (b) (6) as a favorite of Mr. Mayes. They would not talk to (b) (6) and this

year has been really bad for (b) (6) and (b) (6). You have to meet your coach half-way. Mr. Mayes would pay more attention to those team members who communicated with him. **[Declaration I]**

Clay Mayes states there is some truth to him having favorites because he was overly respectful to the people who made the complaints ((b) (6)) and ((b) (6)) and let them slide with less-than-ideal behavior (in terms of them being out of shape), so he treated the people who made complaints more favorably than he did the other runners in the hope that they would not get too discouraged. He had a desire to see people do well and change courses. If someone goes out and breaks the codes of conduct, they have to do community service in response. He likes them to maintain healthy lifestyles while training consistently. Everyone on the team got the same jackets (a Storm Shelter jacket and a windbreaker). He never took back the gear from the athletes who quit. **[Declaration J]**

Allegation 6: Talks badly about their (b) (6) saying "(b) (6) doesn't know what he's doing"

(b) (6) states Coach Mayes used a butter knife and a binder clip for an injury for (b) (6). When (b) (6) told Coach Mayes about the diagnosis the athletic trainer, (b) (6), had given (b) (6), Coach Mayes told (b) (6) (b) (6) did not know what (b) (6) was talking about even though (b) (6) diagnosis given to (b) (6) by (b) (6) was confirmed by a hospital. Coach Mayes was trying to tell (b) (6) (b) (6) needed a boot. **[Declaration A]**

(b) (6) states (b) (6) did not hear Mr. Mayes say (b) (6) did not know what (b) (6) was doing, but (b) (6) heard about this from (b) (6) (b) (6) never directly heard Coach Mayes speak badly about (b) (6), but (b) (6) knows other people heard this. **[Declaration C]**

(b) (6) states (b) (6) heard Coach Mayes say during practice to (b) (6), who was injured, that (b) (6) misdiagnosed (b) (6) and (b) (6) did not know what (b) (6) was doing. This freaked (b) (6) out because (b) (6) thought (b) (6) was getting better. It turned out that (b) (6) was fine and what (b) (6) was doing was helping (b) (6). **[Declaration D]**

(b) (6) states (b) (6) was getting help from the (b) (6), because (b) (6) was injured. (b) (6) told (b) (6) to run 10-15 minutes or however long (b) (6) felt comfortable. (b) (6) ran for 10 minutes. Coach Mayes told (b) (6) he needed (b) (6) to take two weeks off based on the way (b) (6) was running and while (b) (6) took (b) (6) two weeks off "(b) (6) should just sit on the couch, watch movies and eat chips" rather than taking into consideration that (b) (6) was hurt and struggling with (b) (6) injury. Coach Mayes should have insisted that (b) (6) continue to recover with physical therapy and possibly get another opinion. Mr. Mayes did not mention any of that to (b) (6) as a student athlete. (b) (6) felt discouraged and neglected. Coach Mayes told (b) (6) (b) (6) was a runner for many years and that (b) (6) leg was broken, which scared (b) (6). Mr. Mayes asked (b) (6) what (b) (6) had told (b) (6). Mr. Mayes told (b) (6) (b) (6) did not know what he was talking about and had

misdiagnosed (b) (6) leg was not broken and (b) (6) did not have any bone fractures. [Declaration E]

(b) (6) states (b) (6) did not hear Mr. Mayes speak badly about their (b) (6) (b) (6), by saying (b) (6) doesn't know what (b) (6) doing." [Declaration F]

(b) (6) states (b) (6) heard Mr. Mayes say one time about (b) (6) (b) (6) doesn't know what (b) (6) doing" when a team member had an injury. (b) (6) believed Mr. Mayes was referring to (b) (6) in the context of (b) (6) having so many athletes to treat. [Declaration G]

(b) (6) states Coach Mayes and (b) (6) worked well together. (b) (6) sprained (b) (6) knee recently and Coach Mayes recommended that (b) (6) work with (b) (6). (b) (6) does not believe the allegation that Mr. Mayes spoke poorly about (b) (6) is true because Mr. Mayes' actions show otherwise. [Declaration H]

(b) (6) states (b) (6) did not hear Coach Mayes say (b) (6) did not know what (b) (6) was doing. [Declaration I]

Clay Mayes states (b) (6) came to a practice limping with multiple teammates present. He told (b) (6) to stop running due to this injury. He called (b) (6) the (b) (6) (b) (6) immediately and told him. They mutually agreed (b) (6) should take a week off. He did not say (b) (6) did not know what he was doing nor did he suggest this. From what he could see, (b) (6) did a good job. [Declaration J]

Allegation 7: *In general makes comments about other Haskell employees in a negative manner*

(b) (6) states Mr. Mayes seemed to have an issue with their previous coaches (stating they were messing up their eligibility and not looking at their transcripts). The team felt split between (b) (6) and Mr. Mayes. The runners who had been coached by (b) (6) did not appreciate hearing Mr. Mayes' concerns about what was going on with the Haskell administration or hearing Mr. Mayes speak negatively about (b) (6) (b) (6) felt like the freshman runners who had not run under (b) (6) seemed to have bad thoughts about (b) (6) because of what Mr. Mayes said about (b) (6) (b) (6) a runner who followed Mr. Mayes to Haskell, had a hard time understanding how Mr. Mayes made them (the returning Haskell runners) feel when he spoke negatively about (b) (6). (b) (6) feels like (b) (6) witnessed a lot of hurt feelings from Mr. Mayes.

(b) (6) states, in addition to (b) (6) Mr. Mayes spoke negatively about (b) (6) and (b) (6) (b) (6) always felt Mr. Mayes was trying to one up (b) (6) in coaching skills. At random times Mr. Mayes would say "Oh, did (b) (6) do this for you?" [Declaration A]

(b) (6) states Mr. Mayes made negative comments about (b) (6). (b) (6) (b) (6) and (b) (6) (b) (6) does not remember if Mr. Mayes specifically used (b) (6)

(b) (6) name in front of (b) (6) because Mr. Mayes knew they would get upset when he talked poorly about their prior coach, but he would say "did your past coach do this for you" or "I will probably be the only coach who will do this for you guys." (b) (6) and (b) (6) (b) (6) had a meeting with Coach Mayes early in the season to let him know they felt uncomfortable when he spoke badly about (b) (6). [Declaration C]

(b) (6) states (b) (6) is not aware of Mr. Mayes making comments about Haskell employees, other than (b) (6) and (b) (6), in a negative manner. [Declaration D]

(b) (6) states Mr. Mayes made negative comments about (b) (6) (b) (6) and (b) (6) as described above. [Declaration E]

(b) (6) states (b) (6) did not hear Mr. Mayes talk about other Haskell employees in a negative manner. [Declaration F]

(b) (6) states (b) (6) did hear Mr. Mayes talk about other Haskell employees in a negative manner, although (b) (6) cannot say specifically what Mr. Mayes said. (b) (6) knows Mr. Mayes made some remarks about some staff at Haskell, including the athletic trainer, but (b) (6) does not recall any other names. [Declaration G]

(b) (6) states other than (b) (6), (b) (6) did not hear any negative comments made by Mr. Mayes about Haskell employees. Mr. Mayes did say (b) (6) was hosting sleepovers with some athletes or would meet them at bars, but (b) (6) did not think these were negative comments as these things were happening based on what (b) (6) was seeing online. (b) (6) made unprofessional comments to (b) (6) (for example, telling (b) (6) (b) (6) should not use a stationary bike unless (b) (6) was an old man). [Declaration H]

(b) (6) states (b) (6) never heard Mr. Mayes making negative comments about Haskell employees. [Declaration I]

Clay Mayes states he has not made negative comments about (b) (6) or (b) (6) but he has reported (b) (6) for calling him a child, changing his budget from 38,000 to -11,000, limiting his work duties without any stated reason, i.e., stating he was to stop recruitment with all recruits, (b) (6) and (b) (6) for taking Federal property and violating rules and basic freedoms, such as speech for administrators and students. On March 25, 2022, (b) (6) told several student athletes (b) (6) and (b) (6) they would have to remain quiet about their concerns and ongoing issues. All these student athletes stated they felt intimidated and bullied to comply and to remain silent by (b) (6) and (b) (6) in multiple meetings. He did not make any comments about (b) (6) because he does not know (b) (6) training style nor had he been to (b) (6) practices. [Declaration J]

Allegation 8: *Treats athletes with medical treatments such as Graston with binder clips, wrenches, used with lotion, biofreeze and hand sanitizer. Has done this to (b) (6)*

(b) (6), (b) (6), (b) (6), (b) (6)
and (b) (6)

(b) (6) states Graston is a therapy technique for sore muscles that uses silver metal tools. Only athletic trainers are supposed to do this procedure and Coach Mayes was performing it on runners (b) (6), (b) (6), (b) (6) and (b) (6) with binder clips. **[Declaration A]**

(b) (6) states (b) (6) believes Mr. Mayes gave (b) (6) the Graston treatment. One time (b) (6) used a binder clip and the second time (b) (6) used a broken piece of equipment that was in the gym. They (the runners) did not know at the time that someone has to be certified to do the treatment. (b) (6) had an injury and a physical therapist told (b) (6) that you need to be certified and have to use specific tools. The runners believe the treatment by Mr. Mayes made (b) (6) injury worse. (b) (6) knows when (b) (6) had it done it did not make (b) (6) feel better and (b) (6) had bruises on (b) (6) legs. **[Declaration C]**

(b) (6) states Mr. Mayes would do Graston therapy on runners sometimes before runs and after runs. (b) (6) never did this to (b) (6) **[Declaration D]**

(b) (6) states at the beginning of the season Mr. Mayes told them if they needed any scraping (on the calf), he was willing to help. (b) (6) and (b) (6) tried it. Mr. Mayes used a wrench and a binder clip, which hurt. (b) (6) went to (b) (6) and (b) (6) told (b) (6) that (b) (6) muscle was tight. (b) (6) told (b) (6) how Mr. Mayes was treating it. (b) (6) told (b) (6) Mr. Mayes was not supposed to be doing that. (b) (6) also went to a physical therapist who told (b) (6) Mr. Mayes needs to be certified to perform Graston. Everyone Mr. Mayes was using Graston on was getting hurt. (b) (6) is still recovering from the scraping that Mr. Mayes did to (b) (6) (b) (6) was finally able to run again in December 2021. **[Declaration E]**

(b) (6) states Graston is a type of procedure that helps your legs recover. Mr. Mayes did this with (b) (6) when (b) (6) needed him to. If (b) (6) legs were super sore or really tired, (b) (6) would ask Mr. Mayes to do that. **[Declaration F]**

(b) (6) states Mr. Mayes did Graston with (b) (6) when (b) (6) needed him to and it worked. **[Declaration G]**

(b) (6) states Mr. Mayes never forced medical treatments on them and it was never one on one. Sometimes (b) (6) would use hand sanitizer for Graston when they could not find lotion, but the athletes consented to that. **[Declaration H]**

(b) (6) states (b) (6) saw Mr. Mayes do Graston therapy on runners with lotion to get out the knots. (b) (6) seemed to be very aware of what (b) (6) was doing because (b) (6) knew about the muscle groups. **[Declaration I]**

Clay Mayes states the people he worked out, i.e., rolled their calves, are the people who later proceeded to complain (b) (6). He rolled them out with a calf roller because they approached him and asked him to roll their legs. At no

point did he offer to roll them out and they only got rolled out if they asked him to. In order to do Graston (basically rolling the calves), you would have to have \$2,000 in equipment. What he did was a recreational therapeutic, not a medical treatment, using a muscle roller from the training room that anyone could borrow at any time. He states multiple students and coaches had worked each other out previously. He does not recall using binder clips or wrenches to do the calf rolling. **[Declaration J]**

Allegation 9: *Missouri Southern Stampede: Runners at Missouri Southern Stampede stated that (b)(6) did not run when athletics received an email from Mayes stating otherwise*

(b)(6) states their first race (the Missouri Stampede) included a non-Haskell athlete who was one of Mr. Mayes' prior runners and wore a Haskell bib. Mr. Mayes told a freshman runner (b)(6) to whom the bib belonged to say that (b)(6) ran and could not finish the race even though (b)(6) did not race. **[Declaration A]**

(b)(6) states (b)(6) was at the Missouri Southern Stampede, which was their first meet. There were a number of bib mix-ups. (b)(6) saw (b)(6) name on the leaderboard even though (b)(6) was not at the meet because (b)(6) was injured. (b)(6) ran under (b)(6) bib after Mr. Mayes gave (b)(6) bib to (b)(6) when (b)(6) gave them the bibs the night before the meet. This mistake could have used up a year of eligibility for (b)(6) because (b)(6) did not run in a meet at all that season. Freshman (b)(6) did not run in the race because (b)(6) was injured but (b)(6) came to the meet to see (b)(6) family. A non-Haskell runner, (b)(6), ran under (b)(6) bib. **[Declaration C]**

(b)(6) states (b)(6) was at the Missouri Southern Stampede to meet (b)(6) but (b)(6) did not run that race as far as (b)(6) knows. Mr. Mayes had (b)(6) who was not even a Haskell student yet, run under (b)(6) bib. **[Declaration D]**

(b)(6) states (b)(6) was not at the Missouri Southern Stampede. (b)(6) roommate, (b)(6) told (b)(6) that (b)(6) did not run and (b)(6) who was one of Mr. Mayes' previous runners, ran instead even though (b)(6) was not on the Haskell team. **[Declaration E]**

(b)(6) states (b)(6) was supposed to run at the Missouri Southern Stampede but (b)(6) got injured at the race before the race started. (b)(6) thinks someone may have run under (b)(6) bib. (b)(6) thinks this occurred because Mr. Mayes may have grabbed the wrong bib. **[Declaration F]**

(b)(6) states (b)(6) is not sure if (b)(6) ran at the Missouri Southern Stampede. **[Declaration H]**

(b)(6) states (b)(6) knows (b)(6) went with them to the Missouri Southern Stampede for support and (b)(6) heard that the school thought (b)(6) ran because (b)(6) went with

them. (b)(6) was aware (b)(6) was not going to run and was just going to be there for support. [Declaration I]

Clay Mayes states (b)(6) went to the Missouri Southern Stampede but (b)(6) got hurt and did not finish (DNF) the race. (b)(6) conveyed this information to athletics. [Declaration J]

Allegation 10: *Encouraging ineligible runners to run unattached while they are ineligible with the runners not knowing that this will affect their eligibility in the future*

(b)(6) states the students who were not eligible to run were encouraged by Mr. Mayes to run unattached, which would make them ineligible to run the next season. [Declaration A]

(b)(6) states they had a non-conference meet at Haskell on October 9, 2021 and there were a number of team members ((b)(6) (b)(6) and (b)(6)) who were ineligible for the season due to academic reasons but Mr. Mayes encouraged them to run unattached, which could affect their NAIA eligibility for future seasons. All of these individuals ran unattached at the Haskell meet and several of them ran unattached at a later meet in Kansas. The runners did not know that they could not run unattached because if you are not eligible you are not supposed to race at all. [Declaration C]

(b)(6) states there was a meet (b)(6) drove to with two ineligible runners ((b)(6) (b)(6) and (b)(6)). (b)(6) did not know at that time that they were not supposed to run, but they ran in the meet as unattached. There was also a meet in Lawrence at which (b)(6) and (b)(6) ran unattached. (b)(6) learned through NAIA that ineligible runners are not supposed to be racing at all unless there is a signed certificate that they are able to run, which Mr. Mayes did not have. [Declaration E]

(b)(6) states (b)(6) does not know about Mr. Mayes encouraging ineligible runners to run unattached. [Declaration F]

(b)(6) states (b)(6) knows Mr. Mayes encouraged ineligible runners to run unattached, although it never happened to him because he was always eligible. [Declaration G]

(b)(6) states they had a meet at Haskell that was open and runners could run unattached. (b)(6) does not know if this impacted eligibility. [Declaration H]

(b)(6) states (b)(6) does not think Mr. Mayes encouraged ineligible runners to run. (b)(6) wanted them to run, but only if academically eligible. (b)(6) doubts Mr. Mayes would have encouraged ineligible runners to run. [Declaration I]

Clay Mayes states there were two races where runners ran unattached (at a home Haskell meet and Mid-States on October 22, 2021), which runners are allowed to do. He cannot stop them and it does not affect their eligibility. The runners registered themselves for these races, he did not register them, and found their own means of travel to the races. No one was forced to run. He did not encourage anyone who was ineligible to run. **[Declaration J]**

Allegation 11: Continuous bib mix up during meets/disorganization

(b)(6) states Mr. Mayes mixed up bibs. He ran someone else under (b)(6) (b)(6) bib number, but (b)(6) is not sure which race this was. **[Declaration A]**

(b)(6) states the very first meet there were bib mix-ups between (b)(6) (b)(6) and (b)(6), and also (b)(6) and (b)(6). At the Haskell meet on October 9, 2021 Mr. Mayes had a basketball player on the roster ((b)(6)) who was not on the cross country team but did not run at the meet. (b)(6) does not think (b)(6) (b)(6) even knew (b)(6) name was on the roster. Later in the season, at the very last meet, Mr. Mayes had three softball girls run at the meet who were not members of the cross country team. (b)(6) recently learned that one of the softball girls ran under (b)(6) number. (b)(6) learned this from the (b)(6) the week prior to (b)(6) interview for this inquiry when (b)(6) asked about (b)(6) times and (b)(6) told (b)(6) could not look at (b)(6) racing times because someone had run under (b)(6) number. **[Declaration C]**

(b)(6) states at the Missouri Southern Stampede race (b)(6) name appeared on the results even though (b)(6) was back on campus. (b)(6) does not know if someone else ran with (b)(6) bib. Mr. Mayes claimed (b)(6) time showed up because someone walked by the finish area while holding (b)(6) bib. **[Declaration D]**

(b)(6) states Mr. Mayes mixed up (b)(6) bib with another girl at the very first race of the season (September 18, 2021 Missouri Southern Stampede) even though (b)(6) did not run in that race, which could affect (b)(6) eligibility for the next season. When (b)(6) went to the Winfield meet, Mr. Mayes did not have a canopy set up for them, water or a medical bag. He did not have anything set up for the runners, which was odd because he has been a cross country coach for so long. **[Declaration E]**

(b)(6) states Mr. Mayes was not disorganized. He was always organized and he would always give them what they needed the day before the race. He does not recall bibs being mixed up. **[Declaration G]**

(b)(6) states the bib mix-up was due to the race organizers (Missouri Southern State race), not Coach Mayes. **[Declaration H]**

(b)(6) states (b)(6) thinks there was only one race, their first race, where there was a bib mix-up. (b)(6) thinks (b)(6) picked up (b)(6) bib, but (b)(6) is not sure what happened or how there was a mix-up. Mr. Mayes took full responsibility for the mix-up

and told them he had reported the incident to NAIA. (b)(6) remembers he did not coach them for two weeks because of this incident. [Declaration I]

Clay Mayes states to his knowledge there were no bib mix-ups. He was not disorganized, just overwhelmed with his job always being in danger. The college had a couple of administrators meeting outside of work with past students they coached composing erroneous complaints in an effort to build a case. (b)(6) was aware of this. These administrators directly benefited from these complaints. (b)(6) never coached previously but was named the head track coach in March 2022 by (b)(6). [Declaration J]

Allegation 12: Asking runners and others to watch (b)(6) children when (b)(6) is not able to at the Haskell home meet

(b)(6) states Mr. Mayes asked a (b)(6) of one of (b)(6) teammates (b)(6) who had volunteered to help with a meet, if (b)(6) could watch (b)(6) during the meet. [Declaration A]

(b)(6) states (b)(6) told (b)(6) that at the October 9, 2021 Haskell home meet (b)(6) asked Mr. Mayes what (b)(6) could help him with (in terms of the meet) and he told (b)(6) (b)(6) (b)(6) could watch (b)(6). He never asked (b)(6) to watch (b)(6). [Declaration C]

(b)(6) states Mr. Mayes asked (b)(6) (b)(6) to watch (b)(6) at the one Haskell meet of the season. Mr. Mayes also asked (b)(6) to watch (b)(6) at that meet. Mr. Mayes never asked (b)(6) to watch (b)(6). [Declaration D]

(b)(6) states (b)(6) was helping to do bibs on October 9, 2021 at the (b)(6) Invitational when Mr. Mayes asked (b)(6) to help (b)(6) (b)(6) (b)(6) then asked (b)(6) to watch the (b)(6) while (b)(6) helped with the meet. Mr. Mayes' (b)(6) would sometimes be with him during practice and climbing all over things, and team members wound up watching them even though Mr. Mayes did not ask them to do so. [Declaration E]

(b)(6) states (b)(6) does not know about Mr. Mayes asking runners and others to watch (b)(6) at a Haskell home meet. [Declaration F]

(b)(6) states Mr. Mayes asked (b)(6) and former runners who were not part of the race to watch (b)(6) for him if they could. Mr. Mayes did ask (b)(6) to watch (b)(6) at his house, which (b)(6) did, because (b)(6) was staying with Mr. Mayes at the time while (b)(6) was waiting for (b)(6) apartment to open up. [Declaration G]

(b)(6) states (b)(6) does not know if Coach Mayes asked runners to watch (b)(6). (b)(6) knows Mr. Mayes' (b)(6) was present at the meet and whenever (b)(6) saw (b)(6) they were with (b)(6) (b)(6) [Declaration H]

(b)(6) states (b)(6) is not aware of Mr. Mayes asking runners to watch (b)(6) at the Haskell home meet. They did not have enough volunteers and Mr. Mayes' (b)(6) was handing out bibs. (b)(6) was watching the (b)(6) [Declaration I]

Clay Mayes states at the Haskell home meet (b)(6) was watching (b)(6) (b)(6). He did not ask anyone to watch (b)(6) at the home meet. He did not have runners baby-sit for him when they would go out, but (b)(6) did babysit for them when he and (b)(6) went out to eat one time in the fall. [Declaration J]

Allegation 13: *Running runners in XC jerseys that are not Nike--Brooks is not a brand approved by athletics*

(b)(6) states Haskell has a contract with Nike and Coach Mayes bought Brooks racing shorts and singlets. (b)(6) does not know the rules around the contract or how this would affect the school. [Declaration A]

(b)(6) states Mr. Mayes gave them Brooks racing jerseys and running shorts that (b)(6) had printed and that they raced in. They are sponsored by Nike and if they do not race in Nike gear, Nike can pull their sponsorship. [Declaration C]

(b)(6) states (b)(6) believes Haskell is sponsored by Nike and they are supposed to be wearing Nike gear. Coach Mayes gave them Brooks gear. [Declaration D]

(b)(6) states (b)(6) does not know if they should have been running in Brooks or Nike apparel. (b)(6) knows they were not signed by anyone. [Declaration F]

(b)(6) states (b)(6) heard that Haskell gets a big discount on Nike gear and Mr. Mayes was looking at other gear that he thought was less expensive or more comfortable for them to wear during races. [Declaration G]

(b)(6) states Haskell has a deal with Nike that they get a discount, but (b)(6) understanding is that they are not contracted with them, so getting Brooks gear should not have impacted their contract. (b)(6) thinks this is a coaching concern rather than a student concern. [Declaration H]

(b)(6) states Mr. Mayes told them they were not sponsored by Nike and they were wearing New Balance gear. (b)(6) thinks (b)(6) and (b)(6) wanted to wear Nike gear. They would say things like (b)(6) would never have them wear something like this." [Declaration I]

Clay Mayes states the previous cross country coach did not hand over gear to him or respond to multiple emails about obtaining past cross country apparel. The coach refused to pass off any uniforms to him. He was told this was due to past cross country gear being taken by (b)(6) and (b)(6), which they gave to their family and friends. He has validated this with submitted documents and messages. He reported this to his CFO/supervisor multiple times. They went with Brooks gear because Brooks had the

sizes they needed when they ordered late (in July) and Nike did not have the right sizes. This order with Brooks was first approved by the AD and the Chief Financial Officer. The softball team also does not have Nike uniforms and no one has reported them.
[Declaration J]

Allegation 14: Emotional manipulation: when he is called out by his runners, he continuously makes excuses to make them feel bad for him

(b)(6) states (b)(6) brought up with Mr. Mayes a concern about his disorganization. He listed all the things he was dealing with and said he had a lot on his plate. Every time a concern was brought up throughout the season he would resort back to having so much on his plate. (b)(6) felt like this was his job and if he felt overworked, then maybe the job was not for him. (b)(6) met with him to discuss (b)(6) concerns (his disorganization and him creating a negative environment in practice by speaking badly about their former coach) and he told (b)(6) they would meet the following Monday to come up with a plan. That meeting never happened and by then (b)(6) had decided to quit the team. (b)(6) does not remember when that occurred. **[Declaration A]**

(b)(6) states when they would call out Mr. Mayes on his disorganization or lack of communication, he would say he had a lot going on ((b)(6) children, people in the athletic department are out to get him). His only job was to coach them and he would say these things to make people feel sorry for him. This allowed him to make excuses for not doing anything in response to the concerns they raised. When he talked to them about drinking, he would tell them they were representatives of their community and they should not be seen out, which made them feel bad if they did go out. **[Declaration C]**

(b)(6) states when the team would bring up concerns about what Mr. Mayes could do to help them, he would constantly say that he was busy and that he had other responsibilities ((b)(6) children, parenting classes) that he was stressed out about, which made them feel bad and have pity for him. **[Declaration D]**

(b)(6) states one time (b)(6) and (b)(6) talked to Mr. Mayes about how they needed more organization and support. Mr. Mayes said he had a lot going on and manipulated them into believing that he would change. When they asked him questions, he would tell them how much he had going on with (b)(6) (b)(6) and recruiting, and how he did not get a lot of sleep. At the last meeting they had on October 31, 2021, Mr. Mayes kept saying "how would you feel if you were me" when they were asking about wanting changes for the team. **[Declaration E]**

(b)(6) states (b)(6) did not experience that Mr. Mayes continuously made excuses to make runners feel bad for him when he was called out by his runners.
[Declaration F]

(b)(6) states (b)(6) does not think Mr. Mayes makes excuses to make them feel bad for him. **[Declaration G]**

(b)(6) states (b)(6) did not see any emotional manipulation by Mr. Mayes. He was honest with them (he would explain a situation) but (b)(6) never felt emotionally manipulated by him. **[Declaration H]**

(b)(6) states Mr. Mayes has never been manipulative towards (b)(6) or made (b)(6) feel bad for him. (b)(6) does not believe Mr. Mayes made excuses. **[Declaration I]**

Clay Mayes states he did not emotionally manipulate runners, make excuses or try to make them feel bad for him. Per what other Haskell administrators told him, the runners had been groomed to be loyal by the prior coach by taking runners out to dinner or buying them multiple gifts. He did not buy runners gifts or take them out to dinner. He did have requirements to be on the team, which was more structured than the previous coach's requirements, e.g., consistently go to practice as one has to attend practices to race at meets. **[Declaration J]**

Allegation 15: Talks about previous runner's personal lives and name drops

(b)(6) states Mr. Mayes talked about a previous non-Haskell runner ("I helped a prior Native runner recover from (b)(6) alcoholism"). (b)(6) would say that Haskell is known to have students who like to party and drink. (b)(6) felt Mr. Mayes was saying do not be part of the stereotype that Native Americans are drunks. His rules for getting caught drinking were very different—they had to go to church or perform community service and do barrel rolls before practice. (b)(6) thought making them go to church was weird for a Native American institution with the history of Native Americans being forced to go to boarding schools that were run by churches. **[Declaration A]**

(b)(6) states Mr. Mayes would often talk himself up (how he is an amazing coach). One time he told them he helped one of his previous runners, who he mentioned by name, overcome alcoholism. (b)(6) does not remember the individual's name. This occurred in the cardio room in Coffin and Mr. Mayes was talking to them about not wanting them to drink. It felt like he told this story to make them scared to drink. **[Declaration C]**

(b)(6) states during core workouts in the evenings Mr. Mayes would talk about prior runners without saying their names in trying to relate a story to them. He said twice that his past runners were alcoholics but that he saved them, which he mentioned when he was talking to them about his rules and what they did in their free time outside of Haskell. **[Declaration D]**

(b)(6) states Mr. Mayes constantly would talk about a past non-Haskell runner ((b)(6) does not recall (b)(6) name), mainly referring to how alcohol affected him and how (b)(6) teammates did not tell him (b)(6) was an alcoholic. (b)(6) did not know the previous runner but (b)(6) knew the previous runner. **[Declaration E]**

(b)(6) states (b)(6) never heard Mr. Mayes talk about previous runners' personal lives. **[Declaration F]**

(b)(6) states Mr. Mayes did talk about previous runners' personal lives but did not identify the previous runners. He was telling them stories to try to motivate them. Mr. Mayes would tell them stories about former runners to make them more motivated. He was trying to push them to be better. **[Declaration G]**

(b)(6) states when Coach Mayes shared a story about a previous runner, he did it anonymously or he would suggest a team member talk to a teammate who might be having struggles, but Mr. Mayes did not share personal details. **[Declaration H]**

(b)(6) states Mr. Mayes would bring up students' personal lives if they gave permission. Mr. Mayes spoke about a prior runner who had mental health concerns. Mr. Mayes asked this prior runner if it was okay if he used the prior runner's story to bring attention to the runner's condition. **[Declaration I]**

Clay Mayes states he never said anything negative about his past runners. Nothing will ever stop him from saying good things about his past runners. He talks about their perseverance, but not their personal circumstances. He never talked about past runners being alcoholics or having alcohol problems because he did not previously have those kinds of runners due to who he focused recruitment on. He previously had no returning runners at his past two colleges as he was able to build an entirely new team with the type of young men and women that he felt confident in. **[Declaration J]**

Allegation 16: Shares runner's personal information with other runners without consent

(b)(6) states one of (b)(6) teammates (b)(6) was caught drinking and Mr. Mayes would often discuss (b)(6) character in conversations with other students, mainly freshman, using (b)(6) as an example or discussing (b)(6) reactions. There was a video recorded of Coach Mayes talking about (b)(6) to another runner, which was submitted to (b)(6).

(b)(6) states Mr. Mayes had one of (b)(6) teammates ((b)(6), who is no longer a student at Haskell because of this situation) talk about his mental health, recorded it and then posted it to Mr. Mayes' cross country Instagram team page without (b)(6) permission, which left (b)(6) crying. Mr. Mayes deleted the video after (b)(6) asked him to, but there had already been a number of views of the video. **[Declaration A]**

(b)(6) states Mr. Mayes would have people spy on them on their social media. (b)(6), an assistant coach, would look on Snapchat and watch team members' stories and report to Mr. Mayes if they were out drinking or partying. Mr. Mayes liked to micromanage them. He wanted them in bed by 10 p.m. and if he saw that they were on Facebook after that, he would tell them the next day that he wanted them in bed earlier. One of the runners (b)(6) was kicked off the team for drinking. In the van to their first meet Mr. Mayes was talking about that runner's situation to (b)(6). There were 10-11 people in the van. **[Declaration C]**

(b)(6) states in the van on the way to a meet Mr. Mayes talked the whole time with (b)(6) about (b)(6), who had been caught drinking. (b)(6) did not think it was right that Mr. Mayes was talking about (b)(6), a teammate, with another teammate, (b)(6), about (b)(6) personal information. **[Declaration D]**

(b)(6) states (b)(6) was sitting behind Coach Mayes and (b)(6) in the van on the way to a meet and heard Mr. Mayes telling (b)(6) that (b)(6) (b)(6) should not be going out to the bars, that he trusted (b)(6) and that is why (b)(6) was the captain, he could not believe (b)(6) let him down, and that (b)(6) had lied about drinking alcohol. (b)(6) started recording this conversation on (b)(6) phone once (b)(6) heard Mr. Mayes mention (b)(6) because they are friends with (b)(6) and (b)(6) sent the recording to their group chat. (b)(6) (b)(6) was not on the van nor was (b)(6) **[Declaration E]**

(b)(6) states (b)(6) does not believe (b)(6) heard Mr. Mayes share a runner's personal information with other runners. **[Declaration F]**

(b)(6) states (b)(6) does not think Mr. Mayes shared the personal information of any runner. **[Declaration G]**

(b)(6) states Mr. Mayes talked to (b)(6) in the van about (b)(6), a friend of hers, who had been kicked off the team. They were not slandering or speaking negatively about (b)(6). They were both stating that (b)(6) was a good addition to the team and what (b)(6) needed to do to rejoin the team. (b)(6) discussed with (b)(6) what (b)(6) and Coach Mayes had talked about, and (b)(6) felt the conversation was appropriate. (b)(6) feels this situation was blown out of proportion by someone who overheard the conversation (b)(6) and Coach Mayes had. **[Declaration H]**

(b)(6) states Mr. Mayes, with (b)(6) permission, talks to the team about (b)(6) experience and how (b)(6) got here and where (b)(6) come from (a small community--Pinon). **[Declaration I]**

Clay Mayes states in the van on a four-hour drive on October 21, 2021, (b)(6) and (b)(6) were trying to get a sound bite by asking him who on the team was an alcoholic. He does not remember talking about (b)(6) with (b)(6) on the van for a four-hour drive, but if he did, he did not say anything negative or personal about (b)(6) **[Declaration J]**

Allegation 17: He is constantly late to practice and always changing practice times and locations

(b)(6) states there were times that Coach Mayes was late to practice and changed practice times at the last minute, but (b)(6) would not say this occurred constantly. It happened enough times to irritate the runners. **[Declaration A]**

(b)(6) states another part of Mr. Mayes' disorganization and lack of communication was that they were used to a set practice schedule and Mr. Mayes would often (3-4 times a week) change practice time to accommodate his schedule or the schedules of specific runners. For example, if they had practice scheduled for 4 p.m., Mr. Mayes would change it to 2 p.m. Sometimes these changes were made the day of the practice or the night before. Mr. Mayes would then get mad at them if they were not able to make the changed practice. Even after runners, including (b)(6) talked to him about wanting a set schedule because that worked best, he still did not keep a set schedule. There was one practice where Mr. Mayes missed a whole practice because he said he slept through his alarm. There were other times (about five times) when Mr. Mayes was late to practice (10-30 minutes). Their season is not that long. (b)(6) was late to practice once the entire season. If team members were late to practice, they would have to do bear rolls. **[Declaration C]**

(b)(6) states almost every week Mr. Mayes was late to practice (once or twice a week). Mr. Mayes always told them the practice times at the last minute. He would let them know the day before what time the next day's practice would be. The team suggested to Mr. Mayes that they have a set schedule because they had classes and other things to prioritize. Mr. Mayes never made a set schedule. About once a week he would also change the practice time after he had already told them earlier that day what the next day's practice time would be. **[Declaration D]**

(b)(6) states Mr. Mayes would always get on them about being late to practice but then he would be late (this happened about 10-12 times). There were times they were in the gym working out and he would not show up at all. (b)(6) was told to leave Coffin twice because their coach was not there while they were working out. There were other times when they had practice at a certain time and Mr. Mayes told them he could not make it and would change the time to a time that conflicted with class schedules. (b)(6) told him he should keep the practice at a set time because it made it difficult for them to change their schedules when he changed the practice time at the last minute. **[Declaration E]**

(b)(6) states Mr. Mayes was not really late to practice. Mr. Mayes did change practice locations so they did not run the same route every day, which gets boring. **[Declaration F]**

(b)(6) states Mr. Mayes was sometimes late for practice (at least once a week), usually due to (b)(6) (b)(6). Mr. Mayes did change practice times and locations due to weather or schedule changes of the runners. Mr. Mayes liked to keep everyone together for practice to make them better. Mr. Mayes would change locations so that they could have a better running experience and not stay on the same Haskell trail. **[Declaration G]**

(b)(6) states Coach Mayes did change practice times and locations, but it was situational. For example, if it was going to be humid in the afternoon, he would have them practice in the morning. He did show up late to some practices (a few here and there) due to a situation he could not control. **[Declaration H]**

(b)(6) states Mr. Mayes was never late to practice. If he changed practice times, it was for (b)(6), (b)(6), (b)(6) and (b)(6), who could not make early practice so they could make the practice and they could practice together as a group. (b)(6) was so fed up with the changes because (b)(6) is an early bird. Even when Mr. Mayes would change the practice time, those girls still did not come to practice. **[Declaration I]**

Clay Mayes states sometimes he would have a second practice and sometimes he would change practice times because returning student athletes were not showing up to practice, usually because they were sleeping in. He was occasionally (not constantly) a few minutes late to practice here and there. There was one time he changed a practice location because a runner (b)(6) said (b)(6) was not going to a particular road, so he changed the location for that practice. **[Declaration J]**

Allegation 18: Served a suspension for violating rules within six months of being hired

Clay Mayes states the very first meet they ran there was one girl who was not cleared to run (b)(6). He was never told (b)(6) was not cleared to run by their eligibility coordinator (b)(6). He gave up a two-week paycheck for this violation. Right after this, on October 15, 2021 (b)(6) told (b)(6) that parents were calling (b)(6) alleging he was breaking rules. The following day, (b)(6) asked (b)(6) to provide the parent contact information so he could report it. (b)(6) changed (b)(6) statement and told (b)(6) that it was not parents who complained, but instead (b)(6) had heard that he was violating rules when (b)(6) walked by students in the hallways. (b)(6) stated (b)(6) changed (b)(6) story. **[Declaration J]**

GENERAL HOSTILE WORK ENVIRONMENT ALLEGATIONS

(b)(6) states (b)(6) has been a student at Haskell since the fall of 2017 or 2018. (b)(6) has been on the cross country team for three seasons. (b)(6) coach this past season was Clay Mayes. (b)(6) previous coach was (b)(6)

(b)(6) states (b)(6) has known Mr. Mayes since the summer of 2021 when he reached out to (b)(6) as the new coach. (b)(6) interacted with Mr. Mayes during every practice during the season, which was 4-5 days a week. (b)(6) last interacted with Mr. Mayes almost five months ago.

(b)(6) states Coach Mayes is a great coach in terms of his practice plans and making runners faster. He is disorganized when it comes to management of the team. (b)(6) has been a runner since fourth grade and (b)(6) has never been in a program that has been this stressful. The last meeting (b)(6) had with Mr. Mayes was when (b)(6) voiced (b)(6) concerns to him (as described above). (b)(6) left the meeting feeling like there would be change, but then nothing changed. (b)(6) thinks that is why Mr. Mayes is such a great recruiter and is able to recruit such fast runners—(b)(6) promises a lot of things. If (b)(6)

teammates had not spoken with (b)(6) about how they felt about the season, (b)(6) would not have spoken up to address the situation because (b)(6) is a senior and this was (b)(6) last season as a cross country runner. **[Declaration A]**

(b)(6) states (b)(6) has been a student at Haskell since 2018. (b)(6) has been on the cross country team for three seasons. (b)(6) coach this year was Clay Mayes. (b)(6) previous coach was (b)(6)

(b)(6) states (b)(6) has never met Mr. Mayes in person. He called (b)(6) several times (four or five) over the summer of 2021 when he became the new coach. He wanted to learn about (b)(6) but he never let (b)(6) talk, which (b)(6) thought was odd if he was trying to get to know (b)(6). Each call lasted about 30 minutes. He said some weird things over the phone, including "sometimes the boys get on my nerves and are being knuckleheads and I want to swerve into them and hit them with the car." (b)(6) did not say anything in response because (b)(6) could never get a word in when he called to talk to (b)(6). (b)(6) does not specifically remember any of the other weird comments Mr. Mayes made to (b)(6)

(b)(6) states (b)(6) is off campus this year doing student teaching in Udall, Kansas. (b)(6) was going to run cross country for the team with Coach Mayes telling (b)(6) where to be for the races. (b)(6) told (b)(6) the first race was at Oklahoma State. Two days before (b)(6) was supposed to leave (b)(6) found out through an Instagram post that the team was not going to Oklahoma State but was going to Missouri State instead, so (b)(6) was not able to run in that meet. After that Mr. Mayes told (b)(6) he would call (b)(6). He never called (b)(6) until (b)(6) sent him a text message on September 17, 2021 telling him that he was not communicating with (b)(6) and this was too stressful so (b)(6) would not be running with the team. He told (b)(6) he wanted to call (b)(6) to talk to (b)(6) about (b)(6) decision to quit, but he never did that. Instead, he had one of (b)(6) former teammates (b)(6) reach out to (b)(6) to ask (b)(6) to rejoin the team, which (b)(6) declined.

(b)(6) states the above is the extent of (b)(6) interactions with Mr. Mayes. (b)(6) last interacted with Mr. Mayes via text in November 2021 when he texted (b)(6) about wanting (b)(6) to run conference.

(b)(6) states (b)(6) heard from (b)(6) that things were not going well with Mr. Mayes as the new coach, but (b)(6) did not tell (b)(6) specifically what was going on.

(b)(6) states there were times during the group chat that Mr. Mayes stated he was being reported for things, which (b)(6) thought was odd for him to share with the team. **[Declaration B]**

(b)(6) states this is (b)(6) fourth year as a student at Haskell. (b)(6) has been on the cross country team since (b)(6) has been at Haskell. (b)(6) coach is Clay Mayes. (b)(6) prior coach was (b)(6)

(b)(6) states (b)(6) first met Mr. Mayes by phone during the summer of 2021 and then met him in person in August 2021 when school started. (b)(6) interacted with Mr. Mayes

every day during the season except for Saturday. (b)(6) last interacted with Mr. Mayes when they had a meeting on October 31, 2021 during which it felt like Mr. Mayes was retaliating against (b)(6) because they (b)(6) (b)(6) and herself) had filed a complaint against him with (b)(6) (b)(6) because Mr. Mayes had texted one of their teammates (b)(6) in a way that was rude and made (b)(6) feel bad. Part of their complaint was a recording of Mr. Mayes talking about one runner ((b)(6) (b)(6), who had been kicked off the team) to a different runner (b)(6) in a van on the way to a meet, so anyone on the van could hear the conversation. During the October 31st meeting Mr. Mayes said to (b)(6) that (b)(6) was "sitting there being passive aggressive" (b)(6) was sitting with (b)(6) legs crossed over one another) and told (b)(6) (b)(6) fabricated lies and created drama on the team. Mr. Mayes did not state what (b)(6) was referring to. (b)(6) was confused because (b)(6) was a team captain and had not created any drama on the team. When (b)(6) told (b)(6) (b)(6) was fabricating lies, (b)(6) assumed (b)(6) was referring to the report they made. When they made the report they requested to remain anonymous, so (b)(6) is not sure how Mr. Mayes found out who made the report. He said this to (b)(6) in front of the entire men's and women's teams (about 20 people). (b)(6) (b)(6) and (b)(6) walked out of the meeting. When they walked out, (b)(6) and (b)(6) were crying. The women's basketball team was practicing and they told the coach, (b)(6), about what happened (that they walked out of the meeting because they felt uncomfortable). (b)(6) asked them if they tried to talk to Mr. Mayes. They said they had and (b)(6) tried to comfort them.

[Declaration C]

(b)(6) states (b)(6) has been a student at Haskell since the fall of 2021. (b)(6) was on the cross country team in the fall. (b)(6) coach was Clay Mayes.

(b)(6) states (b)(6) has known Mr. Mayes since July 2021 when (b)(6) would contact (b)(6) every week regarding workouts. (b)(6) interacted with Mr. Mayes during every practice, which was almost every day. (b)(6) last interacted with Mr. Mayes on October 31, 2021.

(b)(6) states they had a team meeting the last time (b)(6) spoke with Mr. Mayes, which was on October 31, 2021. Mr. Mayes was very upset because he had scheduled a practice on Halloween and only herself, (b)(6) and (b)(6) showed up for practice. Mr. Mayes then targeted (b)(6) (b)(6) and (b)(6) during this meeting. Mr. Mayes had found out that (b)(6) recorded what he said to (b)(6) on the van and sent it to (b)(6). They were telling him he had favorites on the team. Mr. Mayes also said to (b)(6), "Is that why you are fabricating lies?" (b)(6) (b)(6) recorded the October 31, 2021 meeting on (b)(6) watch. Mr. Mayes did not know the meeting was being recorded. **[Declaration D]**

(b)(6) states (b)(6) has been a student at Haskell since the fall of 2019. (b)(6) has been on the cross country team since then. (b)(6) coach is Clay Mayes.

(b)(6) states (b)(6) first met Mr. Mayes by phone during the summer of 2021 and then met him person in August 2021 when school started. (b)(6) interacted with Mr. Mayes

during practice every day during the season. (b) (6) last interacted with Mr. Mayes when they had a tough meeting in Coffin on October 31, 2021. **[Declaration E]**

(b)(6) states (b) (6) has been a student at Haskell since September 2021. (b) (6) has been on the cross country team at Haskell for one season. (b) (6) coach this year was Clay Mayes.

(b)(6) states (b) (6) has known Mr. Mayes since last summer. Mr. Mayes recruited him to run at Haskell. During the season (b) (6) interacted with Mr. Mayes every day they had practice. (b) (6) last interacted with Mr. Mayes the last day of the season in the fall, which was in November 2021.

(b)(6) states (b) (6) does not have any concerns with the way (b) (6) was coached by Mr. Mayes or any interactions (b) (6) has had with Mr. Mayes.

(b)(6) states (b) (6) thinks a lot of the things that are being stated are not what happened. Team members did not seem unhappy during the season. Half of the things (b) (6) was asked during this interview are shocking to him. The people complaining are no longer here (team members who quit the team and left all the other team members in the dirt in terms of bringing this whole case and leaving the rest of the teammates without a coach—this whole thing is a joke) while (b) (6) is putting in the work and would like to have a coach during the off season, which (b) (6) has not had for the past several months. (b) (6) would not have moved to Haskell if (b) (6) did not trust Coach Mayes.

(b)(6) asks when is (b) (6) coach going to come back? **[Declaration F]**

(b)(6) states (b) (6) has been a student at Haskell since 2018. (b) (6) was on the cross country team at Haskell for all (b) (6) years. (b) (6) coach this year was Clay Mayes.

(b)(6) states (b) (6) has known Mr. Mayes since he was announced as their head coach in 2021. (b) (6) interacted with Mr. Mayes every day they had practice. (b) (6) last interacted with Mr. Mayes in December 2021 or January 2022 when (b) (6) saw Mr. Mayes in the cardio room when (b) (6) was working out.

(b)(6) states (b) (6) does not have any concerns with the way (b) (6) was coached by Mr. Mayes or any interactions (b) (6) has had with him. Some team members thought Mr. Mayes was a bad person when that was not the case, Mr. Mayes was always looking to make them better. There was non-stop complaining about the coach. (b) (6) did not have complaints about the coaching.

(b)(6) states (b)(6) coaching style and training were not very good for him (b) (6) had a number of injuries), but (b)(6) was good at connecting with students and reaching out to people to get connections for students. Mr. Mayes' training was pretty good, Mr. Mayes really improved him as a runner, and Mr. Mayes was good at connecting with students, but Mr. Mayes could improve on getting resources for the students (academic, setting up tutors, connecting with a teacher or advisor), but Mr. Mayes is new

to Haskell and is learning as well. (b)(6) thinks Mr. Mayes was better than their previous coach (b)(6) who was (b)(6) coach for three years). **[Declaration G]**

(b)(6) states (b)(6) has been a student at Haskell since the fall of 2021. (b)(6) was on the cross country team in the fall. (b)(6) coach was Clay Mayes.

(b)(6) states (b)(6) has known Mr. Mayes since July 2021. (b)(6) interacted with Mr. Mayes six days a week when they had practice. (b)(6) last interacted with Mr. Mayes a few days prior to the interview for this inquiry because the no contact order was lifted. They had a run and Mr. Mayes had the team over for a meal.

(b)(6) states for the most part Coach Mayes was professional (other than the comments he made about (b)(6)). (b)(6) thinks part of the tension was that (b)(6) had been coaching at Haskell for a long time. (b)(6) had different rules—(b)(6) allowed smoking, drinking and partying. Coach Mayes was new and had different rules. A number of the runners had been friends for a long time. There may have also been cultural tension because some runners came from the South and others (like herself) came from the North. (b)(6) has a lot of sexual harassment claims against him because (b)(6) tends to get unprofessional with the ladies. For example, one of the runners who was on the team last semester had some problems with (b)(6) being unprofessional with (b)(6). There were instances where (b)(6) was unprofessional towards (b)(6) as a female runner. (b)(6) personally has never had any problems with Coach Mayes. It is out of character for Mr. Mayes to say many of the claims (b)(6) was asked about, but (b)(6) was not always there because (b)(6) did not get along with the other runners. **[Declaration H]**

(b)(6) states (b)(6) has been a student at Haskell since the fall of 2021. (b)(6) was on the cross-country team in the fall. (b)(6) coach was Clay Mayes.

(b)(6) states (b)(6) has known Mr. Mayes since the University of Antelope Valley during the 2020/2021 school year where Mr. Mayes was (b)(6) cross-country coach. (b)(6) interacted with Mr. Mayes while at Haskell every other day during the season because they had to report back to him on their splits and how they were feeling. Mr. Mayes is a close family friend.

(b)(6) states (b)(6) has been trying to talk to people about how these claims affected the rest of the runners. It is not fair that the voices of only the runners who complained were heard. These complaints not only affected their lives, it affected the rest of them as well. Mr. Mayes is trying to raise the profile of the school and these are the people who did not want to work. These girls were so mean to (b)(6) and (b)(6) would just mind (b)(6) own business. They also messed up the lives of Coach Mayes' family. Other runners followed Coach Mayes here and they want their voices heard as well, it is not just them (the runners who are complaining). They were not asked how they are doing. Their mental health is important. (b)(6) remembers one time they went to a meeting with (b)(6) and (b)(6) told them Coach Mayes might not be coming back and they might want to look at other opportunities (other colleges). It felt like they were being threatened. (b)(6) tried to talk to

(b)(6) and (b)(6) about how this has affected (b)(6) but (b)(6) never had time to listen to (b)(6). (b)(6) feels like (b)(6) does not like (b)(6). (b)(6) was (b)(6) advisor and now (b)(6) is not. (b)(6) was supposed to be graduating with (b)(6) Associate's degree and now (b)(6) is not. (b)(6) does not know why now (b)(6) is not graduating with (b)(6) Associate's degree. **[Declaration I]**

Clay Mayes states he has worked for DOI since June 22, 2012~~21~~ as a contractor, always in his current position. His supervisor was (b)(6), who retired at the end of December 2021. His current supervisor is (b)(6). On April 18, 2022 he was sent a letter that his contract was eliminated effective immediately.

Mr. Mayes states he has not been made aware of the Agency policy regarding harassing conduct. He has not received training on the agency's policy. Even though he asked Human Resources and (b)(6) for policies multiple times via email, they responded that there is no good place to find HINU's rules and regulations. He reported harassment multiple times by email during the spring of 2022, but never received a response from his supervisor.

Mr. Mayes states the students never raised concerns about him with him in any form or any manner. He had a team meeting on October 30, 2021, which he recorded because (b)(6) were becoming aggressive. They told him the environment was tense and he should have known it was tense, but were never able to explain why. The student athletes did not identify specific complaints during this meeting. The (b)(6), told him there were indirect complaints going on. (b)(6) stated that for the next cross country season (2022) (b)(6) should hold try-outs as that would eliminate the students causing complaints as these issues concerned students from the past coach who did not show up to practice often, almost all of who were ineligible, and were not as competitive compared to the new student athletes Mr. Mayes recruited. With (b)(6) stance and knowing there were no legitimate concerns, (b)(6) (b)(6) never made him aware of specific complaints. **[Declaration J]**

(b)(6) is the Dean of Students, GS-12, assigned to the Haskell Indian Nations University, Bureau of Indian Education in Lawrence, Kansas.

(b)(6) states (b)(6) has worked for DOI since March 2021, always in (b)(6) current position. (b)(6) supervisor is (b)(6), (b)(6).

(b)(6) states (b)(6) is aware of the Agency policy regarding harassing conduct. (b)(6) has received training on the agency's policy. (b)(6) can access the policy on the DOI website.

(b)(6) states (b)(6) oversees housing, dining, counseling, recreation and student conduct. Clay Mayes works for Athletics, which (b)(6) believes is under the Office of the President whereas (b)(6) works for the VP of University Services. (b)(6) has known about Mr. Mayes since October 28, 2021. (b)(6) has only seen Mr. Mayes one time.

(b)(6) states on October 28, 2021, (b)(6) forwarded to him, (b)(6) (b)(6) (b)(6) and (b)(6) an email from student (b)(6) (b)(6) regarding concerns with how Mr. Mayes was handling practices and interacting with students. There were some serious allegations and (b)(6) said the matter should be investigated by (b)(6). (b)(6) responded that (b)(6) and the contracting officer (COR) would investigate. (b)(6) responded that (b)(6), who is (b)(6) subordinate, was already investigating and would coordinate with (b)(6) and the COR. (b)(6) followed up with the students and obtained documentation.

(b)(6) states, on November 2, 2021, (b)(6) submitted an email to (b)(6) and (b)(6) (b)(6) as to which allegations were substantiated and which were not. (b)(6) also provided substantiating evidence.

(b)(6) states, on November 4, 2021, (b)(6) sent an email to (b)(6) and Clay Mayes stating (b)(6) and others "had not quit the team, we just don't want to be around you [Coach Mayes]."

(b)(6) states, on November 8, 2021, Mr. Mayes sent an email to (b)(6) with a copy to (b)(6) stating he caught several students drinking (b)(6) (b)(6) and (b)(6) on October 29, 2021 and that several students had quit the team since then. (b)(6) replied that since the drinking incident had happened more than five days earlier, it could not be investigated.

(b)(6) states, on December 8, 2021, (b)(6), who works for Athletics, wrote to (b)(6) that Mr. Mayes was seen in the gym with (b)(6) (b)(6) around students after Mr. Mayes had been told not to be around students.

(b)(6) states, on May 16, 2022, a student reported to (b)(6) a sexual assault by someone other than Mr. Mayes but told (b)(6) that one of the individuals at Haskell that (b)(6) trusted was Mr. Mayes, who the student said (b)(6) reported the sexual assault to. The student told (b)(6) that Mr. Mayes told (b)(6) he was a mandated reporter. The school has no record that Mr. Mayes reported the alleged sexual assault. The student also told (b)(6) that Mr. Mayes was holding cross country practices even though he is no longer affiliated with Haskell. (b)(6) does not know how or why Mr. Mayes' employment with Haskell ended. **[Declaration K]**

(b)(6) is a Student Rights Specialist, GS-09, assigned to the Haskell Indian Nations University, Bureau of Indian Education in Lawrence, Kansas.

(b)(6) states (b)(6) has worked for DOI for 23 years, 10 years in (b)(6) current position, always at Haskell. (b)(6) supervisor is (b)(6). (b)(6) has been (b)(6) supervisor for a year.

(b)(6) states (b)(6) is aware of the Agency policy regarding harassing conduct. (b)(6) has received training on the agency's policy. (b)(6) can access the policy on the BIA or DOI websites.

(b)(6) states there is no supervisory relationship between (b)(6) position and Clay Mayes' position. (b)(6) has known Mr. Mayes since October or November 2021. (b)(6) did not interact with him hardly at all until the complaint came forward. (b)(6) has seen him four or five times since then and they have talked by phone and email. When students have issues, they come to (b)(6) and (b)(6) advocates for the students. (b)(6) last interacted with Mr. Mayes when (b)(6) sent (b)(6) an email in January or February 2022.

(b)(6) states around the end of October 2021 (b)(6) received a letter from three students ((b)(6)) who came to (b)(6) office with 18 listed items the students were upset about and two proposed solutions. (b)(6) looked at the items and picked out the top three or four items that most concerned (b)(6) and started asking questions of the students about those items for an initial investigation to turn over to HR. Some of the students submitted emails and texts about their concerns, which (b)(6) collected. (b)(6) contacted (b)(6) and asked about the process. (b)(6) told (b)(6) (b)(6) was collecting information about the students' concerns and (b)(6) (b)(6) told (b)(6) (b)(6) would forward (b)(6) information that (b)(6) could send to HR along with the information (b)(6) was collecting. (b)(6) did not work with (b)(6) with respect to the evidence (b)(6) was collecting, (b)(6) only told (b)(6) that (b)(6) was collecting information.

(b)(6) states (b)(6) supervisor's supervisor, (b)(6), called (b)(6) at the end of November/beginning of December 2021 and indicated (b)(6) had a concern that possibly (b)(6) was working with (b)(6) to go after Mr. Mayes. It was not long after that when (b)(6) really backed off from talking to anyone about what (b)(6) was collecting. (b)(6) told (b)(6) (b)(6) was communicating with someone in HR to have an independent investigation conducted. (b)(6) forwarded all of the information (b)(6) had to (b)(6). (b)(6) impression from (b)(6) was that (b)(6) and (b)(6) were on a "witch hunt" against Mr. Mayes. (b)(6) tried to limit talking about the case to anyone other than the students, regarding their concerns about the complaint.

(b)(6) states (b)(6) stopped collecting evidence about the students' concerns at the end of December/beginning of January. Mr. Mayes contacted (b)(6) several times and (b)(6) tried to guide him to keep him from doing anything to further injure students, which would also hurt him in the long run.

(b)(6) states (b)(6) did not see a surge of additional complaints against Mr. Mayes—(b)(6) received a steady number of complaints about Mr. Mayes between October and December 2021. (b)(6) received notice from (b)(6) in early December that Mr. Mayes was on campus and meeting with student athletes.

(b)(6) states (b)(6) did not witness any interactions between Clay Mayes and the student athletes. (b)(6) collected the evidence as it was given to (b)(6). (b)(6) forwarded the information to (b)(6).

(b)(6) states (b)(6) saw the list of complaints from the students and picked out the most serious/ egregious issues to collect information on. One of the most egregious concerns raised was that Mr. Mayes violated rules by running an unattached runner (who was not enrolled at Haskell). Another egregious concern was that Mr. Mayes was performing the Graston technique without the proper tools.

(b)(6) states (b)(6) was also concerned about Mr. Mayes violating the Family Education and Records Privacy Act (FERPA) by talking about students with other students (talking about a student who was caught drinking and that the student violated the code of conduct). Mr. Mayes wrote up that student after that student (and others) made complaints against him, which made the write up appear to be retaliatory. After Mr. Mayes was given the no contact order in December 2021, Mr. Mayes then posted a video on social media of a runner who disclosed a mental health condition. (b)(6) understanding was that this video was posted without the student's permission in January or February 2022 after the student had already left Haskell in December 2021. (b)(6) never saw the video. (b)(6) believes (b)(6) or (b)(6) would have a copy of the video. Haskell should not be posting something this private and personal on social media.

(b)(6) states (b)(6) other concern was that Mr. Mayes was having the students babysit (b)(6) young children while the students were working out.

(b)(6) states many of the things Mr. Mayes was doing were serious enough that it could create liability for Haskell. (b)(6) was concerned about what else would Mr. Mayes might violate since (b)(6) was violating Federal regulations. The evidence (b)(6) was seeing about Mr. Mayes' actions was very serious. **[Declaration L]**

(b)(6) is a Sports Specialist, GS-11, assigned to the Haskell Indian Nations University, Bureau of Indian Education in Lawrence, Kansas.

(b)(6) states (b)(6) has worked for DOI for 15 years, always in (b)(6) current position. (b)(6) supervisor is (b)(6)

(b)(6) states (b)(6) is aware of the agency policy regarding harassing conduct. (b)(6) has not received training on the agency's policy. (b)(6) does not know where (b)(6) could access the policy.

(b)(6) states (b)(6) worked with Clay Mayes for a few months. (b)(6) did not have any interactions with Mr. Mayes outside of work. (b)(6) has known Mr. Mayes since Mr. Mayes began working at Haskell in June 2021. They interacted several times a week. They interacted on issues related to the student athletes. (b)(6) last interacted with Mr. Mayes probably in December 2021.

(b)(6) states there were several student athletes (b)(6) who had concerns about the way Mr. Mayes interacted with them. (b)(6) became aware of these concerns when the student athletes came to him as the trainer and shared this information with him. The

concerns grew to the point of some of the student athletes not wanting to be members of the team. Returning athletes seemed to be treated like outcasts by Mr. Mayes. It was clear who Mr. Mayes' favorites were—the athletes he brought with him from his prior university, including (b) (6) and (b) (6) (b) (6) (who transferred in December 2021 and ended (b) (6) running career—(b) (6) (b) (6) told him a video was made that included sensitive information that Mr. Mayes uploaded to the internet, which has since been removed, and (b) (6) did not feel safe being here anymore). This is a concern to him because they are here to serve all the athletes, not just some of them.

(b) (6) states the student athletes also spoke to him about poor communication from Mr. Mayes. For example, they had mandatory weekly COVID testing and each week (b) (6) would be missing half of Mr. Mayes' roster. (b) (6) would ask the students why they did not show up for the testing and they told him they were not aware of the testing. It was Mr. Mayes' responsibility to disseminate this information to the student athletes.

(b) (6) states as a medical care provider (b) (6) major concern was Mr. Mayes providing medical treatments that he was not qualified to perform (Graston technique), which injured a runner (b) (6). A certification is required to perform the technique. (b) (6) is certified on the technique and the procedure requires a certain set of tools and lotion. (b) (6) was told Mr. Mayes was using hand sanitizer, regular skin lotion, wrenches, binder clips and a butterknife. To (b) (6) knowledge Mr. Mayes has not been certified to perform Graston.

(b) (6) states the students who raised these concerns about Mr. Mayes are trustworthy. (b) (6) has known some of them at least two years. (b) (6) does not know about any of the complaints in detail because (b) (6) did not see Mr. Mayes interact with the student athletes, but (b) (6) knows treatment was one of the issues that was raised.

(b) (6) states HINU has a Healthy Roster program, which includes a pre-participation physical. (b) (6) did not have this for a number of the cross-country team members. Until late September 2021 (b) (6) was not sure who was even on the team. (b) (6) told Mr. Mayes that if people were not on Healthy Roster, they could not be on the team. On August 11, 2021 (b) (6) set up a time for Mr. Mayes' team to set up their medical records. Mr. Mayes told him he would have about 12 people there and then only three people showed up. Mr. Mayes did not have a clear reason as to why he missed this timeframe.

(b) (6) states (b) (6) told the student athletes to raise these issues with the then (b) (6) (b) (6) (b) (6) did little to help the student athletes. (b) (6) relationship with Mr. Mayes was always protecting Mr. Mayes. (b) (6) told the student athletes that if they did not get an answer from (b) (6) they needed to, as a group, raise their concerns to the Dean of Students, the University VP or (b) (6) with Student Rights. The student athletes worked together to create a statement about what was going on that was sent to (b) (6) which (b) (6) received a copy of. (b) (6) (b) (6) turned the statement over to (b) (6) (b) (6) knows the student athletes were very nervous about submitting th (b) (6) as they were concerned about

retaliation. (b) (6) did not have any more interaction with the student athletes regarding these concerns.

(b) (6) states (b) (6) knows Mr. Mayes had been trying to come to Haskell to become a coach for probably six years. (b) (6) had been a successful cross-country coach here for well over 20 years. (b) (6) had a bad habit of taking personal calls during meetings. (b) (6) overheard conversations in which (b) (6) said they had to hurry up and hire Mr. Mayes. (b) (6) believes there was collusion to bring Mr. Mayes here. (b) (6) believes Mr. Mayes was pre-selected for the position before it was even posted.

(b) (6) states the week prior to (b) (6) interview for this inquiry (b) (6) and Mr. Mayes uploaded sensitive information to the Lawrence Times, which (b) (6) believes is an on-line newspaper, that sheds a negative light on (b) (6) and the Athletic Department. On March 2, 2022, (b) (6) wrote a letter to Tony Dearman, BIE Director, stating Mr. Mayes should be brought back as the cross country coach even though (b) (6) retired from Haskell in December 2021. (b) (6) is distraught about all the negative information that is circulating now about the Athletic Department, which is causing further harm to the University.

(b) (6) states Haskell tried to work with Mr. Mayes and gave him a fair shot. Mr. Mayes did not listen to anything they had to say. In (b) (6) mind Mr. Mayes is not a team player.
[Declaration M]

RECORD EVIDENCE:

Letter of Concern dated October 28, 2021. **[Exhibit 1]**

Emails regarding Missouri Southern Stampede. **[Exhibit 2]**

Missouri Southern Stampede, September 18, 2021, race results. **[Attachment to Declaration L, pages 5-63]**

Clay Mayes notification of No-Contact Order dated November 4, 2021. **[Exhibit 3]**

Team notification of No-Contact Order dated November 4, 2021. **[Exhibit 4]**

Text messages between (b) (6) and Clay Mayes. **[Attachment to Declaration B, pages 4-9]**

Clay Mayes' mails and text messages on various dates with respect to the claims made by the student athletes and the investigation. **[Attachment to Declaration J, pages 7-76]**

(b) (6) emails and text messages on various dates with respect to the claims made by the student athletes and the investigation. **[Attachment to Declaration K, pages 4-41]**

Cross Country Coach statement of work. **[Exhibit 5]**

Secretary of Interior, Personnel Bulletin No: 18-01, Prevention and Elimination of Harassing Conduct, March 23, 2018. **[Exhibit 6]**

DECLARATION OF (b) (6)

Job Title: Cross Country runner
Work Location: Haskell Indian Nations University
Lawrence, KS
Date of Interview: March 11, 2022

I, (b) (6), hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings in accordance with or before the merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding. This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration. I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

(b) (6)

I have been a student at Haskell since the fall of 2017 or 2018. I have been on the Cross Country team for three seasons. My coach this past season was Clay Mayes. My previous coach was (b) (6).

I have known Mr. Mayes since the summer of 2021 when he reached out to me as the new coach. I interacted with Mr. Mayes during every practice during the season, which was 4-5 days a week. I last interacted with Mr. Mayes almost five months ago.

I did not experience any bullying or inappropriate/hurtful comments from Mr. Mayes but many of my teammates did. Mr. Mayes called one of my teammates (b) (6)

"fat" and told him (b) (6) needed to lose weight in front of everyone (the Cross Country team, approximately 15-20 people). Mr. Mayes would curse often and would put down prior cross country team accomplishments. When I spoke with him about my schedule (I was taking 20 credits), he questioned me multiple times if I missed practice and questioned my effort after I explained my class situation. My friend (b) (6) received messages from Mr. Mayes that if (b) (6) did not run conference, (b) (6) would not be able to run next season, which left (b) (6) crying. Mr. Mayes had a teammate (b) (6) who is no longer a student at Haskell because of this situation) talk about (b) (6) mental health, recorded it and then posted it to Mr. Mayes' cross country Instagram team page without (b) (6) permission, which left my teammate crying. Mr. Mayes deleted the video after (b) (6) asked him to, but there had already been a number of views of the video.

Mr. Mayes would speak poorly about my prior assistant coach, (b) (6), including calling (b) (6) a "psychopath" when he was talking about how he felt the prior coach, (b) (6) was trying to get him fired. Mr. Mayes seemed to have an issue with our previous coaches (stating they were messing up our eligibility and not looking at our transcripts). The team felt split between (b) (6) and Mr. Mayes. The runners who had been coached by (b) (6) did not appreciate hearing Mr. Mayes' concerns about what was going on with the Haskell administration or hearing Mr. Mayes speak negatively about (b) (6). I felt like the freshman runners who had not run under (b) (6) seemed to have had thoughts about (b) (6) because of what Mr. Mayes said about (b) (6). (b) (6) a runner who followed Mr. Mayes to Haskell, had a hard time understanding how Mr. Mayes made us (the returning Haskell runners) feel when he spoke negatively about (b) (6). I feel like I witnessed a lot of hurt feelings from Mr. Mayes.

Mr. Mayes did not start asking about our grades until the last two and a half weeks of the season. The students who were not eligible to run were encouraged by Mr. Mayes to run unattached, which would make them ineligible to run the next season. Mr. Mayes mixed up bibs. Our first race (the Missouri Stampede race) included a non-Haskell athlete who was one of Mr. Mayes' prior runners and wore a Haskell bib. Mr. Mayes told the freshman runner (b) (6) to whom the bib belonged to say that (b) (6) ran and could not finish the race even though (b) (6) did not race. Mr. Mayes also ran someone else under (b) (6) bib number, I am not sure which race this was.

I heard Mr. Mayes say "I'll throw you under the bus and I'll be the one driving it," which he said on the bus after a meet. Mr. Mayes was talking to a freshman runner but I do not know the context of the comment. There were a lot of weird things he would say that felt uncomfortable. I thought maybe this was just his way of coaching but he has a very different character than my previous coach. I also heard Mr. Mayes say "If I was an athlete and had to do grade checks I would not share my grades with my coach because that is embarrassing," but I do not remember when he said this or what the context was. I know one of the runners had suggested a study hall and this is when Mr. Mayes made this comment. I heard Mr. Mayes say in the weight room doing core, "If you don't get off your phone, I'll shove it where the sun don't shine." He told us a story about a student at one of his prior work locations who filmed him when he was yelling at

the team. I understood this to me that this was the reason he did not want us to have our phones at practices. I do not know who he said this to, but there was a no phone rule when we did core work. Mr. Mayes would tell us he had all of our parents' numbers and would call them if we were not doing well academically or had broken any rules. I felt like he treated us like high school students. He had us write down our parents' numbers for him.

I was supposed to get a pair of racing flats. Mr. Mayes told me he would pay out of pocket if needed. I never received the racing flats.

Mr. Mayes gave (b) (6) a jacket that no one else had. (b) (6) was not a team captain but Mr. Mayes would often give (b) (6) leadership roles. I felt Mr. Mayes did not appreciate the novice runners enough while (b) (6) would post frequently about the top four runners (b) (6) myself and (b) (6). One of the freshman girls (b) (6) stated (b) (6) was one of (b) (6) favorites.

Coach Mayes used a butter knife and a binder clip for an injury for (b) (6). When (b) (6) told Coach Mayes about the diagnosis the athletic trainer (b) (6) had given (b) (6) Coach Mayes told me (b) (6) did not know what he was talking about even though (b) (6) diagnosis given to (b) (6) by (b) (6) was confirmed by a hospital. Coach Mayes was trying to tell (b) (6) (b) (6) needed a boot.

In addition to (b) (6), Mr. Mayes spoke negatively about (b) (6) and (b) (6). I always felt he was trying to one up (b) (6) in coaching skills. At random times he would say "Oh, did (b) (6) do this for you?"

Graston is a therapy technique for sore muscles that uses silver metal tools. Only athletic trainers are supposed to do this procedure and Coach Mayes was performing it on runners (b) (6) (b) (6), (b) (6) and (b) (6) with binder clips.

Mr. Mayes asked a (b) (6) of one of my teammates (b) (6) who had volunteered to help with a meet, if (b) (6) could watch (b) (6) (b) (6) during the meet.

Haskell has a contract with Nike and Coach Mayes bought Brooks racing shorts and singlets. I do not know the rules around the contract or how this would affect the school.

I brought up with Mr. Mayes a concern about his disorganization. He listed all the things he was dealing with and said he had a lot on his plate. Every time a concern was brought up throughout the season he would resort back to having so much on his plate. I felt like this was his job and if he felt overworked, then maybe the job was not for him. I met with him to discuss my concerns (his disorganization and him creating a negative environment in practice by speaking badly about our former coach) and he told me we would meet the following Monday to come up with a plan. That meeting never happened and by then I had decided to quit the team. I do not remember when that occurred.

Mr. Mayes talked about a previous non-Haskell runner (“I helped a prior Native runner recover from (b) (6) alcoholism”). He would say that Haskell is known to have students who like to party and drink. I felt he was saying do not be part of the stereotype that Native Americans are drunks. His rules for getting caught drinking were very different—we had to go to church or perform community service and do barrel rolls before practice. I thought making us go to church was weird for a Native American institution with the history of Native Americans being forced to go to boarding schools that were run by churches.

One of my teammates (b) (6) was caught drinking and Mr. Mayes would often discuss (b) (6) character in conversations with other students, mainly freshman, using (b) (6) as an example or discuss (b) (6) reactions. There was a video recorded of Coach Mayes talking about (b) (6) to another runner, which was submitted to (b) (6) (b) (6)

There were times that Coach Mayes was late to practice and changed practice times at the last minute, but I would not say this occurred constantly. It happened enough times to irritate the runners.

Coach Mayes is a great coach in terms of his practice plans and making runners faster. He is disorganized when it comes to management of the team. I have been a runner since fourth grade and I have never been in a program that has been this stressful. The last meeting I had with him was when I voiced my concerns to him (as described above). I left the meeting feeling like there would be change, but then nothing changed. I think that is why he is such a great recruiter and is able to recruit such fast runners—he promises a lot of things. If my teammates had not spoken with me about how they felt about the season, I would not have spoken up to address the situation because I am a senior and this was my last season as a cross country runner.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of _____ pages.

Declarant's Signature

Position Title, Level

Place of Employment

Date

Fw: [EXTERNAL] Re: Administrative investigation--Draft declaration

(b) (6) - Contractor (b) (6)

Wed 3/30/2022 3:02 PM

To:

- (b) (6)

Hi (b) (6)

I have not received your signed declaration--please forward.

Thank you,

(b) (6)

Contract Investigator
35 West Mountain Road
Bernardston, MA 01337

(b) (6)

From: (b) (6) - Contractor (b) (6)

Sent: Friday, March 18, 2022 6:05 PM

To: (b) (6)

Subject: Re: [EXTERNAL] Re: Administrative investigation--Draft declaration

(b) (6)

I made the requested changes--revised version attached.

Thank you,

(b) (6)

Contract Investigator
35 West Mountain Road
Bernardston, MA 01337

(b) (6)

From: (b) (6)

Sent: Friday, March 18, 2022 4:58 PM

To: (b) (6)

Subject: [EXTERNAL] Re: Administrative investigation--Draft declaration

CAUTION: This email originated from outside USPS. **STOP and CONSIDER** before responding, clicking on links, or opening attachments.

Hello,

Declaration A
Page 6 of 7

Thank you for preparing this draft. There is a few corrections I would like you to make. Clay Mayes is no longer my coach. Also, Mayes called (b) (6) our prior assistant coach a psychopath not (b) (6) (b) (6) This declaration also states Mayes did not talk negatively about any other Haskell employees but that is incorrect. He spoke negatively about (b) (6) and (b) (6) Everything else is correct to the best of my knowledge.

Thank you

(b) (6)

On Thu, Mar 17, 2022 at 4:30 PM

(b) (6)

- Contractor

(b) (6)

wrote:

(b) (6)

Thank you for speaking with me on March 11th. I am attaching the declaration I prepared based on the interview. Please review the draft, initial each page, sign and date the last page, and return to me on or before Friday, March 25th.

Please let me know if you have any questions.

(b) (6)

Contract Investigator
[35 West Mountain Road](#)
[Bernardston, MA 01337](#)

(b) (6)

DECLARATION OF _____

(b) (6)

Job Title: Cross Country runner
Work Location: Haskell Indian Nations University
Lawrence, KS
Date of Interview: March 30, 2022

I, (b) (6), hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings in accordance with or before the merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding. This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration. I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

(b) (6)

I have been a student at Haskell since 2018. I have been on the Cross Country team for three seasons. My coach this year was Clay Mayes. My previous coach was (b) (6)

(b) (6)

I have never met Mr. Mayes in person. He called me several times (four or five) over the summer of 2021 when he became the new coach. He wanted to learn about me but he never let me talk, which I thought was odd if he was trying to get to know me. Each call lasted about 30 minutes. He said some weird things over the phone, including "Sometimes the boys get on my nerves and are being knuckleheads and I want to swerve into them and hit them with the car." I did not say anything in response because

Initials THH
Page 1 of 3

I could never get a word in when he called to talk to me. I do not specifically remember any of the other weird comments he made to me.

I am off campus this year doing student teaching in Udall, Kansas. I was going to run cross country for the team with Coach Mayes telling me where to be for the races. He told me the first race was at Oklahoma State. Two days before I was supposed to leave I found out through an Instagram post that the team was not going to Oklahoma State but was going to Missouri State instead so I was not able to run in that meet. After that Mr. Mayes told me he would call me. He never called me until I sent him a text message on September 17, 2021 telling him that he was not communicating with me and this was too stressful so I would not be running with the team. He told me he wanted to call me to talk to me about my decision to quit, but he never did that. Instead, he had one of my former teammates (b) (6) reach out to me to ask me to rejoin the team, which I declined.

I went to the Haskell Invite (an open meet) in October 2012 in which I ran as an unattached runner after I had quit the Haskell team. Mr. Mayes cheered for me at that meet but I never met him. After that meet Mr. Mayes texted me that he wanted me to run for Haskell in conference. I told him I was not going to do that. He texted me that I was not being fair to my teammates, to think about my teammates and how me not running would affect them.

One time I asked him why he had not sent me the week's workouts and he told me he sent them through the group chat but I was not included in the group chat. I asked him to add me to the group chat and he told me I had to have a teammate add me to the group chat, which was hard because I only knew about four people on the team because most of them were new. I asked one of my teammates to add me to the chat, which she did.

The above is the extent of my interactions with Mr. Mayes. I last interacted with Mr. Mayes via text in November 2021 when he texted me about wanting me to run conference.

I heard from (b) (6) that things were not going well with Mr. Mayes as the new coach, but she did not tell me specifically what was going on.

There were times during the group chat that Mr. Mayes stated he was being reported for things, which I thought was odd for him to share with the team.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of 3 pages.

Initials (b) (6)
Page 2 of 3

(b) (6)

Declarant's Signature

Cross Country Runner
Position Title, Level

Haskell Indian Nations University
Place of Employment

March 31, 2022
Date

(b) (6)

Initials
Page 3 of 3

**(b) (6)**

Active now

Clay

Since you're redshirting, I am not able to.

The 3 people who made all the reports ruined being able to ask for exceptions. If I breathe wrong, I get reported.

Clay

The last report(18th report) I received was claiming I was telling junior runners they could race in the high school race. It was a 3 page later noting.

This person didn't realize there was only 5-7 people competed in the junior high race, let alone I never said this.

This report was not anonymous like the other reports. Most know who, so for now, let's just be encouraging and positive with each other. You all have honestly been an all around blessing and I appreciate how easy you all have trained and worked together.

Clay

Looking to do a team activity

You Can't Message This Group

You're no longer in this group and can't send or receive calls or messages unless you are added back to it.



Clay Kicker >

an additional assistant coach comes (b) (6) He's going through a background check.

I know it's been spotty catching up with me, but if you'd still like to consider racing, like the home meet, and conference, it's still an option for you.

I'll call you tomorrow and either can just wish you well if that's what you want or help in detail as needed.

Only 1 returner for men is eligible, so it created a panic to get all new runners for men situated (we'll have 6 races the home meet, thankfully they are solid but it spreads us thin). Stuff like this has made things incredibly busy with paperwork, meets, driving tests, etc. that process is finally dissolving.

Okay

Monday 3:44 PM

Would you want to run xc conference for us on November 6th?



iMessage





Clay Kicker >

Fri, Sep 17, 6:17 PM

That's fine.

Fri, Sep 17, 9:36 PM

(b) (6) actually been great help as of yesterday.

I don't coach with (b) (6), I'm sure he'd be great help if he did, but he's a busy instructor with classes. As of now, it's just me.

The assistant to be is migrating to ft lewis for classes. (Gotta finish degree). Ha, I really needed an assistant.

I should have more time to give to everyone, as Dakota helps, and as an additional assistant coach comes (b) (6). He's going through a background check.

I know it's been spotty catching up with me, but if you'd still like to consider racing, like the hone meet, and conference, it's still an option for you.

I'll call you tomorrow and either can



iMessage



5:33



Clay Kicker >

Fri, Sep 17, 4:24 PM

Hello Clay. I hope you are doing well. I have decided to forgo my final year of Cross Country. I found out Thursday afternoon that the meet has been moved from OSU to Missouri Southern. My parents have had to cancel their reservations and lose money on the reservations. With the lack of communications I have received and unanswered text messages, I have decided to withdraw from Cross Country. It is too stressful with never knowing when and where we were running. Good Luck with your season. #OnwardHaskell

I can give you a call later if you want, it's been a bit messy this entire time with covid and last minute modifications.

Fri, Sep 17, 6:17 PM

That's fine.

Fri, Sep 17, 9:36 PM

(b) (6) actually been great help as of yesterday.



iMessage



5:33



Clay Kicker >

Monday 3:44 PM

Would you want to run xc conference for us on November 6th?

You can just jog and run it to run it. I think the girls will win conference, so it's something you can be apart of.

Conference is at Haskell

Monday 5:07 PM

I am going to have to pass. If you had asked me to run the week before at Mid-states when you were 10 miles from my home I might have. I am running the 10k the next day anyways so it's not worth it. Plus I've already been on a nationals team and qualified as an individual it's nothing special.

Read Monday

No worries! I think the ladies are more excited for pursuing a team title with being team based/ community in mind, but to each their own. Best of luck in that 10k, roll it!



iMessage





CM

Clay Kicker >

Sat, Aug 28, 12:41 PM

Hey coach, are we not racing on September 4? I need to know because if we aren't, my parents need to cancel their hotel reservations.

Sat, Aug 28, 7:02 PM

Yes, as of today we're canceling. Our AD caught Covid last week, and that is one reason why, I'll call soon, too

First race is OSU - jamboree the 18th

Okay so no Missouri Southern. My dad made reservations for that one too.

Sat, Aug 28, 8:50 PM

Covid has made meets limit field sizes. Tomorrow I get a verification on one last meet and I'll send a finalized xc schedule. The meets are also wanting each runner to be tested 48 hours out or be vax'd.

It's a pain but I understand



iMessage



[EXTERNAL] Re: Administrative investigation--Draft declaration**(b) (6)** @gmail.com>

Thu 3/31/2022 7:46 PM

To: **(b) (6)**

7 attachments (7 MB)

DECLARATION OF **(b) (6)**.pdf; 145AFDEC-EDF6-4483-9596-20B873FDCA80.png; D76A0A7E-4A9F-4D49-9BD2-206D8A52A9E8.png; 8EF1D63B-C9AB-4E02-9854-131F7017D8BB.png; 20A5FD44-B54C-4904-B4AF-FEABA3DC5B01.png; AA5B1A9E-3B8A-4EFB-807C-D3A9E4986D83.png; 7A4223BF-26E0-4BF9-801F-8CFBD4C4F6B8.png;

CAUTION: This email originated from outside USPS. **STOP and CONSIDER** before responding, clicking on links, or opening attachments.

Hi **(b) (6)**,

Here is my signed declaration plus the photos of the conversation with Mayes.

Thank you for your time,

(b) (6)On Wed, Mar 30, 2022 at 4:05 PM **(b) (6)** - Contractor**(b) (6)**

wrote:

(b) (6)
Thank you for speaking with me today. I am attaching the declaration I prepared based on the interview. Please review the draft, initial each page, sign and date the last page, and return to me on or before Wednesday, April 6th.

Please let me know if you have any questions.

(b) (6)

Contract Investigator

(b) (6)**(b) (6)**

DECLARATION OF (b) (6)

Job Title: Cross Country runner
Work Location: Haskell Indian Nations University
Lawrence, KS
Date of Interview: April 1 and 6, 2022

I, (b) (6), hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings in accordance with or before the Merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding. This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration. I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

(b) (6)

This is my fourth year as a student at Haskell. I have been on the Cross Country team since I have been at Haskell. My coach is Clay Mayes. My prior coach was (b) (6)

I first met Mr. Mayes by phone during the summer of 2021 and then met him in person in August 2021 when school started. I interacted with Mr. Mayes every day during the season except for Saturday. I last interacted with Mr. Mayes when we had a meeting on October 31, 2021 during which it felt like Mr. Mayes was retaliating against me because we (b) (6), (b) (6), (b) (6), (b) (6), (b) (6) and myself) had filed a complaint against him with (b) (6) because Mr. Mayes had texted one of our teammates (b) (6) in a way that was rude and

made (b) (6) feel bad. Part of our complaint was a recording of Mr. Mayes talking about one runner (b) (6) who had been kicked off the team) to a different runner (b) (6) in a van on the way to a meet, so anyone on the van could hear the conversation. During the October 31st meeting Mr. Mayes said to me that I was "sitting there being passive aggressive" (I was sitting with my legs crossed over one another) and told me I fabricated lies and created drama on the team. He did not state what he was referring to. I was confused because I was a team captain and had not created any drama on the team. When he told me I was fabricating lies, I assumed he was referring to the report we made. When we made the report we requested to remain anonymous, so I am not sure how he found out who made the report. He said this to me in front of the entire men's and women's teams (about 20 people). My teammates (b) (6) (b) (6) and I walked out of the meeting. When we walked out (b) (6) and (b) (6) were crying. The women's basketball team was practicing and we told the coach, (b) (6) (b) (6) about what happened (that we walked out of the meeting because we felt uncomfortable). (b) (6) asked us if we tried to talk to Mr. Mayes. We said we had and (b) (6) tried to comfort us.

One day we were in the library and (b) (6) came in crying and showed us text messages from Mr. Mayes. (b) (6) did not want to run that weekend because (b) (6) did not want to waste a year of eligibility on one race. Mr. Mayes wanted (b) (6) to run to try to get the women's team to Nationals. Mr. Mayes' texts said that (b) (6) had been lethargic all season and that (b) (6) was being selfish in not wanting to run. A screen shot of these text messages was included in our report.

Mr. Mayes often came to me for help/advice since this was his first year and I was a team captain. I told him that previously we had to do grade checks to make sure that we were doing well academically. He told me if he was a student and had to do grade checks, he would be embarrassed to give his grade check to his coach. He thought it was easier for him to contact teachers directly, which is what he did. There had never been any issues before in terms of the runners giving grade checks to the coach.

I heard Mr. Mayes say in the weightlifting room while in Coffin a couple of times, "I'll throw you under the bus and I'll be the one driving it" when he was talking to the team about if he caught us drinking or partying. I remember hearing Mr. Mayes say once at an away meet while we were eating at a Pizza Hut to (b) (6) who was on (b) (6) phone, "If you don't get off your phone, I'll shove it where the sun don't shine." Mr. Mayes wanted us to be off our phones. I heard that Mr. Mayes referred to (b) (6) as a "sociopath" when speaking to the men's team. Mr. Mayes often spoke poorly about (b) (6) including saying (b) (6) was crazy. I would say every other day Mr. Mayes would bring up (b) (6) and say something negative about (b) (6). Mr. Mayes told us (b) (6) would call our parents if we were not doing well academically or if we were caught drinking because (b) (6) thought it would be more effective if we were chewed out by our parents. I think we did not feel comfortable enough to express to him that we did not like (b) (6) comments, but we did address with him (b) (6) disorganization and lack of communication.

Right before a meet Mr. Mayes asked everyone their shoe sizes and told us he would have better shoes for us at the next meet, but he never did. He constantly told us he would do something (buy us donuts, get us spikes) and never did. I think in the Native community a lot of us were harmed by false promises from a coach who we were supposed to trust because we have a long history of false promises from the government.

On Mr. Mayes' Instagram he would post pictures most frequently of certain runners (the top (fastest) couple of women and men). One of his favorites, (b) (6), had a jacket that none of the rest of us got. (b) (6) told us that (b) (6) got it because Mr. Mayes "owed it to (b) (6)." (b) (6) said to me, (b) (6) and (b) (6) that (b) (6) knew that (b) (6) (b) (6) was one of his favorites.

I did not hear Mr. Mayes say (b) (6) did not know what (b) (6) was doing, but I heard about this from (b) (6). I never directly heard Coach Mayes speak badly about (b) (6) but I know other people heard this.

Mr. Mayes made negative comments about (b) (6) and (b) (6). I do not remember if Mr. Mayes specifically used (b) (6) name in front of me because he knew we would get upset when he talked poorly about our prior coach, but he would say "did your past coach do this for you" or "I will probably be the only coach who will do this for you guys." (b) (6) and (b) (6) had a meeting with (b) (6) early in the season to let him know that we felt uncomfortable when he spoke badly about (b) (6).

I believe Mr. Mayes gave me the graston treatment. One time he used a binder clip and the second time he used a broken piece of equipment that was in the gym. We (the runners) did not know at the time that someone has to be certified to do the treatment. (b) (6) had an injury and a physical therapist told (b) (6) that you need to be certified and have to use specific tools. We believe the treatment by Mr. Mayes made (b) (6) injury worse. I know when I had it done it did not make me feel better and I had bruises on my legs.

I was at the Missouri Southern Stampede, which was our first meet. There were a number of bib mix-ups. I saw (b) (6) name on the leaderboard even though (b) (6) was not at the meet because (b) (6) was injured. (b) (6) ran under (b) (6) bib after Mr. Mayes gave (b) (6) bib when he gave us the bibs the night before the meet. This mistake could have used up a year of eligibility for (b) (6) because (b) (6) did not run in a meet at all that season. Freshman (b) (6) did not run in the race because (b) (6) was injured but (b) (6) came to the meet to see (b) (6) family. A non-Haskell runner (b) (6) ran under (b) (6) bib.

We had a non-conference meet at Haskell on October 9, 2021 and there were a number of team members (b) (6) and (b) (6) who were ineligible for the season due to academic reasons but Mr. Mayes encouraged them to run unattached, which could affect their NAIA eligibility for future seasons. All of these individuals ran unattached at the Haskell meet and several of them ran

unattached at a later meet in Kansas. The runners did not know that they could not run unattached because if you are not eligible you are not supposed to race at all.

The very first meet there were bib mix-ups between (b) (6) and (b) (6) and also (b) (6) and (b) (6). At the Haskell meet on October 9th Mr. Mayes had a basketball player on the roster (b) (6) who was not on the cross country team but did not run at the meet. I do not think (b) (6) even knew (b) (6) name was on the roster. Later in the season, at the very last meet, Mr. Mayes had three softball girls run at the meet who were not members of the cross country team. I recently learned that one of the softball girls ran under my number. I learned this from the AD (b) (6) last week when I asked about my times and (b) (6) told me (b) (6) could not look at my racing times because someone had run under my number.

(b) (6) told me that at the October 9th Haskell home meet (b) (6) (b) (6) asked Mr. Mayes what (b) (6) could help him with (in terms of the meet) and he told (b) (6) (b) (6) (b) (6) could watch (b) (6) (b) (6) (b) (6) never asked me to watch (b) (6) (b) (6)

Mr. Mayes gave us Brooks racing jerseys and running shorts that he had printed and that we raced in. We are sponsored by Nike and if we do not race in Nike gear they can pull their sponsorship.

When we would call out Mr. Mayes on his disorganization or lack of communication, he would say he had a lot going on (his children, people in the athletic department are out to get him). His only job was to coach us and he would say these things to make people feel sorry for him. This allowed him to make excuses for not doing anything in response to the concerns we raised. When he talked to us about drinking he would tell us we were representatives of our community and we should not be seen out, which made us feel bad if we did go out.

Mr. Mayes would often talk himself up (how he is an amazing coach). One time he told us he helped one of his previous runners, who he mentioned by name, overcome alcoholism. I do not remember the individual's name. This occurred in the cardio room in Coffin and he was talking to us about not wanting us to drink. It felt like he told this story to make us scared to drink.

Mr. Mayes would have people spy on us on our social media. (b) (6) an assistant coach, would look on Snapchat and watch team members' stories and report to Mr. Mayes if we were out drinking or partying. Mr. Mayes liked to micromanage us. He wanted us in bed by 10 p.m. and if he saw that we were on Facebook after that he would tell us the next day that he wanted us in bed earlier. One of the runners (b) (6) (b) (6) was kicked off the team for drinking. In the van to our first meet Mr. Mayes was talking about that runner's situation to (b) (6) while we were in the van. There were 10-11 people in the van.

Another part of Mr. Mayes' disorganization and lack of communication was that we were used to a set practice schedule and Mr. Mayes would often (3-4 times a week) change

practice time to accommodate his schedule or the schedules of specific runners. For example, if we had practice scheduled for 4 p.m. he would change it to 2 p.m. Sometimes these changes were made the day of the practice or the night before. Mr. Mayes would then get mad at us if we were not able to make the changed practice. Even after runners, including me, talked to him about wanting a set schedule because that worked best, he still did not keep a set schedule. There was one practice where he missed a whole practice because he said he slept through his alarm. There were other times (about five times) when he was late to practice (10-30 minutes). Our season is not that long. I was late to practice once the entire season. If we were late to practice we would have to do bear rolls.

I have nothing additional to add at this time.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of_____ pages.

Declarant's Signature

Position Title, Level

Place of Employment

Date

Fw: Administrative investigation--Draft declaration

(b) (6)

Contractor (b) (6)

Fri 4/22/2022 12:18 PM

To:

- (b) (6)

Hi (b) (6)

I am following up as I have not received your signed declaration. Please forward.

Let me know if you have any questions,

Thank you,

(b) (6)

Contract Investigator
35 West Mountain Road
Bernardston, MA 01337

(b) (6)

From: (b) (6)

Sent: Wednesday, April 6, 2022 6:54 PM

To: (b) (6)

Subject: Administrative investigation--Draft declaration

(b) (6)

Thank you for speaking with me on April 1st and again today. I am attaching the declaration I prepared based on the interview. Please review the draft, initial each page, sign and date the last page, and return to me on or before Wednesday, April 13th.

Please let me know if you have any questions.

My point of contact at DOI/BIE is (b) (6)

(b) (6)

Thank you,

(b) (6)

Contract Investigator
35 West Mountain Road
Bernardston, MA 01337

(b) (6)

DECLARATION OF

(b) (6)

Job Title: Cross Country runner
Work Location: Haskell Indian Nations University
Lawrence, KS
Date of Interview: March 31, 2022

I, (b) (6), hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings in accordance with or before the Merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding. This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration. I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

(b) (6)

I have been a student at Haskell since the fall of 2021. I was on the Cross Country team in the fall. My coach was Clay Mayes.

I have known Mr. Mayes since July 2021 when he would contact me every week regarding workouts. I interacted with Mr. Mayes during every practice, which was almost every day. I last interacted with Mr. Mayes on October 31, 2021.

(b) (6) came to us (me, (b) (6) and (b) (6) crying one day about how Mr. Mayes was talking to (b) (6) over text messages when he was trying to get (b) (6) to race in conference. (b) (6) did not want to use (b) (6) eligibility for one race.

Mr. Mayes did not enforce grade checks. I think there was a feeling that he should have focused more on academics and not just on us being athletes. Mr. Mayes did not understand when my teammates would miss practice. Mr. Mayes encouraged runners

who were academically ineligible to run for Haskell (b) (6), (b) (6) and (b) (6) to run in races unattached, which could negatively impact their ability to run in future years.

Mr. Mayes said to the whole team on one occasion "If I was an athlete and had to do grade checks I would not share my grades with my coach because that is embarrassing" after a team member asked him if he could do grade checks to make sure everyone was doing well in their classes. I heard Mr. Mayes say "I'll throw you under the bus and I'll be the one driving it" during a core workout when he was talking to us about breaking the rules (being on time, what we do on our free time). I also heard Mr. Mayes say one time to my teammate (b) (6), who was on (b) (6) phone, "If you don't get off your phone, I'll shove it where the sun don't shine." I did not hear Mr. Mayes refer to one of our previous coaches (b) (6), as a sociopath, but I know my teammates heard this. Mr. Mayes would say to us that he would contact our parents if we were not doing well academically or had broken any rules.

Some of my teammates told me they needed new shoes or other items and Mr. Mayes would constantly put it off by saying he would get it to them but never followed through in getting it to them. (b) (6) needed new flats for one of the races and would constantly remind Mr. Mayes, but (b) (6) never got them.

Mr. Mayes definitely had his favorites and everyone noticed it. For example, Mr. Mayes gave (b) (6) gear that no one else had and treated (b) (6) as a captain even though (b) (6) was not a captain.

I heard Coach Mayes say during practice to (b) (6) who was injured, that (b) (6) (b) (6) misdiagnosed (b) (6) and (b) (6) did not know what (b) (6) was doing. This freaked (b) (6) out because (b) (6) thought (b) (6) was getting better. It turned out that (b) (6) was fine and what (b) (6) was doing was helping (b) (6).

I am not aware of Mr. Mayes making comments about Haskell employees, other than (b) (6) and (b) (6) in a negative manner.

Mr. Mayes would do graston therapy on runners sometimes before runs and after runs. (b) (6) never did this to me.

(b) (6) was at the Missouri Southern Stampede to meet (b) (6) (b) (6) but (b) (6) did not run that race as far as I know. Mr. Mayes had (b) (6), who was not even a Haskell student yet, run under (b) (6) bib.

At the Missouri Southern Stampede race (b) (6) name appeared on the results even though (b) (6) was back on campus. I do not know if someone else ran with (b) (6) bib. Mr. Mayes claimed (b) (6) time showed up because someone walked by the finish area while holding (b) (6) bib.

Mr. Mayes asked (b) (6) (b) (6) to watch his children at the one Haskell meet of the season. Mr. Mayes also asked (b) (6) to watch his children at that meet.

Mr. Mayes never asked me to watch his children.

I believe Haskell is sponsored by Nike and we are supposed to be wearing Nike gear. Coach Mayes gave us Brooks gear.

When the team would bring up concerns about what he could do to help us, he would constantly say that he was busy and that he had other responsibilities (his children, parenting classes) that he was stressed out about, which made us feel bad and have pity for him.

During core workouts in the evenings Mr. Mayes would talk about prior runners without saying their names in trying to relate a story to us. He said twice that his past runners were alcoholics but that he saved them, which he mentioned when he was talking to us about his rules and what we did in our free time outside of Haskell.

In the van on the way to a meet Mr. Mayes talked the whole time with (b) (6) about (b) (6), who had been caught drinking. I did not think it was right that Mr. Mayes was talking about (b) (6), a teammate, with another teammate, (b) (6), about (b) (6) personal information.

Almost every week Mr. Mayes was late to practice (once or twice a week). Mr. Mayes always told us the practice times at the last minute. He would let us know the day before what time the next day's practice would be. The team suggested to him that we have a set schedule because we had classes and other things to prioritize. Mr. Mayes never made a set schedule. About once a week he would also change the practice time after he had already told us earlier that day what the next day's practice time would be.

We had a team meeting the last time I spoke with Mr. Mayes, which was on October 31, 2021. Mr. Mayes was very upset because he had scheduled a practice on Halloween and only myself, (b) (6) and (b) (6) showed up for practice. Mr. Mayes then targeted me, (b) (6) and (b) (6) too during this meeting. He had found out I had recorded what he said to (b) (6) on the van and sent it to (b) (6). We were telling him he had favorites on the team. Mr. Mayes also said to (b) (6), "Is that why you are fabricating lies?" (b) (6) recorded the October 31, 2021 meeting on (b) (6) watch. Mr. Mayes did not know the meeting was being recorded.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of pages.

Declarant's Signature

(b) (6)

Position Title, Level

Cross-country runner

Place of Employment

Student-Athlete at Haskell Indian Nations University

Date

4-7-2021

Initials _____

Page _____ of _____

DECLARATION OF

(b) (6)

Job Title: Cross Country runner

Work Location: Haskell Indian Nations University
Lawrence, KS

Date of Interview: March 31, 2022

I, **(b) (6)**, hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings in accordance with or before the Merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding. This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration. I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

(b) (6)

I have been a student at Haskell since the fall of 2019. I have been on the Cross Country team since then. My coach is Clay Mayes.

I first met Mr. Mayes by phone during the summer of 2021 and then met him person in August 2021 when school started. I interacted with Mr. Mayes during practice every day during the season. I last interacted with Mr. Mayes when we had a tough meeting in Coffin on October 31, 2021.

(b) (6) who is one of our faster runners but was ineligible for the season, told me and a few other runners in the library that Mr. Mayes wanted **(b) (6)** to run for conference and after **(b) (6)** told him **(b) (6)** did not want to run because **(b) (6)** was ineligible, Mr. Mayes told **(b) (6)** that if **(b) (6)** did not run this would be the last time **(b) (6)** would be running. **(b) (6)** was crying when **(b) (6)** told us about this interaction with Mr. Mayes. This was not how a coach should be talking to a student. This is when we reported Mr. Mayes' conduct to **(b) (6)** via email because the other runners also had

experienced Mr. Mayes' negative conduct. I experienced him putting me down. We (b) (6) and myself knew at that point he was not being honest with us (for example, he was not certified to be doing graston on my leg) and not treating us with respect (for example, he would yell at us and tell us to shut up).

Mr. Mayes did not provide academic support. During previous semesters we were supposed to meet a certain number of study hours. Under (b) (6) we had study hours and every two weeks we would take our grade check to (b) (6) who would help runners who were having difficulty in classes. (b) (6) and I talked to Mr. Mayes about the team needing more academic support because some of the new runners talked about failing classes. Mr. Mayes blew it off and made a snarky comment back to us—"If I was an athlete and had to do grade checks I would not share my grades with my coach because that is embarrassing."

I heard Mr. Mayes say during practice "I'll throw you under the bus and I'll be the one driving it." I do not remember why he said this but I remember feeling like it was not funny. Before practice he would tell us to put our phones away. I remember hearing Mr. Mayes say twice "If you don't get off your phone, I'll shove it where the sun don't shine" to a runner who was talking on the phone. I heard that Mr. Mayes referred to (b) (6) as a "sociopath" when he was talking to the boys team. The girls team heard about this from our teammates. Other times Mr. Mayes would randomly talk about (b) (6) reporting him if he did not do the right thing. Mr. Mayes told us he would call our parents if we were not doing well academically or if we had been drinking even though we were all over 18. (b) (6) told us no one is supposed to call our parents unless they have a signed form from us. Mr. Mayes spoke poorly about (b) (6) and (b) (6) when he would say (b) (6) would report him if he did not do something right. He also said to me, (b) (6) and (b) (6) that (b) (6) did not know how to recruit. I took offense to this comment because all three of us had been recruited by (b) (6).

Throughout the whole season we only received two shirts and a pair of shorts. Our school is sponsored by Nike and these were not Nike items. We also received a backpack and a jacket that were left over from the prior year. Some runners needed new shoes and spikes and no one got new spikes. Every other team received purple sweaters but the cross country team did not. One time we were at Mr. Mayes' house for a team dinner and saw boxes of gear, including the purple sweaters. It seemed like he had boxes of gear at his house that he was not giving to us.

At the beginning of the cross country season Mr. Mayes assigned two female captains and two male captains. Mr. Mayes gave a sweater to (b) (6) that he did not give to the rest of us. (b) (6) told me Mr. Mayes gave (b) (6) the sweater because he owed (b) (6) for something). During the last meeting with Mr. Mayes on October 31, 2021, we told him we did not appreciate how he favors certain runners. Mr. Mayes said he did not have favorites. (b) (6) stated (b) (6) was not his favorite and said Mr. Mayes had a different favorite at UAV (University of Antelope Valley where Mr. Mayes transferred from), which basically confirmed that Mr. Mayes has favorites.

I was getting help from the athletic trainer, (b) (6) because I was injured. (b) (6) told me to

run 10-15 minutes, however long I felt comfortable. I ran for 10 minutes. Coach Mayes told me he needed me to take two weeks off based on the way I was running and while I take my two weeks off "I should just sit on the couch watch movies and eat chips," rather than taking into consideration that I was hurt and struggling with my injury. He should have insisted that I continue to recover with physical therapy, and possibly get another opinion. He did not mention any of that to me as a student-athlete. I really felt discouraged and neglected. Coach Mayes told me he was a runner for many years and that my leg was broken, which scared me. He asked me what (b) (6) had told me. Mr. Mayes told me (b) (6) did not know what (b) (6) was talking about and had misdiagnosed me. My leg was not broken and I did not have any bone fractures.

Mr. Mayes made negative comments about (b) (6) and (b) (6) as described above.

At the beginning of the season Mr. Mayes told us if we needed any scraping (on the calf), he was willing to help. (b) (6) and I tried it. Mr. Mayes used a wrench and a binder clip, which hurt. I went to (b) (6) and (b) (6) told me my muscle was tight. I told him how Mr. Mayes was treating it. (b) (6) told me Mr. Mayes was not supposed to be doing that. I also went to a physical therapist who told me Mr. Mayes needs to be certified to perform graston. Everyone Mr. Mayes was using graston on was getting hurt.

I was not at the Missouri Southern Stampede. My roommate (b) (6) told me that (b) (6) did not run and (b) (6) who was one of Mr. Mayes' previous runners, ran instead even though (b) (6) was not on the Haskell team.

There was a meet I drove to with two ineligible runners (b) (6) and (b) (6). (b) (6) I did not know at that time that they were not supposed to run but they ran in the meet as unattached. There was also a meet in Lawrence at which (b) (6) (b) (6) and (b) (6) ran unattached. I learned through NAIA that ineligible runners are not supposed to be racing at all unless there is a signed certificate that they are able to run, which Mr. Mayes did not have.

Mr. Mayes mixed up my bib with another girl at the very first race of the season (September 18, 2021 Missouri Southern Stampede) even though I did not run in that race, which could affect my eligibility for the next season. When I went to the Winfield meet Mr. Mayes did not have a canopy set up for us, water or a medical bag. He did not have anything set up for the runners, which was odd because he has been a cross country coach for so long.

I was helping to do b bs on October 9, 2021 at the Billy Mills Invitational when Mr. Mayes asked me to help (b) (6) (b) (6) with the (b) (6) (b) (6) (b) (6) then asked me to watch the (b) (6) while (b) (6) helped with the meet. (b) (6) (b) (6) would sometimes be with him during practice and climbing all over things and we wound up watching them even though Mr. Mayes did not ask us to do so.

One time there were two girls (b) (6) and (b) (6) who talked to Mr. Mayes about how we needed more organization and support. Mr. Mayes said he had a lot going on and manipulated them into believing that he would change. When we

asked him questions, he would tell us how much he had going on with (b) (6) and recruiting, and how he did not get a lot of sleep. At the last meeting we had on October 31st he kept saying "how would you feel if you were me" when we were asking about wanting changes for the team.

Mr. Mayes constantly would talk about a past non-Haskell runner (I do not recall (b) (6) name), mainly referring to how alcohol affected him and how (b) (6) teammates did not tell him (b) (6) was an alcoholic. I did not know the previous runner but (b) (6) knew the previous runner.

(b) (6) was sitting behind Coach Mayes and (b) (6) in the van on the way to a meet and heard Mr. Mayes telling (b) (6) that (b) (6) should not be going out to the bars, that he trusted (b) (6) and that is why (b) (6) was the captain, (b) (6) could not believe (b) (6) let him down, and that (b) (6) had lied about drinking alcohol. (b) (6) started recording this conversation on (b) (6) phone once (b) (6) heard Mr. Mayes mention (b) (6) because we are friends with (b) (6) and (b) (6) sent the recording to our group chat. I was not on the van nor was (b) (6).

Mr. Mayes would always get on us about being late to practice but then he would be late (this happened about 10-12 times). There were times we were in the gym working out and he would not show up at all. I was told to leave Coffin twice because our coach was not there while we were working out. There were other times when we had practice at a certain time and he told us he could not make it and would change the time to a time that conflicted with class schedules. I told him he should keep the practice at a set time because it made it difficult for us to change our schedules when he changed the practice time at the last minute.

I am still recovering from the scraping that Mr. Mayes did to me. I was finally able to run again in December 2021.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of pages.

Declarant's Signature

(b) (6)

Position Title, Level

Women's Cross Country

Place of Employment

Student-Athlete at Haskell Indian Nations university

Date

04/07/22

Initial

(b) (6)

Page ____ of ____

DECLARATION OF (b) (6)

Job Title: Cross Country runner
Work Location: Haskell Indian Nations University
Lawrence, KS
Date of Interview: April 27, 2022

I, (b) (6), hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings in accordance with or before the merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding. This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration. I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

(b) (6)

I have been a student at Haskell since September 2021. I have been on the Cross Country team at Haskell for one season. My coach this year was Clay Mayes.

I have known Mr. Mayes since last summer. He recruited me to run at Haskell. During the season I interacted with Mr. Mayes every day we had practice. I last interacted with Mr. Mayes the last day of the season in the fall, which was in November 2021.

I did not experience a lack of communication or lack of academic support from Mr. Mayes. He always arranged study time and study groups for us.

I never heard Mr. Mayes make any of the following comments: "If I was an athlete and had to do grade checks I would not share my grades with my coach because that is embarrassing", "I'll throw you under the bus and I'll be the one driving it", "If you don't get off your phone, I'll shove it where the sun don't shine."

Mr. Mayes gave us a lot of apparel and if we needed more running shoes, we would ask him and he would get us some more.

I did not feel like Mr. Mayes had favorites. He put more effort into runners who worked harder. He paid pretty good attention to everyone.

I did not hear Mr. Mayes speak badly about our athletic trainer (b) (6) saying "(b) (6) doesn't know what he's doing."

I did not hear Mr. Mayes talk about other Haskell employees in a negative manner.

Graston is a type of procedure that helps your legs recover. He did this with me when I needed him to. If my legs were super sore or really tired, I would ask Mr. Mayes to do that.

I was supposed to run at the Missouri Southern Stampede but I got injured at the race and before the race started. I think someone may have run under my bib. I think this occurred because Mr. Mayes may have grabbed the wrong bib.

I do not know about Mr. Mayes encouraging ineligible runners to run unattached or about him asking runners and others to watch his children at a Haskell home meet.

I do not know if we should have been running in Brooks or Nike apparel. I know we were not signed by anyone.

I did not experience that Mr. Mayes continuously made excuses to make runners feel bad for him when he was called out by his runners.

I never heard Mr. Mayes talk about previous runners' personal lives. I do not believe I heard Mr. Mayes share a runner's personal information with other runners.

Mr. Mayes was not really late to practice. He did change practice locations so we did not run the same route every day, which gets boring.

I do not have any concerns with the way I was coached by Mr. Mayes or any interactions I have had with him.

I think a lot of the things that are being stated are not what happened. Team members did not seem unhappy during the season. Half of the things I was asked during this interview are shocking to me. The people complaining are no longer here (team

members who quit the team and left all the other team members in the dirt in terms of bringing this whole case and leaving the rest of the teammates without a coach—this whole thing is a joke) while I am putting in the work and would like to have a coach during the off season, which I have not had for the past several months. I would not have moved to Haskell if I did not trust Coach Mayes.

When is my coach going to come back?

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of_____ pages.

Declarant's Signature

Position Title, Level

Place of Employment

Date

Administrative investigation--Draft declaration

(b) (6)

Contractor

(b) (6)

Fri 5/6/2022 6:22 PM

To:

- (b) (6)

(b) (6)

Thank you for speaking with me on April 27th. I am attaching the declaration I prepared based on the interview. Please review the draft, initial each page, sign and date the last page, and return to me on or before Wednesday, May 11th.

Please let me know if you have any questions.

Thank you,

(b) (6)

Contract Investigator
35 West Mountain Road
Bernardston, MA 01337

(b) (6)

DECLARATION OF (b) (6)

Job Title: Cross Country runner
Work Location: Haskell Indian Nations University
Lawrence, KS
Date of Interview: April 29, 2022

I, (b) (6), hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings in accordance with or before the merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding. This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration. I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

(b) (6)

I have been a student at Haskell since 2018. I was on the Cross Country team at Haskell for all my years. My coach this year was Clay Mayes.

I have known Mr. Mayes since he was announced as our head coach in 2021. I interacted with Mr. Mayes every day we had practice. I last interacted with Mr. Mayes in December 2020 or January 2021 when I saw him in the cardio room when I was working out.

Neither the Haskell Athletic Department nor Mr. Mayes did grade checks, but Mr. Mayes did tell us to let him know if we needed help. I felt like Mr. Mayes communicated well with the team.

I do not recall Mr. Mayes make the following comments: "If I was an athlete and had to do grade checks I would not share my grades with my coach because that is embarrassing" or "If you don't get off your phone, I'll shove it where the sun don't shine" or calling a former coach a sociopath. I did hear Mr. Mayes say "I'll throw you under the bus and I'll be the one driving it" when he was talking to a runner on the Haskell team (b) (6) who was a runner for Mr. Mayes at the University of Antelope Valley) in a joking way because they had a joking relationship. Mr. Mayes had a few team rules and mentioned that he would call our parents if the rules were broken. I do not believe he ever called anyone's parents.

I do not think Mr. Mayes broke any promises. He provided gear to the team.

I felt like Mr. Mayes had favorites, which were the people, including me, who communicated with Mr. Mayes about training updates. Some of the team members were not communicating with Mr. Mayes about training updates and Mr. Mayes seemed to have a hard time bonding with them.

I heard Mr. Mayes say one time about our athletic trainer (b) (6) " (b) (6) doesn't know what he's doing" when a team member had an injury. I believed Mr. Mayes was referring to (b) (6) in the context of (b) (6) having so many athletes to treat.

I did hear Mr. Mayes talk about other Haskell employees in a negative manner, although I cannot say specifically what he said. I know he made some remarks about some staff at Haskell, including the athletic trainer but I do not recall any other names.

Mr. Mayes did Graston with me when I needed him to and it worked.

I know Mr. Mayes encouraged ineligible runners to run unattached, although it never happened to me because I was always eligible.

Mr. Mayes was not disorganized. He was always organized and he would always give us what we needed the day before the race. I do not recall bibs being mixed up.

Mr. Mayes asked (b) (6) (b) (6) and former runners who were not part of the race to watch (b) (6) (b) (6) for him if they could. He did ask me to watch (b) (6) (b) (6) at his house, which I did, because I was staying with Mr. Mayes at the time while I was waiting for my apartment to open up.

I heard that Haskell gets a big discount on Nike gear and Mr. Mayes was looking at other gear that he thought was less expensive or more comfortable for us to wear during races.

I do not think Mr. Mayes makes excuses to make us feel bad for him. He would tell us stories about former runners to make us more motivated. He was trying to push us to be better.

Mr. Mayes did talk about previous runners' personal lives but did not identify the previous runner. He was telling us stories to try to motivate us.

I do not think Mr. Mayes shared the personal information of any runner.

Mr. Mayes was sometimes late for practice (at least once a week), usually due to (b) (6). (b) (6) He did change practice times and locations due to weather or schedule changes of the runners. He liked to keep everyone together for practice to make us better. He would change locations so that we could have a better running experience and not stay on the same Haskell trail.

I do not have any concerns with the way I was coached by Mr. Mayes or any interactions I have had with him. Some team members thought he was a bad person when that was not the case, Mr. Mayes was always looking to make us better. There was non-stop complaining about the coach. I did not have complaints about the coaching.

(b) (6) coaching style and training were not very good for me (I had a number of injuries), but (b) (6) was good at connecting with students and reaching out to people to get connections for students. Mr. Mayes' training was pretty good, he really improved me as a runner, and he was good at connecting with students, but he could improve on getting resources for the students (academic, setting up tutors, connecting with a teacher or advisor), but Mr. Mayes is new to Haskell and is learning as well. I think Mr. Mayes was better than our previous coach (b) (6) who was my coach for three years).

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of _____ pages.

Declarant's Signature

Position Title, Level

Place of Employment

Date

Administrative investigation--Draft declaration

(b) (6)

- Contractor

(b) (6)

Fri 5/6/2022 6:45 PM

To:

- (b) (6)

(b) (6)

Thank you for speaking with me on April 29th. I am attaching the declaration I prepared based on the interview. Please review the draft, initial each page, sign and date the last page, and return to me on or before Wednesday, May 11th.

Please let me know if you have any questions.

Thank you,

(b) (6)

Contract Investigator
35 West Mountain Road

(b) (6)

Re: [EXTERNAL] Draft

(b) (6)

Contractor

(b) (6)

Tue 7/5/2022 11:17 AM

To:

- (b) (6)

Good morning,

I am finalizing my investigation and am following up regarding your signed declaration. I received the email below from you on May 13th, but I was unable to open the attachment (which I assume is your signed declaration). Please re-send in a different format (PDF), if possible.

Thank you,

(b) (6)

Contract Investigator
35 West Mountain Road
Bernardston, MA 01337

(b) (6)

From: (b) (6)

Sent: Friday, May 13, 2022 4:57 PM

To: (b) (6)

- Contractor

(b) (6)

Subject: [EXTERNAL] Draft

CAUTION: This email originated from outside USPS. STOP and CONSIDER before responding, clicking on links, or opening attachments.

DECLARATION OF (b) (6)

Job Title: Cross Country runner
Work Location: Haskell Indian Nations University
Lawrence, KS
Date of Interview: May 19, 2022

I, (b) (6), hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings in accordance with or before the Merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding. This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration. I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

(b) (6)

I have been a student at Haskell since the fall of 2021. I was on the Cross Country team in the fall. My coach was Clay Mayes.

I have known Mr. Mayes since July 2021. I interacted with Mr. Mayes six days a week when we had practice. I last interacted with Mr. Mayes a few days ago because the no contact order was lifted. We had a run and he had the team over for a meal.

(b) (6) is an upperclassman. (b) (6) had not run competitively for all (b) (6) years at Haskell. (b) (6) did not figure out (b) (6) eligibility. It was understood (b) (6) was supposed to run with the team. Coach Mayes asked (b) (6) to run but (b) (6) did

not want to. I know (b) (6) and (b) (6) boyfriend (b) (6), would show up late to practice and would go out drinking and partying all night. (b) (6) and (b) (6) felt like they should not be reprimanded for showing up late to practice or not following Mr. Mayes' rules. I think a lot of the tension was because of Mr. Mayes' rules (no drinking, no smoking, no partying, keep social media content clean).

Mr. Mayes did not have access to our grades, so I know there was some miscommunication there, but he asked us about our grades. Mr. Mayes did reach out to my professors because I was not doing well and I was able to get my grades up. He also set up mandatory study hall for freshman but I was the only one who showed up (I was the only freshman girl). When we did tell Mr. Mayes we were having troubles he did advocate for us.

I did not hear Mr. Mayes say "If I was an athlete and had to do grade checks I would not share my grades with my coach because that is embarrassing." He was the opposite. When I told him I was failing he did not shame me, he thanked me for communicating and helped me work through some of my grades. I did not hear Mr. Mayes say "I'll throw you under the bus and I'll be the one driving it." Mr. Mayes has never said "If you don't get off your phone, I'll shove it where the sun don't shine." He did tell us to stay off our phones and if we did not, he would not allow phones at practice. Team members would use phones during practice to look at TikTok or memes of shuffling through music instead of doing their workout. Mr. Mayes did call (b) (6) a "sociopath." There were a few different instances when this happened. I did not feel this was professional when he said this. Part of Mr. Mayes holding us accountable was that he would contact our parents if we violated the rules—this was an extra level of accountability for us. I knew the prior coach, (b) (6), because (b) (6) signed me for track and field. I did not hear Coach Mayes bad mouth (b) (6).

The gear we received was the gear he promised us. Mr. Mayes told us he would try to get us other gear if we wanted it. He never specifically promised us additional gear. I did not feel like I was promised anything that I did not get.

Many of the team members thought I was a favorite of Coach Mayes, but I think many of the team members did not communicate enough with Coach Mayes. I did not feel Mr. Mayes had favorites, it is just that those who communicated more got more attention because they communicated what they needed.

Coach Mayes and (b) (6) worked well together. I sprained my knee recently and Coach Mayes recommended that I work with (b) (6). I do not believe the allegation that Mr. Mayes spoke poorly about (b) (6) is true because Mr. Mayes' actions show otherwise.

Other than (b) (6) I did not hear any negative comments made by Mr. Mayes about Haskell employees. Mr. Mayes did say (b) (6) was hosting sleepovers with some athletes or would meet them at bars, but I did not think these were negative comments as these things were happening based on what I was seeing online. (b) (6)

(b) (6) made unprofessional comments to me (for example, telling me I should not use a stationary bike unless I was an old man).

Mr. Mayes never forced medical treatments on us and it was never one on one. Sometimes he would use hand sanitizer for graston when we could not find lotion, but the athletes consented to that.

I am not sure if (b) (6) ran at the Missouri Southern Stampede.

We had a meet at Haskell that was open and runners could run unattached. I do not know if this impacted eligibility.

The bib mix-up was due to the race organizers (Missouri Southern State race), not Coach Mayes.

I do not know if Coach Mayes asked runners to watch (b) (6). I know (b) (6) was present at the meet and whenever I saw the (b) (6) they were with their (b) (6).

Haskell has a deal with Nike that we get a discount, but my understanding is that we are not contracted with them, so getting Brooks gear should not have impacted our contract. I think this is a coaching concern rather than a student concern.

I did not see any emotional manipulation by Mr. Mayes. He was honest with us (he would explain a situation) but I never felt emotionally manipulated by him.

Mr. Mayes talked to me in the van about (b) (6) a friend of mine, who had been kicked off the team. We were not slandering or speaking negatively about (b) (6). We were both stating that (b) (6) is a good addition to the team and what (b) (6) needed to do to rejoin the team. I discussed with (b) (6) what Coach Mayes and I had talked about, and (b) (6) felt the conversation was appropriate. I feel this situation was blown out of proportion by someone who overheard the conversation Coach Mayes and I had.

When Coach Mayes shared a story about a previous runner he did it anonymously or he would suggest a team member talk to a teammate who might be having struggles but without sharing personal details.

Coach Mayes did change practice times and locations but it was situational. For example, if it was going to be humid in the afternoon, he would have us practice in the morning. He did show up late to some practices (a few here and there) due to a situation he could not control.

For the most part Coach Mayes was professional (other than the comments he made about (b) (6)). I think part of the tension was that (b) (6) had been coaching at Haskell for a long time. (b) (6) had different rules—(b) (6) allowed smoking, drinking and partying. Coach Mayes was new and had different rules. A number of the runners

had been friends for a long time. There may have also been cultural tension because some runners came from the South and others (like myself) came from the North.

(b) (6) has a lot of sexual harassment claims against him because (b) (6) tends to get unprofessional with the ladies. For example, one of the runners who was on the team last semester had some problems with (b) (6) being unprofessional with (b) (6). There were instances where (b) (6) was unprofessional towards me as a female runner. I personally have never had any problems with Coach Mayes. It is out of character for Mr. Mayes to say many of the claims I was asked about, but I was not always there because I did not get along with the other runners.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of _____ pages.

Declarant's Signature

Position Title, Level

Place of Employment

Date

Administrative investigation--Draft declaration

(b) (6)

Contractor

(b) (6)

Fri 5/27/2022 6:45 PM

To:

• (b) (6)

(b) (6)

Thank you for speaking with me on May 19th. I am attaching the declaration I prepared based on the interview. Please review the draft, initial each page, sign and date the last page, and return to me on or before Friday, June 3rd.

Please let me know if you have any questions.

Thank you,

(b) (6)

Contractor Investigator

Bernadette MA 13

(b) (6)

DECLARATION OF _____

(b)(6)

Job Title: Cross Country runner
Work Location: Haskell Indian Nations University
Lawrence, KS
Date of Interview: May 27, 2022

I, (b)(6), hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings in accordance with or before the Merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding. This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration. I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

(b)(6)

I have been a student at Haskell since the fall of 2021. I was on the cross-country team in the fall. My coach was Clay Mayes.

I have known Mr. Mayes since the University of Antelope Valley during the 2020/2021 school year where Mr. Mayes was my cross-country coach. I interacted with Mr. Mayes while at Haskell every other day during the season because we had to report back to him on our splits and how we were feeling. Mr. Mayes is a close family friend.

I know some girls ((b)(6)) made statements that they did not like how Mr. Mayes coached them. He tried to be nice and understanding with the girls. Coach Mayes was lenient with everyone because he was a new coach. He tried to be careful with what he said and did because he did not want to be disliked by the team members. I heard that the practices under the prior coach, (b)(6) were really laid back and did not involve much work while the practices under Mr. Mayes were more serious. Mr. Mayes wants us to be successful and representative of our community. I think the problem was that Mr. Mayes was serious and these girls were not. These girls did not want to do any work during practice.

Mr. Mayes never forced us to run. (b)(6) told me (b)(6) was ready to run and wanted to run.

Those girls did not want to communicate with Mr. Mayes about their progress. Mr. Mayes always told us communication is the key. These girls were showing up late to practice and were saying they wanted to do "a (b)(6) workout." All they would talk about is (b)(6). Coach Mayes is not going to work with a runner who does not want to do the work. I never witnessed a time when Mr. Mayes did not communicate with the team members.

Mr. Mayes checked in on us and asked how our academics were. He told us he could email our teachers if we needed anything.

I do not recall hearing Mr. Mayes say "If I was an athlete and had to do grade checks I would not share my grades with my coach because that is embarrassing," "I'll throw you under the bus and I'll be the one driving it" or "If you don't get off your phone, I'll shove it where the sun don't shine." I heard teammates talking about Mr. Mayes making the bus comment, but I never heard him say it. I was not around Mr. Mayes much because I was always running. Those girls were always around Mr. Mayes because they were trying to get something out of him. I do not recall hearing Mr. Mayes calling one of our previous coaches a sociopath. I know Mr. Mayes disliked (b)(6) for all of the things (b)(6) was doing to him, but I never heard him say this. Mr. Mayes told us he would only contact our parents if we were caught drinking or partying. I think this is one of the reasons those girls did not like Mr. Mayes because they went out every night and then would miss practices in the morning. I am pretty sure those girls did not want their families to know they were doing this.

Mr. Mayes provided us with gear, including shoes.

I was bullied because these girls saw me as a favorite of Mr. Mayes. They would not talk to me and this year has been really bad for me and my mental health. You have to meet your coach half-way. Mr. Mayes would pay more attention to those team members who communicated with him.

I did not hear Coach Mayes say the (b)(6) did not know what (b)(6) was doing.

I never heard Mr. Mayes making negative comments about Haskell employees.

I saw Mr. Mayes do graston therapy on runners with lotion to get out the knots. He seemed to be very aware of what he was doing because he knew about the muscle groups.

I know (b)(6) went with us to the Missouri Southern Stampede for support and I heard that the school thought (b)(6) ran because (b)(6) went with us (b)(6) was aware that (b)(6) was not going to run and was just going to be there for support

I do not think Mr. Mayes encouraged ineligible runners to run. He wanted us to run, but only if academically eligible. I doubt he would have encouraged ineligible runners to run.

I think there was only one race, our first race, where there was a bib mix-up. I think (b)(6) picked up (b)(6) bib, but I am not sure what happened or how there was a Mr. Mayes took full responsibility for the mix-up and told us he had reported the incident to NINA. I remember he did not coach us for two weeks because of this incident.

I am not aware of Mr. Mayes asking runners to watch (b)(6) at the Haskell home meet. We did not have enough volunteers and (b)(6) (b)(6) was handing out bibs. (b)(6) was watching the (b)(6)

Mr. Mayes told us we were not sponsored by Nike and we were wearing New Balance gear. I think those girls wanted to wear Nike gear. They would say things like "Gipp would never have us wear something like this."

Mr. Mayes has never been manipulative towards me or made me feel bad for him. I do not believe he made excuses.

Mr. Mayes would bring up students' personal lives if they gave permission. Mr. Mayes spoke about a prior runner who had mental health concerns. Mr. Mayes asked this prior runner if it was okay if he used the prior runner's story to bring attention to the runner's condition. Mr. Mayes, with my permission, also talks to the team about my experience and how I got here and where I come from (a small community--Pinon).

Mr. Mayes was never late to practice. If he changed practice times, it was for those girls who could not make early practice so they could make the practice and we could practice together as a group. I was so fed up with the changes because I am an early bird. Even when Mr. Mayes would change the practice time, those girls still did not come to practice.

I have been trying to talk to people about how these claims affected the rest of the runners. It is not fair that the voices of only these runners were heard. These

complaints not only affected their lives, it affected the rest of us as well. Mr. Mayes is trying to raise the profile of the school and these are the people who did not want to work. These girls were so mean to me and I would just mind my own business. They also messed up the lives of Coach Mayes' family. Other runners followed Coach Mayes here and we want our voices heard as well, it is not just them (the runners who are complaining). We were not asked how we are doing. Our mental health is important. I remember one time we went to a meeting with (b)(6) and (b)(6) told us Coach Mayes might not be coming back and we might want to look at other opportunities (other colleges). It felt like we were being threatened. (b)(6) talk to (b)(6) and (b)(6) (b)(6) ab (b)(6) his has affected me, but (b)(6) never had time to listen to me. I feel like (b)(6) does not like me. (b)(6) was my advisor and now (b)(6) is not. I was supposed to be graduating with my Associate's degree and now I am not. I do not know why now I am not graduating with my Associate's degree.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of _____ pages.

Declarant's Signature

Position Title, Level

Place of Employment

Date

Administrative investigation--Draft declaration

(b)(6)

- Contractor

(b)(6)

Fri 6/3/2022 6:48 PM

To:

- (b)(6)

1 attachments (29 KB)

2022 05-27 (b)(6) draft declaration.DOCX;

(b)(6)

Thank you for speaking with me on May 27th. I am attaching the declaration I prepared based on the interview. Please review the draft, initial each page, sign and date the last page, and return to me on or before Friday, June 10th.

Please let me know if you have any questions.

Thank you,

(b)(6)

Contract Investigator
35 West Mountain Road
Bernardston, MA 01337

(b)(6)

DECLARATION OF Clay Mayes

Job Title: Head Cross Country Coach (contractor)
Work Location: Haskell Indian Nations University (HINU)
Bureau of Indian Education
Lawrence, Kansas
Date of Interview: May 24 and 27, 2022

I, Clay Mayes, hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings before the Merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding.

This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration.

I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

cmayes@haskell.edu

(b)(6)

I have worked for DOI since June 22, 2021, as a contractor (cross country coach at HINU), always in my current position. My supervisor was (b)(6) at the end of December 2021. My current supervisor is (b)(6) On April 18, 2022 I was sent a letter that my contract was eliminated effective immediately.

I have not been made aware of the agency's policy regarding harassing conduct. I have not received training on the agency's policy. Even though I asked Human Resources, (b)(6) and (b)(6) for our policies multiple times by email, they emailed back stating there is no good place to find our rules and regulations. I did report harassment multiple times by email spring of 2022, never received a response from my supervisor.

The students never raised concerns about me with me in any form or any manner. I had a team meeting on October 30, 2021, which I recorded because the students, (b)(6) (b)(6) were becoming aggressive. They told me the environment was tense and I should have known it was tense, but was never able to explain why. The student athletes did not identify specific complaints during this meeting. My (b)(6) told me there was indirect complaints going on. (b)(6) cited that for next xc season of 2022 to hold try-outs as that would eliminate the students causing complaints as these issues concerned all students from the past coach who did not show up to practice often, almost all were ineligible, and they were not as competitive in comparison as the new student-athletes I recruited. With (b)(6) stance and knowing there was no legitimate concerns, he never made me aware of specific complaints.

(b)(6) did not do her NAIA eligibility. I rarely had an in person conversation with (b)(6) as she stopped attending practices, and I did not text her. Most of our communications were via Facebook messenger. I will and have provided copies of my messenger communications with her, none of which were bullying. (b)(6) never reported to me that she felt like I was bullying her or made hurtful comments to her.

In terms of lack of academic support, I set up study hall. I emailed professors regularly for a lot of our student-athletes for academic updates. None of the student athletes came to me regarding concerns about their grades, the only times I heard about student grades was through emails of professors. During the team meeting on October 30, 2021, (b)(6) asked me who was doing poorly with their grades. I told her I could not share that information and she responded angrily that she could help. Other than this, no one complained to me about a lack of academic support. After this meeting, (b)(6) approached the women's basketball coach, (b)(6) and repetitively asked if they'd let him document events of the meeting that he was not there for, or that happened as a way "document."

In terms of unattached runners, we had our home meet on October 7th. I did not work the registration table. I had nothing to do with the runners registering as unattached.

I wanted runners to race if they wanted to and told them to sign up if they wanted to do so. No one complained to me about unattached runners.

I never said to the student athletes, "If I was an athlete and had to do grade checks I would not share my grades with my coach because that is embarrassing." I do not recall saying, "I'll throw you under the bus and I'll be the one driving it," but I do joke around, including saying "I feel like I have been hit by a bus" if I was tired from a workout. I did tell students, including (b)(6) to stop using their phones because they would be on their phones trying to get a response instead of practicing. I may have said "If you don't get off your phone, I'll shove it where the sun don't shine," but not in a threatening manner. I may have said this joking around, but I do not specifically remember saying this. I never called a (b)(6) a sociopath, although I do say the word sociopath a lot, but not in a degrading manner. The only way I could contact parents is if I had a FERPA release from the students. The only time I remember telling a student that I would contact their parents was if they did not follow the rules or if they were struggling academically. This happened only one time, with (b)(6). I do not remember telling the team this and, if I did, it was intended to motivate them.

There was one student, (b)(6) who told me the wrong shoe size and so she received the wrong shoe sizes. I went out and bought her a pair of shoes with my own money, so she did receive shoes, but not long after she stopped showing up to practices, and didn't show up to race her last two xc meets. I think the students are complaining because we had structured rules in having people at practices, following our codes of conduct, and I never bought them personal gifts, take them out to eat individually, which the prior coach (b)(6) did. There were two female runners who reported to me (April 10, 2022 and April 12, 2022) that they were groped by (b)(6) (b)(6) which I reported to the police immediately.

There is some truth to me having favorites because I was overly respectful to the people who made the complaints (b)(6) and let them slide with lesser than ideal behavior (in terms of them being out shape), so I treated the people who made complaints more favorably than I did the other runners. In hopes they would not get too discouraged. I had a desire to see people do well and change courses. If someone goes out and breaks our codes of conduct, they have to do community service in response. I like them to maintain healthy lifestyles while training consistently. Everyone on the team got the same jackets (a Storm Shelter jacket and a windbreaker). I never took back the gear from the athletes who quit.

(b)(6) came to a practice limping with multiple teammates present. I told her to stop running due to this injury. I called (b)(6) immediately and told him. We mutually agreed for (b)(6) to take a week off. I did not say he did not know what he was doing or even suggested this. From what I could see (b)(6) did a good job.

I have not made negative comments about (b)(6) but I have reported (b)(6) for calling me a 'child', changing my budget from 38,000 to -11,000, limiting my work duties without any stated reasons i.e. stating I was to stop recruitment with all recruits, (b)(6) for taking Federal property, violating rules and basic freedoms such as speech for administrators and students. On reported occasion on March 25th (b)(6) told several students-athletes, (b)(6) they'd have to remain quiet about their concerns and ongoing issues. These student-athletes would not have a grievance process available and would have to remain silent. All these student-athletes cited they felt intimidated and bullied to comply, and to remain silent by (b)(6) (b)(6) in multiple meetings. I did not make any comments about (b)(6) training because I do not know his training style, nor have I been to his practices.

The people I worked out, i.e., rolled their calves, are the people who later proceeded to complain (b)(6) I rolled them out with a calf roller because they approached me, and they asked me to roll their legs. At no point did I offer to roll them out, and they only got rolled out is if they requested me to. In order to do graston (basically rolling the calves), you would have to have \$2,000 in equipment. What I did was a recreational, therapeutic, not a medical treatment, just using a muscle roller from our training room that anyone can borrow at anytime, multiple students, and coaches have worked each other out previously. I do not recall using binder clips or wrenches to do the calf rolling.

(b)(6) went to the Missouri Southern Stampede but he got hurt and did not finish (DNF) the race. I conveyed this information to athletics.

There were two races where runners ran unattached (at a home Haskell meet and Mid-States on October 22, 2021), which runners are allowed to do. I cannot stop them and it does not affect their eligibility. The runners registered themselves for these races, I did not register them, and found their own means of travel to the races. No one was forced to run. I did not encourage anyone who was ineligible to run.

To my knowledge there were no bib mix-ups. I was not disorganized, just overwhelmed with my job always being in danger. The college had a couple

administrators meeting outside of work with their past students they coached composing erroneous complaints in an effort to build a case. (b)(6)

(b)(6) is openly aware of this. All said administrators directly benefited from these complaints. (b)(6) never coached previously but was named the head track coach in March by (b)(6)

At the Haskell home meet my wife was watching our kids. I did not ask anyone to watch my kids at the home meet. I did not have runners baby-sit for me when we would go out, but (b)(6) mom did babysit for us earlier in October when my wife and I went out to eat one time in the fall.

The previous xc coach did not hand over gear to me nor would respond to multiple emails about obtaining past xc apparel. The coach refused to pass off any uniforms to me. I was told this was due to past xc gear being taken by him and his sister (b)(6) and they gave it to their family & friends. I have validated this with submitted documents, and messages I reported this to my CFO/supervisor multiple times. We went with Brooks gear because Brooks had the sizes we needed when we ordered late (in July) and Nike did not have the right sizes. The order with Brooks was first approved by AD and Chief Financial Officer. The softball team also does not have Nike uniforms, and no one has reported them.

I did not emotionally manipulate runners, make excuses or try to make them feel bad for me. Per what other Haskell administrators cited to me, the runners had been groomed to be loyal by the prior coach by taking runners out to dinner or buying them multiple gifts. I have submitted multiple documents and messages verifying this. I did not buy runners gifts or take them out to dinner. We did have requirements to be on the team, which was more structured than the previous coach. Example: consistently go to practice. One has to attend practices to go race at meets

I never say anything negative about my past runners. Nothing will ever stop me from saying good things about my past runners. I talk about their perseverance, but not their personal circumstances. I never talked about past runners being alcoholics or having alcohol problems because I did not previously have those kinds of runners due to who I focused recruitment on and I previously had no returning runners at my past two colleges I was able to build with entirely new team with the type of young men and women that I felt confident.

In the van on a 4 hour drive on October 21, 2021 (b)(6) and (b)(6) were trying to get a sound bite by asking me who on the team was an alcoholic. I do not

remember talking about (b) (6) with (b) (6) in the van for a 4 hour drive, but if I did, I did not say anything negative or personal about (b) (6)

Sometimes I would have a second practice and sometimes I would change practice times because returning student-athletes were not showing up to practice usually because they were sleeping in. I was occasionally (not constantly) a few minutes late to practice here and there. There was one time I changed a practice location because a runner (b) (6) said she was not going to a particular road, so I changed the location for that practice.

The very first meet we ran one girl who was not cleared to run (b) (6). I was never told she was not cleared to run by our eligibility coordinator (b) (6). I gave up a two-week paycheck for this violation. Right after this, on October 15, 2021, (b) (6) told (b) (6) that parents were calling her alleging I was breaking rules. The following day, (b) (6) asked (b) (6) to provide the parent's contact information so he could report it. (b) (6) changed her statement and told (b) (6) that it was not the parents who complained, but instead she had heard that I was violating rules when she walked by students in the hallways. (b) (6) stated (b) (6) changed her story.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of 6 pages.

(b) (6)

Head Cross Country Coach

Position Title, Level

Haskell Indian Nations University

Place of Employment

6-6-2022

Date

[EXTERNAL] Documents - Investigation

(b) (6)

Wed 5/25/2022 1:50 AM

To (b) (6) Contracto (b) (6)

CAUTION: This email originated from outside USPS. **STOP and CONSIDER** before responding, clicking on links, or opening attachments.

Forgive me for the delay, I meant to send these documents earlier.

These documents are in response to allegations and/or to statements I made.

The first 6 messages are with (b) (6). I didn't see her at practice much because went out drinking and wasn't waking up for morning practices. This is what the bullying remark is referring to. I would encourage you to ask (b) (6) for all her Facebook messages (Facebook messages is what she uses. She never gave me her cell phone number). The issue with the allegation is it was compiled in person with the SID (b) (6) hours after these messages were exchanged.

Next 4 documents our the SID's noted and one of the few ways I obtained (b) (6) notes of written complaints. I reported (b) (6) notes and the compiled complaints on 10/28/2021.

One week later an investigation started.

I actually was not for certain (b) (6) complaints is what was used for the investigation against me. That was why I made the remark on the call. I was never told by Haskell what the investigation was over reported incident. I never was brought any of these issues in person or by message. In February, in a conversation with BIE in Albuquerque that told me it was over 'practice hostility.'

The following messages is a team message I sent stating to the runners to correctly report any complaints. I even encourage them to report me if I do something wrong. I was told by my AD, as long as I document everything, surround myself with people, it would be hard for me to encounter job related issues. However this was before (b) (6) became th (b) (6)

The following messages are remarks from (b) (6) - employee of Haskell for 28 years and is an IT administrator (b) (6) is stating ongoing issues with how the previous coaches (b) (6) and (b) (6) (b) (6) would manipulate kids, as they would get students not well versed on the sport. I'm a big believer that regardless of one's ability, they can train hard and move up the ladder. But in terms of issues, all issues that arises came from sole (b) (6) and (b) (6) athletes. Only one of them that was athletically eligible to race for the women's I and she was our 7th best gal out of 7 runners (b) (6) (b) (6) still has a lot potential but missed a lot of summer training for whatever reason.

Next couple of documents is showing (b) (6) and her brother (b) (6) coaching together. Also shown (b) (6) (b) (6) and she coached with (b) (6) works on campus in the president's office. Essentially, their goal has openly b er the program.

Next message is a message I sent to my AD at the time (b) (6) and to (b) (6) noting she's secretly meeting with the students o (b) (6) to create complaints. This was not long after I became

Declaration J

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aware.

Following messages is a high level BIE employee explaining the violations and issues with how the allegations and reports were being made, a (b) (6) did not go through our AD.

(b) (6) did go to (b) (6) one time on 10/15/2021 and 10/16/2021 and she changed her story, an (b) (6) pointed that out to her, and became suspicious of problems. When I notified him she was secretly meeting with students, it validated what he thought. At this time (b) (6) was quite aggressive with (b) (6). I've reported that (b) (6) was outright rude with (b) (6). Shouting back if she disagreed with him. Oddly, (b) (6) was always respectful and didn't go after her. (b) (6) was tough at times, but he was always fair and did what was best for the students.

I sent more messages detailing issues on campus from (b) (6) and what the strategy has been from (b) (6).

I attached a message with (b) (6) sentiments, after a meeting I had, in which, I later heard she had a problem with the meetings. I think attached how (b) (6) quit the team with messages attached.

Attached a call with (b) (6) and the conversation (b) (6) groping women runners on the team for the past xc seasons.

And more documents with (b) (6) noting ongoing issues with Haskell's process with conflicts of interest.

I also attached two letters the student-xc-athletes sent to the (b) (6) earlier in April and the (b) (6). They received no response after numerous attempts.

I then attached an updated letter the runners sent and they sent it to the person above the BIE (b) (6). If you want, I can give you contacts if the runners to talk to them about this. All I know is it was agreed on what to say and they sent it by email. I think they mailed the first one as well. (Not positive if they mailed it).

(b) (6)

These women has issue (b) (6) groping. It was more severe with (b) (6) is a bit soft spoken, but if you do inquire this information, you may work it, "Do you feel comfortable or safe around (b) (6). Would you practice with his team, again? (b) (6) may be a person to talk to. I'm unsure what the process would be to talk to the mom. Her number is attached in the documents, to (b) (6). I reported this to the police, they documented the reports, and investigated. The only way another step is taken is if they women decide to press charges.

I've also tried to contact the president to express concerns 3 times, no response. And all my reports went unanswered, unfortunately. Our Vice President won't accept the reports, my CFO has never responded to one report, and our President also went quiet when I tried to meet to express concerns and issues I had.

Let me know if you need anything else.

Declaration J

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-Clay Mayes
(b)(6)



OCT 29, 9:48 AM

I believe you're eligibility will be done today or Monday. Did you want to continue running on the team? I'll be happy to support you with either route you follow. I'd like for you to continue, but I'm a little confused if you sincerely missed or just want to radiate energy to other routes.

OCT 29, 4:49 PM

Let me know on how you want to pursue. I was notified you drank. I'm not going to go on the attack mode or anything along those lines. But I do want to have a positive solution if you're looking to race with the team still. Missing practice and going out something you're capable of confidently



you're looking to race with the team still. Missing practice and going out is something you're capable of confidently preventing.

With everything that has been going on it's taken a lot for me to think about the entire commotion and about my situation. I'll give you a definite answer by tonight but right now I'm just trying to process how today has went discussing with everyone how the situation is being handled and etc.

I've also had some mental blocks with my academics and more than likely will aim to pursue finishing out the semester with a open mind

But i will mess ↓ on my decision by tonight

semester with a open mind

(b) (6)

But i will message on my
decision by tonight

You're an amazing and bright
person, you really are. Just
gotta let me know how I can
help aid you along.

I'm not a great mind reader, ha.
I'm really not sure if you're
whole heartedly wanting to
race, or not. I can only work in
what I know.

What do you mean
commotion? I haven't detailed
your eligibility with anyone.

What situation exactly? Folks
who arrived where in a good
state of mind, they got the
work done. Not a handful
missed more than normal for





state of mind, they got the work done, but a handful missed more than normal for whatever reason.

If you do pursue racing, great! But we'll have a couple things in response (maybe setting up team events to show positive outlets can be created).

OCT 30, 6:21 PM

Hello coach, I've decided I will no longer continue to race. I also decided I'll be quitting the team. I do apologize for the actions I've caused with going out that night but with my up most respect I do hope the team does well at conference. Thank you again for giving me a chance to prove myself wrong even for running for awhile. My matters are now



Thank you again for giving me a chance to prove myself wrong even for not running for awhile. My matters are now focused on continuing my education and working up to my bachelors. I'll still keep in shape with track but for now I believe it's best for my mental health to apply it towards school

(b) (6)

OCT 30, 8:43 PM

No worries, lady.

There's no sense for me to harp on you if you're not pursuing staying on the team in regards to following team rules, i.e. not missing practices/no drinking, etc.

I don't want to cause any awkwardness or turmoil, but



believe it's best for my mental health to apply it towards school

(b) (6)

OCT 30, 8:43 PM

No worries, lady.

There's no sense for me to harp on you if you're not pursuing staying on the team in regards to following team rules, i.e. not missing practices/no drinking, etc.

I don't want to cause any awkwardness or turmoil, but whenever you're able to at your earliest convenience, pass off the xc gear to one of the xc ladies.

OCT 30, 9:23 PM

(b) (6)

Will do



Aa





SKILCRAFT



1. Inappropriate convs w. (b) (6)
 - proof of texts
 - bullying
 - inappropriate / hurtful comments
2. Lack of communication
 - unattached running simulations (mxc / wxc)
 - lack of academic support
 - athletes voiced concern for grade checks / studying
 - "if I was an athlete, I wouldn't share my grades w. my coach because that's embarrassing."
 - freshman are unsuccessful academically
3. Makes false promises
 - apparel / gear (that is needed to run)
 - speaks to parents / threatens to speak to parents without student's consent
 - "I'll throw you under the bus and I'll be the one driving"
 - "if you don't get off your phone, I'll shove it where the sun don't shine"
 - states to athletes negative comments about J-Grip + A-Grip
4. (b) (6) referenced by (b) (6) as a "Discopath"
5. Student athletes fighting to be his favorite ~~boy~~ to receive better attention + are actively told they are the favorite

• Told athletic (b) (6) "isn't know what he's doing"

• Treats athletes with medical treatments such as graston with binder clips, wrenches, used wire lotion or biofores hand sanitizer.

- (b) (6) (b) (6)

Missouri Southern Stampede

• Athletes at Missouri Southern stampede stated (b) (6) did not run, when athletics received email stating otherwise

• XC jerseys etc is not Nike - Brooks is the brand which is not approved by athletics.

To:

(b) (6)

Thu, Oct 28, 9:29 PM

SKILCRAFT

1. Independent work - (b) (6)
 - avoid all texts
 - bullying
 - inappropriate / hurtful comments
2. Lack of communication
 - unbalanced morning assignments (math / work)
 - lack of academic support
 - students don't concern for grade checks / studying
 - "if I was an athlete, I wouldn't stress my grade"
 - in my class because that's embarrassing
 - teachers are uninterested academically
3. Habit from parents
 - respect / give (that is needed in class)
 - speak to parents / encourage to speak to parents without students consent
 - "I'll throw you under the bus and I'll be the one driving"
 - "I won't get off your plane, I'll stick it where the sun don't shine"
 - "I'm a teacher, I'm a coach, I'm a parent, I'm a friend"
4. (b) (6) informed by (b) (6) a "Disrupt"
5. Student: athletes learning to be less serious due to classroom being athletes, a few athletes and they are the friends



iMessage

(b) (6)



These were sent to me by someone close to the team. They want to remain anonymous until they want to.

These were notes taken by (b) (6) from various members of the team. (b) (6) and someone else I think.

(b) (6) talked to (b) (6)
(b) (6) stated that "they are going to get you out".

(b) (6)(b) (6)

Active 3h ago

SEP 29, 6:50 PM

(b) (6)

There's been some complaints about the runners here, various races, or about my end.

If you all get individual questions from others, about races, or thoughts, just note for that person they should be talking to is our AD, by his email or by his phone.

No one here did anything wrong. We keep getting the same admin reporting anything and everything said under the sun (we are at 17). Either twisting things or taking them out of context. Just be smart with everything, and just point them in the AD's direction.

Some people ↓ e sly about this, just be careful and if you



Aa



Declaration J
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(b) (6)(b) (6)

Active 3h ago

with everything, and just point them in the AD's direction. Some people will be sly about this, just be careful and if you sense anything is up, just point them to our AD. If it's serious enough, or small enough, he handles those rules and regulations.

Again, most of these issues is coming from one admin. The same admin had another admin get questions and information.

If I ever do anything wrong, also report it to the AD. Go to the man in charge. Going through admin slows the process and pulls others down.

SEP 29, 7:16 PM

(b) (6)



One can check with me too if

It's not so much in visiting the runner but he doesn't want fast kids

fast kids know he can't coach, quit, complain or transfer, so he goes after slower kids and buys them shirts/shoes every other week to kind of buy their commitment, then they eat at places like Boston Market or other expensive outlets

I think with the new AD, there will be a bigger outlet/change for all programs

(b) (6)

Maybe too much drama with faster kids and them not getting the experience/improvement they want.



The way it works, typically, is they come in and that is the fastest they will run their whole careers. They don't get upset with coach because he'll buy them shoes every month, t-shirts and work out gear every other week, whether they perform well or not. Their loyalty is bought

So they skip or cut workouts because they know more than him and he doesn't focus on the kids detect his "BS"

That is why he recruited kids on campus who never ran XC before, to them, he knows everything about coaching.

(b) (6)



The old bunch were only loyal to old coach as he gave them pairs of shoes every month, t shirts every week and bags, towels, and other items to buy their loyalty

they knew he couldnt coach or they knew they werent getting better but since they got free gear all the time they stayed loyal to the gifts

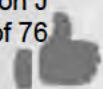
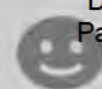
You coming says its all about being the best...so yeah I dont expect they would want to be accountable

(b) (6)

Again, I've had success with visiting the kids and ones that are motivated. I feel the ones that run there are just there naturally and hopped into running



Aa





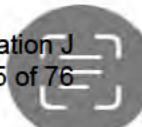
after trying to touch base.

They could look elsewhere, it's out of my control, ha. I do know Haskell's affordability is unbeatable.

I realize there will be some folks that will run away regardless. Whether 1 or 10 people are retained, I'll have a speedy group coming. Hopefully sooner rather than later but part of the movement may take till Spring.

It will be best to start from scratch, some will just remain to loyal to (b) (6) and it just doesn't build team chemistry or a successful program.

(b) (6)





almost all the xc kids
contacted me and wanted
training and to talk.

yeah. None of its coming from
him. He cares less he doesnt
use tech

(b) (6)

Didn't see much division
from them

I did recruit half
them previously

Its his sister who is a HSES
instructor who is bitter and the
coaches Wife who works on
campus aa well

His sister used to be the
Athletic Director but she got
fired about 6 or 7 years ago
now

(b) (6)



(b) (6) (b) (6)

back. I've told the runners already multiple times, "Be respectful, don't sweat it."

They got those texts saying to quit and transfer (got a little more info on those). Tuckwin found out from one of the students if I heard correctly from (b) (6)

Yeah, just roll with the punches for now. They feel attacked with your hire and the fact all the alumni like you better

(b) (6)

I'd prefer they quit and transfer if they didnt know you before

Last thing I want to do is be disrespectful and cause any sort of drama. I don't mind getting insults or if people are passive aggressive. I get Haskell has hurdles but as I

Sounds like the nature of a government job sadly

Yeah, his sis is good with the students, not good at following the rules, she was fired from being Athletic Directoe

(b) (6) They hired the latest gal last August and she resigned today

What's with the resignations?

(b) (6) So position will be open

I don't know how long I'd last, first thing I'd do is employee evaluations and clear out dead weight.

Bad hires in positions of leadership because they weren't qualified for the jobs



Aa





You have to visit the runners, and most the top guys are no where close to Haskell. They're in AZ, NM, and Montana.

I lost count, but I've made at least 2 trips to Laguna, Santo Domingo, Jemez, Navajo, Hopi, Lakota rez's.

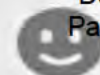
I've visited every single one of my kids except for 2

It's not so much in visiting th runner but he doesn't want fast kids

fast kids know he can't coach, quit, complain or transfer, so he goes after slower kids and buys them shirts/shoes every other week to kind of buy their committment, then they eat at places like Boston Market or other expensi outlets



Aa



The way it works, typically, is they come in and that is the fastest they will run their whole careers. They don't get upset with coach because he'll buy them shoes every month, t-shirts and work out gear every other week, whether they perform well or not. Their loyalty is bought

So they skip or cut workouts because they know more than him and he doesn't focus on the kids detect his "BS"

That is why he recruited kids on campus who never ran XC before, to them, he knows everything about coaching.

(b) (6)

AUG 22, 2018, 1:01 PM

It's always ↓ rd when coaches do that, go eat with runners

THE OFFICIAL HOME OF

HASKELL ATHLETICS



MEN'S CROSS COUNT

MENU ▼

Season

2019-20 ▼



(b) (6)

(b) (6)

AA

haskellathletics.com



COACHING STAFF



(b) (6)



(b) (6)



(b) (6)



(b) (6) You
To (b) (6) and (b) (6) Oct 29 ...

Coincidentally after being notified about runners visiting (b) (6) and pressing others to issue complaints and to create reports, and for the first time, we had more than 2 people miss this morning's practice. We have never had more than two people miss the same practice:

Verizon LTE 7:51 AM
< 6 (b) (6) (b) (6)

If something* is important



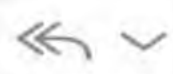
7:17 AM

I'll be at coffin's cardio room here



7:50 AM

Missing:
@ (b) (6)
@ (b) (6)



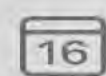
Reply to All



Mail



Search



Calendar

No Internet Connection

There is a grievance form
students fill out and submit to
the Director of Athletics

(b) (6)

BTW the SID is not on the list
of persons to contact and
Areas of Concern

(b) (6)

If Director of Athletics does not
resolve problem then a
"student" can elevate it to
President.

(b) (6)

3:07 PM

There is, here is the more
simplified version:

[https://
www.haskellathletics.com/d/
Athletics_Student_Athlete_Ha
ndbook_Policy.pdf](https://www.haskellathletics.com/d/Athletics_Student_Athlete_Handbook_Policy.pdf)



No Internet Connection

11:27 AM

Make sure you understand the Student Code of Conduct. The SID is not playing within the rules. There is a specific protocol for student grievances and the process. The SID maybe over stepping her authority and you have a case against her if you feel threatened by her actions. It works both ways

(b) (6)

*due

(b) (6)

There is a grievance form students fill out and submit to the Director of Athletics

(b) (6)

BTW the SID is not on the list of persons to contact and Areas of Conc





No Internet Connection

However, being student athlete is a privilege that one must adhere to code of conduct. Coaches have the discretion to who makes the team or not. You have the responsibility to ensure the safety of all your student athletes success on and off the field.

(b) (6)

this SID has is going over her scope of work. She is a sports information director period. She is not a coach

(b) (6)

If she is doing this to other coaches then this a big problem and needs to be addresses. Don't think that student athletes don't know what is going on.

(b) (6)

I do, a heavy amount. What I struggle with is the inability to





No Internet Connection

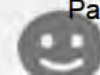
Student Athletes have a due process to follow to file a grievance if they have an issue. However, being student athlete is a privilege that one must adhere to code of conduct. Coaches have the discretion to who makes the team or not. You have the responsibility to ensure the safety of all your student athletes success on and off the field.

(b) (6)

this SID has is going over her scope of work. She is a sports information director period. She is not a coach

(b) (6)

If she is doing this to other coaches then this a big problem and needs to be addresses. Do you think that student athletes don't know



(b) (6)

(b) (6)

what they are doing is making these frivolous reports on you to use as justification to not renewing your contract. Instead of saying you had a bad season or not good a recruiting. She will tell you that you don't follow rules or don't listen to instructions

(b) (6)

(b) (6)

(b) (6)

Also, the XC coach has family
on campus in other depts
where stuff like this gets swept
under the rug

(b) (6)

To: (b) (6)

Thu, Oct 21, 3:58 PM

I'll be there momentarily

In meeting with AD

Thu, Oct 21, 5:40 PM

Hey coach. Sorry I couldn't wait three days.

I just wanted to let you know that I'm glad I went with (b) (6) because after hearing this talk .. I have a lot more respect for you.

That's all... anything else I'll catch up with you in three days

100



3 days(Monday) to have a concise plan of action to progress forward with all folks (including myself)!

OCT 27, 2021, 6:16 PM

Shoot me a call when you're free and we can hash out a workout time tomorrow

OCT 27, 2021, 8:07 PM

Still need to get ahold of you

OCT 29, 2021, 8:41 AM

You attending practice?

OCT 29, 2021, 9:21 AM

No, I was sleeping. I didn't see that you wanted the bikers there until this morning.

The last thing I read was to set up a time to bike with (b) (6)

(b) (6)

(b) (6) 🙄

There's been other practices being missed beyond today.

Days to do not include the busy days for you, Mondays



There's been other practices being missed beyond today.

Days that do not include the busy days for you, Mondays and Wednesdays

(b) (6)

Okay

I'll support you either way, do you want to stay on the team? Or do you need to focus energy on other matters? I can wholeheartedly help or support you however needed.

Thank you for stating that you'll support me in anyway .. I'd like to put my energy into other matters without feeling like I'm letting you or the team down.

(b) (6)

I'll give (b) (6) all my gear to turn in next practice.



That works. You're a bright



(b) (6)

Okay

I'll support you either way, do you want to stay on the team? Or do you need to focus energy on other matters? I can wholeheartedly help or support you however needed.

Thank you for stating that you'll support me in anyway .. I'd like to put my energy into other matters without feeling like I'm letting you or the team down.

I'll give (b) (6) all my gear to turn in next practice.

(b) (6)

That works. You're a bright person, so you'll be successful regardless. Just pass off the gear to (b) (6) before Monday.





Monday
2:32 PM

Edit

(b) (6)

(b) (6)



message



call



video



mail



pay

April 10, 2022

9:13 PM **Outgoing Call**

1 hour 17 minutes

phone **RECENT**

(b) (6)

Notes

Send Message





(b) (6)

You

Oct 29

To

(b) (6)

...

Again, these issues have been reoccurring issues since our MSSU meet, and are happening so often that it inhibits my job duties at Haskell.

Although, I don't personally like sharing how I feel with such related issues, I feel this is a necessary time to do so. In regards to these issues and with their systematic and reoccurring approach, it violates our ethics policy, and has felt like a form of bullying in trying to wear me out while I am an administrator/coach at Haskell.

I whole heartedly want these false attacks to stop all together and I want to migrate towards a resolution. I am open to having a discussion to do so.

-Clay Mayes

(b)(6)

...



Reply to All



(b) (6)

(b) (6)

I think many people have bullying stories of that family over the decades but to afraid to come forward due to retaliation from partners they have in authority positions.

They are protected by (b) (6) (b) (6) and at various times (b) (6)

office



(b) (6)

(b) (6)

(b) (6)



JAN 09, 7:39 PM

Any suggestion for me to check on the investigation? I've stayed completely out of pressing in any way.

I would suggest getting a lawyer at this point

I feel (b) (6) is going to go after you

(b) (6)

To Haskell's Office of the President,

Towards the end of last summer Haskell Indian Nations University hired Clay Mayes as our new cross country coach. A new era was underway, and many of us, like other student-athletes across the country saw a new opportunity.

The recruitment process was limited with a late start, but we will continue building the program with new incoming student-athletes brought in by Coach Clay. Almost all of the incoming student-athletes for the cross country and track program for Fall of 2021 and Spring of 2022 were brought to Haskell by Coach Clay.

Since last Fall we have been told by multiple Haskell administrators there was an investigation launched due to reports from a subset of returning runners discussing there was hostility at practices. During the entire time Clay has coached us at Haskell we have all whole-heartedly agreed there was no wrong doing of any kind. These sentiments are shared by almost all current and returning runners, minus a few that are under the direction of (b) (6)

We have always maintained a comfortable environment that was welcoming and one could continue developing as a student-athlete. For the runners who previously ran for Coach Clay at Bacone College or University of Antelope Valley, and now, Haskell we would not have followed Coach Clay to Haskell if we felt unsafe or uncomfortable at any point.

One possible difference with the former Haskell program and the current Haskell program is having necessary standards and criteria to meet with being on our team. Every student-athlete was to attend practices consistently, follow our team's honor code, team rules, and to communicate effectively when it was necessary.

We have high expectations for 2022's Cross Country Season, as Coach Clay has already made multiple recruiting trips to the homes' and schools' of the best Native American-based runners in the country. When given the opportunity to allow Coach Clay to bring in his first year's recruits, Haskell will begin to field a group of student-athletes that are athletically, academically, and culturally successful at a national level.

Haskell is and will continue to be an outlet where one can obtain a college education, and continue to use the sport as a platform to empower the Native Community.

We are looking forward to discussing this further and to rightfully allow our Coach to continue building the program. Haskell is an university where we should always be supporting and welcoming everyone who shares a vested interest in building our community.

Sincerely,

-Haskell Cross Country and Track Student-Athletes

The list of student-athletes below are aware of this exact letter and helped write this letter of support. ANY of the students-athletes below can meet and validate their sentiments.

- (b) (6) - Ran for Clay at Bacone and now runs for Clay
- (b) (6) - Ran for Clay at UAV and now runs for Clay
- (b) (6) - Ran for Clay at UAV and now runs for Clay
- (b) (6) - New Student-Athlete
- (b) (6) - Ran for (b) (6) previously, quit, and now runs for Coach Clay
- (b) (6) - Ran (b) (6) quit, then ran for Clay at Bacone
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The only people that did not sign our letter of support are the student-athletes that previously or currently compete under (b) (6). They were the sublet group that issued the allegations. Recently, (b) (6) named the Haskell head track coach by (b) (6).

Hello Assistant Secretary (b) (6)

Our team is in desperate hopes to find resolve and we are seeking for Haskell to do the logical and right thing. We do not feel that Haskell's administration is addressing the needs of Haskell's student-athletes, future student-athletes, and for the general well-being of all involved. If continue to hear no responses, we are looking to raise these concerns with multiple respectable news outlets.

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We have been consistently reporting ongoing issues with multiple athletic Haskell administrators, (b) (6) (b) (6) who have systematically created complaints, allegations, used intimidation, bullied, and created problems for other Haskell staff members and coaches by manipulating their students to falsify complaints. Our voices are not being heard, our well-being ignored, and our fears pushed aside. We do not feel comfortable with (b) (6) being involved in the Cross Country and Track program as we have yet to see any semblance of accountability for their actions.

Haskell's former Athletic Director (b) (6) got involved and emailed (b) (6) in March. According to (b) (6) he did not receive any responses in regards to his urgent email. (b) (6) (b) (6) email is provided in the link below.

Ultimately, no wrong doing was found with Coach Clay Mayes from last Fall, but not long after, (b) (6) (b) (6) who was the administrator who created complaints, was named as Haskell's head track coach earlier in March. (b) (6) never coached nor has any track experience of any kind.

(b) (6) promotion as a head coach, another predictable false allegation came out to remove our coach, Clay Mayes. Haskell has yet to allow any due process nor allowed our coach or even one of the student-athletes on our team to respond to ongoing harassment and intimidation created from (b) (6) (b) (6) and (b) (6) We have also made reports to Haskell's Vice President, (b) (6) and she routinely stated, "I'll look into it."

Once our coach was removed, (b) (6) contacted all of us to meet in the classrooms of the athletic complex for mandatory 2 hour meetings for 3 days in a row. (b) (6) would persistently state she was going to report us if we talked to anyone about the issues or if we voiced concerns. (b) (6) reiterated this applied to talking to Clay, or if we were to talk to our parents about Clay. (b) (6) stated she would report us and threatened us with legal repercussions from the federal government. At one point (b) (6) pushed for us to transfer since we're "unhappy." We never stated or expressed this sentiment, mostly because we do not trust (b) (6) as they lack professional boundaries as coaches and administrators and repetitively bully others to acquire what they want.

As (b) (6) stated, Haskell allowing the sister of a current coach to be the athletic director violates BLE's regulations on conflicts of interest with her brother. (b) (6) is the (b) (6) who was replaced by our coach as Haskell's new cross country coach. (b) (6) coaches track, goes to practices, and goes to meets.

We want to allow our team and our program to be built. All of us come from out of state and we are committed to Haskell because we knew the supportive team culture that Coach Clay would develop.

This email comes from 17 student-athletes and we can all meet by zoom or any other preferred format that is most convenient for you.

Here is an article about current problems. We reached out to Haskell's (b) (6) to start this process, and (b) (6) assigned one of former student journalists to pursue publishing this story accurately:

<https://lawrencekstimes.com/2022/05/13/mayes-haskell/>

Our coach started Last July of 2021 and was immediately attacked weeks after his start date. All of his grievances and reports of harassment and hostility were ignored by every level of Haskell's administration. How Haskell's leadership has allowed this to continue is beyond us. We have been encouraged in person by a lot of mentors within Haskell's community such as (b) (6) (womens basketball coach), (b) (6) (New leader for Haskell's board), (b) (6) and most recently some of us were able to visit with Haskell's new Interim President (b) (6). All members mentioned above have openly agreed with us about ongoing problems and have encouraged us to continue using our voice to dismantle ongoing issues and to continue trying to build our program rightfully.

Please help us resolve these issues and allow our program to be built and to grow.

-Haskell Cross Country Team

[EXTERNAL] Re: Letters of Support

Clay Maye (b)(6)

Fri 5/27/2022 7:20 PM

To (b) (6) - Contracto (b) (6)

CAUTION: This email originated from outside USPS. **STOP and CONSIDER** before responding, clicking on links, or opening attachments.

I would see if you could get the conclusion of the reports to multiple BIE admin.

From what I was told by the V (b) (6) at Haskell, is the report goes to (b) (6) then he puts his recommendation in and gives that t (b) (6) Then (b) (6) decides what to do.

The VP may be the administrator who broke regulations and halted my contract with a retaliatory action in calling the division of acquisitions on 2/23/2022 in stopping my contract. There was also an agreement to turn on my contract on 3/9/2022, 2 weeks passed, and on 3/23/2022 a Haskell admin called division of acquisitions, again, and noted to continue the stop work order, per hearing about fraud being reported. This is why I'm encouraging you to ca (b) (6) and our new intern president, (b) (6)

The report of Fraud was already disregarded by OIG (Office of Inspector general), but it is that report that was used to eliminate my work order/contract.

If possible, I'd try to get the report to: BIA Director(Tony Dearman), Assistant Secretary(Bryan Newland), Jackie Shamblin (Director of Human Resources). Or one of those admin.

Their contacts are here:

<https://www.bie.edu/sites/default/files/documents/idc2-093308.pdf>

The more people that can evaluate the report, the more honest of a response that can be made.

-Clay Mayes

On Fri, May 27, 2022 at 5:43 PM (b) (6) wrote:

Here is letters of support the athletes I brought to Haskell wrote and sent to the previous intern president, the BIE director, and the supervisor above the BIE director. I don't think they have obtain responses to either letter. The 2nd letter was sent sometime last week.

I also include a comment made from a Haskell administrato (b) (6) is Haskell (b) (6) up until recently. I was told they removed (b) (6) for doing something illegal (b) (6) did get a new title, as they changed her job title as punishment.

(b) (6) is the one that cited there needed to be an investigation.

All my reports I made were also sent to (b) (6) I obtained no responses. The only reason I was able to get an investigation into ongoing wo rassment was I found the document to make the report

Declaration J

Page 52 of 76

and my supervisor at the time (b) (6) agreed this was best (b) (6) tried speaking for me and helping there be a discussion and a due process. Right after Haskell administrators told (b) (6) was too close and was not allowed to have any say on related issues.

(b) (6) not long after as he was tired of dealing with being attacked. He was out through an investigation as well. Something with wasted spending, but I don't know the full context the investigation. I just know (b) (6) an incredibly great person with morals, good family man, 'tough but fair,' is how I would describe him in short.

Something worth mentioning, last Fall of 2021 I was the local special Olympics director for our country. I ended up stepping down to give my sole attention with Haskell.

I also forgot to mention one important thing. The student-athletes at Haskell are not on athletic scholarship. The coach can choose to let any person on or the team.

All sports do not have athletic scholarships at Haskell. The athletes are not forced to be there and do not face any consequences of any kind if they don't want to be an athlete. If an athlete doesn't want to be there, they don't have to. It's built within each coaches contract to use their discretion on who is allowed to be at practice or/and on the team. The athletes are well respected by all coaches, but it is the athletes that can leave at any point if they don't like the coach's style with how they coach. This was the main thing I was confused about with some of the questions.

I suppose it's worth mentioning. For almost all practices, I have documented each one and every incident. If you are able to provide a day and time for a complaints, I can refute it or explain it. That has been a major hurdle with Haskell and how this situation has been handled. Complaints radiate around generalized/opinion-like claims, but there is no set incident or actions being reported. If I have said or done something wrong, I absolutely should be held accountable. If I haven't, I do want to obtain the support to do my support, as that has been an ongoing challenge.

The complaints do radiate from administrators creating complaints, however, a 'coaching style' of the coach's discretion is contractually agreed upon and allowed. Not all complaints radiate from 'coaching style,' but that is another issue I would pursue looking into, as this is open knowledge and accepted knowledge with our college's policy.

If you did find some issues about my ability or coaching style, I would encourage you to talk to my past supervisor (b) (6) was my supervisor for the timeline of all complaints) and another co-worker I share an office with (b) (6).

Their contacts are in a previous email.

Below, and again, is the letters of support all my runners approved up and wrote themselves.

-Clay Mayes

(b)(6)

[EXTERNAL] Letters of Support

Clay Maye (b) (6)

Fri 5/27/2022 6:43 PM

To (b) (6) - Contracto (b) (6)

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Their contacts are in a previous email.

Below, and again, is the letters of support all my runners approved up and wrote themselves.

-Clay Mayes

(b)(6)

To Haskell's Office of the President,

Towards the end of last summer Haskell Indian Nations University hired Clay Mayes as our new cross country coach. A new era was underway, and many of us, like other student-athletes across the country saw a new opportunity.

The recruitment process was limited with a late start, but we will continue building the program with new incoming student-athletes brought in by Coach Clay. Almost all of the incoming student-athletes for the cross country and track program for Fall of 2021 and Spring of 2022 were brought to Haskell by Coach Clay.

Since last Fall we have been told by multiple Haskell administrators there was an investigation launched due to reports from a subset of returning runners discussing there was hostility at practices. During the entire time Clay has coached us at Haskell we have all whole-heartedly agreed there was no wrong doing of any kind. These sentiments are shared by almost all current and returning runners, minus a few that are under the direction of (b)(6)

We have always maintained a comfortable environment that was welcoming and one could continue developing as a student-athlete. For the runners who previously ran for Coach Clay at Bacone College or University of Antelope Valley, and now, Haskell we would not have followed Coach Clay to Haskell if we felt unsafe or uncomfortable at any point.

One possible difference with the former Haskell program and the current Haskell program is having necessary standards and criteria to meet with being on our team. Every student-athlete was to attend practices consistently, follow our team's honor code, team rules, and to communicate effectively when it was necessary.

We have high expectations for 2022's Cross Country Season, as Coach Clay has already made multiple recruiting trips to the homes' and schools' of the best Native American-based runners in the country. When given the opportunity to allow Coach Clay to bring in his first year's recruits, Haskell will begin to field a group of student-athletes that are athletically, academically, and culturally successful at a national level.

Haskell is and will continue to be an outlet where one can obtain a college education, and continue to use the sport as a platform to empower the Native Community.

We are looking forward to discussing this further and to rightfully allow our Coach to continue building the program. Haskell is an university where we should always be supporting and welcoming everyone who shares a vested interest in building our community.

Sincerely,

-Haskell Cross Country and Track Student-Athletes

The list of student-athletes below are aware of this exact letter and helped write this letter of support.
ANY of the students-athletes below can meet and validate their sentiments.

(b)(6) – Ran for Clay at Bacone and now runs for Clay
(b)(6) – Ran for Clay at UAV and now runs for Clay
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Hello Assistant Secretary (b)(6)

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We put together a team letter that is attached below and we mailed this letter to the previous Haskell president (b)(6) and to BIE's Director, (b)(6) months ago. We also sent multiple emails to both individuals to follow-up and we received no responses of any kind. We feel disheartened and betrayed from the lack of leadership, toxic bullying nature, and nepotism involved with ongoing issues that have been outright neglected.

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Please help us resolve these issues and allow our program to be built and to grow.

-Haskell Cross Country Team

They used that fraud report to justify eliminating my work order

I told BIE's HR in Albuquerque they would not turn on my contract but another allegation would come out. It did and they didn't do anything. I wonder if the HR admin in Albuquerque is friends with someone at haskell.

(b)(6)

(b)(6)

You dont even know how intertwined (b)(6) is with them

I figured someone has to, but I was not able to figure out who they were connected with. Some of the reports I made were completely disregarded and there was a complete refusal to do anything about it in anyway.



I'll make the push for on

[EXTERNAL] Re: Documents - Investigation

(b)(6)

Fri 5/27/2022 4:25 PM

To (b)(6) - Contracto (b)(6)

CAUTION: This email originated from outside USPS. **STOP and CONSIDER** before responding, clicking on links, or opening attachments.

I would encourage you to contact these two coaches who were there for the past incidents and issues:

(b)(6)

(b)(6) (former Haskell AD up to 12/31/2021 (b)(6) was there for all the reports made.

(b)(6)

Women's basketball coach. Also can verify the ongoing issues.

Once you scan my documents, let me know if anything is missing.

For the practice whee (b)(6) was limping, these were the athletes present:

(b)(6)

I called the trainer in front of most these athletes and asked (b)(6) could take a week off with limping.

I included a couple athletes contact (b)(6) would be a great and non-biased student-athlete who ran fo (b)(6) Didn't run for me, but helps with the team. He could give his knowledge on relating matters.

Here is a team gathering that we had in mid October and at the end of October at my house. I encourage you to find out who made the complaints and then ask why they are pictured attending and volunteered to drive their car and go to the event at my house. All stayed for a few plus hours. No one was forced or pushed to go. The goal for these get together is to give outlets to keep healthy activities available to prevent the negative outlets.

Pictured:

(b)(6)

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(b)(6)

Was there but not pictured:

(b)(6)

I really encourage you to document and talk t (b)(6)
(b)(6) to gather more information

Also attached is my wife and two kids at the home xc meet. The kids are with my wife at the meet. A lot of the runners would go interact with the kids. However, that was only if the runners decided to randomly go up to our kids.

I would also suggest for you to discuss past issues with theft of federal property wit (b)(6)
(b)(6) (noted in the documents), and the process where athletes are recruited from the current student body of Haskell or from other sports. Then there is a process to give gifts, and create that dynamic mentioned b (b)(6) in the messages I attached.

I also included the emails I sent to (b)(6) and (b)(6) mentioning tha (b)(6) meeting in secret to create complaints.

Lastly, I included a letter composed from ALL 17 student-athletes I coached and recruited to Haskell. For ALL the athletes I brought to Haskell and then some returners, there was no problems of any kind. For the 4 that train with (b)(6) those are the sole group students that complained.

I also attached a message from a gal that was missing practices and citing she has to run at another location. This created ongoing issues with trying to get the team to practices. The main folks missing practices were returnees and the returnees also didn't communicate over summer. I send weekly training every Sunday, and 3 times a week on the workout days they will send splits.

From (b)(6) combined together, they only sent 5 workout days splits out of 120 total workouts over summer. So an average of 1 time for the entire summer. Being unable to use accountability was a large problem with a small team with a start date for work 3 weeks past the application deadline.


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There was only 1 eligible returnee for men and 1 eligible returnee for women. Most issues also came from students who were not eligible. Oddly all the men that were returnees who were not eligible was due to a class they were taking with (b)(6) in which, she suggested they withdraw from the class to save their grades. This withdraw from Spring of 2021 prevented them from being eligible for xc season, all were unaware they would be ineligible (b)(6) is (b)(6) (and obviously and instructor, too) and it is the job of the coach to let the students know if they'll be eligible the following semester.

You may contact (b)(6) who also ran for (b)(6) and (b)(6). They had issues with bullying and being harassed, as well as, they're with ongoing issues.

(b)(6)

< ...  

(b)(6) You Oct 29
To (b)(6) ...

Again, these issues have been reoccurring issues since our MSSU meet, and are happening so often that it inhibits my job duties at Haskell.

Although, I don't personally like sharing how I feel with such related issues, I feel this is a necessary time to do so. In regards to these issues and with their systematic and reoccurring approach, it violates our ethics policy, and has felt like a form of bullying in trying to wear me out while I am an

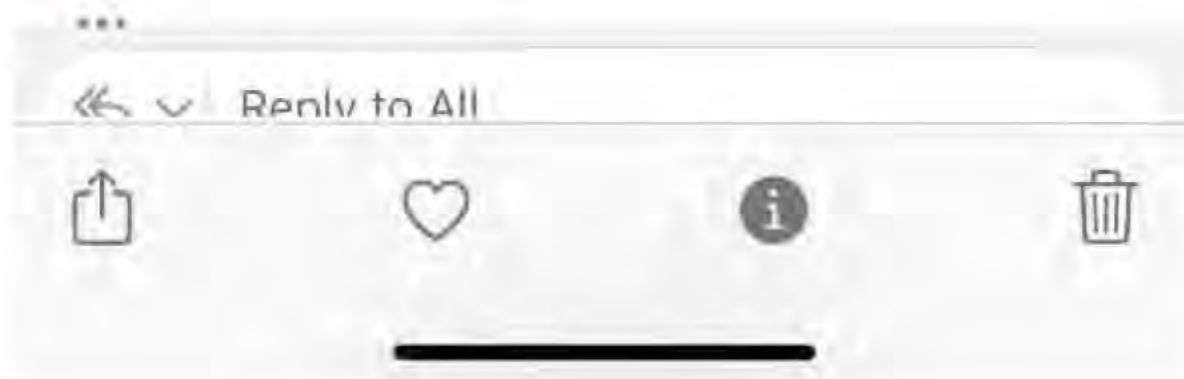
(b)(6)

at Haskell.

I whole heartedly want these false attacks to stop all together and I want to migrate towards a resolution. I am open to having a discussion to do so.

-Clay Mayes

(b)(6)



It has been brought to my attention by several Haskell xc student-athletes, and a parent that 3 girls on the Haskell XC team are going around to fellow xc teammates and asking for

documentation to create a list of complaints towards myself. Previously, I was dealing with false reports about myself after making 1 mistake with (b)(6). I want to move forward, and do things correctly. However, there is still reoccurring issues.

One girl, (b)(6) noted she felt uncomfortable when she was approached by 3 lady teammates, as she noted the actions by others were malicious/vindictive in nature. As these girls, (b)(6) and (b)(6) (b)(6) even went to (b)(6) apartment to compile complaints within an email and they were pleading numerous times with (b)(6) to join their cause and to help create fabricated claims. These girls were also going around to other runners asking them to join in on the



(b)(6)



No Internet Connection

Declaration J

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11:27 AM

Make sure you understand the Student Code of Conduct. The SID is not playing within the rules. There is a specific protocol for student grievances and the process. The SID maybe over stepping her authority and you have a case against her if you feel threatened by her actions. It works both ways

(b)(6)

*due

(b)(6)

There is a grievance form students fill out and submit to the Director of Athletics

(b)(6)

BTW the SID is not on the list of persons to contact and Areas of Conc



Hello Assistant Secretary (b)(6)

Our team is in desperate hopes to find resolve and we are seeking for Haskell to do the logical and right thing. We do not feel that Haskell's administration is addressing the needs of Haskell's student-athletes, future student-athletes, and for the general well-being of all involved. If continue to hear no responses, we are looking to raise these concerns with multiple respectable news outlets.

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Following (b)(6) promotion as a head coach, another predictable false allegation came out to remove our coach, Clay Mayes. Haskell has yet to allow any due process nor allowed our coach or even one of the student-athletes on our team to respond to ongoing harassment and intimidation created from (b)(6) (b)(6) and (b)(6). We have also made reports to Haskell's Vice President, (b)(6) and she routinely stated, "I'll look into it."

Once our coach was removed (b)(6) contacted all of us to meet in the classrooms of the athletic complex for mandatory 2 hour meetings for 3 days in a row. (b)(6) would persistently state she was going to report us if we talked to anyone about the issues or if we voiced concerns. (b)(6) reiterated this applied to talking to Clay, or if we were to talk to our parents about (b)(6) stated she would report us and threatened us with legal repercussions from the federal government. At one point, (b)(6) pushed for us to transfer since we're "unhappy." We never stated or expressed this sentiment, mostly because we do not trust (b)(6) as they lack professional boundaries as coaches and administrators and repetitively bully others to acquire what they want.

As (b)(6) stated, Haskell allowing the sister of a current coach to be the athletic director violates BIE's regulations on conflicts of interest with her brother. (b)(6) is the sister of (b)(6) who was replaced by our coach as Haskell's new cross country coach. (b)(6) coaches track, goes to practices, and goes to meets.

We want to allow our team and our program to be built. All of us come from out of state and we are committed to Haskell because we knew the supportive team culture that Coach Clay would develop.

This email comes from 17 student-athletes and we can all meet by zoom or any other preferred format that is most convenient for you.

Here is an article about current problems. We reached out to Haskell's (b)(6) to start this process, and (b)(6) assigned one of former student journalists to pursue publishing this story accurately:

<https://lawrencekstimes.com/2022/05/13/mayes-haskell/>

(b)(6) and was immediately attacked weeks after his start date. All of his grievances and reports of harassment and hostility were ignored by every level of Haskell's administration. How Haskell's leadership has allowed this to continue is beyond us. We have been encouraged in person by a lot of mentors within Haskell's community such as (b)(6) (womens basketball coach), (b)(6) (New leader for Haskell's board), (b)(6) and most recently some of us were able to visit with Haskell's new Interim President (b)(6). All members mentioned above have openly agreed with us about ongoing problems and have encouraged us to continue using our voice to dismantle ongoing issues and to continue trying to build our program rightfully.

Please help us resolve these issues and allow our program to be built and to grow.

-Haskell Cross Country Team



You

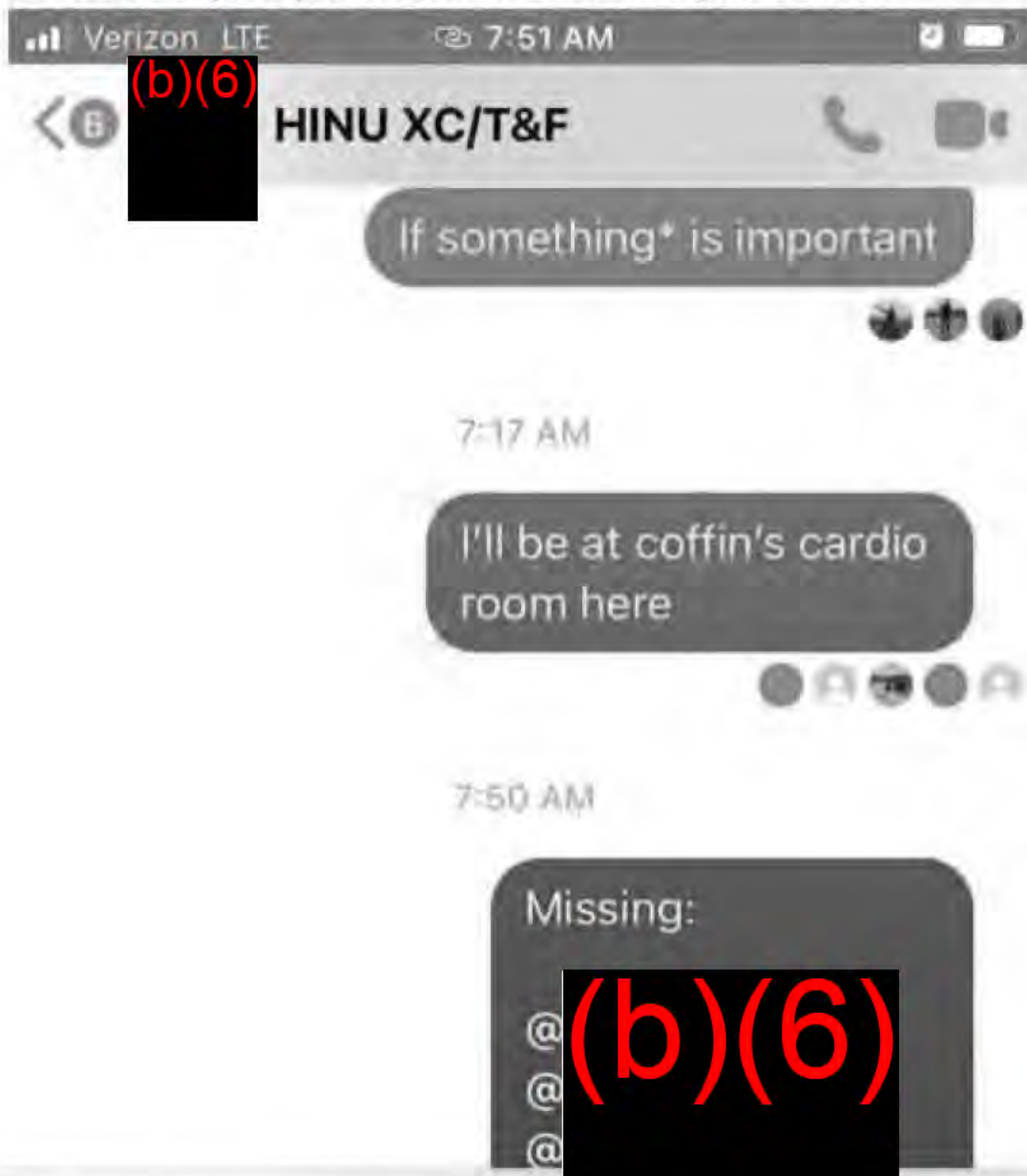
To

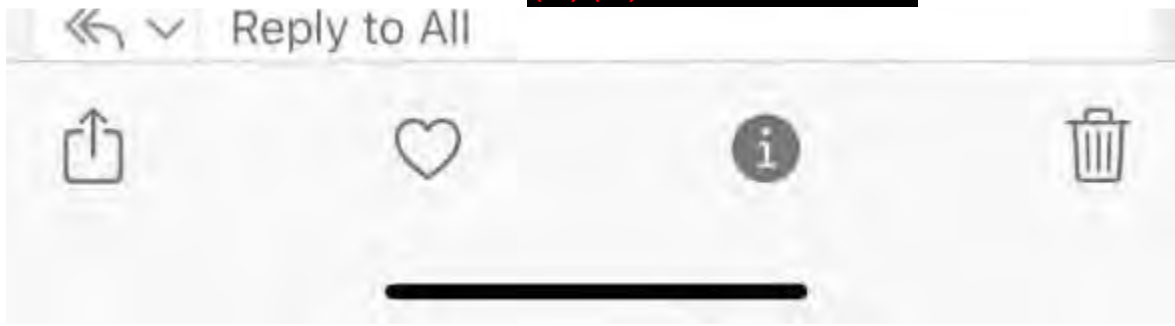
(b)(6)

Oct 29

...

Coincidentally after being notified about runners visiting with (b)(6) pressing others to issue complaints and to create reports, and for the first time, we had more than 2 people miss this morning's practice. We have never had more than two people miss the same practice:





(b)(6)

(b)(6)

(b)(6)

(b)(6)

(b)(6)

-Clay Mayes

(b)(6)

On Wed, May 25, 2022 at 12:31 AM Clay Maye (b)(6) wrote:
Forgive me for the delay, I meant to send the

These documents are in response to allegations and/or to statements I made.

The first 6 messages are wit (b)(6) I didn't see her at practice much because went out drinking and wasn't waking up for morning practices. This is what the bullying remark is referring to. I would encourage you to ask (b)(6) for all her Facebook messages (Facebook messages is what she uses. She never gave me her cell phone number). The issue with the allegation is it was compiled in person with the SID (b)(6) hours after these messages were exchanged.

Next 4 documents our the SID's noted and one of the few ways I obtaine (b)(6) notes of written complaints. I reporte (b)(6) notes and the compiled complaints on 10/28/2021.

One week later an investigation started.

I actually was not for certain (b)(6) complaints is what was used for the investigation against me. That was why I made the remark on the call. I was never told by Haskell what the investigation was

Declaration J

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over reported incident. I never was brought any of these issues in person or by message. In February, in a conversation with BIE in Albuquerque that told me it was over 'practice hostility.'

The following messages is a team message I sent stating to the runners to correctly report any complaints. I even encourage them to report me if I do something wrong. I was told by my AD, as long as I document everything, surround myself with people, it would be hard for me to encounter job related issues. However this was before (b)(6) became the AD.

The following messages are remarks from (b)(6) and is an (b)(6) (b)(6) is stating ongoing issues with how the previous (b)(6) and (b)(6) would manipulate kids, as they would get students not well versed on the sport. I'm a big believer that regardless of one's ability, they can train hard and move up the ladder. But in terms of issues, all issues that arises came from sole (b)(6) athletes. Only one of them that was athletically eligible to race for the women's last fall, and she was our 7th best gal out of 7 runners, (b)(6) still has a lot potential but missed a lot of summer training for whatever reason.

Next couple of documents is showing (b)(6) and her brother (b)(6) coaching together. Also shown (b)(6) (b)(6) and she coached with (b)(6) works on campus in the president's office. Essentially, their goal has openly been to undermine the program.

Next message is a message I sent to my AD at the time (b)(6) and (b)(6) noting she's secretly meeting with the students on (b)(6) to create complaints. This was not long after I became aware.

Following messages is a high level BIE employee explaining the violations and issues with how the allegations and reports were being made (b)(6) did not go through our AD.

(b)(6) did go to our AD one time on 10/15/2021 and 10/16/2021 and she changed her story, an (b)(6) pointed that out to her, and became suspicious of problems. When I notified him she was secretly meeting with students, it validated what he thought. At this time (b)(6) was quite aggressive with (b)(6) I've reported (b)(6) was outright rude with (b)(6) shouting back if she disagreed with him. Oddly (b)(6) was always respectful and didn't go after her (b)(6) tough at times, but he was always fair and did what was best for the students.

I sent more messages detailing issues on campus from Brent, and what the strategy has been from (b)(6)

I attached a message with (b)(6) sentiments, after a meeting I had, in which, I later heard she had a problem with the meetings. I think attached how (b)(6) quit the team with messages attached.

Attached a call with (b)(6) and the conversation (b)(6) groping women runners on the team for the past xc seasons.

And more documents with (b)(6) noting ongoing issues with Haskell's process with conflicts of interest.

I also attached two letters the student-xc-athletes sent to the intern president (b)(6) earlier in April and the BIE director (b)(6) They received no response after receiving J

attempts.

I then attached an updated letter the runners sent and they sent it to the person above the BIE director, assistant Secretary (b)(6). If you want, I can give you contacts if the runners to talk to them about this. All I know is it was agreed on what to say and they sent it by email. I think they mailed the first one as well. (Not positive if they mailed it).

(b)(6)

These women has issue (b)(6) groping. It was more severe with (b)(6) is a bit soft spoken, but if you do inquire this information, you may work it, "Do you feel comfortable or safe around (b)(6) Would you practice with his team, again? (b)(6) may be a person to talk to. I'm unsure what the process would be to talk to the mom. Her number is attached in the documents, to (b)(6) I reported this to the police, they documented the reports, and investigated. The only way r step is taken is if they women decide to press charges.

I've also tried to contact the president to express concerns 3 times, no response. And all my reports went unanswered, unfortunately. Our Vice President won't accept the reports, my CFO has never responded to one report, and our President also went quiet when I tried to meet to express concerns and issues I had.

Let me know if you need anything else.

-Clay Mayes

(b)(6)

DECLARATION OF _____ (b)(6) _____

Job Title: (b)(6)
Work Location: Haskell Indian Nations University (HINU)
Bureau of Indian Education
Lawrence, Kansas
Date of Interview: May 18, 2022

I, _____ (b)(6) _____, hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings before the Merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding.

This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration.

I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

(b)(6)

I have worked for DOI since March 2021, always in my current position. My supervisor is (b)(6) (b)(6)

DB

I am aware of the Agency policy regarding harassing conduct. I have received training on the agency's policy. I can access the policy on the DOI website.

(b)(6) housing, dining, counseling, recreation and student misconduct. Clay Mayes works for Athletics, which I believe is under the Office of the President whereas I work for the VP of University Services. I have known about Mr. Mayes since October 28, 2021. I have only seen him one time.

On October 28, 2021 (b)(6) forwarded to me (b)(6) an email from student (b)(6) regarding concerns with how Mr. Mayes was handling practices and interacting with students. There were some serious allegations and I said the matter should be investigated by (b)(6) (b)(6) responded that (b)(6) and the contracting officer (COR) would investigate. I responded that (b)(6) who is my subordinate, was already investigating and would coordinate with (b)(6) and the COR. (b)(6) followed up with the students and obtained documentation.

On November 2, 2021 I submitted an email to (b)(6) and (b)(6) as to which allegations were substantiated and which were not. I also provided substantiating evidence.

On November 4, 2021 (b)(6) sent an email to (b)(6) and Clay Mayes stating (b)(6) and others "had not quit the team, we just don't want to be around you [Coach Mayes]."

On November 8, 2021 Mr. Mayes sent an email to (b)(6) with a copy to (b)(6) (b)(6) stating he caught several students drinking (b)(6) and (b)(6) on October 29, 2021 and that several students had quit the team since then. (b)(6) replied that since the drinking incident had happened more than five days earlier, it could not be investigated.

On December 8, 2021 (b)(6) who works for Athletics, wrote to (b)(6) (b)(6) that Mr. Mayes was seen in the gym with his children around students after Mr. Mayes had been told not to be around students.

On May 16, 2022 a student reported to (b)(6) a sexual assault by someone other than Mr. Mayes but told (b)(6) that one of the individuals at Haskell that she trusted was Mr. Mayes, who she said she reported the sexual assault to. The student told (b)(6) that Mr. Mayes told her he was a mandated reporter. The school has no record that Mr. Mayes reported the alleged sexual assault. The student also told (b)(6) that Mr. Mayes was holding cross-country practices even though he is no longer affiliated with Haskell. I do not know how or why Mr. Mayes' employment with Haskell ended.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of 3 pages.

(b)(6)

Declarant's Signature

(b)(6)

Position Title, Level

Haskell Indian Nations University

Place of Employment

6/3/2022

Date

Timeline of Clay Mayes printed out emails

1. October 28: String all sent on the same day.

+ (b)(6) forwards a student email (from (b)(6) listing concerns about how Coach Mayes has been handling practices and competitions and relating negatively to students. Forward goes to (b)(6)

(b)(6) Also the student's email to (b)(6) was forwarded to a group of other students.

+ (b)(6) responds by saying, these allegations are serious and should be investigated by (b)(6)

+ (b)(6) responds by saying that she will meet with (b)(6) and coordinating with (b)(6)

+ (b)(6) replies to (b)(6) saying "Thanks but (b)(6) and the COR will handle this"

+ (b)(6) responds to the President saying (b)(6) is already investigating and we will coordinate with Athletics.

2. November 2: String with many attachments

+ (b)(6) sends 4 attachments to (b)(6) and (b)(6) with an email message listing the allegations that are supported by evidence (and mentioning others that are not).

+ the attachments are the students' letter of concern and lots of emails between (b)(6) and the third party organization that handles the timing for XC meets. Many of these messages have to do with which Haskell athlete actually competed and which other Haskell student was registered under that number. Pertinent details like that.

3. November 4, (b)(6) mail, subject line "Practice"

She sent this to (b)(6) and to Clay Mayes, with several employees cc'd. The message says, We have not quit the team, we just don't want to be around you.

4. November 8-9, Clay Mayes email to (b)(6) alleging that he caught several athletes drinking on October 29, and had caught one of them previously on September 18. He claims that they quit the team after the Oct 29 incident. (b)(6) responds by saying he needed to report it within 5 days so now he can't take official action about it. But she sends a link to the Incident Report form so he can report it faster next time. Some of the students he identifies as the drinkers are also in the group of complainants.

5. December 8, (b)(6) writes to (b)(6) to report that Clay Mayes was hanging out in the gym with his young children at a time when the students were there whom he is supposed to be avoiding. (b)(6) forwards this to (b)(6) She said she did not report this to (b)(6) because "I fear there will be retaliation based on my report as there has been in the past."

Re: [EXTERNAL] Fwd: Letter of concern

(b)(6)

Thu 10/28/2021 10:30 AM

To: (b)(6)

Cc: (b)(6)

Dear (b)(6)

Understood: we will coordinate with Athletics. (b)(6) has begun the investigation.

Respectfully,

(b)(6)

Haskell Indian Nations University

155 Indian Avenue

Lawrence, KS 66046

(b)(6)

website: www.haskell.edu

Bureau of Indian Education

Department of the Interior

From: (b)(6)

Sent: Thursday, October 28, 2021 10:10 AM

To: (b)(6)

Cc: (b)(6)

Subject: Re: [EXTERNAL] Fwd: Letter of concern

(b)(6)

I appreciate the comments. But I note the concerns Fall under the (b)(6) He has been forwarded these concerns and will work with the COR that oversees the contract on the next course of action.

(b)(6)

(b)(6)

Bureau of Indian Education

Haskell Indian Nations University

155 E. Indian Ave.

Lawrence, Kansas 66046

(b)(6)

HINU Fax: (785) 749-8411

Website: www.bie.edu

Facebook @ BureauofIndianEducation

Twitter@ BureauofIndianEdu

From: (b)(6)
Sent: Thursday, October 28, 2021 10:00 AM

To: (b)(6)

(b)(6)

Cc: (b)(6)

(b)(6)

Subject: Re: [EXTERNAL] Fwd: Letter of concern

Dear (b)(6) (and All),

I would like to ask (b)(6) (Student Rights and Conduct Specialist) to conduct a preliminary investigation to substantiate these claims. Her conclusions could then be forwarded to the Office of the President for further action, as necessary, since Athletics is under the Office of the President.

At this point, I believe that all the necessary parties have been alerted (Athletics, Dean of Students Office, Office of the President). There is nothing in what I read that suggests that there is any immediate danger that would require us to act before conducting an appropriate but expedited investigation. The facts should then dictate to us what further action is needed (i.e. Clery Emergency Notification, mitigation of risks, personnel action).

If no one has any objection, I will ask (b)(6) to proceed with the investigation.

Respectfully,

(b)(6)

Haskell Indian Nations University

155 Indian Avenue

Lawrence, KS 66046

(b)(6)

website: www.haskell.edu

Bureau of Indian Education

Department of the Interior

From: (b)(6)
Sent: Thursday, October 28, 2021 9:25 AM

To: (b)(6)

(b)(6)

Cc: (b)(6)

Subject: Re: [EXTERNAL] Fwd: Letter of concern

Declaration K
Page 6 of 41

Good morning, (b)(6)

Thank you for forwarding this to us.

(b)(6) and I will be huddling this morning to discuss the plan to work with students on issues -- to address their needs.

Because the coach is a contract employee and Athletics is supervised by the President (b)(6) (b)(6) should be addressing the coaching issues.

(b)(6) please provide any changes to this structure, outcomes, etc. for guidance as you see needed.

Again, thank you for acting swiftly so issues can be addressed as soon as possible.

Respectfully,

(b)(6)

COVID-19/Status - Douglas County, Kansas

<https://reports.mysidewalk.com/4fda1b963e>

<https://coronavirus.jhu.edu/data/new-cases-50-states>

(b)(6)

Haskell Indian Nations University

155 Indian Avenue

Lawrence, KS 66046

Navarre Hall

(b)(6)

www.haskell.edu

Department of Interior/Bureau of Indian Education

From: (b)(6)

Sent: Thursday, October 28, 2021 9:06 AM

To: (b)(6)

Cc: (b)(6)

(b)(6)

Subject: [EXTERNAL] Fwd: Letter of concern

This email has been received from outside of DOI - Use caution before clicking on links, opening attachments, or responding.

Good Morning,

I received this email this morning from student athletes and I am forwarding this to you all immediately as I find this extremely concerning. Please let me know if there is anything I need to do beyond this point.

(b)(6)

Haskell Indian Nations University
155 Indian Ave,
Lawrence, KS, 66046

(b)(6)

From: (b)(6)
Sent: Thursday, October 28, 2021 8:52 AM
To: (b)(6)
Cc: (b)(6)
Subject: Letter of concern

Good morning,

This email is documenting our concerns as Cross Country runners running under coach Clay Mayes. We will be discussing issues that impact his communication and ability to coach in a manner that we deserve as student athletes. Coming forward with this, we are concerned with retaliation from the coach and other runners. Therefore we want our names to be anonymous. We have tried to communicate our concerns to him directly on several different occasions but no change has been made. Below is a list of our concerns and things he has done to jeopardize our team:

- Inappropriate conversation with runner (b)(6) proof of texts, bullying into running even though (b)(6) inappropriate/ hurtful comments addressing the runner's ego and motivation.
- Lack of communication: unattached running stipulations (mens and women's cross country teams), lack of academic support; runners voiced concern for grade checks/ studying hours especially to help support those who are struggling in classes.
- Inappropriate and threatening comments: "If I was an athlete and had to do grade checks I would not share my grades with my coach because that is embarrassing", "I'll throw you under the bus and I'll be the one driving it", "If you don't get off your phone, I'll shove it where the sun don't shine", calling one of our previous coaches a sociopath, mentioning that he will contact our parents if we do not follow the rules or if we are struggling academically even though we have not consented to that, continuing to bad mouth our previous coach although we told him it made us uncomfortable/ mad when he does this.
- False promises: gear that he never provides to us, certain meets, changes in behavior, lying consistently, etc.
- Makes it obvious who are his favorites, the favorites know that they are his favorites.
- Talks badly about our (b)(6) saying "He doesn't know what he's doing".
- In general makes comments about other Haskell employees in a negative manner.
- Treats athletes with medical treatments such as graston with binder clips, wrenches, used with lotion, biofreeze and hand sanitizer. Has done this to: (b)(6)

(b)(6)
(b)(6)

- Missouri Southern Stampede: Runners at Missouri Southern Stampede stated that (b)(6) did not run when athletics received an email from Mayes stating otherwise.
- Encouraging ineligible runners to run unattached while they are ineligible with the runners not knowing that this will effect their eligibility in the future.
- Continuous bib mix up during meets.
- Disorganization
- Asking runners and others to watch his children when he is not able to at the Haskell home meet.
- Running runners in XC jerseys that are not nike- Brooks is not a brand approved by athletics.
- Emotional manipulation: when he is called out by his runners he continuously makes excuses to make them feel bad for him.
- Talks about previous runner's personal lives and name drops.
- Shares runner's personal information with other runners without consent.
- He is constantly late to practice and always changing practice times and locations.

The solutions we propose:

- His contract is to be terminated immediately.
- Replacement coach for the remainder of the season (someone with prior experience being cross country coach).

Re: Cross Country Information**(b)(6)**

Tue 11/2/2021 10:04 AM

To: **(b)(6)**

■ 4 attachments (758 KB)

XC Letter of Concern.docx; xc 1 conc 2021-11012021131921.pdf; xc 2 conc 2021-11012021132239.pdf; xc 3 conc 2021-11012021132632.pdf;

Thank you

Sent from my iPhone

On Nov 2, 2021, at 8:43 AM **(b)(6)** wrote:

(b)(6)

The attached documents, collected by **(b)(6)** show some substantiating evidence to support the following significant allegations against Coach Mayes:

1. He may be performing medical treatments (e.g. deep muscle massage with instruments) incompetently and without a license.
2. On at least one occasion, he seems to have entered a non-student (normally ineligible for intercollegiate competitions) in a cross-country meet under the name of a student on the team who did not run in that meet.
3. He may be revealing protected information about students to others in violation of FERPA law.

Other allegations in the letter of concern from team members (e.g. bullying) may not be supported with concrete evidence, but are at least as important as the 3 issues listed above. Coach Mayes should be given an opportunity to respond to these allegations, but there is reason to consider terminating his contract on the basis of this evidence supporting a pattern of unlawful practices directly related to the coaching he is doing for Haskell. I believe the attached evidence warrants taking this investigation to the next stage, interviewing him about these allegations and evidence and starting on the process that may lead to his dismissal.

According to the Athletics page on the website, this Saturday is the last meet of the season, a conference invitational event being held here at Haskell. It would probably be wise to request that some other Athletics staff members be there to make sure the meet is being conducted according to regulations and to provide support for the team members, who obviously do not trust Coach Mayes and who may have antagonized him by bringing this formal complaint against him. Alternatively, this last meet could be cancelled, but I don't know what the lasting negative consequences of that would be for the athletes or for Haskell's reputation in their Cross Country division. Please let me know how you would like to proceed in light of these allegations (that seem to be substantiated) against the coach.

Thank you,

Declaration K
Page 10 of 41

(b)(6)

Haskell Indian Nations University

155 Indian Avenue

Lawrence, KS 66046

(b)(6)

website: www.haskell.edu

Bureau of Indian Education

Department of the Interior

From: (b)(6)

Sent: Monday, November 1, 2021 2:44 PM

To: (b)(6)

Subject: Cross Country Information

Good afternoon,

Please find the attached documentation. The XC Letter lists the complaints and the scanned copies are the pieces of evidence that goes with the numbers listed on the complaint that is highlighted.

Please let me know if you have any questions or concerns.

Thank you.

(b)(6)

Bureau of Indian Education

U.S. Department of the Interior

(b)(6)

Website: www.bie.edu

Facebook: @BureauofIndianEducation

Twitter: @BureauIndianEdu

From: (b)(6)
Sent: Thursday, October 28, 2021 8:52 AM

To: (b)(6)

Cc: (b)(6)

(b)(6)

Subject: Letter of concern

Good morning,

This email is documenting our concerns as Cross Country runners running under coach Clay Mayes. We will be discussing issues that impact his communication and ability to coach in a manner that we deserve as student athletes. Coming forward with this, we are concerned with retaliation from the coach and other runners. Therefore we want our names to be anonymous. We have tried to communicate our concerns to him directly on several different occasions but no change has been made. Below is a list of our concerns and things he has done to jeopardize our team:

- Inappropriate conversation with runner (b)(6) proof of texts, bullying into running even though she is ineligible, inappropriate/ hurtful comments addressing the runner's ego and motivation.
- Lack of communication: unattached running stipulations (mens and women's cross country teams), lack of academic support; runners voiced concern for grade checks/ studying hours especially to help support those who are struggling in classes.
- Inappropriate and threatening comments: "If I was an athlete and had to do grade checks I would not share my grades with my coach because that is embarrassing", "I'll throw you under the bus and i'll be the one driving it", "If you don't get off your phone, I'll shove it where the sun don't shine", calling one of our previous coaches a sociopath, mentioning that he will contact our parents if we do not follow the rules or if we are struggling academically even though we have not consented to that, continuing to bad mouth our previous coach although we told him it made us uncomfortable/ mad when he does this.
- False promises: gear that he never provides to us, certain meets, changes in behavior, lying consistently, etc.
- Makes it obvious who are his favorites, the favorites know that they are his favorites.
- Talks badly about our (b)(6) saying "He doesn't know what he's doing".
- In general makes comments about other Haskell employees in a negative manner.
- 1. Treats athletes with medical treatments such as graston with binder clips, wrenches, used with lotion, biofreeze and hand sanitizer. Has done this to (b)(6)
- (b)(6)
- (b)(6) **HEALTH AND SAFETY**
- 2. Missouri Southern Stampede: Runners at Missouri Southern Stampede stated that (b)(6) did not run when athletics received an email from Mayes stating otherwise. **FRAUDULENT DOCUMENTATION**
- Encouraging ineligible runners to run unattached while they are ineligible with the runners not knowing that this will effect their eligibility in the future.
- Continuous bib mix up during meets.
- Disorganization

- Asking runners and others to watch his children when he is not able to at the Haskell home meet.
- Running runners in XC jerseys that are not Nike- Brooks is not a brand approved by athletics.
- Emotional manipulation: when he is called out by his runners he continuously makes excuses to make them feel bad for him.
- Talks about previous runner's personal lives and name drops.
- Shares runner's personal information with other runners without consent.
- He is constantly late to practice and always changing practice times and locations.
- **3. Served a suspension for violating rules within 6 months of being hired.(Evidence is not provided, but can be found within the information provided. This may have to come from the group that disciplinary action was taken.)**

The solutions we propose:

- His contract is to be terminated immediately.
- Replacement coach for the remainder of the season (someone with prior experience being cross country coach).



BENEFITS

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What is Graston Technique®?

Graston Technique® (GT) is a unique, evidence-based form of instrument-assisted soft tissue mobilization that enables clinicians to effectively and efficiently address soft tissue lesions and fascial restrictions resulting in improved patient outcomes. GT uses specially designed stainless steel instruments with unique treatment edges and angles to deliver an effective means of manual therapy. The use of GT instruments, when combined with appropriate therapeutic exercise, leads to the restoration of pain-free movement and function. The instruments also are used diagnostically to assess the kinetic chain, in an efficient manner using the principles of regional interdependence.

Who is eligible for training?

Eligible Clinicians

GT training is multi-disciplinary and is available to the following licensed professionals:

- Acupuncturists
- Canadian Massage Therapists
- Certified Hand Therapists
- Certified/Licensed Athletic Trainers
- Chiropractors
- Dentists
- Medical Physicians
- Occupational Therapists
- Occupational Therapist Assistants
- Osteopaths
- Physical Therapists/Physiotherapists
- Physical Therapist Assistants
- Podiatrists
- Students (in the final year of one of the above programs)
- U.S. Massage Therapists (see below)
- Veterinarians

Can anyone obtain the instruments?

GT training is multi-disciplinary and is available to the following licensed professionals:

- Acupuncturists
- Canadian Massage Therapists
- Certified Hand Therapists
- Certified/Licensed Athletic Trainers
- Chiropractors
- Dentists
- Medical Physicians
- Occupational Therapists
- Occupational Therapist Assistants
- Osteopaths
- Physical Therapists/Physiotherapists
- Physical Therapist Assistants
- Podiatrists
- Students (In the final year of one of the above programs)
- U.S. Massage Therapists (see below)
- Veterinarians

Only clinicians who have been trained in the Graston Technique® Basic course are qualified to obtain the Graston Technique® instruments and apply the technique to treat patients. The course is offered either on-site or at trainings offered throughout the year at a variety of locations.

Xc report/statement

(b)(6)

Thu 10/28/2021 1:15 PM

To: (b)(6)

To whom it may concern,

I'm coming forward with this statement because I believe that current and future Haskell cross country runners deserve better. We deserve a healthy environment.

Coach Mayes would tell the team to not have our phones out during core workouts. I used to believe it was to stay focused but it wasn't until he mentioned a story of a student recording him while he was upset.

I can not recall the exact dates but I witnessed these two statements that took place in the weight room of coffin complex in the afternoons around 4pm.

- "That banner doesn't mean sh*t" referring to the 2018 mens conference title. The teams past efforts and accomplishments were belittled.

- "Guys I'm serious shut the f*ck up"

I witnessed coach mayes state

(b)(6) doesn't know what he's doing. I've had more experience as a runner dealing with injuries"

I witnessed coach mayes perform a medical treatment, graston therapy, on four athletes using incorrect tools; (b)(6)

I witnessed coach mayes encourage ineligible runners to run unattached at races.

I witnessed coach mayes talk badly about the gips and complain about all the "bullying tactics" he received.

He would always say he's overwhelmed and overworked and list all of his current problems when I would mention his lack of organization making me feel bad for his situation.

Coach Mayes would often mention that running is a healthy outlet. He would stress that running empowers our native culture and that it's a way to live a healthier life and to make our communities proud. However, being a cross country runner under his coaching made running a chore for me and he created an undesirable environment that I didn't look forward to being apart of.

The following documents are his partial conversation with (b)(6) I witnessed her hurt feelings and distressed emotions after receiving these messages when he threatened that she wouldn't be able to run any future seasons if she does not run at conference even though her eligibility is

still being processed by NAIA.

9/29/21 Correspondence with (b)(6)

(b)(6)

Wed 9/29/2021 9:07 PM

To: (b)(6)

After overhearing reports of additional athletes involved in the Missouri Southern Stampede Invitational on 9/18/21 coached by Clay Mayes, running with incorrect PIN numbers or not finishing, I had reported information to (b)(6) who had stated these claims were false.

Upon responding to the Haskell Athletics social media platforms comments/ messages from followers (potentially parents, athletes, alumni, recruits etc.), a photo posted by a current cross country runner, (b)(6) had come across my timeline which included four runners at the MSSU meet on 9/18 (b)(6)

(b)(6) with PIN numbers. I had looked into the PIN numbers further as per MSSU posted race results and found (b)(6) was in fact running under an incorrect number which had been (b)(6) number. Both (b)(6) had individual PIN numbers and results but the claims as previously mentioned stated (b)(6) did not run. This photo had proven to be evident that (b)(6) was not in the picture as well as (b)(6) wearing (b)(6) number.

Upon my findings I reported to (b)(6) to which he stated we should not act until Clay Mayes returns from suspension for the 9/18 meet. (b)(6) stated claims could be considered harassment or cause federal investigation. To which I responded that the athletic department should get factual information and speak with the men's team for clarification and that harassment was not imposed in the report. (b)(6) stated we should "wait until Mayes returns so he can defend himself", which I currently believe is not the appropriate action.

Minutes after correspondence regarding the situation (b)(6) forwarded an email to myself and Clay Mayes regarding additional issues brought to his attention with the Haskell team and the timers. In his email he had additionally forwarded an email from (b)(6) to the timing company regarding his running status, claiming he did not finish the race and did not report so to the timing company nor the meet staff.

Upon receiving this email I had forwarded it to (b)(6) to which he maintained his claim that we need to wait to respond until Clay Mayes returns to campus next Wednesday when his suspension is lifted.

(b)(6)

Haskell Indian Nations University
155 Indian Ave,

Fw: Race Issue

(b)(6)

Thu 9/30/2021 1:44 PM

To:

(b)(6)

(b)(6)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:29 PM

To: (b)(6)

Clay Mayes <cmayes@HASKELL.edu>

Subject: Fwd: Race Issue

Coach,

I'm not sure what is going on, but we are continuing to have issues with Haskell entries, 2-weeks later. If you plan on returning to the Stampede in the future, please know that we need to have all these issues ironed out. This is the 5th or 6th correction our timers have had to make well after the race was posted.

Please see the message below, clearly someone with another incorrect number on, OR they finished without running the entire race.

(b)(6)

Get Outlook for iOS

From: (b)(6)

Sent: Wednesday, September 29, 2021 6:54 PM

To: (b)(6)

Subject: Fwd: Race Issue

Begin forwarded message:

From: (b)(6)

Date: September 29, 2021 at 6:12:01 PM CDT

To: (b)(6)
Subject: Race Issue

For the southern stampede, I did not finish the race. I ran one loop and I got a time (b)(6) Junior college division. My coach already chewed me out for not letting you all know when the race was over. I guess I'm a dnf technically since I started. I tried calling a couple times but I was not able to connect or I might of had the wrong number.

(b)(6)

Confidentiality Notice:

IMPORTANT: This email may contain identifiable personal information that is subject to protection under state and federal law. This information is intended for the use of the individual named above. If you are not the intended recipient, be aware that any disclosure, copying, distribution or use of the contents of this information is prohibited and may be punishable by law. If you have received this electronic transmission in error, please notify us immediately by electronic mail (reply).

Re: Race Issue

Clay Mayes <cmayes@HASKELL.edu>

Wed 9/29/2021 8:39 PM

To: (b)(6)

I understand, and apologize for the troubles. We changed to race at MSSU days before the meet, and ran into last minute troubles on my end. Some of the bibs were not pulled the day before, or they were not pulled off the entry list on direct athletics. I also raced a couple that were hurt that should have not have even lined up to race, which is also my fault. I apologize for all troubles, and everything will done early, and promptly for the next MSSU race.

-Clay Mayes

(b)(6)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:29 PM

To: (b)(6) Clay Mayes

Subject: Fwd: Race Issue

Coach,

I'm not sure what is going on, but we are continuing to have issues with Haskell entries, 2-weeks later. If you plan on returning to the Stampede in the future, please know that we need to have all these issues ironed out. This is the 5th or 6th correction our timers have had to make well after the race was posted.

Please see the message below, clearly someone with another incorrect number on, OR they finished without running the entire race.

(b)(6)

Get [Outlook for iOS](#)

From: (b)(6)

Sent: Wednesday, September 29, 2021 6:54 PM

To: (b)(6)

Subject: Fwd: Race Issue

Begin forwarded message:

From: (b)(6)

Date: September 21, 2021 at 6:12:01 PM CDT

Re: 9/18 meet

(b)(6) (b)(6)

Wed 9/29/2021 8:07 PM

To: (b)(6) (b)(6)

(b)(6) I need to get documented names of who turned it in because I have been given proof that this is false with documentation also before we go any further with this thank you you can give that to me in the morning bye-bye

Get Outlook for iOS

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:05:31 PM

To: (b)(6)

Subject: 9/18 meet

(b)(6)

After looking further into the situation and trying to get in touch with (b)(6) I had realized that the athlete (b)(6) that supposedly ran unattached, wore a (b)(6) which was (b)(6) pin number not his own (b)(6) I think we need to look into this further and sit down with the men's cross country team members individually.

Picture for reference, (b)(6) is on the right.

7:54



< SUPERDUPERCHRIS_
Posts

(b)(6) (b)(6)

Missouri Southern State University

(b)(6)

Re: 9/18 meet

(b)(6)

Wed 9/29/2021 8:09 PM

To: (b)(6)

(b)(6) if this is proven false then this is being close to getting contractors terminated or federal employees federally investigated for harassment. We need to be careful about the accusations coming in. That is why things need to be documented with names of who is accusing thank you

Get [Outlook for iOS](#)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:05:31 PM

To: (b)(6)

Subject: 9/18 meet

(b)(6)

After looking further into the situation and trying to get in touch with (b)(6) I had realized that the athlete (b)(6) that supposedly ran unattached, wore a (b)(6) which was (b)(6) pin number not his own (b)(6) I think we need to look into this further and sit down with the men's cross country team members individually.

Picture for reference, (b)(6) is on the right.

7:54



(b)(6)

Posts

(b)(6)

(b)(6)

Missouri Southern State University

(b)(6)

Re: 9/18 meet

(b)(6)

Wed 9/29/2021 8:19 PM

To: (b)(6)

(b)(6)

No one turned this in, I was on our social media platform and this picture came up on the timeline and I just found it odd that (b)(6) wasn't in the picture with the rest of the team and just had looked into it further.

I don't necessarily believe this could be considered harassment; I would just like to have factual information regarding it so we can respond appropriately before it potentially becomes a larger issue and affects the rest of the programs.

(b)(6)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:07:31 PM

To: (b)(6)

Subject: Re: 9/18 meet

(b)(6)

I need to get documented names of who turned it in because I have been given proof that this is false with documentation also before we go any further with this thank you you can give that to me in the morning bye-bye

Get [Outlook for iOS](#)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:05:31 PM

To: (b)(6)

Subject: 9/18 meet

Hi (b)(6)

Re: 9/18 meet

(b)(6)

Wed 9/29/2021 8:24 PM

To: (b)(6)

I had overheard some athletes in passing in Coffin speaking about the situation regarding some parents claims. The picture just now had just reminded me of it so I thought I would bring it to your attention.

(b)(6)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:21:02 PM

To: (b)(6)

Subject: Re: 9/18 meet

I get it but who was the parent that you said call this and what was their name

Get [Outlook for iOS](#)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:19:46 PM

To: (b)(6)

Subject: Re: 9/18 meet

(b)(6)

No one turned this in, I was on our social media platform and this picture came up on the timeline and I just found it odd that (b)(6) wasn't in the picture with the rest of the team and just had looked into it further.

I don't necessarily believe this could be considered harassment; I would just like to have factual information regarding it so we can respond appropriately before it potentially becomes a larger issue and affects the rest of the programs.

Re: 9/18 meet

(b)(6)

Wed 9/29/2021 8:29 PM

To: (b)(6)

Thank you for bringing it to my attention but I think I will take it up next week when Coach Mayes returns and can defend his self we should go no further until that happens thank you

Get Outlook for iOS

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:19:46 PM

To: (b)(6)

Subject: Re: 9/18 meet

(b)(6)

No one turned this in, I was on our social media platform and this picture came up on the timeline and I just found it odd that (b)(6) wasn't in the picture with the rest of the team and just had looked into it further.

I don't necessarily believe this could be considered harassment; I would just like to have factual information regarding it so we can respond appropriately before it potentially becomes a larger issue and affects the rest of the programs.

(b)(6)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:07:31 PM

To: (b)(6)

Subject: Re: 9/18 meet

(b)(6)

I need to get documented names of who turned it in because I have been given proof that this is false with documentation also before we go any further with this thank you you can give that to me in the morning bye-bye

Re: Race Issue

(b)(6)

Wed 9/29/2021 8:43 PM

To: (b)(6)

(b)(6) there may be some questions that need answered and we need to wait until he gets back Wednesday from his suspension. He can answer these questions so let's not pursue this until he returns thank you

Get [Outlook for iOS](#)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:28:37 PM

To: (b)(6)

Subject: Fwd: Race Issue

(b)(6)

This was just forwarded to me from the head Coach at the Missouri Southern Stampede.

(b)(6)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:29:42 PM

To: (b)(6) Clay Mayes <cmayes@HASKELL.edu>

Subject: Fwd: Race Issue

Coach,

I'm not sure what is going on, but we are continuing to have issues with Haskell entries, 2-weeks later. If you plan on returning to the Stampede in the future, please know that we need to have all these issues ironed out. This is the 5th or 6th correction our timers have had to make well after the race was posted.

9/18 meet

(b)(6)

Wed 9/29/2021 8:05 PM

To: (b)(6)

Bcc: (b)(6)

Hi (b)(6)

After looking further into the situation and trying to get in touch with (b)(6) I had realized that the (b)(6) that supposedly ran unattached, wore a (b)(6) which was (b)(6) pin number not his own (b)(6) I think we need to look into this further and sit down with the men's cross country team members individually.

Picture for reference (b)(6) is on the right.

7:54



(b)(6)

Posts

(b)(6) (b)(6)

Missouri Southern State University

(b)(6)

(b)(6)



(b)(6) Liked by (b)(6) and 459 others

(b)(6) First Collegiate race. I felt I could've ran it a lot smarter but overall it was fun and hella longgg<3

View all 9 comments

(b)(6) Damn 🤔 😊 ❤️ ❤️ ❤️ ❤️ ❤️



(b)(6)

Re: Race Issue

(b)(6)

Wed 9/29/2021 8:43 PM

To:

(b)(6)

(b)(6)

there may be some questions that need answered and we need to wait until he gets back Wednesday from his suspension. He can answer these questions so let's not pursue this until he returns thank you

Get Outlook for iOS

From:

(b)(6)

Sent: Wednesday, September 29, 2021 8:38:37 PM

To:

(b)(6)

Subject: Fwd: Race Issue

(b)(6)

This was just forwarded to me from the (b)(6)

(b)(6)

From:

(b)(6)

Sent: Wednesday, September 29, 2021 8:29:42 PM

To:

(b)(6)

Subject: Fwd: Race Issue

Clay Mayes <cmayes@HASKELL.edu>

Coach,

I'm not sure what is going on, but we are continuing to have issues with Haskell entries, 2-weeks later. If you plan on returning to the Stampede in the future, please know that we need to have all these issues ironed out. This is the 5th or 6th correction our timers have had to make well after the race was posted.

Re: Practice

(b)(6)

Thu 11/4/2021 4:39 PM

To: (b)(6)

Cc: (b)(6)

(b)(6)

From: (b)(6)

Sent: Monday, November 1, 2021 6:00 PM

To: Clay Mayes

Cc: (b)(6)

Subject: Practice

Good evening,

We wanted to clarify that we did not quit the team. At that moment we felt uncomfortable with the situation and therefore we decided to leave. Right now we do not feel comfortable going to practice with you. We are still planning on running at conference but we want to figure out a way to still practice with maybe someone else watching us just to confirm that we are still practicing.

Thank you

(b)(6)

Re: Student-Athletes Drinking

Clay Mayes <cmayes@HASKELL.edu>

Tue 11/9/2021 1:53 PM

To: (b)(6)

Cc: (b)(6)

These matters were brought to my attention last Thursday. Bearing these rules are also our team xc rules, the student-athletes who drink don't share this information unless caught.

-Clay Mayes
Haskell XC Coach

(b)(6)

From: (b)(6)

Sent: Tuesday, November 9, 2021 10:49:36 AM

To: Clay Mayes <cmayes@HASKELL.edu>

Cc: (b)(6)

Subject: Re: Student-Athletes Drinking

Good morning,

Thank you for your inquiry. Please find attached a copy of the Haskell Student Code of Conduct which everyone is expected to be responsible for knowing the contents of this document.

I will refer you to page 28 under the section **E. Adjudication Process**. It states "An incident report shall be filed with the Student Conduct Administrator within 5 business days of the incident." Since the time has passed on these violations, it is too late to file an incident report now.

It is important to point out that if the violations happened on campus, these are Clery reportable crimes for individuals under the age of 21 and anyone over the age of 21 in the presence of under 21 students. It is everyone's responsibility to report these incidents as soon as possible, regardless of whether or not you are handling things on your end. We are required by law to report these violations, whether or not adjudication occurs. Of course we do want them reported if it happens off campus as well, because there may be underlying issues that our team will have to address before things get out of control. Early detection to unhealthy behaviors can help us keep safety on the forefront of our minds. So this email is good documentation for our team to monitor the situation and to remind us to take quick action in the event of another violation.

Here is the link to file incident reports in the future:

https://forms.office.com/Pages/ResponsePage.aspx?id=WmbPisNmeUyeI9tOx_SR3B29xW2DsJVDsBv8rhhS5qBUNk82NVFMUDdLSEYzR1BUNTIwRzQ1TUZXMS4u

Fill | Incident Report Form

Haskell Indian Nations University Incident Report Form
Instructions An incident report should be submitted to the
Clery Compliance Committee for any of the following
events: a violation of the Student Code of Conduct

Declaration K
Page 33 of 41

documentation of a positive COVID case, or a situation
forms.office.com

Please let me know if you have any questions or concerns filling out the form.

Thank you for your cooperation.

(b)(6)

(b)(6)

Website: www.bie.edu

Facebook: @BureauofIndianEducation

Twitter: @BureauIndianEdu

From: Clay Mayes <cmayes@HASKELL.edu>

Sent: Monday, November 8, 2021 4:38 PM

To: (b)(6)

Cc: (b)(6)

Subject: Student-Athletes Drinking

I have some on-campus student-athletes drink alcohol/substance abuse on multiple occasions recently and it's came back on me a few times from not reporting the incidences to the right administrators.

These 3 student-athletes include:

(b)(6) 3 plus times - documented since 9-18-2021
(b)(6) 2 times - first documented on 10-29-2021
(b)(6) 2 times - first documented on 10-29-2021

These incidences where also posted on their social media outlets like Snapchat.

If student-athletes on my end mess up, I've previously gave them options in response. Examples include: volunteer work or helping with a non-profit, etc. For these 3 student-athletes, they all quit the team about 1 day after all 3 did it on the same night on 10-29-2021.

If you can educate me on our proper protocols in response, I'm all ears.

-Clay Mayes
Haskell XC Coach

Declaration K
Page 34 of 41

(b)(6)

Fw: Violation of no-contact

(b)(6)

Wed 12/8/2021 12:50 PM

To: (b)(6)

Per our conversation.

(b)(6)

Website: www.bie.edu

Facebook: @BureauofIndianEducation

Twitter: @BureauIndianEdu

From (b)(6)

Sent: Wednesday, December 8, 2021 12:09 PM

To: (b)(6)

Subject: Violation of no-contact

(b)(6)

I wanted to report an issue regarding Clay Mayes no contact rule. Clay has been on campus as per usual which some of the athletics staff finds odd with the no contact ruling by administration as this actively violates that ruling as there is high likelihood of contact. It has been mentioned that he has been meeting with student athletes "by coincidence" for quite some time but I had not seen it for myself until yesterday around 4:00pm when I went into the cardio room to turn off the lights prior to our home women's basketball game and Clay was in the cardio room with (b)(6) were present, and both left unattended for roughly 20 minutes in the athletics office yesterday as he did a recruit visit as well) and student athlete (b)(6) by themselves. I find it hard to believe this is by coincidence. Additionally, his behavior seemed very much on edge once my presence was known considering the predicament, he is in.

I do want to make mention that I did not report this (b)(6) as I fear there will be retaliation based on my report as there has been in the past.

(b)(6)

Fw: [EXTERNAL] Fwd: Update - Complaint

(b)(6)

Mon 3/21/2022 2:55 PM

To:

(b)(6)

1 attachments (33 KB)

Professional Conduct Stmt dtd 12-6-01.pdf;

COVID-19/Status - Douglas County, Kansas

<https://reports.mysidewalk.com/4fda1b963e>

<https://coronavirus.jhu.edu/data/new-cases-50-states>

(b)(6)

From (b)(6)

Sent: Friday, March 11, 2022 5:50 PM

To: (b)(6)

Subject: RE: [EXTERNAL] Fwd: Update - Complaint

Please see attached.

(b)(6)

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Declaration K
Page 37 of 41

Under the authority of 5 USC 7114, this e-mail constitutes advise, counsel, guidance and/or training provided for management officials and/or supervisors related to collective bargaining.

Please take a moment to complete our HR Customer Satisfaction Survey. Your feedback is important. Thank you!

- BIE Survey - BIE HR Customer Satisfaction Survey

From: (b)(6)
Sent: Friday, March 11, 2022 4:33 PM
To: (b)(6)
Subject: Fw: [EXTERNAL] Fwd: Update - Complaint

COVID-19/Status - Douglas County, Kansas

<https://reports.mysidewalk.com/4fda1b963e>

<https://coronavirus.jhu.edu/data/new-cases-50-states>

(b)(6)

From: Clay Mayes <cmayes@HASKELL.edu>
Sent: Friday, March 11, 2022 5:22 PM
To: (b)(6)
Subject: [EXTERNAL] Fwd: Update - Complaint

This email has been received from outside of DOI - Use caution before clicking on links, opening attachments, or responding.

Here is the email. I have a documented call if that's needed, too.

-Clay Mayes

(b)(6)

----- Forwarded message -----
From: (b)(6)
Date: Wed, Mar 9, 2022 at 10:50 AM

Declaration K
Page 38 of 41

Subject: Update - Complaint

To: Clay Mayes

(b)(6)

Mr. Mayes,

I met with HINU management yesterday regarding the Stop Work Order and the No Contact Order. I was informed that they will work on getting the Stop Work Order rescinded and to allow you to continue with your contract. However, the work will be limited in scope and the No Contact Order will be amended.

If you have any questions, please feel free to contact me. Thank you.

(b)(6)

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Under the authority of 5 USC 7114, this e-mail constitutes advise, counsel, guidance and/or training provided for management officials and/or supervisors related to collective bargaining.

Please take a moment to complete our HR Customer Satisfaction Survey. Your feedback is important. Thank you!

- BIE Survey - BIE HR Customer Satisfaction Survey



IN REPLY REFER TO:

United States Department of the Interior

BUREAU OF INDIAN AFFAIRS

Washington, D.C. 20245

DEC 6 2001

Memorandum

To: All OIEP Employees

From: William A. Mehojah, Jr. *William Mehojah, Jr.*
Director, Office of Indian Education Programs

Subject: Professional Conduct

It is the policy of the Office of Indian Education Programs (OIEP) to promote a safe and healthy environment for our employees. At the core of this policy is the commitment to a work environment free from unprofessional or discourteous behavior, such as violence, threats of violence, harassment, intimidation, the use of foul, vulgar, obscene, profane or abusive language, and other disruptive behavior.

Unprofessional or discourteous behavior is unacceptable and will not be tolerated. Reports of such behavior will be taken seriously and dealt with appropriately. Individuals who commit such acts may be removed from the premises and face appropriate disciplinary penalties.

We must work together and cooperate with each other to effectively implement this policy and to maintain a safe and healthy work environment within OIEP. Your personal conduct and behavior has a profound effect and provides a reflection of your organizational attitude and performance. All employees are expected to respect the rights of other employees and make every effort to work in harmony with each other.

Do not ignore unprofessional or discourteous behavior, violence, threats of violence, harassment, intimidation, use of foul language, and other disruptive behavior. If you observe or experience such behavior, report it immediately to a supervisor or manager.

Our behavior is, and should be, more strictly controlled than other public officials because of the nature of our jobs. Unfortunately, a number of employees fail to conform their behavior and conduct to that of professional public officials. If we do not hold ourselves to high standards of conduct, our staff will not. Each of us must be continually vigilant to ensure our own attitudes and behaviors are above reproach.

Information Regarding Cross-Country Practices

(b)(6)

Mon 5/16/2022 4:16 PM

To:

Cc:

(b)(6)

Good afternoon,

Per our phone call this afternoon, I wanted to report to you that I had an interview with a student this morning regarding a sexual assault that occurred earlier in March. While we were talking, the student indicated that she trusted certain individuals at Haskell, and one of the persons she mentioned was Clay Mayes. As you are aware, he is the former cross-country coach at Haskell. The student indicated that she spoke with the coach and told him about the sexual assault, and he told her that he was a mandatory reporter for incidents such as these. She indicated that she saw him a few days ago during practice (which I am assuming off campus), and indicated some of the other students that were attending those practices as well.

I wanted to report this, because I believe that there could be other students much like the one I interviewed this morning that could be in danger by trusting someone who has no affiliation with Haskell, and could potentially do more harm to them in the name of our university.

If you have any further questions or concerns regarding this statement, please feel free to contact me.

Thank you for your guidance and assistance on this matter.

(b)(6)

Website: www.bic.edu

DECLARATION OF _____

(b)(6)

Job Title:

Work Location:

(b)(6)

Date of Interview: June 1, 2022

I, _____ (b)(6) _____, hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings before the Merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding.

This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration.

I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

(b)(6)

I have worked for DOL for (b)(6)

My supervisor is (b)(6)

He has been my supervisor

(b)(6)

I am aware of the Agency policy regarding harassing conduct. I have received training on the agency's policy. I can access the policy on the BIA or DOL websites.

There is no supervisory relationship between my position and Clay Mayes' position. I have known Mr. Mayes since October or November 2021. I did not interact with him hardly at all until the complaint came forward. I have seen him four or five times since then and we have talked by phone and email. When students have issues, they come to me and I advocate for the students. I last interacted with Mr. Mayes when he sent me an email in January or February 2022.

Around the end of October 2021, I received a letter from three students (b)(6) (b)(6) who came to my office with 18 listed items the students were upset about and two proposed solutions. I looked at the items and picked out the top three or four items that most concerned me and started asking questions of the students about those items for an initial investigation to turn over to HR. Some of the students submitted emails and texts about their concerns, which I collected. (b)(6) contacted me and asked about the process. I told her I was collecting information about the students' concerns and she told me she would forward me information that I could send to HR along with the information I was collecting. I did not work with (b)(6) with respect to the evidence I was collecting, I only told her that I was collecting information.

My supervisor's supervisor, (b)(6) called me at the end of November/ beginning of December 2021 and indicated that she had a concern that possibly (b)(6) (b)(6) was working with (b)(6) to go after Mr. Mayes. It was not long after that when I really backed off from talking to anyone about what I was collecting. (b)(6) (b)(6) told me she was communicating with someone in HR to have an independent investigation conducted. I forwarded all of the information I had to (b)(6) My impression from (b)(6) was that (b)(6) and (b)(6) were on a "witch hunt" against Mr. Mayes. I tried to limit talking about the case to anyone other than the students, regarding their concerns about the complaint.

I stopped collecting evidence about the students' concerns at the end of December/beginning of January. Mr. Mayes contacted me several times and I tried to guide him to keep him from doing anything to further injure students, which would also hurt him in the long run.

I did not see a surge of additional complaints against Mr. Mayes—I received a steady number of complaints about Mr. Mayes between October and December 2021. I received notice from (b)(6) in early December that Mr. Mayes was on campus and meeting with student athletes.

I did not witness any interactions between Clay Mayes and the student athletes. I collected the evidence as it was given to me. I forwarded the information to (b)(6)

(b)(6)

I saw the list of complaints from the students and picked out the most serious/egregious issues to collect information on.

One of the most egregious concerns that was raised was the Mr. Mayes violated rules by running an unattached runner (who was not enrolled at Haskell).

Another egregious concern was that Mr. Mayes was performing the Graston technique without the proper tools.

I was also concerned about Mr. Mayes violating the Family Education and Records Privacy Act (FERPA) by talking about students with other students (talking about a student who was caught drinking and that she violated the code of conduct). Mr. Mayes wrote up that student after that student (and others) made complaints against him, which made the write up appear to be retaliatory. After Mr. Mayes was given the no contact order in December 2021, he then posted a video on social media of a runner who disclosed a mental health condition. My understanding was that this video was posted without the student's permission in January or February 2022 after the student had already left Haskell in December 2021. I never saw the video. I believe (b)(6) would have a copy of the video. Haskell should not be posting something this private and personal on social media.

My other concern was that Mr. Mayes was having the students babysit his young children while the students were working out.

Many of the things Mr. Mayes was doing were serious enough that it could create liability for Haskell. I was concerned about what else would Mr. Mayes might violate since he was violating Federal regulations. The evidence I was seeing about Mr. Mayes' actions was very serious.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of 4 pages.

(b)(6)

(b)(6)

Declarant's Signature

(b)(6)

(b)(6)

(b)(6)

[EXTERNAL] Fw: Information on subject

(b)(6)

Wed 6/1/2022 5:38 PM

To:

(b)(6)

Contractor

(b)(6)

1 attachments (771 KB)

Results.pdf;

SIDER before responding, clicking on links,

(b)(6)

(b)(6)

To:

(b)(6)

Subject: Information on subject

MISSOURI SOUTHERN STAMPEDE

Joplin, MO

Missouri Southern

9/18/2021









Race #1









College/JC Women 5K (Jr College Women)








FINAL RESULTS


TEAM SCORING SUMMARY







Final Standings	Score	Total	Avg.
1  Baker	42	1:37:47	19:34
2  McMurry	71	1:39:14	19:51
3  College of the Ozarks	86	1:41:20	20:16
4 Cowley College	98	1:42:04	20:25
5  John Brown	102	1:41:27	20:18
6 Hutchinson CC	163	1:46:40	21:20
7  McPherson	166	1:47:32	21:31
8  Haskell Indian	216	1:53:35	22:43

INDIVIDUAL RESULTS

























Athlete	Team	Score	Time
1 PEARSON, Allika	 John Brown	1	18:06.57
2 CHACON, Jazmin	 McMurry	2	18:31.04
3 POWERS, Valerie	 Baker	3	18:55.09
4 COCKING, Louise	Hutchinson CC	4	18:56.42
5 GLOVER, Karissa	Cowley College	5	19:03.43
6 BILLINGS, Elka	Allen CC	--	19:12.91
7 CHACON, Janeth	 McMurry	6	19:14.49
8 WILHOIT, Mia	 Baker	7	19:30.64
9 MONEY, Abigayle	 College of the Ozarks	8	19:32.30
10 ALLEN, Brooke	 Baker	9	19:35.84
11 HAWMAN, Jordan	 Baker	10	19:42.86
12 WILSON, Kristen	Cowley College	11	19:54.24

13	STAAL, Janelle	 College of the Ozarks	12	19:56.81
14	ADAMS, Skylar	 Evangel	--	20:01.77
15	DE LA FUENTE, Jackie	 Baker	13	20:02.39
16	TURNER, Emerson	 John Brown	14	20:02.52
17	BYCROFT, Rachel	Allen CC	--	20:11.35
18	KOPALA, Gracie	 Baker	15	20:12.95
19	STAAL, Emily	 College of the Ozarks	16	20:13.43
20	BOOTHE, Delicia	Cowley College	17	20:18.25
21	BRANNON, Aubrie	 McMurry	18	20:22.83
22	BROWNELL, Elizabeth	 John Brown	19	20:23.23
23	MARES, Ellyce	 McPherson	20	20:25.06
24	BILLINGS, Ursula	Allen CC	--	20:25.15
25	CHAMBERS, Kristi	 Baker	21	20:27.29
26	MENDEZ, Jasmin	 McMurry	22	20:31.21
27	SHEA, Ashley	 McMurry	23	20:34.03
28	LOYA, Rebecca	 College of the Ozarks	24	20:36.74
29	MARTINEZ, Trinity	 McMurry	25	20:42.22
30	SANNAN, Peyton	 Baker	--	20:54.12
31	SADOSKY, Trinity	 College of the Ozarks	26	21:00.04
32	KRAPES, Brooke	 McPherson	27	21:03.06
33	TELLER, Deanna	 Haskell Indian	28	21:05.93
34	PINNOCK, Abigail	Cowley College	29	21:08.76
35	STIVER, Laine	 John Brown	30	21:09.12
36	MEYER, Anastasia	Hutchinson CC	31	21:09.43
37	HINCK, Isabella	 Baker	--	21:09.44
38	PETERSON, Peyton	 Baker	--	21:12.47
39	SMITH, Reagan	 Evangel	--	21:15.74
40	HERNANDEZ, Katelyn	 McMurry	32	21:21.68
41	HITCHCOCK, Georgia	 McPherson	33	21:23.00
42	HAMILTON, Simona	 McMurry	--	21:25.04
43	O'HARVER, Jacqueline	 College of the Ozarks	34	21:25.86
44	FOSKETT, Naomi	 College of the Ozarks	35	21:32.39
45	REYES, Yazmin	Cowley College	36	21:38.90
46	DANDICOURT-GOIRE, Asaris	Cowley College	37	21:43.86
47	ESFELD, McKenna	Allen CC	--	21:45.09
48	SMITH, Sarah	 John Brown	38	21:45.34


































49	SULLIVAN, Reagan	 Baker	--	21:50.07
50	THOMPSON, Samantha	 McPherson	39	21:53.20
51	MORRIS, Jayme	 Haskell Indian	40	21:55.53
52	GAGE, Michele	Hutchinson CC	41	21:56.44
53	SCATES, Olivia	 John Brown	42	22:02.24
54	DINKINS, Jacee	 McMurry	--	22:06.02
55	ROESNER, Evelyn	 Baker	--	22:08.73
56	WHITE, Aidyn	Hutchinson CC	43	22:14.27
57	GRAUER, Sydney	Hutchinson CC	44	22:22.93
58	CONNATSER, Natalee	 Ozark Christian College	--	22:25.16
59	RODRIGUEZ, Sophia	NorthWest Arkansas CC	--	22:33.69
60	BALL, Blaise	 Baker	--	22:39.10
61	YUNG, Journey	Hutchinson CC	45	22:41.70
62	FRANCIS, Anika	 Haskell Indian	46	22:42.60
63	WILL, Camryn	 Evangel	--	22:44.88
64	SMOOT, Maria	 McPherson	47	22:46.94
65	EDWARDS, Avery	 John Brown	48	22:47.18
66	CROW, Caitlin	 McMurry	--	22:51.34
67	CROSBY, Serenity	 Evangel	--	22:51.51
68	WHEELER, Izzy	Hutchinson CC	49	22:59.23
69	HALE, Ryleigh	 John Brown	--	22:59.94
70	MERICAL, Nicole	 Baker	--	23:01.27
71	THOMPSON, Rachel	 John Brown	--	23:13.15
72	PENA, Delsinay	Neosho CC	--	23:13.43
73	GOEBEL, Abbey	 Ozark Christian College	--	23:18.63
74	GONZALEZ, Natalie	 Baker	--	23:28.04
75	TSO, Kathryn	 Haskell Indian	50	23:34.74
76	DAVIS, Korry	State Fair CC	--	23:42.87
77	EICKBUSH, Courtney	 McPherson	51	23:57.00
78	CARR, Aubrey	 McMurry	--	24:03.15
79	BERRYHILL, Tiffany	 Haskell Indian	52	24:15.37
80	ISLE, Ashley	Coffeyville CC	--	24:26.18
81	HAWK, Kiley	 Baker	--	24:29.00
82	BARRON, Caitlyn	NorthWest Arkansas CC	--	24:36.78
83	SPAHN, Karlana	Neosho CC	--	24:47.08
84	WOOD, Bethany	 Ozark Christian College	--	24:56.95

85	BROWN, Mikalah	 McPherson	53	25:26.12
86	DODD, Emma	Neosho CC	--	25:43.58
87	SLABAUGH, Grace	Neosho CC	--	25:48.83
88	SEIBEL, Ashley	 McPherson	--	25:58.89
89	NOLAN, Karstyn	Cowley College	54	26:09.60
90	ENOTE, Autumn	Baptist Bible College	--	26:43.03
91	YAZZIE, Alana	 Haskell Indian	55	27:12.06
92	MORRIS, Avagay	Coffeyville CC	--	28:11.53
93	BARNETT, Josie	Baptist Bible College	--	28:31.19
94	WILSON, Alyssa	 McPherson	--	28:42.92
95	TRONCHEZ, Tania	Coffeyville CC	--	31:09.51
96	FLEURIGENE, Tanisha	Coffeyville CC	--	32:31.58
97	HOLDER, Alexandra	 Haskell Indian	56	32:33.09
	SALCIDO, Naialee	Coffeyville CC	--	DNF
	HIDALGO, Noel	Hutchinson CC	--	DNF
	GARCIA-GONZALEZ, Andrea	Cowley College	--	DNF
	RILEY, Shavell	Coffeyville CC	--	DNF
	PANTOJA, Nevaeh	Allen CC	--	DNF
	HART, Tavia	 Haskell Indian	--	DNF

Race #2**University/Open Women 5K (Univ Women)****FINAL RESULTS****TEAM SCORING SUMMARY**






























Final Standings	Score	Total	Avg.
1  Arkansas	38	1:26:28	17:18
2  Southwest Baptist	130	1:29:22	17:53
3  Dallas Baptist	140	1:30:04	18:01
4  West Texas A&M	176	1:29:08	17:50
5  Drury	208	1:30:55	18:11
6  Central Missouri	230	1:31:41	18:21
7  Missouri State	235	1:31:46	18:22
8  Rogers State	236	1:31:59	18:24
9  Pittsburg St.	248	1:32:11	18:27
10  Nebraska-Kearney	268	1:32:36	18:32
11  Mississippi College	272	1:32:35	18:31
12  East Central	282	1:32:41	18:33
13  St. Mary (Kan.)	303	1:33:01	18:37
14  Washburn	352	1:34:03	18:49
15  Missouri Western	441	1:35:24	19:05
16  Oklahoma Baptist	450	1:35:59	19:12
17  Missouri Southern	455	1:36:04	19:13
18  Emporia St.	488	1:36:27	19:18
19  Midwestern St.	523	1:37:25	19:29
20  Southwestern Oklahoma	559	1:37:54	19:35
21  Minot State	573	1:38:49	19:46
22 Rockhurst	636	1:39:43	19:57
23 UA-Fort Smith	645	1:41:12	20:15
24  UT-Tyler	672	1:42:28	20:30
25  Central Oklahoma	677	1:42:02	20:25
26  Newman	833	1:52:04	22:25
































INDIVIDUAL RESULTS



Athlete	Team	Score	Time
1 UWAJENEZA, Florance	 West Texas A&M	1	16:43.52
2 CURTABBI, Eleonora	 West Texas A&M	2	16:44.84
3 HYDE, Gracie	 Arkansas	3	16:59.44
4 EWERT, Taylor	 Arkansas	4	17:05.93
5 BURGOS, Elysia	 Southwest Baptist	5	17:07.26
6 MCCUNE, Claire	 Drury	6	17:13.15
7 RAMSEY, Jenna	 Emporia St.	7	17:22.37
8 CULBREATH, London	 Arkansas	8	17:24.86
9 VALDIVIA, Tessa	 Southwest Baptist	9	17:27.04
10 REGG-WAJID, AALIYAH	 East Central	10	17:27.62
11 SMITH, Corie	 Arkansas	11	17:27.94
12 VAUGHAN, Adoette	 Arkansas	12	17:29.50
13 DOWNING, Emma	 Oklahoma Baptist	13	17:34.02
14 NASH, Madison	 Missouri Western	14	17:34.25
15 DAR, Edna	 Missouri State	15	17:40.09
16 INSINNA, Marissa	 Dallas Baptist	16	17:46.09
17 HERNANDEZ, Jazmin	 Mississippi College	17	17:47.69
18 ARMENDARIZ, Alyssa	 St. Mary (Kan.)	18	17:48.38
19 STINSON, Elizabeth	 Drury	19	17:48.96
20 TOGOM, Cynthia	 Central Missouri	20	17:50.99
21 SKALICKY, Jillian	 Rogers State	21	17:51.61
22 O'DONNELL, Emme	 Dallas Baptist	22	17:52.64
23 MORTENSEN, Sierra	 Washburn	23	17:53.09
24 MURDOCK, Lara	 Pittsburg St.	24	17:54.11
25 JOHNSON, Lily	 Washburn	25	17:56.54
26 ELMORE, Mariah	 Central Missouri	26	17:56.89
27 WILLIAMS, Sierra	 Missouri State	27	17:59.19
28 KEMBOI, Abigael	 East Central	28	18:00.55
29 CHAVEZ, Raquel	 West Texas A&M	29	18:03.31
30 KELLER, KayCee	 Dallas Baptist	30	18:03.38
31 MENGICH, Risper	 Central Missouri	31	18:04.36
32 THORMAN, Jenna	 Dallas Baptist	32	18:05.14
33 OWEN, Quinn	 Arkansas	33	18:05.52

34	BYRD, Katie	 Rogers State	34	18:10.28
35	BACH, Maddie	 Nebraska-Kearney	35	18:11.69
36	BARBER, Alexis	 Southwest Baptist	36	18:12.91
37	JOHNSON, BARBARA	 East Central	37	18:14.98
38	WHIPP, Josie	 Mississippi College	38	18:15.10
39	WILLIAMS, Lainy	 Southwest Baptist	39	18:15.92
40	CRISTAN, Rylee	 Dallas Baptist	40	18:15.93
41	BANDY, Anna	 Southwest Baptist	41	18:18.05
42	WALTER-SHERRETTS, Maddy	 St. Mary (Kan.)	42	18:18.49
43	BONSALL, Grace	 Nebraska-Kearney	43	18:18.85
44	DWYER, Grace	 West Texas A&M	44	18:21.81
45	BARBER, Brocklyn	 Southwest Baptist	45	18:22.38
46	RITZ, Zoe	 Nebraska-Kearney	46	18:22.53
47	HONEYMAN, Hannah	 Pittsburg St.	47	18:23.79
48	KUYKENDALL, Ashlee	 Missouri Southern	48	18:26.95
49	DEANGELIS, Brianna	 Rogers State	49	18:28.78
50	DICK, Marissa	 Pittsburg St.	50	18:29.09
51	YOUNG, Kandace	UA-Fort Smith	51	18:29.26
52	CAMPBELL, Madeline	 Mississippi College	52	18:29.71
53	HAMMEKE, Erin	 Pittsburg St.	53	18:30.14
54	PALMER, Shelby	 Missouri State	54	18:30.55
55	WHITE, Annabel	 Drury	55	18:31.10
56	HIEBERT, Riley	 St. Mary (Kan.)	56	18:31.19
57	CARSON, Josie	 Arkansas	57	18:31.92
58	HUMMINGBIRD, Arizona	 Central Oklahoma	58	18:32.75
59	ESCAMILLA, Abril	 Dallas Baptist	59	18:34.11
60	CORNELL, Caitlin	 Minot State	60	18:34.38
61	WEIMER, Bradley	 Drury	61	18:35.37
62	MCGRUDER, Kayla	 Oklahoma Baptist	62	18:38.52
63	HOWARD, Jenna	 Dallas Baptist	63	18:41.45
64	BRADSHAW, Madison	 Rogers State	64	18:41.79
65	REINKE, Destiny	 Nebraska-Kearney	65	18:43.73
66	MORRISON, Paris	 Dallas Baptist	--	18:44.23
67	HARRIS, Mary Margaret	 Missouri State	66	18:44.90














68	VERMAAS, Jayme-Sue	 Drury	67	18:45.53
69	COLEMAN, Riley	 Rogers State	68	18:46.08
70	COWGER, KATIE	 East Central	69	18:47.26
71	BUSIENEI, Lilian	 Central Missouri	70	18:47.28
72	LITTLETON , Olivia	 Southwest Baptist	71	18:47.64
73	HARRIS, Mia	 Drury	72	18:49.21
74	KAEMPFE, Lillie	 Missouri State	73	18:50.59
75	MCCORD, Annie	 Pittsburg St.	74	18:53.12
76	MOORE, Trinity	 Pittsburg St.	75	18:53.60
77	HAMRE, Alexandra	 Missouri State	76	18:53.62
78	ROSAS, Victoria	 Midwestern St.	77	18:53.86
79	SMITH, Megan	 Dallas Baptist	--	18:57.09
80	BERKSTRESSER, Amanda	 Southwest Baptist	--	18:58.13
81	GILLEN, Megan	 Missouri Western	78	18:58.25
82	POLK, Elizabeth	 Nebraska-Kearney	79	18:58.62
83	KOMA, Patricia	 Washburn	80	19:00.08
84	BERRY, Emily	 Mississippi College	81	19:00.25
85	SMITH, Christyn	 Midwestern St.	82	19:00.96
86	BERGMAN, Kenzie	 Central Missouri	83	19:01.40
87	BELL, Bre	 Mississippi College	84	19:01.79
88	BRACKER, Shelby	 Nebraska-Kearney	85	19:04.73
89	POLLAN, Hannah	 Nebraska-Kearney	86	19:04.86
90	KIRTLEY, Megan	 Dallas Baptist	--	19:04.91
91	LOPEZ, Jenari	 Missouri Southern	87	19:06.09
92	HIEBERT, Reagan	 St. Mary (Kan.)	88	19:09.15
93	GUTIERREZ, Norma	 Mississippi College	89	19:09.50
94	LEWIS, Abigail	 Southwestern Oklahoma	90	19:10.05
95	BUTZKE, Elizabeth	 Midwestern St.	91	19:10.28
96	GAINES, Kayana	 Missouri Southern	92	19:11.03
97	BOLDT, Tabby	 Central Missouri	93	19:11.20
98	ROY, Cami	 Pittsburg St.	94	19:11.21
99	CARCANO, Natasha	 UT-Tyler	95	19:12.15
100	ROLEWICZ, Ashley	 Missouri State	96	19:12.37
101	BROOKS, Addison	 Oklahoma Baptist	97	19:12.41

102	WOOD, Tori	 Rogers State	98	19:13.16
103	FIALA, Sinclair	 Nebraska-Kearney	--	19:13.33
104	MADSEN, Kate	 St. Mary (Kan.)	99	19:13.53
105	BAJKA, Betty	 West Texas A&M	100	19:13.58
106	WILLIAMS, Courtney	 Southwestern Oklahoma	101	19:13.75
107	CUTLER, Lillian	 Missouri Western	102	19:14.29
108	RIGGENBACH, Ashley	 Rogers State	103	19:17.01
109	INSCHO, Lexi	 St. Mary (Kan.)	104	19:17.23
110	FRIES, Elena	 Rogers State	--	19:17.39
111	STUCKER, Makenzie	 Central Missouri	105	19:19.31
112	TROUT, Renee	 Pittsburg St.	--	19:21.27
113	MURILLO, Alicia	 Minot State	106	19:21.97
114	LIPSCOMB, Breanna	 Dallas Baptist	--	19:22.89
115	VOELKER, Kayla	 Missouri State	--	19:24.47
116	CLAYTON, Natalie	 Missouri State	--	19:25.52
117	SOTO-STOPAK, Jordan	 Nebraska-Kearney	--	19:26.90
118	SEGURA, Calista	 UT-Tyler	107	19:27.35
119	CROSLEY, Sara	 Rogers State	--	19:29.17
120	FRASHER, Allie	 Nebraska-Kearney	--	19:29.36
121	SHOWALTER, Hannah	 Emporia St.	108	19:30.08
122	BRUENING, Claire	 Pittsburg St.	--	19:30.85
123	LEBLANC, Payton	Unattached	--	19:31.00
124	LOPEZ-GONZALEZ, Luz	 Washburn	109	19:32.02
125	MOYER, Maggie	Rockhurst	110	19:33.52
126	WALLACE, Lauren	 Mississippi College	111	19:34.01
127	SMID, Kerra	 Nebraska-Kearney	--	19:35.30
128	NEA, Margo	 Missouri State	--	19:35.38
129	PAGE, Nevaeh	 Southwest Baptist	--	19:37.41
130	HENDERSON, Kelle	 Missouri Southern	112	19:37.53
131	BASSFORD, Emma	 Central Missouri	--	19:37.56
132	BUTTS, Gloria	 Rogers State	--	19:37.77
133	GREGG, Carlie	 St. Mary (Kan.)	113	19:37.93
134	PHILIPP, Shianne	 Nebraska-Kearney	--	19:38.83
135	DEMENT, Mercy	 Southwest Baptist	--	19:39.28
136	SUPER, Cara	Rockhurst	114	19:39.54

137	TROUT, Leann		Pittsburg St.	--	19:39.77
138	COLE, Emily		Dallas Baptist	--	19:40.41
139	WEBER, Eve		Washburn	115	19:40.85
140	GALLET, Mallory		St. Mary (Kan.)	--	19:40.92
141	SCOTT, Grace		Missouri Southern	116	19:41.97
142	LOURENS, Riley		Missouri State	--	19:42.14
143	DOMINGUEZ, Paulette		Minot State	117	19:43.44
144	HONC, Irina		Emporia St.	118	19:44.30
145	SCHENK, Josilyn		Southwestern Oklahoma	119	19:45.05
146	BROWN, Maicie		Southwestern Oklahoma	120	19:45.13
147	PATE, Daphne		West Texas A&M	121	19:45.28
148	DEWITT, Sophia		Emporia St.	122	19:45.29
149	GHORMLEY, Kylie		Missouri State	--	19:47.52
150	DICKERSON, Ava		Mississippi College	--	19:47.55
151	GOOS, Allison		Missouri Western	123	19:47.85
152	KINNEY, Abby		Missouri Western	124	19:48.55
153	FERGUSON, Joyce		UA-Fort Smith	125	19:50.71
154	HOFFPAUIR, Avery		Washburn	126	19:54.26
155	DENT, Kelsie		Washburn	127	19:55.38
156	BRIGGS, Stacy		Washburn	--	19:56.59
157	REEVES, Lauren		Minot State	128	19:58.98
158	SMITH, Seydi		Southwestern Oklahoma	129	19:59.96
159	CAMPBELL, Emma		St. Mary (Kan.)	--	20:00.78
160	STRANGE, Sophia		Oklahoma Baptist	130	20:01.33
161	PRINCE, Danielle		Missouri Southern	131	20:02.11
162	GREEN, Allison		Southwest Baptist	--	20:02.52
163	LOCKE, Delaney		Midwestern St.	132	20:02.61
164	KARJALA, Kaitlyn		Emporia St.	133	20:04.36
165	GEELAN, Lilly		Central Missouri	--	20:05.41
166	TUCKER, Makenzie		Emporia St.	134	20:06.22
167	HOLMES, Sage		Rockhurst	135	20:06.33
168	GOGEL, Brylee		Drury	136	20:07.52
169	VAUGHN, Jillian		Rockhurst	137	20:08.41
170	MIRELES, Natali		East Central	138	20:10.11

171	GEE, Sarah	 East Central	139	20:11.01
172	VESELY, Verena	 Washburn	--	20:13.18
173	MURPHY, Meg	Rockhurst	140	20:15.11
174	MCGILL, Brayleigh	 Midwestern St.	141	20:16.50
175	GREEN, Sydney	Mizzou Running Club	--	20:16.64
176	LEMONS, Madison	 Rogers State	--	20:16.97
177	SCHOCKEMOEHL, Cadence	 Rogers State	--	20:17.37
178	KVALE, Paige	 Missouri Western	142	20:17.59
179	HOLTZ, Taylor	 Missouri State	--	20:19.43
180	FELLER, Alex	 Midwestern St.	143	20:20.01
181	JOHN, Shelby	 UT-Tyler	144	20:20.34
182	MYERS, Claire	 Central Missouri	--	20:20.71
183	LIVINGSTON, Abigail	Unattached	--	20:21.84
184	COLTVET, Cassie	Rockhurst	145	20:24.89
185	GUDDER, Camille	 Central Missouri	--	20:25.54
186	FRITSCHLE, Faith	Rockhurst	146	20:27.15
187	LEE, Reese	 Midwestern St.	147	20:29.71
188	MERTZ, Caitlin	 Oklahoma Baptist	148	20:32.67
189	GARRISON, Bethany	 Central Oklahoma	149	20:33.24
190	MORRIS, Molly	Rockhurst	--	20:34.18
191	DEWITT, Lauren	Rockhurst	--	20:34.20
192	EFURD, Quincy	UA-Fort Smith	150	20:45.80
193	BINA, Mason	 Emporia St.	151	20:48.60
194	HUTCHINSON, Shiloh	 Central Oklahoma	152	20:49.04
195	HILL, Isabella	 Drury	--	20:49.09
196	WEAVER, Zoe	 Oklahoma Baptist	153	20:49.78
197	VARGAS, Tiffany	 UT-Tyler	154	20:50.03
198	LYON, Catherine	 Emporia St.	--	20:50.46
199	NICHOLS, Claudia	 Southwest Baptist	--	20:53.20
200	ENDSLEY, Emilee	 Newman	155	20:54.11
201	BEEL, CeeAnna	 Nebraska-Kearney	--	20:54.49
202	BYERS, Aubrey	UA-Fort Smith	156	20:55.45
203	FISHER, Riley	 St. Mary (Kan.)	--	20:55.71
204	AGUILAR, Veronica	 St. Mary (Kan.)	--	20:56.33
205	OSTERMAIER, Elizabeth	 Rogers State	--	20:57.57
206	HANSON, Harlie	 Central Oklahoma	157	20:57.81

207	MORRIS, Reese	 Missouri Western	158	20:59.27
208	SELLERS, Callie	 Rogers State	--	21:02.42
209	HENRY, Kailey	 Oklahoma Baptist	159	21:03.28
210	WILLIAMS, Caroline	 Newman	160	21:03.89
211	RODINA, Hannah	 Central Missouri	--	21:07.49
212	SHIRLEY, Clara	 Central Oklahoma	161	21:08.29
213	MEAD, Katie	Rockhurst	--	21:09.15
214	HANSEN, Emily	 Minot State	162	21:09.51
215	THOMPSON, Megan	UA-Fort Smith	163	21:10.39
216	MORTON, Allie	 Oklahoma Baptist	--	21:10.95
217	FRANKS, Kaitlynn	 Pittsburg St.	--	21:14.61
218	SAVILLE, Paige	 Southwest Baptist	--	21:14.74
219	CASTRO, Lourdes	UA-Fort Smith	164	21:18.18
220	TURNER, Ashton	Mizzou Running Club	--	21:18.86
221	ZAVALETA, Giselle	 Southwestern Oklahoma	165	21:22.06
222	FREDRICKSON, Brooke	Rockhurst	--	21:26.14
223	OKOPAL, Monica	 Minot State	166	21:27.39
224	SALGADO, Ashley	 Newman	167	21:33.87
225	PURCELL, Grace	Mizzou Running Club	--	21:37.86
226	ROSAS, DAISY	 East Central	168	21:39.11
227	RICHARDSON, Bailey	 Southwestern Oklahoma	169	21:40.99
228	ROBERTS, Rylee	 Rogers State	--	21:42.00
229	RHODES, Marin	 Central Oklahoma	170	21:45.11
230	ST. CYR, Madelyn	 Oklahoma Baptist	--	21:49.01
231	JAIMZ, Alexzandria	 Oklahoma Baptist	--	21:52.11
232	VERA, Saylor	UA-Fort Smith	171	21:54.75
233	KIEFER, Jillian	 Missouri Western	--	21:56.97
234	BROWN, Kaleigh	 Southwestern Oklahoma	--	21:58.21
235	HAFFNER, Natasja	Mizzou Running Club	--	21:58.78
236	LEAR, Camille	UA-Fort Smith	--	22:01.17
237	MATT, Sarah	Rockhurst	--	22:03.26
238	PRICE, Berkley	 Oklahoma Baptist	--	22:11.59
239	GRAY, Katie	Mizzou Running Club	--	22:32.60
240	ESPARZA, Nicolette	 UT-Tyler	172	22:37.25
241	EICHELMANN, Katie	UA-Fort Smith	--	22:38.65
242	AGEE, Marissa	 UT-Tyler	173	22:53.59
243	MARTINEZ, Jennifer	UA-Fort Smith	--	22:59.21

244	MCCALLISTER, JADEN	 East Central	--	23:22.97
245	SADOWSKY, Sidra	 Minot State	174	23:37.15
246	HELFRICH, Elise	 Newman	175	24:00.78
247	O'CONNOR, Adeline	 Oklahoma Baptist	--	24:06.41
248	GILMORE, Chloe	UA-Fort Smith	--	24:07.14
249	HOLMES, Sam	 Newman	176	24:30.71
250	DELGADO , Kiara	Mizzou Running Club	--	25:16.73
251	JOHNSON, Ariel	 Newman	177	25:50.81
252	FLOYD, Katelyn	 Southwestern Oklahoma	--	27:15.30
	WILMES, Halley	 Missouri Western	--	DNF
	VAIDZIULYTE, Kamile	 Drury	--	DNF
	ADAMS, Alexis	 Missouri Western	--	DNF
	ROBINSON, Jade	 Oklahoma Baptist	--	DNF
	LANGLEY, Emma	 Mississippi College	--	DNF
	CARBALLEIRA, Arianna	 Midwestern St.	--	DNF

Race #3**College/JC Men 8K (Jr College Men)****FINAL RESULTS****TEAM SCORING SUMMARY**

























	Final Standings	Score	Total	Avg.
1	Cowley College	30	2:10:02	26:01
2	 Baker	100	2:16:57	27:24
3	Hutchinson CC	101	2:16:18	27:16
4	Fort Scott CC	143	2:17:56	27:36
5	 McMurry	155	2:20:03	28:01
6	 John Brown	182	2:21:36	28:20
7	 College of the Ozarks	206	2:24:15	28:51
8	 McPherson	215	2:22:59	28:36
9	NorthWest Arkansas CC	225	2:23:41	28:45
10	 Evangel	227	2:24:01	28:49
11	Allen CC	229	2:23:52	28:47
12	Neosho CC	265	2:25:53	29:11
13	State Fair CC	286	2:27:11	29:27
14	Coffeyville CC	440	3:08:06	37:38















INDIVIDUAL RESULTS

	Athlete	Team	Score	Time
1	DIAZ-LOPEZ, Adrian	Cowley College	1	24:40.27
2	PKIACH, Amos	Cowley College	2	24:40.29
3	ADNOW, Gudisa	Fort Scott CC	3	24:47.90
4	OSWALT, Collin	Hutchinson CC	4	25:42.67
5	IRAKOZE , Janvier	 College of the Ozarks	5	26:35.80
6	COFER, Jacob	 Baker	6	26:38.38
7	NUNEZ, Santiago	Cowley College	7	26:47.74
8	KIPCHIRCHIR, Emmanuel	NorthWest Arkansas CC	8	26:54.89
9	RODRIGUEZ, Joel	Cowley College	9	26:54.98
10	PIERCE, Garrett	 College of the Ozarks	10	26:57.59
11	WELLS, Aidan	Cowley College	11	26:57.99
12	RODRIGUEZ-ABAD, Xael	Cowley College	12	26:59.19
13	RAMIREZ, Humberto	Fort Scott CC	13	27:03.30
14	DUIJSTERS, Goran	Cowley College	14	27:09.68

15	PETAK, Josiah	 John Brown	15	27:12.12
16	LIERMANN, Caleb	Cowley College	--	27:12.46
17	HOLT, Andrew	Hutchinson CC	16	27:14.00
18	SANCHEZ, Gabriel	 McMurry	17	27:15.59
19	LAMPAREK, Ben	 Baker	18	27:18.56
20	SEMIEN, Phillip	Allen CC	19	27:19.57
21	DAVIS, Anthony	 Baker	20	27:21.40
22	MALDONADO, Abram	 McMurry	21	27:29.88
23	TARIN, Camilo	Hutchinson CC	22	27:30.45
24	ALLEN, Wyatt	 McPherson	23	27:31.27
25	HEMTEWA , Chris	 Haskell Indian	--	27:32.36
26	TURPIN, Carsyn	Hutchinson CC	24	27:35.78
27	EDNEY, Cayce	 Evangel	25	27:36.62
28	TURNER, Ethan	 McMurry	26	27:37.82
29	CRAWLEY, Dawson	Cowley College	--	27:40.36
30	BRADLEY, Maxx	 Baker	27	27:48.66
31	LECK, Andrew	Neosho CC	28	27:49.62
32	KIDD, Christofer	 Baker	29	27:49.67
33	FLEMING, Jadin	 McPherson	30	27:51.46
34	LIERMANN, Corbin	Cowley College	--	27:59.13
35	NAVARRO , Samuel	Fort Scott CC	31	28:03.16
36	TELLEZ, Marcos	 McMurry	32	28:05.56
37	LAUER, Brock	 McPherson	33	28:08.32
38	ETHAN, Montgomery	State Fair CC	34	28:11.87
39	CORONADO, Jacob	Cowley College	--	28:12.19
40	FRAGUA , Jonathan	 Haskell Indian	--	28:13.59
41	GEISSINGER, Aaron	Hutchinson CC	35	28:14.13
42	MEDRANO, Aaron	Cowley College	--	28:17.46
43	HAGOOD, Jake	 John Brown	36	28:19.71
44	WHITING, Jadin	 John Brown	37	28:19.77
45	MILLER, Graham	 Evangel	38	28:21.21
46	KIPRONO, Billy	Neosho CC	39	28:22.27
47	CAPEHART, Michael	 John Brown	40	28:23.32
48	HUEBERT, Robert	 Baker	41	28:24.76
49	SHAW, Logan	State Fair CC	42	28:27.65
50	PHELAN, Tyler	NorthWest Arkansas CC	43	28:30.14
51	WHITE, Arrik	Allen CC	44	28:33.92
52	SUIED, Muneer	Cowley College	--	28:43.05

53	BURASCO, Aries	NorthWest Arkansas CC	45	28:48.36
54	REYES, Edgar	Cowley College	--	28:49.08
55	DUTTON, Max	 Baker	46	28:51.68
56	OLVERA, Edwin	Cowley College	--	28:52.32
57	GEBREKRISTOS, Henok	Fort Scott CC	47	28:55.55
58	GONZALEZ, Raymon	Allen CC	48	28:58.66
59	ASMEROM, Jotham	Fort Scott CC	49	29:05.10
60	TAYLOR, Owen	Allen CC	50	29:06.38
61	MOORE, Wesley	 College of the Ozarks	51	29:08.75
62	ESPINOZA, Evan	 Evangel	52	29:11.76
63	LEWIS, Ty	State Fair CC	53	29:16.30
64	THNG, Luke	 John Brown	54	29:20.86
65	NICHOLS, Campbell	 Evangel	55	29:22.37
66	CHAFIN, Cole	 College of the Ozarks	56	29:25.89
67	PATTERSON, Eric	 Evangel	57	29:28.79
68	CODAY, Bryce	 Evangel	58	29:30.96
69	ROE, Dylan	Cowley College	--	29:33.83
70	COLLINS, Harry	 McMurry	59	29:33.88
71	DEBOEST , Lucorien	Fort Scott CC	60	29:34.09
72	LOPEZ, Alexander	Neosho CC	61	29:36.82
73	BARTA, Thane	 McPherson	62	29:38.43
74	MATA, Alexis	Neosho CC	63	29:41.83
75	BALL, Matthew	NorthWest Arkansas CC	64	29:42.04
76	ANDRADE, John	NorthWest Arkansas CC	65	29:45.42
77	ZUNIGA, John	 McMurry	66	29:46.63
78	CHOI, Paul	 McPherson	67	29:48.80
79	RESENDIZ, Juan	Allen CC	68	29:52.53
80	BURGHART, Alex	NorthWest Arkansas CC	69	29:59.92
81	FLORES, Isaiah	 Evangel	70	30:04.28
82	MILLER, Christopher	 McPherson	71	30:07.85
83	KAHN, Zain	 Baker	--	30:08.69
84	THAI, Reagan	 McPherson	72	30:09.41
85	HALE, Parker	 John Brown	73	30:09.67
86	ADAME, Jimmy	 Baker	--	30:13.97
87	GRAHAM, Jude	 Baker	--	30:18.18
88	RUIZ, Andrew	Neosho CC	74	30:21.97
89	DOLLOWAY, Tyron	Neosho CC	75	30:22.14
90	JANZEN, Andrew	 John Brown	76	30:25.02

91	HINOJOSA, Aaron	 McMurry	77	30:26.05
92	KNIGHT, Ryan	 John Brown	--	30:28.21
93	HERRERA, Juan	State Fair CC	78	30:31.74
94	BOZELL, Justin	 McMurry	--	30:32.11
95	GAYER, Dakota	 Ozark Christian College	--	30:32.22
96	DYER, Zack	State Fair CC	79	30:43.44
97	JACKSON, Christopher	 Baker	--	30:44.57
98	ROBERTS, Parker	 McPherson	--	30:47.07
99	BAKER, River	 John Brown	--	30:57.38
100	LEOS, Victor	 McMurry	--	31:06.29
101	SMITH, Ryan	State Fair CC	80	31:09.01
102	MANYGOATS, Alexander	 Haskell Indian	--	31:17.87
103	NAVARRO, Emiliano	 Baker	--	31:20.91
104	RUIZ, Sais	 Baker	--	31:25.22
105	SMITH, William	NorthWest Arkansas CC	81	31:34.72
106	CASTLE, Samuel	Neosho CC	82	31:46.06
107	HALE, Isaac	 McPherson	--	31:53.32
108	LAURANCE, Gunnar	Neosho CC	--	31:53.76
109	JACKSON, Doriye	Fort Scott CC	83	32:02.97
110	ARAFOL, Joshua	Neosho CC	--	32:04.76
111	SCHEPERLE, Benjamin	 Evangel	--	32:06.35
112	DYCK, Spencer	 College of the Ozarks	84	32:06.54
113	GARCIA, Eduardo	 McMurry	--	32:07.31
114	MOFFET, Austin	 McPherson	--	32:22.37
115	BOWLING, Grant	 Evangel	--	32:38.77
116	BATTEN, Jaxon	 McMurry	--	32:45.11
117	HARRINGTON, Drake	Neosho CC	--	32:49.30
118	YANEZ, Daniel	 Evangel	--	32:50.69
119	SALINAS, Ulysses	NorthWest Arkansas CC	--	33:05.32
120	BURRELL, Javin	Fort Scott CC	--	33:14.40
121	JAMES, Hayden	 McMurry	--	33:20.03
122	MALLAM, Abraham	Neosho CC	--	33:48.79
123	DUNFEE, Johnny	 John Brown	--	33:48.90
124	TRUELOVE, Todd	 McPherson	--	33:58.16
125	APPERSON, Mason	 College of the Ozarks	85	34:24.26
126	HAEFLI, Daniel	 John Brown	--	34:44.73

127	HERRERA, Mateo	 McMurry	--	34:47.61
128	ROGERS, Tyler	Coffeyville CC	86	35:22.68
129	COOPER, Kaneal	Coffeyville CC	87	37:09.08
130	HENSON, Toby	 Ozark Christian College	--	37:10.25
131	GUIDRY, Trent	Coffeyville CC	88	37:17.01
132	TSHONGWENI, Thithiba	Neosho CC	--	37:21.91
133	RICHEY, Trey	Coffeyville CC	89	37:23.87
134	TALBOT, Aaron	Coffeyville CC	90	40:52.65
135	SMITH, Gary	Coffeyville CC	91	52:05.00
136	JERRY, Dion	 Haskell Indian	--	58:15.00
	HALE, Jaiven	 Haskell Indian	--	DNF
	GONZALEZ, Bryan	Fort Scott CC	--	DNF
	EDWARDS, Zefeniah	Coffeyville CC	--	DNF
	HOLGUIN, Luis	 McMurry	--	DNF
	ASAD, Alex	 UT-Tyler	--	DNS
	ANDRADE, Seth	 UT-Tyler	--	DNS
	CECOTTI, Matthew	 UT-Tyler	--	DNS
	THORNTON, Landon	 UT-Tyler	--	DNS
	BARLOW, Kalen	 UT-Tyler	--	DNS
	CONTRERAS, Angel	 UT-Tyler	--	DNS
	GIPSON, Jack	 UT-Tyler	--	DNS
	CHAVEZ, Lorenzo	 UT-Tyler	--	DNS
	PACKARD, Ty	 Baker	--	DNF

Race #4**University/Open Men 8K (Univ Men)****FINAL RESULTS****TEAM SCORING SUMMARY**

Final Standings		Score	Total	Avg.
1	 Pittsburg St.	53	2:05:02	25:01
2	 Missouri Southern	74	2:04:59	25:00
3	 St. Mary (Kan.)	95	2:06:27	25:18
4	 Mississippi College	102	2:06:49	25:22
5	 Nebraska-Kearney	120	2:07:13	25:27
6	 Central Missouri	217	2:10:14	26:03
7	 Emporia St.	228	2:10:16	26:04
8	 Dallas Baptist	264	2:11:16	26:16
9	 Washburn	276*	2:11:39	26:20
10	 East Central	276*	2:11:51	26:23
11	 Rogers State	301	2:12:34	26:31
12	 Drury	302	2:12:45	26:33
13	 Southwest Baptist	306	2:12:48	26:34
14	 Missouri Western	366	2:14:11	26:51
15	 Oklahoma Baptist	404	2:14:58	27:00
16	 UT-Tyler	416	2:15:58	27:12
17	 TAMU-Commerce	468	2:17:25	27:29
18	 Minot State	484	2:17:36	27:32
19	 Newman	540	2:20:28	28:06
20	UA-Fort Smith	597	2:21:35	28:19
21	Rockhurst	636	2:24:20	28:52

***Tiebreakers**

Washburn (276) 3 W-W-L-L-W

East Central (276) 2 L-L-W-W-L

INDIVIDUAL RESULTS

Athlete	Team	Score	Time
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1	RIDDLE, Ryan		Missouri Southern	1	24:14.00
2	RUTLEDGE, JP		Missouri Southern	2	24:23.16
3	BACH, Myles		Nebraska-Kearney	3	24:39.05
4	GRAHN, Bryce		Pittsburg St.	4	24:39.88
5	BOWEN, Johnathan		St. Mary (Kan.)	5	24:43.65
6	CONTRERAS, Diego		Pittsburg St.	6	24:53.33
7	VAZQUEZ, Eric		St. Mary (Kan.)	7	24:54.03
8	STUCKEY, Luke		Nebraska-Kearney	8	24:59.58
9	POULIN, Gabe		Mississippi College	9	24:59.68
10	RILEY, Simpson		Missouri Southern	10	25:02.21
11	SOUTHARD, Connar		Pittsburg St.	11	25:03.10
12	ARENS, Ben		Nebraska-Kearney	12	25:03.86
13	MAKI, Matthew		Emporia St.	13	25:07.37
14	KIBET, David		Washburn	14	25:08.52
15	OGLESBY, Matthew		Pittsburg St.	15	25:10.65
16	BALCER, Christian		Mississippi College	16	25:11.58
17	STRADER, Mason		Pittsburg St.	17	25:14.25
18	SANDVIK, CARSON		East Central	18	25:19.46
19	O'BARR, Bryan		Central Missouri	19	25:19.84
20	KURZ, Hunter		Mississippi College	20	25:21.00
21	OZEE, Jared		Missouri Southern	21	25:23.32
22	WHITEHEAD, Adam		Dallas Baptist	22	25:24.24
23	MERRITT, Brig		St. Mary (Kan.)	23	25:28.55
24	KIRK, Alex		Central Missouri	24	25:29.71
25	SKINNER, Luke		St. Mary (Kan.)	25	25:32.99
26	BROWN, Rylan		Emporia St.	26	25:33.00
27	CONTRERAS, Angel		UT-Tyler	27	25:35.06
28	BUNDROCK, Noah		West Texas A&M	--	25:37.77
29	DEL RIO, Evan		Mississippi College	28	25:38.31
30	BENOIT, Cole		Mississippi College	29	25:38.32
31	SPEER, John		TAMU-Commerce	30	25:39.24
32	MCLAIN, Collen		Washburn	31	25:41.54
33	KAHNK, Ben		Pittsburg St.	32	25:43.86
34	OHEIM, Julius		Rogers State	33	25:44.30

35	HAHN, Matthew	 Dallas Baptist	34	25:46.55
36	ROJAS-KING, Elvis	 St. Mary (Kan.)	35	25:46.80
37	METHVIN, Braedon	 Mississippi College	36	25:46.94
38	WILLIAMSON, Jeb	 Dallas Baptist	37	25:47.19
39	GOATLEY, Tyler	 Southwest Baptist	38	25:55.02
40	STARK, Jared	 St. Mary (Kan.)	39	25:55.42
41	ZACHARY, Finley	 Missouri Southern	40	25:56.23
42	YOUNG, Connor	 Emporia St.	41	26:01.46
43	KERSHAW, William	 Drury	42	26:06.51
44	STOLTZFUS, Dylan	 St. Mary (Kan.)	43	26:07.74
45	BETT, EMMANUEL	 East Central	44	26:10.46
46	KELLY, Brock	 Mississippi College	45	26:12.58
47	KAUFMANN, Bryce	 Pittsburg St.	46	26:12.73
48	BAUDER, Brady	 Southwest Baptist	47	26:14.48
49	FRASHER, Eli	 Nebraska-Kearney	48	26:14.74
50	LOUVIERE, Masen	 Nebraska-Kearney	49	26:15.26
51	GOSS, Caden	 Rogers State	50	26:15.60
52	PALMER, Cooper	 Central Missouri	51	26:15.81
53	NJUGUNA, EDWARD	 East Central	52	26:21.13
54	BOHON, AJ	 St. Mary (Kan.)	--	26:22.08
55	LOWRY, Sean	 Drury	53	26:22.48
56	ALLEN, Calvin	 West Texas A&M	--	26:27.14
57	SPENCE, Lawson	 Drury	54	26:27.43
58	ADAMS, Zach	 Central Missouri	55	26:27.60
59	EVE, Carson	 Pittsburg St.	--	26:28.26
60	SMITH , Evan	 Southwest Baptist	56	26:31.46
61	BLANTON, Garrison	 Rogers State	57	26:31.79
62	VROOMAN, Justin	 Nebraska-Kearney	58	26:31.84
63	ORSCHELN, Mason	 Missouri Western	59	26:33.19
64	HELINE, Ryan	 St. Mary (Kan.)	--	26:33.27
65	LANDON, Fatino	 Missouri Southern	60	26:34.01
66	BLAY, Tyler	 Missouri Western	61	26:36.02
67	CHINYA, Gabriel	 Washburn	62	26:37.09
68	STINNETT, Jackson	 Rogers State	63	26:37.50









69	REED, Jack	 Oklahoma Baptist	64	26:37.89
70	LUERA, Angel	 Dallas Baptist	65	26:38.53
71	PALOMO, GILBERTO	 East Central	66	26:38.69
72	ESKEW, Noah	 Oklahoma Baptist	67	26:39.25
73	NICHOLS, Blake	 Central Missouri	68	26:40.13
74	JENSEN, Jacob	 Minot State	69	26:40.56
75	MASCO, Ty	 Nebraska-Kearney	70	26:40.56
76	SALLEE, Trevor	 Pittsburg St.	--	26:41.17
77	SCHOENHOFER, Brett	 Nebraska-Kearney	--	26:42.89
78	LARKIN, Konner	 Missouri Western	71	26:43.32
79	ANDRADE, Seth	 UT-Tyler	72	26:43.65
80	FRANCE, Justyn	 Emporia St.	73	26:45.54
81	BYRNE, Luke	 Drury	74	26:47.16
82	MORGAN, Calvin	 Emporia St.	75	26:47.80
83	BROWN, Asher	 Newman	76	26:49.48
84	THORNTON, Landon	 UT-Tyler	77	26:55.99
85	LABRUE, Craig	 Pittsburg St.	--	26:56.89
86	WILLIAMS, Marlon	 Pittsburg St.	--	26:58.38
87	WEBBER, Colin	 Pittsburg St.	--	26:59.19
88	TOWNSEND, Tanner	 TAMU-Commerce	78	27:01.05
89	PURIFOY, William	 Drury	79	27:01.15
90	FULLERTON, Austin	 Newman	80	27:01.64
91	THOMPSON, Ethan	 Washburn	81	27:02.67
92	BOWLING, Peter	 Southwest Baptist	82	27:03.21
93	MAXVILLE, Trevor	 Southwest Baptist	83	27:03.57
94	OYLER, Jacob	 Missouri Western	84	27:03.84
95	COOLEY, Kaden	 St. Mary (Kan.)	--	27:05.17
96	WHEELER, Maxamillian	 Oklahoma Baptist	85	27:06.49
97	GABE, McClain	 Missouri Southern	86	27:06.57
98	HOLIDAY, Trent	 Minot State	87	27:06.65
99	MUNSELL, Keetan	 Washburn	88	27:08.22
100	ABLES, Parker	 Oklahoma Baptist	89	27:09.79
101	SANDERS, Colby	 Southwest Baptist	90	27:13.82
102	CUDDY, Peter		91	27:14.04

		 Missouri Western		
103	MESENBRINK, Ethan	 Missouri Western	92	27:18.27
104	SWIFT, Tyler	 Emporia St.	93	27:18.94
105	MCELHANEY, Gage	 Southwest Baptist	94	27:19.47
106	JORGENSEN, Gavin	 Minot State	95	27:20.90
107	VILSAINT, DENZEL	 East Central	96	27:20.96
108	MYERS, Brayden	 St. Mary (Kan.)	--	27:23.96
109	GORHAM, Riley	 Missouri Western	97	27:24.16
110	WILSON, Kory	 Rogers State	98	27:24.41
111	KARDOKUS, Carson	 Oklahoma Baptist	99	27:24.46
112	MASSEY, Aidan	 Emporia St.	100	27:24.69
113	WEGENKA, Luke	 Drury	101	27:24.92
114	LARSON, Chris	 East Central	102	27:25.64
115	GLEASON, Luke	 Emporia St.	--	27:26.89
116	KREMP, Joe	 Southwest Baptist	--	27:27.43
117	COPE, Blake	 Oklahoma Baptist	103	27:27.50
118	HERNANDEZ, Carlos	UA-Fort Smith	104	27:28.30
119	JACKSON, Dominic	 Emporia St.	--	27:31.61
120	KOESTER, Kevin	 Missouri Southern	--	27:32.50
121	SAILER, Mitch	 Pittsburg St.	--	27:32.98
122	BONILLA, Grayson	 Minot State	105	27:37.08
123	GARRISON, Daniel	 Southwest Baptist	--	27:37.29
124	UNDERWOOD, Colton	 St. Mary (Kan.)	--	27:38.81
125	GRAINGER, Jay	 Dallas Baptist	106	27:39.33
126	DUONG, Benjamin	 Dallas Baptist	107	27:40.16
127	KAHNK, Adam	 Pittsburg St.	--	27:41.50
128	HARRIS, Garrison	 Emporia St.	--	27:43.60
129	FORD, Nathan	 Dallas Baptist	108	27:43.87
130	MAHER, Brady	 Central Missouri	109	27:45.01
131	KLEIN, Gavin	 Nebraska-Kearney	--	27:45.65
132	BAKER, Tommy	 St. Mary (Kan.)	--	27:46.39
133	TURNER, Preston	 Rogers State	110	27:48.46
134	LUEDERS, Sam	 Nebraska-Kearney	--	27:48.52
135	BARLOW, Kalen	 UT-Tyler	111	27:49.67

136	HILL, Zach	Rockhurst	112	27:50.73
137	FLORES, Christopher	 TAMU-Commerce	113	27:51.95
138	WAGONER, Calvin	 Central Missouri	114	27:52.18
139	PEREZ, Luis	 St. Mary (Kan.)	--	27:52.73
140	WILES, Drew	 East Central	115	27:55.91
141	SIMONSON, Seth	 Nebraska-Kearney	--	27:56.76
142	SCHARNICK, Morne	 Rogers State	116	27:58.25
143	ADAMS, Carter	 Southwest Baptist	--	28:00.01
144	BELLIS, Hunter	 West Texas A&M	--	28:00.92
145	ROKUSEK, Henry	 Emporia St.	--	28:01.19
146	O'DWYER, Austin	 St. Mary (Kan.)	--	28:01.41
147	RUSSELL, Jake	 Mississippi College	--	28:04.61
148	ERDKAMP, Dean	 Nebraska-Kearney	--	28:05.04
149	BRITT, Jacob	 Mississippi College	--	28:05.34
150	MOLER, Matt	 Drury	117	28:05.50
151	CRIGGER, Kayden	 Missouri Western	--	28:05.90
152	HART, Hunter	 Rogers State	--	28:09.35
153	BODDY, Landon	 Oklahoma Baptist	118	28:09.84
154	BRIODY, Brendan	 St. Mary (Kan.)	--	28:10.62
155	MAXWELL, Corey	UA-Fort Smith	119	28:11.35
156	DEL VECCHIO, Jack	Rockhurst	120	28:14.08
157	GRIFFITH, Matthew	Mizzou Running Club	--	28:14.14
158	GARNER, Colby	 Drury	--	28:14.24
159	GINN, Kyle	 Rogers State	--	28:18.92
160	WALLACE, Charlie	 Pittsburg St.	--	28:20.93
161	LOY, Taegan	 St. Mary (Kan.)	--	28:21.35
162	WEATHERTON, Cade	UA-Fort Smith	121	28:22.80
163	GILES, Samuel	UA-Fort Smith	122	28:23.03
164	SCHMITT, Ben	 Drury	--	28:24.77
165	GONZALES, Anthony	 TAMU-Commerce	123	28:25.05
166	DAVIS, Payton	 Nebraska-Kearney	--	28:26.96
167	NAVARRETE, Chris	 TAMU-Commerce	124	28:27.68
168	PARRISH, Jackson	 East Central	--	28:28.83
169	GIDEON, Kevin	Unattached	--	28:28.99
170	BEINE, Dominic	 St. Mary (Kan.)	--	28:30.90

171	KEVIN, McClain		Missouri Southern	--	28:33.40
172	HENGELI, Sam		Emporia St.	--	28:34.42
173	O'KEEFE, Will		Southwest Baptist	--	28:35.23
174	LYNCH, Liam		Drury	--	28:35.25
175	ULTRERAS, Alex		Newman	125	28:36.61
176	COOK, Elijah		East Central	--	28:36.67
177	CARTER, Zachary		Missouri Western	--	28:37.17
178	KEMBOI, Ezekiel		Newman	126	28:42.30
179	GRIFFIN, Cooper		Washburn	127	28:44.67
180	WRIGHT, Andrew		Missouri Western	--	28:49.20
181	JAY, Yale		Dallas Baptist	--	28:49.33
182	JASMIN, Camden		Minot State	128	28:50.13
183	CHERUIYOT, Robert		East Central	--	28:50.90
184	CECOTTI, Matthew		UT-Tyler	129	28:52.88
185	COLTVET, Luke		Rockhurst	130	28:54.62
186	GIRON, Joseph		Missouri Western	--	29:02.49
187	WELLS, ZACHERY		East Central	--	29:03.14
188	GALLEGOS, Michael		St. Mary (Kan.)	--	29:04.35
189	GALANTI, Tony		Mizzou Running Club	--	29:07.01
190	DOUGLAS, Lawson		UA-Fort Smith	131	29:08.95
191	PETRELLA, Nick		Washburn	132	29:09.99
192	ADAMS, Dawson		St. Mary (Kan.)	--	29:12.10
193	WESTHOFF, Aaron		Central Missouri	--	29:12.15
194	KIRKSEY, Caden		Southwest Baptist	--	29:17.05
195	VALVERDE, Gio		Newman	133	29:17.11
196	ENGEL, Luke		Central Missouri	--	29:17.88
197	VALLEJO, Carlos		Rogers State	--	29:19.15
198	WHITE, Joseph		Rogers State	--	29:19.16
199	FLANNIGAN, Kevin		St. Mary (Kan.)	--	29:19.37
200	ROHR, Brayden		Newman	134	29:19.44
201	FANTONI, Samuel		Oklahoma Baptist	--	29:21.81
202	EDENS , Colton		UA-Fort Smith	135	29:23.74
203	ACHILLES, Cody		Emporia St.	--	29:25.95
204	PEDEE, Tyler		Rockhurst	136	29:27.88
205	PHILLIPPI, Blaine		Rogers State	--	29:31.81

206	ZACHARY, Joshua	 Missouri Western	--	29:33.25
207	SINCLAIR, Grant	 Pittsburg St.	--	29:34.64
208	PHILLIPPI, Blake	 Rogers State	--	29:38.02
209	MCVOY, Connor	UA-Fort Smith	137	29:38.61
210	MILLS, Cameron	 Oklahoma Baptist	--	29:39.70
211	GALVIN, Trey	 St. Mary (Kan.)	--	29:40.78
212	JACOBS, Evan	Mizzou Running Club	--	29:41.19
213	DIAZ, Jaime	 Emporia St.	--	29:49.73
214	HERRICK, Nick	Rockhurst	138	29:52.67
215	CONRAD, Spencer	 Oklahoma Baptist	--	30:05.85
216	GARCIA, Eder	 Nebraska-Kearney	--	30:07.68
217	STEPHANOS, Gus	 St. Mary (Kan.)	--	30:09.12
218	LENFERT, Jan	 TAMU-Commerce	139	30:13.10
219	MCHUGH, Collin	 Rogers State	--	30:15.58
220	HUGHES, Ryan	Unattached	--	30:16.96
221	STEPHENSON, Maverick	 East Central	--	30:17.03
222	GADDIS, Tristan	 Central Missouri	--	30:18.59
223	BLEDSE, Luke	UA-Fort Smith	--	30:23.42
224	LINDSTRON, Aidan	 Missouri Western	--	30:28.63
225	OBERKROM, Chris	Rockhurst	140	30:34.06
226	BIERSDORFER, Jon	 Rogers State	--	30:36.13
227	SMITH, Mykel	 TAMU-Commerce	141	30:36.26
228	GUTIERREZ, Juan	 Minot State	142	30:38.23
229	HEDGES, Riley	 Pittsburg St.	--	30:38.27
230	BUTLER, Thomas	Rockhurst	143	30:38.33
231	MARQUEZ, Javier	 Newman	144	30:44.77
232	ADAMS, Tyler	 Drury	--	30:46.72
233	TUEL, Eko	UA-Fort Smith	--	30:47.19
234	HANNA, Avery	 Oklahoma Baptist	--	31:07.90
235	TUCKER, Lewis	 Drury	--	31:13.23
236	TENNANT, Noah	Rockhurst	--	31:13.47
237	MATOUSEK, Trevor	 Nebraska-Kearney	--	31:13.75
238	MATHIS, Matthew	 Dallas Baptist	--	31:20.23
239	WOODWARD, ELIJAH	 East Central	--	31:48.51
240	FAJARDO, Josh	Mizzou Running Club	--	31:58.95
241	STURTEVANT, Braiden	 St. Mary (Kan.)	--	32:11.45

242	GRAHAM, Daniel	UA-Fort Smith	--	32:23.20
243	GONZALES , Nathaniel	UA-Fort Smith	--	32:29.91
244	JOSEPH, Christopher	Rockhurst	--	32:51.16
245	SEATON , Tristan	UA-Fort Smith	--	33:00.37
246	SUAREZ, Daniel	Rockhurst	--	33:11.79
247	GREENLEE, Clayton	Mizzou Running Club	--	33:27.80
248	NITCHMAN, Evan	Mizzou Running Club	--	33:33.71
249	ASAD, Alex	 UT-Tyler	145	34:51.15
250	JIMENEZ, Jesus	 Newman	--	35:38.64
251	GRAY, Tyler	Mizzou Running Club	--	35:57.61
	CHEMALMAL, Kevin	 Newman	--	DNF
	KELLY, Trenton	 Dallas Baptist	--	DNF
	TOMASEK, Bryce	 Dallas Baptist	--	DNF
	FOSTER, Jordan	UA-Fort Smith	--	DNF
	EMERSON, Tanner	Unattached	--	DNF
	WILLIAMS, Nick	Unattached	--	DNF
	SAKALARES, Will	Unattached	--	DNF
	WELCH, Dawson	Unattached	--	DNF
	DEUTSCH, Nicholas	 TAMU-Commerce	--	DNF
	GONZALEZ, Tito	 Minot State	--	DNF
	ERWIN, Brendan	 St. Mary (Kan.)	--	DNF
	NEIDIG, Liam	 St. Mary (Kan.)	--	DNF

Race #5**HS Girls Green 5K (Green Varsity)****FINAL RESULTS****TEAM SCORING SUMMARY**

Final Standings	Score	Total	Avg.
1 Cor Jesu Academy	84	1:37:37	19:32
2 West Plains High School	105	1:38:42	19:45
3 Eureka High School	165	1:40:56	20:12
4 Moore High School	197	1:41:56	20:24
5 Farmington High School	219	1:42:37	20:32
6 Eudora High School	230	1:42:53	20:35
7 Liberty North High School	242	1:43:36	20:44
8 Kearney High School	244	1:43:26	20:42
9 Bentonville High School	251	1:43:19	20:40
10 Kickapoo High School	262	1:43:44	20:45
11 Nixa High School	267	1:44:27	20:54
12 Coweta High School	298	1:44:57	21:00
13 Republic High School	325	1:45:59	21:12
14 Webb City High School	355	1:46:29	21:18
15 Helias Catholic High School	398	1:48:02	21:37
16 Rolla High School	431	1:48:53	21:47
17 Ozark High School	477	1:50:18	22:04
18 Neosho High School	482	1:51:22	22:17
19 Gardner-Edgerton High School	488	1:51:00	22:12
20 Carl Junction High School	496	1:51:24	22:17
21 Joplin High School	544	1:52:34	22:31
22 Notre Dame (Cape Girardeau) High	560	1:53:43	22:45
23 Russellville High School	613	1:56:44	23:21
24 Glendale High School	625	1:56:49	23:22
25 Parkview High School	655	2:09:55	25:59
26 Camdenton High School	681	1:58:12	23:39
27 Frontenac	719	1:58:27	23:42

INDIVIDUAL RESULTS

Athlete	Team	Score	Time
1 DAWSON, Cayden	Bixby High School	--	17:28.90
2 LUNA, Frances	Cor Jesu Academy	1	18:47.46
3 BROWN, Klarie	Kickapoo High School	2	18:47.76
4 LUNA, Adrienne	Cor Jesu Academy	3	18:56.02

5	KLEEKAMP, Leah	Eureka High School	4	19:00.43
6	FORD, Lyric	Montgomery County High School	--	19:02.97
7	BURCHAM, Brelee	Coweta High School	5	19:04.84
8	GUNTER, Jayna	West Plains High School	6	19:06.39
9	KANTOLA, Brayden	West Plains High School	7	19:07.57
10	KINSTLER, Alexandria	Kearney High School	8	19:09.02
11	LUNA, Maria	Cor Jesu Academy	9	19:09.37
12	KANTOLA, Jordan	West Plains High School	10	19:15.05
13	NAMBARA, Mihane	Republic High School	11	19:18.50
14	RODGERS, Malia	Montgomery County High School	--	19:19.98
15	FROST, Isabella	Rolla High School	12	19:22.06
16	GALINDO, Madison	Bentonville High School	13	19:23.36
17	STREET, Abigail	Webb City High School	14	19:23.90
18	SPARR, Alayna	Farmington High School	15	19:24.31
19	GENEL, Lilah	Parkview High School	16	19:28.12
20	GREGORY, Christian	Moore High School	17	19:30.18
21	KELTNER, Hanna	Eudora High School	18	19:40.96
22	HURLEY, Macey	Bentonville High School	19	19:41.55
23	KITCHIN, Elizabeth	Ozark High School	20	19:41.78
24	MATHES, Breanna	Farmington High School	21	19:41.87
25	HILL, Audrey	Moore High School	22	19:42.90
26	ASHLEY, Alicen	Nixa High School	23	19:49.79
27	SELTMAN, Aubrey	Liberty North High School	24	19:54.82
28	HAWKINS, Riley	Webb City High School	25	19:56.46
29	NICHOLSON, Brooklyn	Russellville High School	26	19:58.63
30	OWENS, Sydney	Eudora High School	27	20:00.55
31	SECREST, Hailey	Coweta High School	28	20:01.40
32	EFTINK, Lauren	Notre Dame (Cape Girardeau) High	29	20:03.91
33	ELAM, Abby	Kearney High School	30	20:06.03
34	GEGG, Bailey	Cor Jesu Academy	31	20:06.38
35	FLETCHER, Phoebe	Eudora High School	32	20:07.74
36	BISHOP, DAPHNE	Eureka High School	33	20:11.26
37	HERNANDEZ, Mozelle	Eureka High School	34	20:20.48
38	WOOD, Chloe	Neosho High School	35	20:20.84
39	SCHNURBUSCH, Raegan	Eureka High School	36	20:24.27
40	SANDERS, Addison	West Plains High School	37	20:29.70
41	HARRIS, Emily	Nixa High School	38	20:35.63
42	ALEXANDER SPONBURG, Mylee	Moore High School	39	20:36.28
43	MORIE, Eva	Cor Jesu Academy	40	20:37.68
44	CYBULSKI, Sally	Kickapoo High School	41	20:39.24
45	ADAMS, Heidi	Kearney High School	42	20:39.35
46	RAMOS, Kristina	Farmington High School	43	20:42.17
47	HANEY, Joy	Gardner-Edgerton High School	44	20:42.59

48	LAMBE, Kaylee	West Plains High School	45	20:42.74
49	HUXFORD, Sydney	Liberty North High School	46	20:42.91
50	KEMNA, Riley	Neosho High School	47	20:44.52
51	BUKER, Danielle	Helias Catholic High School	48	20:46.87
52	KOPP, Macy	Nixa High School	49	20:47.94
53	JANSSEN, Adelyn	Nixa High School	50	20:48.54
54	HOLBROOK, Kate	Moore High School	51	20:50.55
55	VERSLUES, Lauren	Helias Catholic High School	52	20:50.68
56	NAMBARA, Misora	Republic High School	53	20:52.48
57	DELONG, Kopelyn	Ozark High School	54	20:53.24
58	ROBERTS, Marissa	Liberty North High School	55	20:54.44
59	CONES, Charlotte	Kickapoo High School	56	20:56.22
60	OSHEL, Riley	Liberty North High School	57	20:56.73
61	BOYD, Maggie	Carthage High School	--	20:57.66
62	PEARCE, OLIVIA	Eureka High School	58	20:58.83
63	TROESTER, Gracie	Republic High School	59	21:05.57
64	GROW, Allyson	Liberty North High School	60	21:06.51
65	LITTLE, Kate	Coweta High School	61	21:06.75
66	EGGLESTON, Katie	Bentonville High School	62	21:07.22
67	FORMAN, Brooke-lyn	Farmington High School	63	21:08.23
68	COLEMAN, Natalie	Liberty North High School	64	21:10.43
69	WITTE, Caroline	Liberty North High School	65	21:10.68
70	AMMONS, Riley	Bentonville High School	66	21:11.07
71	MUETING, Liz	Eudora High School	67	21:13.07
72	GROVE, Bethani	Moore High School	68	21:15.27
73	RAINS, Allie	Nevada High School	--	21:18.45
74	BIELECKI, Josephine	Eureka High School	69	21:18.90
75	RANDOL, Tara	Kickapoo High School	70	21:20.39
76	DUNN, Jennalee	Joplin High School	71	21:22.62
77	PERRY, Diana	Moore High School	72	21:23.04
78	KIMMERLE, Mary	Liberty North High School	--	21:25.27
79	WESIBROD, Kyia	West Plains High School	73	21:26.71
80	JONES, Katherine	Eureka High School	74	21:27.92
81	DOLLINS, Daphnie	West Plains High School	75	21:30.40
82	MONTEZ, Alanza	Carl Junction High School	76	21:35.39
83	EARLEY, Lilly	Farmington High School	77	21:39.81
84	PROBST, Kristin	Republic High School	78	21:41.87
85	FRANKS, Hannah	Carl Junction High School	79	21:42.10
86	GRIFFITH, Lillian	Glendale High School	80	21:42.12
87	BROCK, Olivia	Kearney High School	81	21:43.87
88	BROOKS, Macey	Coweta High School	82	21:45.87
89	DONZE, Isabella	Kearney High School	83	21:46.76
90	CARPENTER, Alexis	Carl Junction High School	84	21:48.44

91	ELLIOTT, Hannah	Gardner-Edgerton High School	85	21:50.06
92	WHALEN, Stella	Eudora High School	86	21:50.28
93	HIRTZ, Kathryn	Rolla High School	87	21:51.51
94	TAYLOR, Emma	Rolla High School	88	21:53.23
95	MATHEWS, Lauren	Helias Catholic High School	89	21:53.76
96	MURPHY, Liela	Kearney High School	90	21:55.21
97	FERNSTROM, Allison	Bentonville High School	91	21:55.28
98	WOOD, Chloe	Farmington High School	92	21:55.38
99	MORRIS, Avery	Nevada High School	--	21:56.92
100	DAVIS, Kaitlyn	Kickapoo High School	93	22:00.26
101	CAROLUS, Georgi	Camdenton High School	94	22:01.51
102	MOLL, Elli	Kickapoo High School	95	22:04.59
103	LOPEZ, Isabelle	Webb City High School	96	22:05.72
104	MITCHELL, Sage	Joplin High School	97	22:07.38
105	PATTISON, Maya	Eudora High School	98	22:07.92
106	WITHERSPOON, Katelyn	Carthage High School	--	22:09.48
107	HARRIS, Shelby	Liberty North High School	--	22:11.23
108	HAIK, Tessa	Glendale High School	99	22:11.75
109	BUNDY, Alanna	Webb City High School	100	22:13.38
110	RAGAN, Bridget	Rolla High School	101	22:13.65
111	HANSON, Elizabeth	Cor Jesu Academy	102	22:14.09
112	MASSMAN, Avery	Helias Catholic High School	103	22:14.45
113	COLON, Adaline	Kickapoo High School	104	22:15.16
114	MAYER, Mackenzie	Eudora High School	105	22:15.24
115	MORRISEY, Ava	Helias Catholic High School	106	22:15.28
116	KELTNER, Abby	Eudora High School	--	22:18.18
117	BROWN, Jasmine	Sapulpa High School	--	22:20.16
118	WILLIAMS, Cassidy	Nixa High School	107	22:24.84
119	STUBBLEFIELD, Lily	Russellville High School	108	22:24.98
120	TURNER, Molly	Notre Dame (Cape Girardeau) High	109	22:26.90
121	MILLER, Bailey	Neosho High School	110	22:28.45
122	MEILI, Isabella	Gardner-Edgerton High School	111	22:30.23
123	HINSON, Ellie	Farmington High School	112	22:31.70
124	TAYLOR, Kathryn	Notre Dame (Cape Girardeau) High	113	22:35.04
125	BARNARD, Ellie	Eudora High School	--	22:35.06
126	BIDINGER, Brookelyn	Nixa High School	114	22:36.29
127	BERANEK, Mairi	Joplin High School	115	22:40.58
128	WEBB, Ellie	Camdenton High School	116	22:42.56
129	MCCORMICK, Samantha	Glendale High School	117	22:44.10
130	WATERMAN, Rebecca	Parkview High School	118	22:46.11
131	FARRENS, Sarah	Gardner-Edgerton High School	119	22:49.06
132	KUECHLER, Lauren	Webb City High School	120	22:49.51

133	CROOKS, Lydia	Eureka High School	--	22:50.55
134	DAWN, Xaveria	Nevada High School	--	22:52.77
135	TRIPLETT, Jackaline	Joplin High School	121	22:54.71
136	ADDINGTON, Kyliee	Coweta High School	122	22:57.17
137	BURCHETT, Sadie	Carl Junction High School	123	22:58.03
138	LAWLER, Trinity	Republic High School	124	22:59.61
139	MORRISEY, Iris	Helias Catholic High School	125	23:00.17
140	CANNON, Sophia	Moore High School	126	23:02.82
141	PAYNE, Maggie	Frontenac	127	23:03.78
142	EAVES, Brianna	Farmington High School	--	23:04.04
143	CARRISALEZ, Hadley	Nixa High School	128	23:05.99
144	GRIFFIN, Joslyn	Gardner-Edgerton High School	129	23:07.51
145	DAVIS, Makenna	Neosho High School	130	23:07.54
146	ROLAND, Madison	Ozark High School	131	23:07.76
147	GRELLNER, Frances	Helias Catholic High School	132	23:09.89
148	GARNER, LAINE	Ozark High School	133	23:11.29
149	RODERMUND, MOLLY	Eureka High School	--	23:12.47
150	EATHERLY, Rebekah	Kickapoo High School	--	23:12.73
151	MCCABE, Bryanna	Carl Junction High School	134	23:19.22
152	DOUGLAS, Brooklyn	Republic High School	135	23:19.25
153	PATTERSON, Anna	Coweta High School	136	23:20.64
154	REDDICH, Alexa	Frontenac	137	23:21.04
155	SINGLETON, Shelby	Kearney High School	138	23:21.83
156	SURFACE, Kimberlee	Ozark High School	139	23:22.94
157	HODSON, Brynlee	Kickapoo High School	--	23:23.36
158	TRISLER, Alyxandria	Nixa High School	--	23:26.64
159	MAI, Meridyth	Joplin High School	140	23:27.89
160	YEAGER, Elizabeth	Farmington High School	--	23:28.31
161	GALLARDO, Maria	Coweta High School	141	23:30.32
162	BURKS, Averi	Joplin High School	142	23:31.28
163	BRUMLEY, Carlee	Nixa High School	--	23:31.57
164	MOATS, Mallory	Rolla High School	143	23:32.22
165	EPPERSON, Mackenzie	Russellville High School	144	23:32.68
166	SEALE, Erin	Nixa High School	--	23:33.95
167	BRIGGS, Riley	Carl Junction High School	145	23:35.75
168	CLARKE, Caroline	Gardner-Edgerton High School	146	23:35.85
169	SHAW, Destiny	Montgomery County High School	--	23:37.85
170	BRIGGS, Masyn	Joplin High School	147	23:39.40
171	BURKS, Alea	Kickapoo High School	--	23:39.86
172	BUTHOD, Riley	Coweta High School	--	23:43.60
173	VESS, Seriah	Sapulpa High School	--	23:52.16
174	LOHRMEYER, Trinity	Frontenac	148	23:53.34

175	FLETCHER, Audrey	Carl Junction High School	149	23:54.13
176	DOYLE, Kylie	Camdenton High School	150	24:00.12
177	GRIMES, Kolby	Notre Dame (Cape Girardeau) High	151	24:01.42
178	VERHEYEN, Kennidy	Republic High School	152	24:02.96
179	JONES, Grace	Frontenac	153	24:03.63
180	PYLE, Lydia	Frontenac	154	24:05.05
181	CLAYTON, Aniston	Frontenac	155	24:18.89
182	LUADERS, Payten	Camdenton High School	156	24:18.92
183	STOTTS, Avery	Frontenac	157	24:20.84
184	GILREATH, Cylee	Joplin High School	--	24:21.20
185	MASON, Molly	Republic High School	--	24:22.58
186	FEKEN, Bailey	Carl Junction High School	--	24:24.26
187	HARRIS, Delaney	Carl Junction High School	--	24:27.88
188	OBERMAIER, Briana	Marshfield High School	--	24:32.81
189	GOSCHE, Brooklyn	Notre Dame (Cape Girardeau) High	158	24:35.46
190	CAPRON, Elliott	Webb City High School	159	24:35.82
191	HAYSLIP, Kaitlyn	Frontenac	--	24:38.81
192	ADAMS, Adrianna	Neosho High School	160	24:39.84
193	SCHROER, Carie	Montgomery County High School	--	24:40.77
194	BAKER, Sage	Glendale High School	161	24:41.08
195	HILTON, Josie	Liberty North High School	--	24:44.19
196	LE, Rose	Parkview High School	162	24:44.40
197	GORMAN, Megan	Rolla High School	163	24:44.94
198	HEIDE, Ava	Eudora High School	--	24:47.15
199	SISE, Julia	Cor Jesu Academy	164	24:54.27
200	THURSTON, Delaney	Kearney High School	--	25:01.03
201	MARR, Evelyn	Camdenton High School	165	25:07.91
202	YOUNG, Madison	Russellville High School	166	25:08.59
203	BONE, Gracie	Farmington High School	--	25:17.36
204	SMITH, Kylee	Moore High School	--	25:18.64
205	COUNTRYMAN, Emily	Webb City High School	167	25:22.64
206	KEIFERT, ALYXANDREA	Marshfield High School	--	25:26.60
207	HAWLEY, Sophia	Glendale High School	168	25:29.84
208	BURK, Klohe	Carl Junction High School	--	25:35.80
209	MIKELS, Eliza	Russellville High School	169	25:38.22
210	FALLIAS, Avree	Russellville High School	170	25:40.28
211	KELLER, Makayla	Pittsburg High School	--	25:41.47
212	GRIFFITH, Clara	Glendale High School	171	25:44.09
213	LOWARY, Cora	Camdenton High School	172	25:44.24
214	PROUGH, Lakyn	Neosho High School	173	25:45.56
215	RANDOLPH, Carolyn	Russellville High School	174	25:48.17
216	FRECH, Allison	Pittsburg High School	--	25:58.93
217	DEMERS, Elizabeth	Kearney High School	--	26:00.56

218	ADAMS, Jayden	Neosho High School	175	26:18.28
219	REYES-DONIS, Kaylee	Carthage High School	--	26:24.28
220	CANALES, Ava	Camdenton High School	176	26:24.55
221	KERAN, Celia	Notre Dame (Cape Girardeau) High	177	26:35.93
222	ANDERSON, Sarah	Russellville High School	--	26:36.36
223	DECKER, Apryl	Rolla High School	178	26:38.97
224	WILLIAMS, Allyssa	Carthage High School	--	26:41.61
225	HUTCHINSON, Emerald	West Plains High School	--	26:58.08
226	MIKLES, Sophia	Russellville High School	--	27:02.99
227	AIKINS, Brooklyn	Marshfield High School	--	27:13.98
228	POLING, Kate	Pittsburg High School	--	27:39.58
229	MATHER, Ashley	Nevada High School	--	27:53.08
230	JONES, Athenna	Pittsburg High School	--	27:53.81
231	DRAPER, Kaitlyn	Frontenac	--	29:16.84
232	HEFLEY-CONNER, Serenity	Parkview High School	179	30:34.24
233	MELVIN, Maggie	Marshfield High School	--	31:08.64
234	GOLD, Jasmine	Parkview High School	180	32:21.99

Race #6
HS Girls Gold 5K (Gold Varsity)

FINAL RESULTS

TEAM SCORING SUMMARY

Final Standings	Score	Total	Avg.
1 El Dorado Springs High School	103	1:52:49	22:34
2 Smithville High School	108	1:53:39	22:44
3 Metro Christian Academy	111	1:54:37	22:56
4 Springdale High School	116	1:54:05	22:49
5 Osage High School	150	1:57:25	23:29
6 Rogers Heritage High School	153*	1:57:58	23:36
7 Owensville High School	153*	1:56:43	23:21
8 Labette County High School	156	1:58:08	23:38
9 St. Mary's Pit Colga	169	1:59:00	23:48
10 Lexington High School	191	2:01:24	24:17
11 Girard High School	223	2:03:27	24:42
12 New Bloomfield High School	268	2:13:36	26:44

***Tiebreakers**

Rogers Heritage High School	10	18	33	43	49	56	
Owensville High School	2	23	36	42	50	68	72

INDIVIDUAL RESULTS

Athlete	Team	Score	Time
1 TREJO, Esperanza	Springdale High School	1	19:57.75
2 LIMBERG, Ilene	Owensville High School	2	20:03.55
3 HUNTER, Naomi	Smithville High School	3	20:11.25
4 SINGER, Kaci	Aurora High School	--	20:18.05
5 BRAKE, Kelsey	Union High School	--	20:47.97
6 OHMART, Montana	Columbus High School	--	20:58.83
7 EYTCHESON, Alonna	East Newton High School	--	21:01.24
8 KLAIBER, Hannah	El Dorado Springs High School	4	21:06.88
9 WAGGONER, Bethany	Willow Springs High School	--	21:06.91
10 GOATLEY, Audrey	El Dorado Springs High School	5	21:08.59
11 STEWART, Caroline	Metro Christian Academy	6	21:19.85
12 WOOD, Colbie	El Dorado Springs High School	7	21:23.11
13 COPPINGER, Ella	Union High School	--	21:35.56

14	CANTRELL, Anna	Labette County High School	8	21:42.77
15	JOHNSON, Bayley	Osage High School	9	21:42.96
16	HURTADO, Maria	Rogers Heritage High School	10	21:43.26
17	FOWLER, Addison	Osage High School	11	21:51.77
18	LEMELIN, Mikaela	New Bloomfield High School	12	21:56.48
19	BROWN, Lily	St. Mary's Pit Colga	13	21:59.44
20	UNRUH, Hailey Jade	Willow Springs High School	--	22:03.53
21	CUTLER, Bailey	Smithville High School	14	22:09.54
22	ORENDER, Haley	Girard High School	15	22:14.60
23	SMITH, Chloe	Clever High School	--	22:14.69
24	TRENT, Clara	New Covenant Academy	--	22:15.84
25	WOLF, Katherine	Osage High School	16	22:30.04
26	DECKER, Clara	Metro Christian Academy	17	22:31.02
27	JOHNSON, Gracie	East Newton High School	--	22:42.14
28	OSBORNE, Olivia	Rogers Heritage High School	18	22:53.19
29	BRITTON, Riley	Clever High School	--	22:54.40
30	KOCHANOWICZ, Genevieve	Smithville High School	19	22:56.15
31	RODRIGUEZ, Kate	Springdale High School	20	22:56.80
32	SHULER, Ilandria	Pleasant Hope High School	--	23:02.41
33	BANNWARTH, Avery	Smithville High School	21	23:06.69
34	GATTON, Gracie	Labette County High School	22	23:07.59
35	WEIRICH, Kyah	Owensville High School	23	23:09.26
36	RIKER, Claire	Lexington High School	24	23:11.14
37	ARTHURS, Josey	Sherwood High School	--	23:13.13
38	STORMS, Laura	Metro Christian Academy	25	23:19.38
39	MOSS, Olivia	Jasper High School	--	23:21.63
40	BEACH, Laura	Lexington High School	26	23:27.09
41	EGGERS, Abigail	Springdale High School	27	23:27.27
42	SHIFFERD, Macie	Thomas Jefferson Independent Sch	--	23:28.13
43	MCBEE, McKenzie	Lexington High School	28	23:31.49
44	VOSS, Katie	St. Mary's Pit Colga	29	23:32.27
45	SPURGEON, Abigail	Union High School	--	23:34.93
46	ARAUJO, Mayra	Springdale High School	30	23:39.71
47	HAVEMAN, Becca	Metro Christian Academy	31	23:41.73
48	REECE, Paige	Metro Christian Academy	32	23:44.64
49	MARCUM, Astryd	Rogers Heritage High School	33	23:46.47
50	MITCHELL, Morgan	El Dorado Springs High School	34	23:49.29
51	TUCKER, Emma	Union High School	--	23:57.68
52	GLOVER, Ava	St. Mary's Pit Colga	35	23:58.52
53	KANDBINDER, Lauren	Owensville High School	36	23:59.07
54	DUDDLESTON, Kate	Shiloh Christian School	--	24:00.05
55	ORTEGA, Leyna	St. Mary's Pit Colga	37	24:00.96
56	CALDERON, Gisselle	Springdale High School	38	24:02.64

57	ZYLSTRA, Emilie	Labette County High School	39	24:05.06
58	PETERSON, Gracie	Girard High School	40	24:12.46
59	JONES, Nevaeh	Labette County High School	41	24:22.28
60	GIBSON, Abbie	Owensville High School	42	24:24.90
61	JACOBS, Audrey	Cherokee Southeast High School	--	24:29.37
62	GONZALEZ BORRERO, Shaddy	Rogers Heritage High School	43	24:37.24
63	ZARAGOZA, Jacqueline	Springdale High School	44	24:41.86
64	BREWER, Allison	Shiloh Christian School	--	24:42.93
65	PRY, Jill	New Bloomfield High School	45	24:44.61
66	CLEVENGER, Elyse	Labette County High School	46	24:49.71
67	POLAND, Regan	Girard High School	47	24:51.43
68	HERNANDEZ-ASTELLO, Thalia	Springdale High School	48	24:56.35
69	BOUCHET, Michaela	Rogers Heritage High School	49	24:57.24
70	WEINLAND, Peyton	Owensville High School	50	25:05.43
71	REDLINE, Anna	Smithville High School	51	25:14.75
72	ADKINS, Mary-Beth	Lexington High School	52	25:16.03
73	GRAVES, Olivia	El Dorado Springs High School	53	25:20.37
74	GALVAN, Michelle	Springdale High School	--	25:21.01
75	RENTZ, Jennifer	Osage High School	54	25:21.99
76	ALVARDO, Bianca	St. Mary's Pit Colga	55	25:28.26
77	BANKSON, Adara	Rogers Heritage High School	56	25:32.44
78	WALKER, Johanna	Girard High School	57	25:38.76
79	KALAN, Polona	St. Mary's Pit Colga	58	25:44.46
80	JOHNSON, Samantha	New Covenant Academy	--	25:44.94
81	BARGER, Bethany	Labette County High School	59	25:55.24
82	BENSON, Lindsey	Osage High School	60	25:57.85
83	GREEN, Aaryonna	Lexington High School	61	25:58.18
84	TIGHE, Kaelyn	New Bloomfield High School	62	26:06.57
85	HICKS, Brylie	Clever High School	--	26:06.78
86	ROW, Linden	Metro Christian Academy	63	26:13.25
87	GILMORE, Syerra	Girard High School	64	26:28.82
88	COSTANTINI, Gianna	St. Mary's Pit Colga	65	26:39.43
89	MUELLER, Sarah	Thomas Jefferson Independent Sch	--	26:41.89
90	CARTER, Rachel	East Newton High School	--	26:57.04
91	HILL, Jasmine	East Newton High School	--	27:05.09
92	PAULIN, Rainie	Girard High School	66	27:08.11
93	WELCH, Jocelynn	Osage High School	67	27:08.33
94	BOWYER, Cally	Southwest (Washburn) High School	--	27:08.68
95	LOEB, Hayden	Owensville High School	68	27:14.36
96	BRILL, Olivia	St. Mary's Pit Colga	--	27:18.63
97	GONZALEZ, Rubi	Springdale High School	--	27:24.01
98	SHORT, Serena	Girard High School	69	27:26.99

99	MILLER, Maya	Osage High School	70	27:30.23
100	ROUSH, Olivia	Lexington High School	71	27:36.99
101	ROBINSON, Lexy	Girard High School	--	27:43.98
102	FINN, Kiera	Owensville High School	72	28:19.02
103	FOX, Cassidy	Cherokee Southeast High School	--	28:30.00
104	TRIGG, Ella	New Bloomfield High School	73	28:46.53
105	MATTHEWS, Laikyn	Metro Christian Academy	74	29:08.01
106	SACKETT, Kaitlyn	Sherwood High School	--	29:18.00
107	LANSDOWN, Rylee	Clever High School	--	29:22.09
108	KUCSIK, Ella	Osage High School	--	29:24.65
109	LOERA, Abigail	Springdale High School	--	29:27.85
110	WILSON, Kennedy	Shiloh Christian School	--	29:30.54
111	RAUCSTADT, Alexis	Southwest (Washburn) High School	--	29:55.58
112	FARREN, Clara	El Dorado Springs High School	75	30:16.19
113	FLEMING, Mimi	St. Mary's Pit Colga	--	31:12.07
114	DESJARDINS, Grace	Sherwood High School	--	31:37.54
115	BRUEGGEMANN, Madison	New Bloomfield High School	76	32:01.05
116	DEGEN, Hannah	New Covenant Academy	--	32:42.23
117	BRUNER, Skyla	Shiloh Christian School	--	34:20.29
118	CASE, Julia	Jasper High School	--	34:30.25
119	FLYNN, Crissie	St. Mary's Pit Colga	--	39:03.15

Race #7**HS Boys Green 5K (Green Varsity)****FINAL RESULTS****TEAM SCORING SUMMARY**

Final Standings	Score	Total	Avg.
1 Kickapoo High School	61	1:19:54	15:59
2 Liberty North High School	78	1:20:12	16:03
3 Rogers Heritage High School	163	1:23:21	16:41
4 Joplin High School	166	1:22:43	16:33
5 Webb City High School	261	1:25:19	17:04
6 West Plains High School	280	1:26:11	17:15
7 Gardner-Edgerton High School	285	1:25:54	17:11
8 Nixa High School	287	1:26:32	17:19
9 East Newton High School	333	1:27:12	17:27
10 Farmington High School	336	1:27:26	17:30
11 Sapulpa High School	340	1:27:35	17:31
12 Moore High School	346	1:27:43	17:33
13 Russellville High School	351	1:27:47	17:34
14 Ozark High School	352	1:27:33	17:31
15 Eureka High School	357	1:27:42	17:33
16 Coweta High School	413	1:29:08	17:50
17 El Dorado Springs High School	417	1:28:14	17:39
18 Neosho High School	444	1:29:00	17:48
19 Helias Catholic High School	447	1:29:49	17:58
20 Carthage High School	461	1:30:09	18:02
21 Glendale High School	546*	1:32:14	18:27
22 Carl Junction High School	546*	1:32:08	18:26
23 Rolla High School	581	1:34:45	18:57
24 Pittsburg High School	623	1:33:32	18:43
25 Notre Dame (Cape Girardeau) High	639	1:34:20	18:52
26 Parkview High School	758	1:42:36	20:32
27 Marshfield High School	799	1:44:18	20:52
28 Kearney High School	822	1:39:58	20:00
29 Nevada High School	839	1:39:59	20:00
30 Frontenac	859	1:45:31	21:07

***Tiebreakers**

Glendale High School	49 83 126 133 155 156 159
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Carl Junction High School	11 75 137 157 166 176 183
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INDIVIDUAL RESULTS

	Athlete	Team	Score	Time
1	ACKLEY, Daelen	El Dorado Springs High School	1	15:10.67
2	WILDE, Sage	Liberty North High School	2	15:22.42
3	POHLSANDER, Nathanael	Rolla High School	3	15:30.97
4	HARRIS, Tyler	Kickapoo High School	4	15:32.71
5	COLE, Kaden	Neosho High School	5	15:37.51
6	LEE, Ethan	Liberty North High School	6	15:38.39
7	MUSICK, Grant	Kickapoo High School	7	15:44.85
8	KIRCHHOFF, Payton	Helias Catholic High School	8	15:48.93
9	CAMPBELL, Hobbs	Joplin High School	9	15:53.31
10	CREEHAN, Brooklyn	Kickapoo High School	10	15:55.88
11	EMMERT, Collin	Carl Junction High School	11	15:57.78
12	TAPP, Grayson	Liberty North High School	12	15:59.53
13	BOYER, Sam	Rogers Heritage High School	13	16:00.19
14	MATLOCK, Evan	Joplin High School	14	16:03.56
15	BROCKMILLER, Dustin	Webb City High School	15	16:07.52
16	KELTNER, Kyle	Kickapoo High School	16	16:13.69
17	MCCOWN, Dawson	Montgomery County High School	--	16:16.38
18	BORBOA, Roman	Webb City High School	17	16:17.06
19	SORRELL, Kelton	East Newton High School	18	16:18.17
20	BAUER, Gabriel	Ozark High School	19	16:18.45
21	HORTON, Ian	Joplin High School	20	16:19.22
22	AYRES, Connor	Parkview High School	21	16:20.31
23	NEWBERRY, Kyle	DeSoto High School	--	16:21.64
24	KILONZO, Jordan	Gardner-Edgerton High School	22	16:22.23
25	KEELER, Kasen	Gardner-Edgerton High School	23	16:23.17
26	CREEHAN, Jack	Kickapoo High School	24	16:26.19
27	PEREZRUIZ, Jorge	Liberty North High School	25	16:26.20
28	PATTERSON, Trent	Rogers Heritage High School	26	16:27.20
29	BARNES, Zaben	Joplin High School	27	16:32.10
30	BERGEN, Gabe	East Newton High School	28	16:33.74
31	HUGGINS, Brady	DeSoto High School	--	16:36.07
32	GODDARD, Colby	Kickapoo High School	29	16:37.96
33	CALLAHAN, Brodie	West Plains High School	30	16:40.68
34	QUINTON, Mason	Sapulpa High School	31	16:42.36
35	STRICKLAND, Mariques	Carthage High School	32	16:43.45
36	KLEINHEN, Kaden	Liberty North High School	33	16:45.21
37	HAYNES, Ethan	Republic High School	--	16:45.92
38	SYKES, Carter	Russellville High School	34	16:48.85

39	HUNT, Gavin	Farmington High School	35	16:50.52
40	JIMENEZ, Aidan	Moore High School	36	16:50.55
41	QUINTON, Evan	Sapulpa High School	37	16:50.81
42	BRUEGGEMANN, Jake	Eureka High School	38	16:51.55
43	STRASTERS, Beck	Rogers Heritage High School	39	16:54.60
44	OAKES, Kyle	Rogers Heritage High School	40	16:56.22
45	SORRELL, Chase	East Newton High School	41	16:56.80
46	STEWART, Drew	West Plains High School	42	16:56.89
47	GOATLEY, Connor	El Dorado Springs High School	43	16:58.44
48	KEMP, Devon	Nixa High School	44	17:00.89
49	MINICK, Oskar	Rogers Heritage High School	45	17:02.44
50	RICHART, Logan	Nixa High School	46	17:02.87
51	LAIRMORE, Camon	Ozark High School	47	17:06.00
52	RODRIGUEZ, Guadalupe	Rolla High School	48	17:06.35
53	RINEHART, Samuel	Glendale High School	49	17:10.11
54	KLEINHEN, Collin	Liberty North High School	50	17:12.63
55	STEVENS, Evan	Webb City High School	51	17:12.64
56	CURP, Asher	Liberty North High School	52	17:12.94
57	SOLANO, Miguel	Carthage High School	53	17:13.95
58	KING, Carson	West Plains High School	54	17:14.52
59	CORLEY, Nicholas	Eureka High School	55	17:17.12
60	MITCHELL, Zach	Marshfield High School	56	17:17.15
61	CHRISTENSEN, Bryan	Eureka High School	57	17:17.54
62	BORSZICH, Shane	Coweta High School	58	17:18.30
63	HATMAN, Wes	Nixa High School	59	17:20.22
64	SYKES, Reed	Russellville High School	60	17:21.00
65	HARDMAN, River	Russellville High School	61	17:24.01
66	MATHEWS, Logan	Helias Catholic High School	62	17:24.52
67	DOEKSEN, Avan	Coweta High School	63	17:27.29
68	MEZA, Izsik	Sapulpa High School	64	17:27.41
69	STINER, Hoyt	West Plains High School	65	17:28.21
70	WORTHLEY, Alexander	Nixa High School	66	17:28.41
71	ANDERSON, Ethan	Farmington High School	67	17:28.82
72	WALION, Parker	Gardner-Edgerton High School	68	17:30.59
73	MORRIS, Mason	Notre Dame (Cape Girardeau) High	69	17:32.19
74	CURRINGTON, Mason	Farmington High School	70	17:33.15
75	NEWELL, Kyle	Coweta High School	71	17:36.17
76	SHANK, Mason	Nixa High School	72	17:38.62
77	LONG, Blane	Moore High School	73	17:40.45
78	HOWE, Cooper	Moore High School	74	17:40.49
79	LAWSON, Jack	Carl Junction High School	75	17:41.00
80	FULLER, Luke	Moore High School	76	17:41.35
81	PURCELL, Brady	Republic High School	--	17:41.37

82	BARKER, Brooks	Kickapoo High School	77	17:41.72
83	FORQUER, Sean	Liberty North High School	--	17:41.77
84	MCCLEARN, KADE	Ozark High School	78	17:43.24
85	MUNGLE, Caden	Farmington High School	79	17:44.40
86	GEETEH, Drake	Sapulpa High School	80	17:44.42
87	MCELDERRY, Ivan	Kickapoo High School	--	17:44.46
88	THOMAS, Skyler	Russellville High School	81	17:46.18
89	ASHLEY, Aaron	Nixa High School	82	17:46.65
90	WILMSMEYER, Cody	Glendale High School	83	17:47.57
91	LEACH, Andrew	Gardner-Edgerton High School	84	17:48.00
92	FULLER, Evan	Farmington High School	85	17:48.37
93	HEDGER, Mason	Webb City High School	86	17:48.97
94	WHITE, Riley	Moore High School	87	17:49.40
95	COMSTOCK, Landon	Gardner-Edgerton High School	88	17:49.77
96	GUNTER, Kyler	West Plains High School	89	17:50.60
97	MOELLER, Nolan	Ozark High School	90	17:51.43
98	WILSON, Ethan	Helias Catholic High School	91	17:51.63
99	VAUGHAN, Blake	Webb City High School	92	17:52.41
100	SLINKARD, Harry	Neosho High School	93	17:52.70
101	SANDOVAL, Oliver	Rogers Heritage High School	94	17:53.91
102	MCCORMICK, Kaiden	Nixa High School	95	17:54.16
103	TINDALL, Chance	Joplin High School	96	17:54.28
104	HERNANDEZ, Eismael	Pittsburg High School	97	17:55.07
105	REED, Beau	Moore High School	98	17:59.27
106	NEWELL, Carson	Neosho High School	99	18:00.02
107	SAUCEDO, Sergio	Rogers Heritage High School	100	18:00.12
108	KLAIBER, Garrett	El Dorado Springs High School	101	18:02.08
109	GAMBLE, Caleb	Nixa High School	--	18:03.62
110	DEAN, Nick	Rogers Heritage High School	--	18:04.36
111	WYRICK, Joseph	Carthage High School	102	18:06.23
112	MARGOLF, Matt	Eureka High School	103	18:06.69
113	LAUMANN, Jack	Eureka High School	104	18:08.42
114	COLEMAN, Chase	Moore High School	105	18:12.61
115	VOSS, Noah	Helias Catholic High School	106	18:13.82
116	JOHNSON, Presley	Farmington High School	107	18:15.30
117	DITTMER, Thomas	Notre Dame (Cape Girardeau) High	108	18:18.06
118	WOOD, Samuel	Coweta High School	109	18:20.40
119	BALES, Isaac	East Newton High School	110	18:20.42
120	JEFFERSON, Cameron	Pittsburg High School	111	18:20.75
121	HAUCK, Benjamin	Camdenton High School	--	18:23.20
122	GARCIA, Kaivin	Rogers Heritage High School	--	18:24.41
123	MEADOWS, Jaron	Coweta High School	112	18:25.33

124	MEILI, Isaac	Gardner-Edgerton High School	113	18:25.70
125	RHOADES, Jacob	Gardner-Edgerton High School	114	18:26.39
126	LEMLEY, Caleb	Russellville High School	115	18:26.79
127	MCAULIFFE, LIAM	Eureka High School	116	18:29.79
128	VITELLI, Michael	Camdenton High School	--	18:31.37
129	JORDON, Connor	Neosho High School	117	18:32.08
130	HOWARD, Ryan	Moore High School	--	18:32.78
131	NIMMO, ALEX	Ozark High School	118	18:33.39
132	RUSSELL, Max	Joplin High School	119	18:35.71
133	DAVIS, Thomas	Russellville High School	120	18:38.45
134	BANDA-ANTILLON, Jose	Webb City High School	121	18:39.30
135	PAOLI, Bryce	Nixa High School	--	18:40.01
136	MENDENHALL, Will	Pittsburg High School	122	18:40.77
137	WELLER, Samuel	Webb City High School	123	18:41.41
138	METCALF, STEPHEN	Ozark High School	124	18:43.59
139	CHURCHILL, Justus	Kickapoo High School	--	18:43.95
140	STUBBLEFIELD, Andrew	Eureka High School	125	18:45.55
141	MOONEY, Andrew	Glendale High School	126	18:47.22
142	FISK, Logan	El Dorado Springs High School	127	18:47.85
143	LARA LARA, Michael	Sapulpa High School	128	18:49.04
144	IHASZ, Dylan	Nixa High School	--	18:49.94
145	SMITH, Ridge	West Plains High School	129	18:52.19
146	HARRIS, Taylor	Rogers Heritage High School	--	18:52.65
147	GEORGE, Andrew	Liberty North High School	--	18:53.45
148	EGGEMAN, Braden	Kickapoo High School	--	18:56.64
149	HALL, Bryce	Neosho High School	130	18:57.33
150	ELSEA, Jackson	Kearney High School	131	18:58.12
151	THOMSON, Ben	Liberty North High School	--	18:58.16
152	HITE, Ryan	Frontenac	132	18:58.30
153	WITHERS, Anderson	Glendale High School	133	18:59.55
154	KIMBROUGH, Kaden	Farmington High School	134	18:59.99
155	KNIGHT, Sam	Farmington High School	--	19:00.10
156	FEWIN, Caleb	Carthage High School	135	19:00.42
157	SHAEFFER, Nicholas	East Newton High School	136	19:02.32
158	FEKEN, Brock	Carl Junction High School	137	19:02.35
159	ESCUE, Tyler	Russellville High School	138	19:02.79
160	FUENTES, Eddy	Carthage High School	139	19:04.45
161	MABREY, Gabriel	Neosho High School	140	19:05.02
162	BROWN, Jabin	Joplin High School	141	19:06.81
163	CLARK, Max	Coweta High School	142	19:08.21
164	HARTMAN, Caleb	Pittsburg High School	143	19:11.16
165	THURMAN, Jadrian	Montgomery County High School	--	19:11.48
166	BONINE, Tallon	Frontenac	144	19:13.76

167	MCCULLOUGH, Blayze	El Dorado Springs High School	145	19:14.05
168	SILVA, Mason	East Newton High School	146	19:16.85
169	RHOADS, Parker	West Plains High School	147	19:17.64
170	CRIDDLE, Robbie	Notre Dame (Cape Girardeau) High	148	19:21.39
171	BORJAS, Edgar	Sapulpa High School	149	19:22.64
172	O'FERRELL, Homer	Pittsburg High School	150	19:24.01
173	DURHAM, Parker	Joplin High School	--	19:25.04
174	HAUGHT, Layton	Coweta High School	151	19:27.57
175	STEPHENS, Schuyler	Sapulpa High School	152	19:27.63
176	HIGGINS, Ben	Notre Dame (Cape Girardeau) High	153	19:27.91
177	RYAN, Aidan	Nevada High School	154	19:28.06
178	BOEHM, Wyatt	Glendale High School	155	19:29.02
179	HUDSON, Zachary	Glendale High School	156	19:29.84
180	BADGLEY, Kellen	Carl Junction High School	157	19:30.40
181	THURSTON, Noah	Kearney High School	158	19:32.50
182	CARNES, Brett	Glendale High School	159	19:35.09
183	MCAULIFFE, MICHAEL	Eureka High School	--	19:36.78
184	MCCRACKEN, Aiden	Ozark High School	160	19:38.47
185	DAVIS, Cooper	Republic High School	--	19:39.51
186	BOWMAN, Michael	Russellville High School	--	19:40.20
187	SCHNURBUSCH, Ben	Notre Dame (Cape Girardeau) High	161	19:40.22
188	STEWART, Keelan	Marshfield High School	162	19:41.47
189	HARRIS, Colin	Glendale High School	--	19:42.35
190	HARBAUGH, Jackson	Glendale High School	--	19:43.89
191	AGUILARLEON, Nathaniel	Rolla High School	163	19:48.72
192	THEIS, Jaden	Nevada High School	164	19:48.75
193	SAENZ-LOPEZ, Elijah	Parkview High School	165	19:51.37
194	WELSH, Troy	Ozark High School	--	19:53.84
195	GRAHAM, Caleb	Carl Junction High School	166	19:56.18
196	GOINS, Corbin	Neosho High School	167	19:56.71
197	KOWAL, Caden	Camdenton High School	--	19:57.50
198	LOPEZ-PEREZ, Byron	Carthage High School	168	19:58.42
199	GILL, Daniel	West Plains High School	--	19:58.48
200	FEDER, Donovan	Eureka High School	--	20:00.31
201	COALTER, Jake	Notre Dame (Cape Girardeau) High	169	20:02.03
202	HOWARD, Jonathan	Pittsburg High School	170	20:03.12
203	NIEMOTH, JACKSON	Ozark High School	--	20:03.43
204	WATTS, Aiden	Nevada High School	171	20:06.53
205	MOSHER, Eli	Nevada High School	172	20:07.54
206	MARTINEZ, Abisai	Russellville High School	--	20:08.48
207	IXCOL GONZALEZ, Emerson	Carthage High School	173	20:09.27
208	FUCHS, Logan	Farmington High School	--	20:10.06
209	CAIN, Nickolai	Farmington High School	--	20:12.07

210	KING, James	El Dorado Springs High School	174	20:12.47
211	ADAMS, Cody	Kearney High School	175	20:14.46
212	EDMISTON, Conner	Coweta High School	--	20:14.60
213	BATTAGLER, Luke	Carl Junction High School	176	20:22.11
214	JOHNSON, Rylee	Kearney High School	177	20:25.00
215	DOYLE, Brandon	Neosho High School	--	20:27.10
216	DAWN, Antony	Nevada High School	178	20:27.68
217	BAILEY, Tyler	Pittsburg High School	179	20:28.95
218	CONLEY, Patrick	Helias Catholic High School	180	20:29.69
219	RASH, Crawford	Russellville High School	--	20:31.84
220	MILESHOGGAT, Trystin	Sapulpa High School	--	20:38.96
221	CHAPPELL, Kyler	Kearney High School	181	20:47.82
222	LANYON, Michael	Carthage High School	--	20:50.39
223	CAMP, Logan	Montgomery County High School	--	20:52.56
224	ERWIN, Jaxx	Pittsburg High School	--	20:54.19
225	STEPHENS, Dylan	Neosho High School	--	20:57.16
226	PRATZ, Thomas	Rolla High School	182	21:00.67
227	HALL, Gavin	Carl Junction High School	183	21:02.16
228	MEDLIN, Coy	Frontenac	184	21:05.82
229	PUGH, Colt	Carthage High School	--	21:15.62
230	LINDSEY, Trent	Rolla High School	185	21:17.43
231	EDWARDS, Grey	Joplin High School	--	21:21.28
232	MOREHOUSE, Max	Kearney High School	186	21:32.07
233	QUINLAN, Riley	El Dorado Springs High School	187	21:43.29
234	WIPF, GAVIN	Marshfield High School	188	21:54.42
235	SCHULTZ, William	Carl Junction High School	--	21:55.70
236	HARDIN, Vincent	Parkview High School	189	21:57.59
237	BENNION, Toshinori	East Newton High School	190	22:02.07
238	DANKO, Anthony	Parkview High School	191	22:06.14
239	ERNST, Jude	Parkview High School	192	22:20.19
240	BROCK, Kevin	Kearney High School	193	22:20.74
241	RICHARDSON, Noah	Marshfield High School	194	22:25.83
242	ALLISON, Alexander	Carl Junction High School	--	22:28.15
243	MCWHIRT, Ian	Parkview High School	195	22:30.04
244	KISSINGER, Hayden	Rolla High School	196	22:41.96
245	SIMMONS, Conner	Rolla High School	197	22:55.50
246	HUTCHISON, Dayton	Frontenac	198	22:58.21
247	PALUBICKI, Austin	Marshfield High School	199	22:58.50
248	SMITH, Kendall	Rolla High School	--	23:00.93
249	LE, David	Parkview High School	200	23:10.60
250	CANNON, Seth	Carthage High School	--	23:10.70
251	ROBERTS, Kyan	El Dorado Springs High School	--	23:14.35
252	BRUMMETT, Lucas	Frontenac	201	23:14.88

253	HENRY, Drew	Marshfield High School	202	23:17.04
254	ZAFUTA, Evan	Frontenac	203	24:00.24
255	SCHEPERS, Trenton	Carl Junction High School	--	24:01.19
256	NICHOLS, Kolton	El Dorado Springs High School	--	24:04.26
257	CARTEE, Nathaniel	Marshfield High School	204	24:12.86
258	ALLEN, Aiden	Pittsburg High School	--	24:40.12
259	GERSTNER, William	Parkview High School	--	25:01.76
260	TROTH, Nathan	Frontenac	205	26:51.64
261	WALKER, Christian	Parkview High School	--	28:10.27
262	MASSEY, Steven	Parkview High School	--	29:16.04

Race #8**HS Boys Gold 5K (Gold Varsity)****FINAL RESULTS****TEAM SCORING SUMMARY**

Final Standings	Score	Total	Avg.
1 Smithville High School	45	1:25:33	17:07
2 Metro Christian Academy	92	1:29:10	17:50
3 Union High School	98	1:28:50	17:46
4 Eudora High School	123	1:30:32	18:07
5 Owensville High School	166	1:33:17	18:40
6 Osage High School	168	1:33:24	18:41
7 Springdale High School	222	1:35:27	19:06
8 Pryor High School	271	1:37:10	19:26
9 Lexington High School	272	1:37:33	19:31
10 Rejoice Christian School	275	1:37:14	19:27
11 New Bloomfield High School	289	1:37:06	19:26
12 Girard High School	298	1:39:13	19:51
13 Labette County High School	344	1:40:15	20:03
14 Shiloh Christian School	390	1:42:20	20:28
15 Sherwood High School	391	1:42:41	20:33
16 Cherokee Southeast High School	421	1:44:15	20:51
17 St. Mary's Pit Colga	434	1:44:40	20:56
18 McAuley Catholic High School	521	1:50:38	22:08
19 Aurora High School	544	1:59:33	23:55

INDIVIDUAL RESULTS

Athlete	Team	Score	Time
1 HINRICHS, Nathan	New Bloomfield High School	1	16:12.43
2 SMITH, Carson	Metro Christian Academy	2	16:29.84
3 MEISTER, Alex	Labette County High School	3	16:39.71
4 KELLNER, Asa	Smithville High School	4	16:45.33
5 ULBRICH, Tanner	Girard High School	5	16:48.80
6 HULL, Zane	Pleasant Hope High School	--	16:49.12
7 ADAIR, Liam	Smithville High School	6	16:50.21
8 HOEKEL, Gabriel	Union High School	7	16:51.43
9 ARNOLD, Zach	Eudora High School	8	16:55.20
10 MASSIE, Carter	Smithville High School	9	16:59.97
11 EDSON, Isaac	Smithville High School	10	17:06.35
12 LONG, Christian	Southwest (Washburn) High School	--	17:08.11

13	DUBRAVA, Gavin	Girard High School	11	17:13.09
14	PICKARD, Bryson	Union High School	12	17:15.02
15	SMITH, Carson	Willow Springs High School	--	17:15.82
16	PENDLEY, Mason	Pryor High School	13	17:18.52
17	ATTEBERRY, Kip	Thomas Jefferson Independent Sch	--	17:30.76
18	HERBST, William	Union High School	14	17:37.98
19	LOGANBILL, Cody	Eudora High School	15	17:46.64
20	UTHE, Caden	Southwest (Washburn) High School	--	17:47.54
21	LAURANCE, Trey	Columbus High School	--	17:47.62
22	DUNN, Regan	Smithville High School	16	17:50.55
23	BRADSHAW, Brodie	Metro Christian Academy	17	17:54.52
24	SCHWERDTFEGER, Owen	Metro Christian Academy	18	17:56.96
25	LEGGETT, Dillon	Riverton High School	--	18:02.34
26	PESTANO, Nolan	Smithville High School	19	18:04.55
27	STAPLES, Jonas	Eudora High School	20	18:04.55
28	TROOK, Jp	Metro Christian Academy	21	18:07.64
29	MISENHEIMER, Colin	Osage High School	22	18:09.31
30	MEYER, Taylor	Union High School	23	18:10.24
31	HEIDEN, Evan	Rejoice Christian School	24	18:12.32
32	ZIMMER, Quentin	Smithville High School	25	18:13.66
33	GROLL, Jaysen	Osage High School	26	18:24.24
34	BROWN, Elias	Pryor High School	27	18:25.40
35	MALTER, John	Smithville High School	--	18:25.44
36	FAUCETT, Calen	Crane High School	--	18:28.66
37	BREEDLOVE, Jacob	Owensville High School	28	18:30.28
38	RAMOS, Brandon	Springdale High School	29	18:30.38
39	CLARK, Edward	Aurora Christian Academy	--	18:32.48
40	HOLTMAYER, Noah	Owensville High School	30	18:33.92
41	ADKINS, Kerrick	Lexington High School	31	18:34.94
42	ZHENG, Frederic	Owensville High School	32	18:36.92
43	SPARKS, James	Osage High School	33	18:39.16
44	GRIESEMER, Luke	Metro Christian Academy	34	18:40.11
45	SOEST, Gabriel	Owensville High School	35	18:42.06
46	RADER, Traeger	Eudora High School	36	18:44.94
47	WILHITE, Drew	Humboldt High School	--	18:45.41
48	COULTER, Max	Rejoice Christian School	37	18:46.67
49	MANJARREZ, Azael	Springdale High School	38	18:49.61
50	RANGEL, Victor	Springdale High School	39	18:50.31
51	BARNETT, Dylan	Osage High School	40	18:52.02
52	GUERRERO, Felix	Owensville High School	41	18:53.26
53	HOEKEL, Lucas	Union High School	42	18:54.68
54	MORGAN, Lucas	Owensville High School	43	18:55.35
55	MILLER, Colin	Smithville High School	--	18:56.28

56	BORGER, Wesley	Eudora High School	44	19:00.52
57	RADEMACHER, Harm	Owensville High School	45	19:05.36
58	WORTHINGTON, Alex	Lexington High School	46	19:12.71
59	GROOS, Andrew	Osage High School	47	19:19.18
60	FIGARD, Brian	New Bloomfield High School	48	19:23.49
61	CLOBES, Alex	Eudora High School	49	19:24.21
62	BAILEY, Connor	Sherwood High School	50	19:24.28
63	SIMON, Bryce	St. Mary's Pit Colga	51	19:25.01
64	WILSON, Merik	Smithville High School	--	19:25.04
65	GREENWALT, Ty	Union High School	52	19:26.89
66	HARRIS, Leland	Jasper High School	--	19:29.18
67	JENNINGS, Nate	New Covenant Academy	--	19:29.35
68	WYRICK, Caden	Osage High School	53	19:30.52
69	CLIPPARD, Alex	Sherwood High School	54	19:31.32
70	CHANEY, William	Lexington High School	55	19:32.87
71	BILLINGSLEY, Brock	Shiloh Christian School	56	19:34.37
72	CORDERO, Angel	Springdale High School	57	19:35.75
73	MILLSPAUGH, Zach	Metro Christian Academy	58	19:36.47
74	SHEPHERD, Michael	Riverton High School	--	19:38.11
75	ACOSTA, Jesus	Springdale High School	59	19:40.45
76	MCGOWN, Houston	Girard High School	60	19:43.38
77	DAWSON, Xander	Metro Christian Academy	61	19:44.30
78	RAINER, Otis	Southwest (Washburn) High School	--	19:45.54
79	CLAXTON, Sawyer	Osage High School	62	19:47.27
80	BOLANDER, Simon	Willow Springs High School	--	19:48.66
81	PERKINS, Dylan	Rejoice Christian School	63	19:48.90
82	ELLIOTT, Paul	Labette County High School	64	19:55.07
83	JAMESON, Colton	Cherokee Southeast High School	65	19:57.11
84	PENDLEY, Carson	Pryor High School	66	19:59.22
85	ZAPATA, Diego	Aurora Christian Academy	--	19:59.41
86	KIRBY, Zeighn	Pryor High School	67	19:59.70
87	CARTER, Wade	Lexington High School	68	20:02.91
88	SCHULZ, Eli	Shiloh Christian School	69	20:04.20
89	CONNELL, Riley	New Bloomfield High School	70	20:05.98
90	RENN, Easton	Cherokee Southeast High School	71	20:06.19
91	RIKER, Connor	Lexington High School	72	20:09.24
92	DILL, Tyler	Rejoice Christian School	73	20:09.41
93	SUTTERFIELD, Titus	Shiloh Christian School	74	20:11.03
94	SANDER, Brayden	Lexington High School	75	20:12.20
95	BALDWIN, Zaylain	Labette County High School	76	20:12.38
96	SUEDMEYER, Jake	New Bloomfield High School	77	20:12.82
97	INGRAHAM, Conner	Rejoice Christian School	78	20:16.28

98	GUYMON, Drake	Cherokee Southeast High School	79	20:19.60
99	WOOD, Britten	Sherwood High School	80	20:20.91
100	NEELY, Elias	Union High School	81	20:21.32
101	JOHNSON, Jake	Crane High School	--	20:23.63
102	RENC, Luis	Springdale High School	82	20:26.90
103	THOMPSON, Drake	Lexington High School	83	20:27.41
104	WILBERT, Emery	St. Mary's Pit Colga	84	20:29.64
105	ROSS, Jordan	Rejoice Christian School	85	20:31.00
106	ZEB, Drew	McAuley Catholic High School	86	20:32.12
107	WILSON, Beau	St. Mary's Pit Colga	87	20:34.83
108	THOMAS, Colby	Rejoice Christian School	88	20:37.42
109	VAN FOEKEN, Noah	Eudora High School	89	20:43.82
110	YOUNG, Steven	Eudora High School	--	20:47.73
111	LOWER, Ty	Crane High School	--	20:48.11
112	MILLER, Luke	Aurora High School	90	20:52.80
113	ALBERTO, Armando	McAuley Catholic High School	91	20:52.98
114	HICKS, Hunter	Willow Springs High School	--	20:56.78
115	HAYWOOD, Tyler	Riverton High School	--	20:57.22
116	LUTES, Tyler	Union High School	--	21:05.84
117	MANJARREZ, Julio	Springdale High School	92	21:10.11
118	HALEY, Lucas	New Bloomfield High School	93	21:10.67
119	BARROSO, Jose	Springdale High School	--	21:12.09
120	SPENCER, DARTON	Labette County High School	94	21:12.33
121	LETTS, Parker	Shiloh Christian School	95	21:13.28
122	ARMSTRONG, McCartney	Osage High School	--	21:13.68
123	ROHLFING, Peyton	New Covenant Academy	--	21:14.68
124	VEAZEY, Abraham	Aurora Christian Academy	--	21:16.17
125	GAMBOA, Connor	Shiloh Christian School	96	21:16.56
126	BARLETT, Tyler	Osage High School	--	21:20.55
127	WILES, Tanner	Cherokee Southeast High School	97	21:22.50
128	HODGES, Colin	Pryor High School	98	21:26.58
129	FANNIN, Colter	Pryor High School	99	21:28.79
130	LONG, Josiah	Pryor High School	100	21:29.49
131	WINNAT, Tanner	Sherwood High School	101	21:30.02
132	BRAKE, Alex	St. Mary's Pit Colga	102	21:30.52
133	OWENS, John	Aurora High School	103	21:31.61
134	THOMPSON, Isaac	Shiloh Christian School	104	21:32.11
135	CORNELISON, Caymen	Aurora High School	105	21:38.19
136	OSBORNE, Jordan	Jasper High School	--	21:40.27
137	DAVIS, Josh	Osage High School	--	21:42.32
138	CLARK, Riley	Aurora Christian Academy	--	21:45.30
139	BRADFORD, Isaiah	Sherwood High School	106	21:53.49
140	DODDS, Dylan	Clever High School	--	22:00.40

141	MORFORD, Miles	Eudora High School	--	22:01.00
142	GAMM, Jaxsen	Osage High School	--	22:03.71
143	BAKER, Hudson	Labette County High School	107	22:14.83
144	CLARK, Andy	Girard High School	108	22:22.47
145	SMITH, Dakota	Cherokee Southeast High School	109	22:28.71
146	IBARRA, Isaicc	Springdale High School	--	22:34.72
147	POYNER, Jeven	Willow Springs High School	--	22:36.81
148	DICKMAN, Curtis	St. Mary's Pit Colga	110	22:39.22
149	DAWSON, Hunter	New Bloomfield High School	111	22:39.40
150	CARR, Aidan	New Bloomfield High School	112	22:49.82
151	NOLAN, Cliff	McAuley Catholic High School	113	22:50.21
152	GARDNER, Coleton	Clever High School	--	22:50.58
153	KELLER, Kaden	Rejoice Christian School	--	22:51.19
154	MARTIN, Kenyon	Galena High School	--	23:03.54
155	HUMBLE, Tye	Girard High School	114	23:04.82
156	TRAN, Kevin	McAuley Catholic High School	115	23:09.78
157	REICHARDT, Kable	McAuley Catholic High School	116	23:12.53
158	LOCKE, Tyler	New Bloomfield High School	--	23:17.82
159	STOMBAUGH, Nathaniel	Osage High School	--	23:18.43
160	FOX, Memphis	Girard High School	117	23:21.46
161	MOSS, Lincoln	Jasper High School	--	23:24.93
162	ADKINS, James	Lexington High School	--	23:25.48
163	PAULIE, Ethan	St. Mary's Pit Colga	118	23:40.02
164	CLARK, Cory	Girard High School	119	23:40.44
165	SCHMIDT, Drake	Clever High School	--	24:03.23
166	HAMMOCK, Resse	Girard High School	--	25:15.57
167	BENNETT, Brayton	Cherokee Southeast High School	120	25:21.05
168	SPEAKS, Ben	New Bloomfield High School	--	25:59.01
169	LLANITO, Jose	Springdale High School	--	26:00.75
170	MUSIO-PIEDRA, Enrique	St. Mary's Pit Colga	121	26:23.24
171	KEENER, Jaxon	Aurora High School	122	26:57.22
172	WICK, Tristan	Lexington High School	--	27:17.81
173	HORINEK, Grant	McAuley Catholic High School	123	28:27.77
174	SHOEMAKER, Seth	Aurora High School	124	28:33.00
175	VANHOOSE, Elijah	Osage High School	--	29:12.85

Race #9
HS Girls JV (Jr Varsity)

FINAL RESULTS

TEAM SCORING SUMMARY

	Final Standings	Score	Total	Avg.
1	Kickapoo High School	23	1:17:32	15:31
2	Smithville High School	49	1:20:53	16:11
3	Eudora High School	57	1:21:33	16:19
4	Owensville High School	95	1:34:01	18:49

INDIVIDUAL RESULTS

	Athlete	Team	Score	Time
1	TINNEY, Faith	Rejoice Christian School	--	13:36.63
2	SMITH, Abigail	Kearney High School	--	13:54.72
3	BOMAR, Gracie	Kearney High School	--	14:03.36
4	BARRATT, Elizabeth	East Newton High School	--	14:34.03
5	METCALF, Addison	Eudora High School	1	14:46.09
6	STEWART, Alayna	Kickapoo High School	2	14:46.43
7	MILLER, Rachel	Webb City High School	--	14:56.53
8	RODAS-GOMEZ, Jennifer	Carthage High School	--	15:00.41
9	GARDNER, RYLEE	Ozark High School	--	15:01.27
10	BECKER, Makenna	Kearney High School	--	15:03.73
11	GRAVEMANN, Emma	Webb City High School	--	15:15.81
12	BLANCHARD, Brooklyn	East Newton High School	--	15:18.88
13	CALLERY, Anna	Rejoice Christian School	--	15:26.00
14	MIZAMIDIS, Sophia	Glendale High School	--	15:32.43
15	HALL, Rayana	Kickapoo High School	3	15:32.80
16	VAN AMBER, Abigail	Kickapoo High School	4	15:36.85
17	MICHAEL, Jaycee	Kickapoo High School	5	15:37.91
18	MUELLER, Jillian	Kearney High School	--	15:38.67
19	WALD, Helaina	Smithville High School	6	15:41.20
20	MAYNES, Avery	Smithville High School	7	15:44.85
21	LOPEZ-GRAMAJO, Sonia	Carthage High School	--	15:46.71
22	DOBSON, Kaiya	Rejoice Christian School	--	15:47.40
23	FREEMAN, Bayley	Smithville High School	8	15:56.66
24	KERN, Marissa	Kickapoo High School	9	15:57.23
25	BARNARD, Addy	Eudora High School	10	15:57.48
26	CUADRADO, Candela	Glendale High School	--	16:02.63
27	ROMINES, Shaelyn	Pleasant Hope High School	--	16:06.03

28	REEDER, Tori	Webb City High School	--	16:08.61
29	FISHER, Lizzy	Eudora High School	11	16:15.30
30	PETERS, Makayla	Neosho High School	--	16:20.77
31	STEWART, Lexie	Kickapoo High School	12	16:26.64
32	NAJERA, Hailey	Carthage High School	--	16:33.46
33	BOSLEY, Annalisa	Smithville High School	13	16:40.05
34	WOLF, Carly	Pleasant Hope High School	--	16:44.27
35	HOLTZER, Katelyn	Owensville High School	14	16:48.39
36	PETERS, Grace	Smithville High School	15	16:49.58
37	ROECKLE, Olivia	Glendale High School	--	16:51.18
38	VICENTE-HERNANDEZ, Mildred	Carthage High School	--	16:56.24
39	SCHRECK, Gianna	Union High School	--	16:57.70
40	MILLER, SAVANNAH	Ozark High School	--	16:59.14
41	ELLIS, Elorah	Eudora High School	16	17:01.07
42	BAADSGAARD, Libbey	Kickapoo High School	17	17:03.99
43	LEBISH, Elaina	Owensville High School	18	17:05.95
44	CORNELL, Velavet	Pleasant Hope High School	--	17:09.40
45	SKILES, Reaghan	Glendale High School	--	17:28.66
46	HOOVER, Payton	Eudora High School	19	17:33.01
47	ZAMUDIO, Jasmine	Springdale High School	--	17:40.63
48	BLAYLOCK, Cloe	Parkview High School	--	17:44.40
49	GRUBBS, Mia	Thomas Jefferson Independent Sch	--	17:51.52
50	CERCOS-HIDALGO, Ana	Kickapoo High School	--	17:53.42
51	VANAMBER, Kacey	Kickapoo High School	--	18:05.65
52	MABREY, Isabella	Neosho High School	--	18:12.48
53	GOOCH, Cassidy	Owensville High School	20	18:20.26
54	GONZALEZ, Sandra	Springdale High School	--	18:20.83
55	COLAONE, Camilla	Kickapoo High School	--	18:28.00
56	BITRAGO, Maria-Jose	Parkview High School	--	18:28.15
57	SAM, Alaya	Parkview High School	--	19:32.29
58	WHITELOCK, Trinity	Parkview High School	--	19:35.25
59	EDWARDS, Brooklynn	Cherokee Southeast High School	--	19:36.64
60	HERROLD, Brianna	Rejoice Christian School	--	19:50.91
61	CHAMBERS, Jaclyn	Carl Junction High School	--	20:01.11
62	MINOR, Storm	Cherokee Southeast High School	--	20:34.97
63	ORDUNA, Maria	Springdale High School	--	20:36.16
64	BUTLER, Kaeori	Owensville High School	21	20:49.54
65	CAIN, Stephanie	Owensville High School	22	20:56.42
66	CARROLL, Addison	Carl Junction High School	--	21:06.48
67	STRAUSBAUGH, Mykah	Carl Junction High School	--	21:12.59
68	BECHER, Kyleigh	Kickapoo High School	--	21:16.98
69	DONICA, Ashton	East Newton High School	--	23:47.10
70	HOLMES, Andie	Union High School	--	24:05.51

Race #10
HS Boys JV (Jr Varsity)

FINAL RESULTS

TEAM SCORING SUMMARY

Final Standings		Score	Total	Avg.
1	Kickapoo High School	25	56:33	11:19
2	Webb City High School	49	57:54	11:35
3	Smithville High School	57	58:39	11:44
4	Glendale High School	121	1:01:14	12:15
5	Ozark High School	148*	1:01:59	12:24
6	Owensville High School	148*	1:02:12	12:27
7	Neosho High School	198*	1:04:30	12:54
8	Pleasant Hope High School	198*	1:05:35	13:07
9	Carthage High School	238	1:07:15	13:27
10	Pryor High School	311	1:14:54	14:59
11	Rejoice Christian School	325	1:14:55	14:59
12	Cherokee Southeast High School	349	1:27:54	17:35

***Tiebreakers**

Ozark High School	23 25 31 34 35 37 42
Owensville High School	19 21 29 38 41 59 63

Neosho High School	27 36 43 45 47 53 54
Pleasant Hope High School	14 16 40 60 68

INDIVIDUAL RESULTS

Athlete	Team	Score	Time
1 SMILES, Daunte	Webb City High School	1	10:58.51
2 GODDARD, Keaton	Kickapoo High School	2	11:03.34
3 SIEVER, Owen	Kickapoo High School	3	11:03.60
4 HAYS, Braxton	Smithville High School	4	11:09.93
5 MARQUIS, Michael	Kickapoo High School	5	11:22.12
6 RAMIREZ, Alex	Parkview High School	--	11:23.38
7 SEEBAUER, Ethan	Kickapoo High School	6	11:27.46
8 WINTERS, Shane	Webb City High School	7	11:32.66
9 BURGESS, Ryne	Webb City High School	8	11:34.67
10 HODSON, Price	Kickapoo High School	9	11:35.77
11 HALLETT, Trent	Smithville High School	10	11:36.75

12	LUZADDER, Atticus	Webb City High School	11	11:36.98
13	BAILEY, William	Smithville High School	12	11:53.68
14	WHITACRE, Noah	Smithville High School	13	11:56.27
15	MARSHALL, Levi	Pleasant Hope High School	14	11:56.80
16	PEAK, Johnathan	Glendale High School	15	11:58.13
17	SHULER, Connor	Pleasant Hope High School	16	11:59.28
18	LIPARI, Jacob	Kickapoo High School	17	11:59.99
19	DODSON, Connor	Smithville High School	18	12:02.18
20	BAYLESS, Xavier	Owensville High School	19	12:03.93
21	LETTERMAN, James	Glendale High School	20	12:07.09
22	CAREY, Derek	Owensville High School	21	12:10.29
23	HERNANDEZ, Ricardo	Webb City High School	22	12:10.73
24	HARTGRAVES, Jonah	Ozark High School	23	12:13.50
25	GRIFFITH, Joshua	Carthage High School	24	12:14.15
26	GLOSSIP, Will	Ozark High School	25	12:14.80
27	PHILLIPS, Brandon	Glendale High School	26	12:14.96
28	FARRELL, Adam	Neosho High School	27	12:20.42
29	EARLS, Colton	Glendale High School	28	12:23.59
30	DAVIS, Tristan	Owensville High School	29	12:23.61
31	KELTNER, Kolin	Kickapoo High School	30	12:25.74
32	CHERRY, NATHANIEL	Ozark High School	31	12:28.29
33	LAWSON, Quinn	Glendale High School	32	12:29.27
34	JANNING, Ayden	Smithville High School	33	12:29.61
35	HUGHES, Gage	Ozark High School	34	12:30.88
36	DANIEL, RHETT	Ozark High School	35	12:30.95
37	KEENA, Cannin	Neosho High School	36	12:33.08
38	SHARICK, JACKSON	Ozark High School	37	12:36.06
39	MCELDERRY, Orlando	Kickapoo High School	--	12:37.02
40	GOOSEY, Ethan	Kickapoo High School	--	12:38.77
41	SHOCKLEY, Trevor	Owensville High School	38	12:39.10
42	AKIN, Bryce	Glendale High School	39	12:44.45
43	CHURCHILL, Jordan	Kickapoo High School	--	12:44.59
44	MILLS, Caleb	Metro Christian Academy	--	12:46.24
45	ROMINES, Joshua	Pleasant Hope High School	40	12:48.19
46	MILLION, Trenton	Owensville High School	41	12:54.24
47	COCHRAN, Cameron	Ozark High School	42	13:00.82
48	BOYER, Zane	Neosho High School	43	13:04.97
49	SIMPSON, Tarin	Glendale High School	44	13:10.23
50	WILFONG, Carter	Metro Christian Academy	--	13:13.23
51	WATKINS, Andrew	Neosho High School	45	13:13.39
52	EDDY, Daniel	Springdale High School	--	13:16.70
53	DINES, Jackson	Eudora High School	--	13:17.26
54	BLECHA, Jericho	Smithville High School	46	13:17.52

55	ABLES, Corbin	Neosho High School	47	13:17.65
56	COLLIER, Logan	Ozark High School	--	13:20.04
57	LOPEZ-PEREZ, Jason	Carthage High School	48	13:20.46
58	AYALA-RAZO, Jose	Springdale High School	--	13:27.03
59	ARRIETA, Richardo	Webb City High School	49	13:27.55
60	GRIESEL, TRUMAN	Ozark High School	--	13:30.01
61	MESSER, Rylen	Smithville High School	--	13:30.57
62	BOATRIGHT, Alex	Kickapoo High School	--	13:31.90
63	PUGH, Dylan	Carthage High School	50	13:36.15
64	BUFORD, Joseph	Pryor High School	51	13:39.10
65	RITZEMA, Shane	Carthage High School	52	13:39.20
66	JAMES, Taylor	Kearney High School	--	13:41.84
67	COBB, Drew	Neosho High School	53	13:42.27
68	PUCKETT, Samuel	Neosho High School	54	13:44.56
69	VAN FOEKEN, Nate	Eudora High School	--	13:44.87
70	FARLEY, Bentlee	Neosho High School	--	13:45.30
71	MOSS, Noah	Webb City High School	55	13:48.08
72	UNDERWOOD, Grady	Pryor High School	56	13:48.13
73	BLAKE, Tyler	Rejoice Christian School	57	13:49.53
74	DERBY, William	Rejoice Christian School	58	13:50.66
75	WOFFORD, Darin	Neosho High School	--	13:52.58
76	BLANKENSHIP, Andrew	Owensville High School	59	13:53.51
77	VOYLES, Derrick	Pleasant Hope High School	60	13:56.45
78	BEBIE, Eric	Neosho High School	--	14:01.14
79	WHEELER, Zacary	Smithville High School	--	14:01.19
80	BOIS, Logan	Cherokee Southeast High School	61	14:01.43
81	BRADLEY, Grayson	Pryor High School	62	14:10.44
82	WARD, Aidan	Owensville High School	63	14:14.38
83	POWERS, Zaine	Neosho High School	--	14:18.39
84	MCAFFREY, Breckin	Neosho High School	--	14:22.06
85	ARIAS-RAMIREZ, Bryant	Carthage High School	64	14:24.37
86	HOFFMAN, Samuel	Owensville High School	--	14:30.61
87	MARTINEZ, Joaquin	Springdale High School	--	14:33.20
88	TURPEN, John	Cherokee Southeast High School	65	14:36.31
89	COX, Brady	Metro Christian Academy	--	14:36.59
90	BARNETT, Jayden	Owensville High School	--	14:36.99
91	LUNK, Joshua	Pryor High School	66	14:37.79
92	ESPINOZA, Eann	Thomas Jefferson Independent Sch	--	14:38.58
93	DERBY, Xavier	Rejoice Christian School	67	14:38.96
94	BUTLER, Alexander	Carl Junction High School	--	14:39.35
95	FANNIN, Jackson	Kickapoo High School	--	14:40.17
96	CLAFLIN, Zac	Metro Christian Academy	--	14:42.18
97	BENNION, Shinhichi	East Newton High School	--	14:43.77

98	POWELL, Scott	East Newton High School	--	14:53.11
99	CRAWFORD, Gavin	Pleasant Hope High School	68	14:53.64
100	SANCHEZ, Angel	Neosho High School	--	14:57.04
101	NICKS, Sam	Owensville High School	--	14:59.18
102	FABRIZIO, Ethin	East Newton High School	--	15:07.25
103	GIROUARD, Thatcher	Carl Junction High School	--	15:12.49
104	GARRETT, Jacob	Carl Junction High School	--	15:13.02
105	GRAY, Indiana	Carthage High School	69	15:13.05
106	GRAHAM, Brandon	Owensville High School	--	15:19.45
107	BOLLMANN, Kyle	Owensville High School	--	15:19.67
108	RIOSECO, Daniel	Kickapoo High School	--	15:21.96
109	GOODHUE, Jack	Thomas Jefferson Independent Sch	--	15:23.11
110	GALINDO, Hayden	Cherokee Southeast High School	70	15:33.28
111	WRINKLE, Spencer	Glendale High School	--	15:42.28
112	JENKINS, Jim	Owensville High School	--	15:47.13
113	NAPTON, Shane	Carl Junction High School	--	16:00.83
114	TOMPKINS, Trevor	Springdale High School	--	16:02.05
115	HULL, Cale	Rejoice Christian School	71	16:03.50
116	MARTIN, Charlie	Eudora High School	--	16:05.60
117	PUTNAM, Elijah	Rejoice Christian School	72	16:31.53
118	ANIS, Sheraz	Thomas Jefferson Independent Sch	--	16:35.90
119	MORALES-MORGA, Diego	Carthage High School	73	16:44.75
120	WINDSOR, Chase	Cherokee Southeast High School	74	17:12.83
121	ROBINSON, Chandler	Rejoice Christian School	75	18:10.40
122	GRAHAM, Eli	Owensville High School	--	18:15.76
123	BOREN, Noah	Pryor High School	76	18:37.66
124	MOBELY-BENSON, Maximus	Parkview High School	--	19:44.60
125	VALLANCE, Noah	Glendale High School	--	20:50.67
126	BLODGETT, Andrew	Pryor High School	77	21:43.12
127	CHARQUENO, Angel	Pryor High School	78	22:27.35
128	STEWART, Jayden	Owensville High School	--	23:25.69
129	CHUPP, Heath	Pryor High School	--	25:07.45
130	RENN, Blayn	Cherokee Southeast High School	79	26:29.41

DECLARATION OF _____

Job Title:

Work Location:

Date of Interview: May 20, 2022

I, _____, hereby make this Declaration.

I understand that I am making this statement under penalty of perjury; that it is the equivalent of a sworn statement made under oath; and that it may be filed in proceedings before the Merit Systems Protection Board (MSPB) or the Equal Employment Opportunity Commission (EEOC), in the grievance process or before an Arbitrator, in court, or in any other similar proceeding.

This statement is voluntary and no promises of any kind have been made to me and I have not been subjected to any threatening or coercive behavior for the purpose of obtaining this declaration.

I understand that this declaration is part of an official management investigation and that this investigation is not part of the Equal Employment Opportunity (EEO) process.

(b)(6)

I have worked for DOI for 15 years, always in my current position. My supervisor is

(b)(6)

I am aware of the Agency policy regarding harassing conduct. I have received training on the agency's policy. I do not know where I could access the policy.

I worked with Clay Mayes for a few months. I did not have any interactions with him outside of work. I have known Mr. Mayes since Mr. Mayes began working at Haskell in June 2021. We interacted several times a week. We interacted on issues related to the student athletes. I last interacted with Mr. Mayes probably in December 2021.

There were several student athletes (b)(6) (b)(6) who had concerns about the way Mr. Mayes interacted with them. I became aware of these concerns when the student athletes came to me as the trainer and shared this information with me. The concerns grew to the point of some of the student athletes not wanting to be members of the team. Returning athletes seemed to be treated like outcasts by Mr. Mayes. It was clear who Mr. Mayes' favorites were—the athletes he brought with him from his prior university, including (b)(6) (b)(6) (b)(6) (who (b)(6) told me a video was made that included sensitive information that Mr. Mayes uploaded to the internet, which has since been removed, and (b)(6) did not feel safe being here anymore). This is a concern to me because we are here to serve all the athletes, not just some of them.

The student athletes also spoke to me about poor communication from Mr. Mayes. For example, we had mandatory weekly COVID testing and each week I would be missing half of Mr. Mayes' roster. I would ask the students why they did not show up for the testing and they told me they were not aware of the testing. It was Mr. Mayes' responsibility to disseminate this information to the student athletes.

As a medical care provider my major concern was Mr. Mayes providing medical treatments that he was not qualified to perform (Graston technique), which injured a runner (b)(6). A certification is required to perform the techniques. I am certified on the technique and the procedure requires a certain set of tools and lotion. I was told Mr. Mayes was using hand sanitizer, regular skin lotion, wrenches, binder clips and a butterknife. To my knowledge Mr. Mayes has not been certified to perform Graston.

The students who raised these concerns about Mr. Mayes are trustworthy. I have known some of them at least two years. I do not know about any of the complaints in detail because I did not see Mr. Mayes interact with the student athletes, but I know treatment was one of the issues that was raised.

We also have a Healthy Roster program, which includes a pre-participation physical. I did not have this for a number of the cross-country team members. Until late

September 2021 I was not sure who was even on the team. I told Mr. Mayes that if people were not on Healthy Roster, they could not be on the team. On August 11, 2021 I set up a time for Mr. Mayes' team to set up their medical records. Mr. Mayes told me he would have about 12 people there and then only three people showed up. Mr. Mayes did not have a clear reason as to why he missed this timeframe.

I told the student athletes to raise these issues with the then (b)(6) (b)(6) did little to help the student athletes. (b)(6) relationship with Mr. Mayes was always protecting Mr. Mayes. I told the student athletes that if they did not get an answer from (b)(6) they needed to, as a group, raise their concerns to the Dean of Students, the University VP or (b)(6) with Student Rights. The student athletes worked together to create a statement about what was going on that was sent to (b)(6) which I received a copy of. (b)(6) (b)(6) turned the statement over to (b)(6) I know the student athletes were very nervous about submitting this statement as they were concerned about retaliation. I did not have any more interaction with the student athletes regarding these concerns.

I know Mr. Mayes had been trying to come to Haskell to become a coach for probably six years. (b)(6) had been a successful cross-country coach here for well over 20 years. (b)(6) had a bad habit of taking personal calls during meetings. I overheard conversations in which Mr. Tanner said they had to hurry up and hire Mr. Mayes. I believe there was collusion to bring Mr. Mayes here. I believe Mr. Mayes was pre-selected for the position before it was even posted.

Just last week (b)(6) and Mr. Mayes uploaded sensitive information to the Lawrence Times, which I believe is an on-line newspaper, that sheds a negative light on Haskell and the athletic department. On March 2, 2022 (b)(6) wrote a letter to (b)(6) stating Mr. Mayes should be brought back as the cross-country coach even though (b)(6) from Haskell in December 2021. I am distraught about all the negative information that is circulating now about the Athletic Department, which is causing further harm to the University.

We (Haskell) tried to work with Mr. Mayes and gave him a fair shot. Mr. Mayes did not listen to anything we had to say. In my mind Mr. Mayes is not a team player.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief. This declaration, including this page, consists of _____ pages.

(b)(6)

[EXTERNAL] Fwd: Letter of concern

(b)(6)

Thu 10/28/2021 9:10 AM

To: (b)(6)

Cc: (b)(6)

(b)(6)

This email has been received from outside of DOI - Use caution before clicking on links, opening attachments, or responding.

Good Morning,

m student athletes and I am forwarding this to you all
oncerning. Please let me know if there is anything I need to do

(b)(6)

(b)(6)

Sent: Thursday, October 28, 2021 8:52 AM

To: (b)(6)

Cc: (b)(6)

Subject: Letter of concern

Good morning,

This email is documenting our concerns as Cross Country runners running under coach Clay Mayes. We will be discussing issues that impact his communication and ability to coach in a manner that we deserve as student athletes. Coming forward with this, we are concerned with retaliation from the coach and other runners. Therefore we want our names to be anonymous. We have tried to communicate our concerns to him directly on several different occasions but no change has been made. Below is a list of our concerns and things he has done to jeopardize our team:

- Inappropriate conversation with runner (b)(6) proof of texts, bullying into running even though she is ineligible, inappropriate/ hurtful comments addressing the runner's ego and motivation.
- Lack of communication: unattached running stipulations (mens and women's cross country teams), lack of academic support; runners voiced concern for grade checks/ studying hours especially to help support those who are struggling in classes.
- Inappropriate and threatening comments: "If I was an athlete and had to do grade checks I would not share my grades with my coach because that is embarrassing", "I'll throw you under the bus and i'll be the one driving it", "If you don't get off your phone, I'll shove it where the sun don't shine", calling one of our previous coaches a sociopath, mentioning that he will contact our parents if we do not follow the rules or if we are struggling academically even though we have not consented to that, continuing to bad mouth our previous coach although we told him it made us uncomfortable/ mad when he does this.
- False promises: gear that he never provides to us, certain meets, changes in behavior, lying consistently, etc.
- Makes it obvious who are his favorites, the favorites know that they are his favorites.
- Talks badly about our (b)(6) saying "He doesn't know what he's doing".
- In general makes comments about other Haskell employees in a negative manner.
- Treats athletes with medical treatments such as graston with binder clips, wrenches, used with lotion, biofreeze and hand sanitizer. Has done this to: (b)(6)
- Missouri Southern Stampede: Runners at Missouri Southern Stampede stated that (b)(6) did not run when athletics received an email from Mayes stating otherwise.
- Encouraging ineligible runners to run unattached while they are ineligible with the runners not knowing that this will effect their eligibility in the future.
- Continuous bib mix up during meets.
- Disorganization
- Asking runners and others to watch his children when he is not able to at the Haskell home meet.
- Running runners in XC jerseys that are not nike- Brooks is not a brand approved by athletics.
- Emotional manipulation: when he is called out by his runners he continuously makes excuses to make them feel bad for him.
- Talks about previous runner's personal lives and name drops.
- Shares runner's personal information with other runners without consent.
- He is constantly late to practice and always changing practice times and locations.

The solutions we propose:

- His contract is to be terminated immediately.
- Replacement coach for the remainder of the season (someone with prior experience being cross country coach).

9/29/21 Correspondence with (b)(6)

(b)(6)

Wed 9/29/2021 9:07 PM

To: (b)(6)

After overhearing reports of additional athletes involved in the Missouri Southern Stampede Invitational on 9/18/21 coached by Clay Mayes, running with incorrect PIN numbers or not finishing, I had reported information to (b)(6) who had stated these claims were false.

Upon responding to the Haskell Athletics social media platforms comments/ messages from followers (potentially parents, athletes, alumni, recruits etc.) a photo posted by a current cross country runner, (b)(6) had come across my timeline which included four runners at the MSSU meet on 9/18 (b)(6)

(b)(6) with PIN numbers. I had looked into the PIN numbers further as per MSSU posted race results and found (b)(6) was in fact running under an incorrect number which had been (b)(6) number. Both (b)(6) had individual PIN numbers and results but the claims as previously mentioned stated (b)(6) did not run. This photo had proven to be evident that (b)(6) was not in the picture as well as (b)(6) wearing (b)(6) number.

Upon my findings I reported to (b)(6) to which he stated we should not act until Clay Mayes returns from suspension for the 9/18 meet. (b)(6) stated claims could be considered harassment or cause federal investigation. To which I responded that the athletic department should get factual information and speak with the men's team for clarification and that harassment was not imposed in the report (b)(6) stated we should "wait until Mayes returns so he can defend himself", which I currently believe is not the appropriate action.

Minutes after correspondence regarding the situation, (b)(6) forwarded an email to myself and Clay Mayes regarding additional issues brought to his attention with the Haskell team and the timers. In his email he had additionally forwarded an email from (b)(6) to the timing company regarding his running status, claiming he did not finish the race and did not report so to the timing company nor the meet staff.

Upon receiving this email I had forwarded it to (b)(6) to which he maintained his claim that we need to wait to respond until Clay Mayes returns to campus next Wednesday when his suspension is lifted.

(b)(6)

Fw: Race Issue

(b)(6)

Thu 9/30/2021 1:44 PM

To: (b)(6)

(b)(6)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:29 PM

To: (b)(6)

Subject: Fwd: Race Issue

(b)(6)

I'm not sure what is going on, but we are continuing to have issues with Haskell entries, 2-weeks later. If you plan on returning to the Stampede in the future, please know that we need to have all these issues ironed out. This is the 5th or 6th correction our timers have had to make well after the race was posted.

Please see the message below, clearly someone with another incorrect number on, OR they finished without running the entire race.

(b)(6)

Get [Outlook for iOS](#)

From: (b)(6)

Sent: Wednesday, September 29, 2021 6:54 PM

To: (b)(6)

Subject: Fwd: Race Issue

Begin forwarded message:

From: (b)(6)

Date: September 29, 2021 at 6:12:01 PM CDT

To: (b)(6)
Subject: Race Issue

For the southern stampede, I did not finish the race. I ran one loop and I got a time at 28.13 at 40th place Junior college division. My coach already chewed me out for not letting you all know when the race was over. I guess I'm a dnf technically since I started. I tried calling a couple times but I was not able to connect or I might of had the wrong number.

(b)(6)

(b)(6)

Confidentiality Notice:

IMPORTANT: This email may contain identifiable personal information that is subject to protection under state and federal law. This information is intended for the use of the individual named above. If you are not the intended recipient, be aware that any disclosure, copying, distribution or use of the contents of this information is prohibited and may be punishable by law. If you have received this electronic transmission in error, please notify us immediately by electronic mail (reply).

Re: Race Issue

Clay Mayes <cmayes@HASKELL.edu>

Wed 9/29/2021 8:39 PM

To: (b)(6)

I understand, and apologize for the troubles. We changed to race at MSSU days before the meet, and ran into last minute troubles on my end. Some of the bibs were not pulled the day before, or they were not pulled off the entry list on direct athletics. I also raced a couple that were hurt that should have not have even lined up to race, which is also my fault. I apologize for all troubles, and everything will done early, and promptly for the next MSSU race.

-Clay Mayes

(b)(6)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:29 PM

To: (b)(6)

Subject: Fwd: Race Issue

(b)(6)

I'm not sure what is going on, but we are continuing to have issues with Haskell entries, 2-weeks later. If you plan on returning to the Stampede in the future, please know that we need to have all these issues ironed out. This is the 5th or 6th correction our timers have had to make well after the race was posted.

Please see the message below, clearly someone with another incorrect number on, OR they finished without running the entire race.

(b)(6)

Get [Outlook for iOS](#)

From: (b)(6)

Sent: Wednesday, September 29, 2021 6:54 PM

To: (b)(6)

Subject: Fwd: Race Issue

Begin forwarded message:

From: (b)(6)

Date: September 21, 2021 at 6:12:01 PM CDT

Re: Race Issue

(b)(6)

Wed 9/29/2021 8:43 PM

To: (b)(6)

(b)(6)

Get Outlook for iOS

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:38:37 PM

To: (b)(6)

Subject: Fwd: Race Issue

(b)(6)

This was just forwarded to me from the (b)(6)

(b)(6)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:29:42 PM

To: (b)(6)

Subject: Fwd: Race Issue

(b)(6)

I'm not sure what is going on, but we are continuing to have issues with Haskell entries, 2-weeks later. If you plan on returning to the Stampede in the future, please know that we need to have all these issues ironed out. This is the 5th or 6th correction our timers have had to make well after the race was posted.

9/18 meet

(b)(6)

Wed 9/29/2021 8:05 PM

To:

(b)(6)

Bcc:

Hi

(b)(6)

After looking further into the situation and trying to get in touch with (b)(6) I had realized that the athlete (b)(6) that supposedly ran unattached, wore a (b)(6) which was (b)(6) pin number not his own (b)(6) I think we need to look into this further and sit down with the men's cross country team members individually.

Picture for reference, (b)(6) is on the right.

7:54



(b)(6)



Posts

(b)(6)

(b)(6)

Missouri Southern State University



(b)(6)

(b)(6)



(b)(6) Liked by (b)(6) and (b)(6)

(b)(6) First Collegiate race. I felt I could've ran it a lot smarter but overall it was fun and hella longgg<3

View all 9 comments

(b)(6)

Damn 🤔 🤔 ❤️ ❤️ ❤️ ❤️ ❤️



(b)(6)

Re: 9/18 meet

(b)(6)

Wed 9/29/2021 8:07 PM

To: (b)(6)

(b)(6) I need to get documented names of who turned it in because I have been given proof that this is false with documentation also before we go any further with this thank you you can give that to me in the morning bye-bye

Get Outlook for iOS

From (b)(6)

Sent: Wednesday, September 29, 2021 8:05:31 PM

To: (b)(6)

Subject: 9/18 meet

(b)(6)

After looking further into the situation and trying to get in touch with (b)(6) I had realized that the athlete (b)(6) that supposedly ran unattached, wore a pin Number of (b)(6) which was (b)(6) pin number not his own (b)(6) I think we need to look into this further and sit down with the men's cross country team members individually.

Picture for reference (b)(6) is on the right.

7:54



(b)(6)

Posts

(b)(6) (b)(6)

Missouri Southern State University



(b)(6)

Re: 9/18 meet

(b)(6)

Wed 9/29/2021 8:09 PM

To: (b)(6)

(b)(6) If this is proven false then this is being close to getting contractors terminated or federal employees federally investigated for harassment. We need to be careful about the accusations coming in. That is why things need to be documented with names of who is accusing thank you

Get Outlook for iOS

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:05:31 PM

To: (b)(6)

Subject: 9/18 meet

Hi (b)(6)

After looking further into the situation and trying to get in touch with (b)(6) I had realized that the athlete (b)(6) that supposedly ran unattached, wore a pin Number of (b)(6) which was (b)(6) pin number not his own (b)(6) I think we need to look into this further and sit down with the men's cross country team members individually.

Picture for reference, (b)(6) is on the right.

7:54



(b)(6)

Posts



(b)(6) (b)(6)

Missouri Southern State University



(b)(6)

Re: 9/18 meet

(b)(6)

Wed 9/29/2021 8:19 PM

To: (b)(6)

(b)(6)

No one turned this in, I was on our social media platform and this picture came up on the timeline and I just found it odd that (b)(6) wasn't in the picture with the rest of the team and just had looked into it further.

I don't necessarily believe this could be considered harassment; I would just like to have factual information regarding it so we can respond appropriately before it potentially becomes a larger issue and affects the rest of the programs.

(b)(6)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:07:31 PM

To: (b)(6)

Subject: Re: 9/18 meet

(b)(6)

I need to get documented names of who turned it in because I have been given proof that this is false with documentation also before we go any further with this thank you you can give that to me in the morning bye-bye

Get [Outlook for iOS](#)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:05:31 PM

To: (b)(6)

Subject: 9/18 meet

Hi (b)(6)

Re: 9/18 meet

(b)(6)

Wed 9/29/2021 8:24 PM

To: (b)(6)

I had overheard some athletes in passing in Coffin speaking about the situation regarding some parents claims. The picture just now had just reminded me of it so I thought I would bring it to your attention.

(b)(6)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:21:02 PM

To: (b)(6)

Subject: Re: 9/18 meet

I get it but who was the parent that you said call this and what was their name

Get [Outlook for iOS](#)

From: (b)(6)

Sent: Wednesday, September 29, 2021 8:19:46 PM

To: (b)(6)

Subject: Re: 9/18 meet

(b)(6)

No one turned this in, I was on our social media platform and this picture came up on the timeline and I just found it odd that (b)(6) wasn't in the picture with the rest of the team and just had looked into it further.

I don't necessarily believe this could be considered harassment; I would just like to have factual information regarding it so we can respond appropriately before it potentially becomes a larger issue and affects the rest of the programs.

Re: 9/18 meet

(b)(6)

Wed 9/29/2021 8:29 PM

To: (b)(6)

Thank you for bringing it to my attention but I think I will take it up next week when Coach Mayes returns and can defend his self we should go no further until that happens thank you

Get Outlook for iOS

From (b)(6)

Sent: Wednesday, September 29, 2021 8:19:46 PM

To: (b)(6)

Subject: Re: 9/18 meet

(b)(6)

No one turned this in, I was on our social media platform and this picture came up on the timeline and I just found it odd that (b)(6) wasn't in the picture with the rest of the team and just had looked into it further.

I don't necessarily believe this could be considered harassment; I would just like to have factual information regarding it so we can respond appropriately before it potentially becomes a larger issue and affects the rest of the programs.

(b)(6)

From (b)(6)

Sent: Wednesday, September 29, 2021 8:07:31 PM

To: (b)(6)

Subject: Re: 9/18 meet

(b)(6)

I need to get documented names of who turned it in because I have been given proof that this is false with documentation also before we go any further with this thank you you can give that to me in the morning bye-bye



HASKELL INDIAN NATIONS UNIVERSITY

Accredited by Higher Learning Commission

Vice-President of University Services

University Services


155 Indian Avenue

Lawrence, Kansas 66046-4800

www.haskell.edu

Memorandum

To: Clay Mayes, Athletic Program, Cross-Country Coach

From: Tonia L. Salvini, Vice-President of University Services/Acting President 

Date: November 4, 2021

RE: Notification /No-Contact Order

Please be informed of the following:

1. A complaint has been filed against you. An investigation is the next step in response to the complaint. The investigation process will be guided and monitored through the Vice-President of University Services with consultation from the Bureau of Indian Education/Human Resources (BIE/HR) – Employee/Labor Relations. The investigation will be conducted by an independent, trained investigator/s through the BIE/HR office.
2. You are hereby to have no contact with any eligible or ineligible members of the Haskell Cross Country Team. This includes text messages, social media, third party contacts or other forms of direct and/or indirect contact. The **(b)(6)** can only receive coaching guidance from you – and all communication should be limited to only that, and not this issue.
3. This is confidential. Please do not violate the privacy of this notice or other information surrounding this notice.
4. Please know any form of retaliation or retribution is prohibited. Such actions could be subject to discipline and possible removal.

Please sign this document as evidence that you have read and received this information.

(b)(6)

Name/Signature

11-4-2021

Date

cc: Bureau of Indian Education/Human Resources
COR

Fw: [EXTERNAL] Re: Signed - no contact statement

(b)(6)

Thu 11/4/2021 5:46 PM

To: (b)(6)

fyi -- also I met with Cross Country Team and have signed statements from each of them re: their no-contact order. I visited and explained the process. They were very cooperative. Each of them received a copy of what they signed.

(b)(6) will be coaching.

Will keep you posted.

(b)(6)

(b)(6)

(b)(6)

To: (b)(6)

Cc: (b)(6)

(b)(6)

Subject: [EXTERNAL] Re: Signed - no contact statement

This email has been received from outside of DOI - Use caution before clicking on links, opening attachments, or responding.

Thank you for explaining everything to me. I'll make sure everything is properly followed correctly.

-Clay Maves

(b)(6)

From: (b)(6)

Sent: Thursday, November 4, 2021 3:21:35 PM

To: Clay Maves (b)(6)

Cc: (b)(6)

(b)(6)

Subject: Signed - no contact statement

Attached.

Clay,

Thanks for taking time to meet with me and (b)(6) today.

Again, if you have further questions, please let me know.

Respectfully,

(b)(6)

(b)(6)



HASKELL INDIAN NATIONS UNIVERSITY

Accredited by Higher Learning Commission

Vice-President of University Services
University Services
155 Indian Avenue
Lawrence, Kansas 66046-4800
www.haskell.edu

Memorandum

To: All Fall 2021 Cross Country Team Members
From: Tonia L. Salvini, Vice-President of University Services/Acting President
Date: November 4, 2021
RE: Notification /No-Contact Order

Please be informed of the following:

1. A complaint has been filed regarding the cross-country coach. An independent investigation is the next step in response to the complaint. The investigation process will be guided and monitored through the Vice-President of University Services with consultation from the Bureau of Indian Education/Human Resources (BIE/HR). The investigation will be conducted by independent, trained investigator/s through the BIE/HR office. You may be contacted for an interview with the investigator.
2. You are hereby to have no contact with the Cross Country coach or any member of his family. This includes text messages, anything about him or the issues surrounding the complaint on social media, third party contacts or other forms of direct and/or indirect contact.
3. This is confidential. Please do not violate the privacy of this notice or other information surrounding this notice. It could negatively affect the investigation.

Please sign this document as evidence that you have read and received this information.

Print Name/Signature

Date

Email address:

Cell phone number:

Haskell Indian Nations University: Cross Country Coach

Statement of Work (SOW)

Background

Haskell Indian Nations University is seeking a contractor to serve as the Cross Country Coach. The position exercises responsibility for planning, organizing, coordination and controlling operations for a successful and competitive National Association of Intercollegiate Athletes (NAIA) varsity sport program.

Scope

Haskell Indian Nations University, under the governance of the Bureau of Indian Education expects the contacted yield a successful candidate for the position. The candidate will act in accordance to Federal regulations in representing the institution and the government in a positive manner. The contract is not to exceed a defined amount determined by the Government. Benefits, tax, and a high cost of living allocation is not available. Travel allocations will also cover expenses associated with recruitment of prospective student-athletes, and travel expected by the Athletic Department.

The contract proposal will be evaluated on adherence to the noted requirements, as well as past experience and performance. Prospective contractors will be ranked accordingly and a determination will be made as to which contractor has demonstrated the greatest value to the Federal Government as well as the Department of Athletics at Haskell Indian Nations University. The factor of proposal bid amount (price or cost) will not be considered as significant in comparison to fulfillment of requirements, experience and performance.

General functions include:

- Athletic compliance in accordance to Haskell University, NAIA and Association of Independent Institutions Conference policies
- academic advisement and advancement
- scouting and recruitment of talented student-athletes
- scheduling of practices and games
- pre-meet and meet day management
- fundraising and general budget management
- facilities and sport specific equipment operations
- management of assistant coached and student support staff (student coaches, managers, and interns)
- instruction relevant to the sport

Requirements

Masters degree preferred, but not required. Baccalaureate degree required. Degrees are preferred to be in discipline and/or sub-discipline of health, sport and exercise science or education (higher education, education administration, secondary physical education, etc.), but are not required. Contractor must have head coaching experience at the intercollegiate level and demonstrate success as associate head coach or assistant coach in accordance with duties. Demonstrated success is determined on winning percentage, successful recruiting class, athletic and academic honors of student-athletes, etc.

Contractor must have valid driver's license and be eligible to receive an approval from the safety officer to operate government vehicles. The contractor must pass the Defensive Drivers Course and fill out the 6703 driving form. Contractor must successfully pass an extensive Federal background investigation through the Human Relations office.

Contractor must submit:

- a cost proposal
- academic credentialing
- resume or curriculum vitae
- three letters of support from previous/current employers and/or clients.

Objectives

The goal of the contract is to secure an academically prepared, and a field-experienced coach dedicated in leading a team of intercollegiate student-athletes to achieve success in the sport of Cross Country.

The objectives include:

- successful instruction of the fundamentals Running Strategies
- compliance of legislative policies in accordance to the university, conference, and national governing body
- character development in concert with the NAIA Champions of Character Initiative
- athletic fitness development as a component of injury prevention, and the promotion of a successful sports performance
- leadership development and modeling for the student-athletes, athletic staff, university, and surrounding community
- administration of a successful sport program from a fiscal, operating, and university perspective
- create the capacity in the student-athlete to be successful in on and off the course through advisement, mentoring, knowledge building, and experiential learning opportunities

The result in contracting an experienced coach, who possesses the skill, knowledge, and ability in the sport of Cross Country will create the following results:

- post-season opportunities for competition
- recruitment of prospective talented student-athletes
- a highly competitive schedule (power ranked institutions)
- fundraising opportunities for the sport and athletic department
- successful media relations for the student-athletes, sport, and university

Tasks

In addition to outlined functions and objectives, the contractor is expected to demonstrate successful completion of the following tasks:

- Develop a schedule of on campus office hours to be available and have proper communication with recruits, present team players, other areas/offices of the university. This schedule must allow time to complete all required paperwork, and have regular communication with the Athletic Director
- provide completed athletic eligibility short-list to the NAIA in a timely manner in conjunction to the recruiting process
- submit appropriate travel requests and authorizations in accordance with university policy (ten working days/two weeks prior to travel)
- submit appropriate requisitions for purchase of supplies and/or equipment in accordance with university policy (two weeks prior to date of service/product need)
- complete sport schedule for the upcoming season during the semester prior to competition or earlier (try to plan one year in advance)
- complete NAIA eligibility short-list of prospective student-athletes for the upcoming season as soon as they are identified in the process
- Help with the game/event management for all sports and Athletic Department
 - a. Work with SID to ensure all stats are complete and sent to appropriate locations
 - b. Be sure the live streaming is set up and ready to go
 - c. Help with the officials in all aspects related to the home event
- Develop an academic plan for your team and ensure it's success
- Work with other coaches and programs to plan and efficiently and effectively use the facilities at Haskell
- Secure additional team drivers for away competition if needed
- Be in attendance at athletic meetings for information gathering for your sport
- Attend Champions of Character events with your team

Contractor will be evaluated on fulfillment of outlined Goals, successful demonstration of objectives, and timely completion of the aforementioned tasks.

Security

Contractor is expected to successfully pass the Federal background clearance for a position designation of "non-sensitive low risk." Contractor will have contact with children, as well as to Federal IT systems and facilities.

Travel

Contractor is expected to secure travel arrangements (i.e. mode of transportation, lodging, meals, etc.) in accordance to Federal policy for the student-athletes, and self. Contractor is expected to travel with the team, and serve as the primary point of contact for the institution while the team is in travel status. Additionally, the contractor is expected to provide supervision and guidance of the team while on travel status, and respond accordingly when general concerns and/or emergencies present themselves.

Special Material Requirements

Contractor is expected to possess or acquire certification in basic first aid and cardiopulmonary resuscitation (CPR). Contractor is expected to complete the NAIA Character Driven Coaching Course prior to the start of the season. Contractor is expected to obtain Federal Identification in accordance with university standards at a time determined by Human Resources.

Place of Performance

The campus of Haskell Indian Nations University, the local venues in Lawrence, Kansas will serve as the primary places of performance; with team and individual travel duties determined by the contract.

Period of Performance

The contract start date will be May 1, 2021 and end on April 30, 2022. The period of performance is based on a year to year contract. Option Year 1 will commence on May 1, 2023, Option Year 2 on May , 2023 Option Year 3 on, May 1, 2024.

An official notice from the contractor to accept the next option year or decline the next option year is due 120 days before the ending date of present contract. The university will evaluate after the completion of competition season using the success of season win loss record and the list of Goals, Objectives and Tasks. The Athletic Director and Leadership Team of the university will make a determination to extend the next option year or not extend the next option year.

Payment

Payment will be paid in increments that will span the life of the contract (or) a 12 month period. The contractors pay periods will be every two weeks and will be paid through the contracting company.

Termination of Contract

This contract can be terminated immediately when it is deemed in the best interest of the Federal Government or Haskell Indian Nations University or the financial status of this contract is no longer being funded.

Any action or non-action by the contractor that causes detrimental actions or harm to Haskell Indian Nations University could be cause for immediate termination of this contract. This will be determined by the Athletic Director and the leadership of the university.



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

MAR 23 2018

PERSONNEL BULLETIN NO: 18-01

SUBJECT: Prevention and Elimination of Harassing Conduct

1. Purpose. This Personnel Bulletin updates and amends the Department's policy on providing a work environment free from harassment by (1) defining unacceptable conduct that violates this policy; (2) outlining the rights and responsibilities of employees, supervisors, and managers; and (3) establishing reporting procedures and accountability measures. These procedures ensure that appropriate officials are notified of, and have the opportunity to promptly correct, harassing conduct that is, or has the potential to become, so severe or pervasive as to constitute a legal claim of harassment.

This policy is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or equity by a party against the United States, its departments, agencies, instrumentalities or entities, its officers or employees, or any other person.

2. Effective Date. This policy is effective April 23, 2018.

3. Authorities.

- A. Title VII of the Civil Rights Act of 1964 (Pub. L. 88-352) (Title VII), as amended
- B. Title 42 of the United States Code, Section 2000e through 16
- C. Title 29 of the United States Code, Section 633a and 791(f)
- D. Title 29 of the Code of Federal Regulations, Section 1604.11 and 1614
- E. Title 5 of the United States Code, Section 2302(b)(1) and (10)
- F. Title 5 of the United States Code, Chapter 75 and substantially similar authorities covering employees in alternate personnel systems
- G. Executive Order 11478, as amended
- H. 370 DM 752
- I. Secretary of the Interior Harassment Policy Statement, issued April, 12, 2017

4. Coverage. This policy applies to all employees within all Bureaus and Offices of the Department and supersedes any other Departmental or Bureau/Office policies or procedures that conflict with this policy. Bureaus/Offices may issue implementing procedures consistent with this policy. Prior to implementation, all Bureau/Office implementing procedures must be reviewed and approved by the Director of the Department's Office of Human Resources.

5. Policy.

The Department is committed to providing a work environment free of discrimination and harassment based on race, color, religion, sex (including pregnancy and gender identity), sexual orientation, national origin, age, disability, genetic information (including family medical

history), status as a parent, marital status, or political affiliation, and free from illegal retaliation. The Department will not tolerate offensive sexual or non-sexual harassing behavior against any Department employee, intern, volunteer, contractor or other non-Federal employee, visitor, or other member of the public. The Department also will not tolerate adverse treatment of employees because they report harassing conduct or provide information related to such complaints. The purpose of this policy is to ensure that the Department takes immediate and appropriate corrective action, including appropriate disciplinary action, to eliminate harassing conduct regardless of whether the conduct rises to the level of a violation of law. Therefore, the goal of this policy is to address harassing conduct at the earliest possible stage, before it becomes “severe or pervasive,” i.e., harassment within the meaning of anti-discrimination law.

A. Prohibited Harassing Conduct. The conduct prohibited by this policy includes, but is broader than, the legal definitions of harassment and sexual harassment. Harassing conduct prohibited by this policy is defined as unwelcome conduct, verbal or physical, including intimidation, ridicule, insult, comments, or physical conduct, that is based on an individual’s protected status or protected activities under this policy, when:

1. the behavior can reasonably be considered to adversely affect the work environment; or
2. an employment decision affecting the employee is based upon the employee’s acceptance or rejection of such conduct.

Protected status is defined as an individual’s race, color, religion, sex (including pregnancy and gender identity), sexual orientation, national origin, age, disability, family medical history (including genetic information), status as a parent, marital status, or political affiliation. Protected activities under this policy are defined in Section 5.B.

Although not every instance of inappropriate behavior may meet the legal definition of harassment, such behavior undermines morale and the Department's mission. Accordingly, the misconduct prohibited by this policy is broader than the definition of illegal harassment under Title VII of the Civil Rights Act to ensure that appropriate officials are notified of, and can promptly correct, harassing conduct. Harassment becomes illegal when enduring the offensive conduct becomes a condition of continued employment or the conduct is sufficiently severe or pervasive as to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. All harassing conduct, as defined above, is a violation of this policy.

Employees are subject to disciplinary action, up to and including removal, for engaging in harassing conduct while in the workplace or in any work-related situation, including while on official travel. Off-duty misconduct may subject the employee to potential discipline if the misconduct is likely to have an adverse effect on the Department (e.g., harassing a co-worker, visitor, contractor, or volunteer during off-duty hours). Harassing conduct can occur in person, through phone calls or in writing, or through the use of social media, or other forms of technology.

B. Prohibited Retaliatory Conduct. It is a violation of this policy to retaliate against employees who engage in protected activity under this policy. Protected activity includes reporting harassing conduct, discrimination or retaliation; filing a claim of harassment; providing evidence in any investigation; or intervening to protect others who may have suffered harassing

conduct, discrimination or retaliation. A manager may not fire, demote, harass, or otherwise take any personnel action against an individual for reporting an allegation of misconduct under this policy.

It is important that supervisors and managers protect employees who report alleged misconduct, and do not take any retaliatory personnel action against these individuals in order to deter reporting harassing conduct or filing a complaint. A supervisor/manager found to have engaged in retaliation is subject to disciplinary action.

The following examples are a non-exhaustive list of actions that would be prohibited retaliation if they were taken because of, or were motivated by, an employee's protected activity: transferring the complainant or witness against his or her will, ignoring or not communicating with the complainant or witness, engaging in verbal or physical abuse, or non-selection for an employment opportunity.

Engaging in protected activity under this policy does not shield an employee from all personnel actions. Supervisors/managers can take personnel actions, including discipline and removal, if they are motivated by *non-retaliatory and non-discriminatory* reasons that would otherwise result in such consequences (e.g., transferring an employee for legitimate business reasons or closely monitoring the performance of an employee on a Performance Improvement Plan).

C. Employee Reporting Expectations. The Department cannot correct harassing conduct if a supervisor, manager, or other Department official is not aware of it. Any employee who has been subjected to harassing conduct is encouraged to inform the person(s) responsible for the conduct that it is unwelcome and offensive, and request that it cease. If the conduct continues, is severe, or if the employee is uncomfortable addressing the responsible person(s) about the conduct, the employee *is encouraged to* report the matter to:

- the supervisor of the employee engaging in the misconduct;
- another supervisor or other management official;
- the servicing Human Resources office; or
- the Office of the Inspector General (OIG).

Employees who know of or witness possible harassing conduct directed at others *are expected to* report the matter to any of the officials or offices listed above.

Reports made pursuant to this policy do *not* replace, substitute, or otherwise satisfy the separate obligations of an Equal Employment Opportunity (EEO) complaint, negotiated or administrative grievance, or other complaint process. Unlike this policy, other complaint procedures typically provide for remedial relief to the victims. See Section 9 for more information about how an employee may pursue rights under one of these separate processes, in addition to reporting the misconduct under this policy.

Engaging in additional processes and services available to support employees who have experienced harassing conduct, such as consulting with a union representative to get advice, engaging in alternative dispute resolution procedures, consulting an ombuds/CORE PLUS

neutral¹, or contacting the employee assistance program, do **not** constitute a report under this policy. See Section 10 for additional information.

D. Management Duty to Act. Supervisors/managers who observe or are informed of allegations of harassing conduct must comply with the following requirements:

- a) report the conduct/allegations to the appropriate officials, even if the employee raising the allegation requests confidentiality (see Section 8.A. for additional details);
- b) ensure that a prompt, objective, and thorough investigation is conducted; and
- c) take steps to ensure that the harassing conduct is appropriately addressed to deter further misconduct, including taking disciplinary action, if appropriate.

The fact that a potential victim of harassing conduct will or has filed an EEO complaint or grievance alleging harassment **does not** relieve a supervisor/manager of his or her duty to act pursuant to this policy. Therefore, it is possible that multiple inquiries into a given complaint may proceed in parallel.

Appropriate corrective action, disciplinary or otherwise, up to and including removal, will be taken against any supervisor or other management official who fails to perform her or his obligations as set forth in this policy, including any failure to report known violations of this policy.

E. Distinction from EEO and Other Remedial Procedures. This policy and its reporting procedures are separate and distinct from the EEO process, which focuses on making employees whole after they have experienced discrimination (including harassment) by issuing remedial relief, such as compensatory damages. This policy does not replace an employee's EEO or other rights. Corrective action taken under this policy does not provide the remedies available in the EEO process, administrative or negotiated grievance procedures, or any other processes. Reporting allegations of misconduct under this policy **does not** satisfy the requirements for filing an EEO complaint, administrative or negotiated grievance, or other procedure, **nor does it delay the time limits for initiating those procedures**. See Section 9 for additional information on remedial processes.

6. Responsibilities.

As noted in Section 4, Bureaus may issue implementing procedures to add additional responsibilities to each of the below roles and/or identify additional roles within their organizational structures in order to implement this policy.

¹ Ombuds and other CORE PLUS neutrals are available to discuss any workplace-related concern, including those related to harassing or inappropriate conduct. Ombuds, in particular, work independently from management's chain of command, are impartial, and help with both individual and systemic issues.

A. Deputy Assistant Secretary for Human Capital & Diversity

The Deputy Assistant Secretary for Human Capital & Diversity, as the Department's Chief Human Capital Officer (CHCO), is responsible for:

1. Disseminating this policy to all employees on an annual basis and periodically reminding employees of their responsibilities under this policy.
2. Ensuring that performance plans of all supervisors/managers include a critical element that would rate their performance on taking appropriate action against employees for misconduct.
3. Fulfilling the role of Bureau Human Capital Officer, as defined in Section 6.C., for the Office of the Secretary.
4. Providing periodic reports to the Deputy Secretary of the Interior or his/her designee on information received from the Bureau Human Capital Officers pursuant to Section 6.C.5 of this policy on allegations of misconduct under this policy and the necessary corrective action taken, if any.

B. Bureau Directors and Equivalent Office Heads

Bureau/Office Heads are responsible for:

1. Ensuring that supervisors/managers are appropriately rated on the critical element described in Section 6.A.2.
2. Ensuring that their organizations are in full compliance with requirements of this policy.
3. Monitoring the work environment following a report alleging a violation of this policy to ensure that there are no further violations or incidents of retaliation against any individual who has reported harassment or participated in the investigation.

C. Bureau and Equivalent Office Human Capital Officers (Bureau HCOs)

Bureau HCOs are responsible for:

1. Developing and providing periodic communications to all Bureau/Office employees on this policy and any Bureau/Office-specific requirements, and incorporating this policy into the Bureau/Office's supervisory training curriculum.
2. Resolving any disagreements involving investigations between management officials and consulting staff from servicing Human Resources Offices or the Office of the Solicitor regarding whether and what type of investigation is necessary.
3. Providing oversight, technical assistance, and support to Bureau/Office staff to ensure compliance with this policy.
4. Ensuring that the procedures in this policy are properly executed by monitoring inquiries and investigations of reported or otherwise discovered harassing conduct; providing guidance concerning the information to be gathered and methods to be used during

inquiries and investigations; and otherwise ensuring that the investigations are swift, thorough, impartial, and appropriate to the allegation.

5. Reviewing on a monthly basis the information contained in the system used by servicing Human Resources Offices to track harassing conduct allegations, as described in Section 8.B., and providing information to the Bureau/Office Director and the CHCO as requested.
6. Providing the record of actions taken under this policy to any office handling a parallel statutory or grievance claim, as referenced in Section 7.F.

D. Servicing Human Resources Offices (HROs)

Servicing HROs (normally the Employee Relations function in particular) are responsible for:

1. Receiving reports alleging violations of this policy and, as described in Section 7 of this policy, notifying and assisting the relevant management officials in handling allegations of harassing conduct and taking corrective action, as appropriate and necessary.
2. Tracking all reports made and actions taken pursuant to this policy in line with the Department's Office of Human Resources case tracking procedures, and reporting on them to the Bureau HCO.

E. Office of the Solicitor (SOL)

The Office of the Solicitor is responsible for advising and assisting the relevant management officials and servicing HROs in handling allegations of harassing conduct and taking corrective action, as appropriate and necessary. Within SOL, the Employment and Labor Law Unit (ELLU) is the initial point of contact for issues related to harassing conduct, and is responsible for providing Harassment Duty Attorney coverage on weekdays, 8:00 am – 7:00 pm Eastern time.

F. Supervisors and Management Officials

Supervisors and management officials must:

1. Make every effort to provide a work environment free of illegal harassment.
2. Ensure that their subordinates are aware of this policy and its requirements.
3. Act promptly and effectively to stop harassing conduct of which they are aware, and hold employees who have engaged in harassing conduct accountable.
4. Receive reports alleging violations of this policy and, as described in Section 7 of this policy, make or direct further inquiries into such reports and take corrective action, as appropriate and necessary.
5. Follow any additional procedures, handbooks, or guidelines issued by the Department or the Bureau/Office as related to this policy.

6. Notify appropriate officials in their chain of command of reported or observed conduct under this policy and of their efforts to correct the conduct.
7. Appropriately evaluate and hold accountable subordinate supervisors/managers of their performance under this policy.
8. Protect employees who report misconduct from retaliation.

G. All Employees

All Department employees **must**:

1. Refrain from engaging in harassing conduct.
2. Participate in any training required under this policy.
3. Cooperate fully in any inquiry or investigation.

All Department employees **are expected to**:

1. Understand their rights and responsibilities under this policy.
2. Report harassing conduct of which they are aware or witness in the work environment, as described in Section 5.C. of this policy.

All Department employees who are victims of harassing conduct **are encouraged to** report the harassing conduct.

7. Management Response to Reports of Harassing Conduct.

A. Documenting Report of Harassing Conduct. A supervisor, manager, or HR official who receives a report of, or otherwise becomes aware of, harassing conduct, must **within one business day**:

1. Document the allegation in writing (see Appendix A, Sample Intake Form).
2. Acknowledge receipt of the report to the reporting party.

B. Supervisor/Manager Immediate Actions

1. Determinations to be made

The supervisor/manager who receives a report of, or otherwise becomes aware of, harassing conduct involving subordinates must promptly contact the servicing HRO. In consultation with the servicing HRO, the supervisor/manager must determine:

- a. What conduct is at issue, whether it arguably could be considered harassing conduct, and whether it is potentially criminal in nature;
- b. Who may be involved; and

- c. Whether the reported activity poses a security risk and whether it is necessary to alert law enforcement (e.g., in instances where there is a threat of immediate physical harm).

If the report is made outside of the regular business hours of the servicing HRO, supervisors/managers should take action based on their best judgment to minimize any perceived risk of immediate harm and contact the servicing HRO as soon as normal business hours resume.

2. Conflicts of interest of senior-level officials

If an Assistant Secretary, Deputy Assistant Secretary, Bureau or equivalent Office Head, or similar high ranking official is implicated in the potentially harassing conduct, the CHCO will designate an appropriate management official to be responsible for making the preliminary determinations and directing any further investigation that is warranted.

3. Interim measures to ensure harassing conduct does not continue

Before directing a thorough investigation into the allegations of misconduct, a supervisor/manager must take any necessary interim steps to ensure that the potentially harassing conduct does not continue. The interim measures taken will depend on the severity of the conduct alleged. The two interim measures listed below are required in cases of serious misconduct, including, but not limited to, harassing conduct of a sexual nature, depending on the circumstances.

Before implementing either of the measures below, the supervisor/manager must consult with the servicing HRO and the Harassment Duty Attorney of SOL/ELLU for advice and guidance. If the report is made outside of the regular business hours of the servicing HRO, supervisors/managers should take action based on their best judgment to minimize any perceived risk of immediate harm and contact the servicing HRO as soon as normal business hours resume.

a. Separation of the Allegedly Harassing Employee from the Alleged Victim

If the conduct is severe or pervasive, including, but not limited to, threatening behavior, touching, punching, or other egregious harassing behavior, the supervisor/manager should separate the employee alleged with harassing conduct from the alleged victim, at least until the matter otherwise can be resolved.

Management should ***not*** move the employee who reported or otherwise was the alleged victim of harassing conduct. If the alleged victim, without having been asked or prompted, specifically requests such a move or transfer, management should inform the employee that she or he need not leave, and that instead the employee alleged to be responsible for the harassing conduct may be moved. Nonetheless, to the extent possible, management should honor the alleged victim's request. Appropriate steps to separate the alleged victim from the alleged harasser include, but are not limited to:

- assigning the alleged harasser to a telework status or a temporary detail;
- moving him or her to another office space, desk or floor; or

- requesting approval to place him or her on administrative or investigative leave.
- b. Issuing No Contact Instructions

Another interim measure that a supervisor/manager may take to help ensure that harassing conduct stops is to instruct the allegedly harassing employee to have no further contact or communications with the alleged victim.

C. Notifying Appropriate Officials of Report. In implementing this policy, Bureaus may identify additional roles or change which of the below roles accomplish the notifications required in this section.

Management officials must notify the following parties *within one business day*:

1. Supervisors/managers who become aware of harassing conduct involving their subordinates must notify their own first-line supervisor or, if the conduct implicates the first-line supervisor, notify the second-line supervisor.
2. Supervisors/managers who become aware of harassing conduct involving employees outside of their chain of command must:
 - a. Notify the allegedly harassing employee's supervisor; and
 - b. Notify the alleged victim's supervisor, or, if the conduct implicates the supervisor or another manager, the Bureau HCO.
3. When a supervisor/manager has consulted with the servicing HRO regarding a report of alleged harassing conduct, the HR officer or assigned Employee Relations supervisor/specialist will:
 - a. Notify the Harassment Duty Attorney of the SOL/ELLU at SOL-Antiharass@sol.doi.gov; and
 - b. If applicable, notify the servicing HRO of the allegedly harassing employee.
4. When a report of alleged harassing conduct is made directly to the servicing HRO, the HR officer or assigned Employee Relations supervisor/specialist will:
 - a. Notify the SOL/ELLU Harassment Duty Attorney at SOL-Antiharass@sol.doi.gov; and
 - b. Notify and assist the next appropriate level of management above the allegedly harassing employee implicated in the report with immediately making the determinations described in Section 7.B. and taking any other necessary and appropriate action.

D. Conducting Further Investigation

1. Deciding whether further investigation is necessary

Within three business days of the receipt of the allegation, the supervisor/manager of the allegedly harassing employee, or other designated management official, must consult with SOL and the servicing HRO to determine whether and what type of further investigation is required (as described in Section 7.D.2), or if the preliminary inquiry is sufficient to determine whether corrective action is necessary. These decisions are fact-specific, and must be made on a case-by-case basis. Any disagreement between the responsible management official and the consulting offices will be directed to the Bureau HCO.

If it is determined that an investigation is necessary, the servicing HRO specialist will ensure that the investigative process is initiated within two business days of the decision being made regarding the appropriate investigative entity (e.g., refer the case to the OIG, initiate the funding process and prepare a statement of work for a third-party investigator). The servicing HRO specialist will serve as the primary point of contact for logistics related to getting an internal or third-party investigator in place, as well as when the allegations have been referred for criminal investigation or to the OIG.

2. Deciding who will conduct the investigation

If it is determined that further investigation is necessary, the following general guidelines will apply for choosing the type of investigation:

- a. OIG: Allegations of criminal activity, allegations implicating a member of the Senior Executive Service, or other senior or prominent management official, senior law enforcement official, or any OIG employee, and allegations tied to waste, fraud, or abuse of Department funds/programs or violations of Federal ethics regulations must be referred to OIG, which has the right of first refusal in conducting the investigation;²
- b. Bureau law enforcement internal affairs unit: Allegations involving law enforcement personnel of a Bureau's law enforcement entity must be referred to the entity's Office of Professional Responsibility or equivalent internal affairs unit;
- c. Third-party investigator³: Allegations of harassing conduct of a sexual nature.

All other allegations under this policy may be handled by a third-party investigator, employee relations specialist(s), supervisor/manager, or another employee trained to conduct investigations. The supervisor/manager of the allegedly harassing employee, or other designated management official, in consultation with the servicing HRO and SOL, will make the final decision about the investigation method based on the complexity and scope of the allegation(s) and the availability of qualified investigators.

² OIG may also undertake any criminal, civil or administrative investigations regarding allegations of any grade employee involved in a serious or notorious allegation or incident that may negatively impact the operations and efficiency of the Department.

³ A third-party investigator can be a contract investigator, a DOI HR official from outside the servicing HRO, or a management official outside the Bureau/Office/Region chain of command.

3. Conducting the investigation

All investigations must be conducted swiftly, impartially, and in a manner appropriate to the allegation. All investigations handled by a Department supervisor/manager, servicing HRO, or third-party investigator must be conducted in accordance with the Department's Investigator Guide to Conducting Administrative Investigations.

E. Taking Corrective Action. If it is determined that misconduct occurred, corrective action is necessary.

1. To determine whether corrective action is necessary, the supervisor/manager of the employee alleged to have engaged in harassing conduct must consult with the servicing HRO and SOL to determine whether any disciplinary or other corrective action would be appropriate or if the allegation should be closed with no finding of misconduct.
2. If the decision is made that the allegation should be closed with no finding of misconduct, the supervisor/manager must write a memorandum detailing why no corrective action was warranted. This memorandum must be approved by the next higher level manager and be included in the case file maintained by the servicing HRO.
3. If facts uncovered during the investigation or inquiry demonstrate that misconduct occurred, the supervisor/manager must propose disciplinary or corrective action. If there is disagreement between the supervisor/manager and the consulting offices on whether corrective action is appropriate, the next higher level of management will make the decision.
4. The appropriate corrective action will depend on the severity and/or pervasiveness of the offense, the action that would be required to end such conduct, the offender's disciplinary/conduct history, and other surrounding circumstances. Corrective action may include counseling or any disciplinary action applicable to instances of misconduct, such as reprimand, suspension, demotion, or termination, in accordance with 370 DM 752, Discipline and Adverse Actions. Where evidence indicates that employees are not sure about what conduct is appropriate and permissible, appropriate training should be provided.
5. A supervisor/manager's failure to take appropriate disciplinary and/or corrective action will generally support a charge of negligent supervision and be an actionable charge. Appropriate corrective action, disciplinary or otherwise, up to and including removal will be taken against any supervisor or other management official who fails to perform her/his obligations as set forth in this policy, including any unreasonable failure to report known violations of this policy. In addition, managers will appropriately evaluate and hold accountable subordinate supervisors/managers for their performance under this policy using the required supervisory critical element.

F. Responding to Reports of Harassing Conduct Raised in a Statutory, Administrative, or Negotiated Grievance Process

If an employee pursues a claim of harassment through the EEO process, an MSPB appeal, or a negotiated/administrative grievance, the Department official who receives notice of such claim will promptly notify the appropriate responsible management official. The management official

has a duty to act promptly upon learning that harassing conduct has been alleged, must treat the notice as a report under this policy, and must follow the steps outlined in this section, unless inconsistent with applicable regulatory or statutory requirements. It is possible that multiple inquiries into a given complaint may proceed in parallel.

8. Maintaining Confidentiality and Keeping Records.

A. Maintaining Confidentiality. Supervisors/managers must take action to investigate all allegations of harassing conduct, even if the employee raising the allegation requests confidentiality. All reports of harassing conduct and related information will be maintained on a confidential basis to the greatest extent possible. The identity of the employee alleging violations of this policy will be kept confidential, except as necessary to conduct an appropriate investigation into the alleged violations, to take appropriate disciplinary or corrective action, to comply with the reporting requirements of this policy, or when otherwise required by law.

Upon inquiry from the alleged victim, the supervisor/manager must notify the alleged victim of the harassing conduct about the completion of the process to the extent permitted under the Privacy Act. The alleged victim may not be provided the outcome of any disciplinary action against the allegedly harassing employee and may not be provided a copy of the fact-finding report. The supervisor/manager must consult with servicing HRO specialist and SOL about this notification.

B. Tracking Allegations of Harassing Conduct. The servicing HRO will be responsible for tracking the information related to the allegations of harassing conduct in separate case files, in accordance with established records management policies. The servicing HRO must monitor and record the status of allegations, including final resolution, in the appropriate tracking system approved by the Department's Office of Human Resources. This information will help the Department monitor compliance with this policy, understand trends related to harassing conduct, and ensure swift resolution of complaints.

9. Distinction from Statutory and Grievance Claims.

The purpose of this policy is to stop harassing conduct that has occurred and deter its occurrence in the future. However, corrective action under this policy does not provide the remedies available in the EEO, grievance, or other processes, such as compensatory damages. Filing a report under this policy does *not* satisfy the requirements for filing an EEO complaint, negotiated grievance, or other procedure and obtaining remedies pursuant to them, nor does it delay the time limits for initiating those procedures. Thus, an employee who chooses to pursue statutory, administrative, or collective bargaining remedies for unlawful harassment must select one of the available forums as follows:

A. For an EEO complaint pursuant to 29 C.F.R. §1614 (available for all claims of illegal harassment other than those based on status as a parent, marital status and political affiliation), contact an EEO counselor in the Bureau's or Office's Equal Employment Opportunity/Civil Rights Office within 45 calendar days from the most recent incident of alleged harassment (or personnel action, if one is involved), as required in 29 C.F.R. §1614.105(a)(1); or

B. For a negotiated grievance claim, file a grievance in accordance with the provisions of the applicable Collective Bargaining Agreement; or

C. For an administrative grievance claim, file a written grievance in accordance with the provisions of 370 DM 771, Administrative Grievance Procedures; or

D. For an appeal to the Office of Special Counsel (OSC) regarding claims of harassment related to marital status and political affiliation, pursuant to 5 U.S.C. §2302(b)(1) and (b)(10), file a written appeal with the OSC as described in 5 C.F.R. §1800.1 and on www.osc.gov; or

E. For an appeal to the MSPB pursuant to 5 C.F.R. § 1201.22, file a written appeal with the Board within 30 days of the effective date of an appealable adverse action as defined in 5 C.F.R. §1201.3, or within 30 days of the date of receipt of the agency's decision, whichever is later.

10. Additional Resources.

A. Consultation Options. Employees who have experienced harassing conduct have multiple resources available that can provide assistance and advice. Engaging with the following resources ***does not*** constitute a report under this policy, as these entities do not have an obligation to inform management of allegations of harassing conduct:

- **Ombuds/CORE PLUS neutrals.** Office of Collaborative Action and Dispute Resolution (CADR) ombuds work independently from management's chain of command and are impartial. CORE PLUS neutrals are qualified, certified providers of conflict management and alternative dispute resolution services. Conversations with ombuds and other CORE PLUS neutrals are confidential and informal and provide managers and employees a safe place to explore options for addressing individual or organizational concerns. Ombuds and CORE PLUS neutrals are not obliged to report discussions (outside of imminent risk of harm). Information about CADR programs is available at <https://www.doi.gov/pmb/cadr/>;
- **Employee Assistance Program (EAP).** The DOI EAP is an employee benefit program that helps employees with personal and/or work-related problems that may impact their job performance, health, and mental and emotional well-being. Information about EAP services is available at <https://www.doi.gov/pmb/hr/eap>;
- **Victim Assistance Program.** The DOI Office of Law Enforcement and Security or Bureau law enforcement office's Victim Assistance Program provides general information about rights and services available for victims of crime; and
- **Union Representative.** Employees who are covered by a bargaining unit can consult with a union representative.

B. Additional Information. To learn more about the Department's anti-harassment resources and Bureau-specific policies, visit www.doi.gov/employees/anti-harassment.

11. Inquiries.

Any Department employee or employee representative seeking further information concerning this policy may contact the appropriate Bureau HCO. Servicing HROs may contact the

Department's Office of Human Resources, Workforce Relations Division concerning questions related to this policy.

12. Distribution.

This policy will be distributed to all employees upon issuance, and annually thereafter. It will also be distributed to all employees new to the Department as part of their orientation materials. This policy also will be made available to employees on the Equal Employment and Workplace Conduct website accessible at www.doi.gov/employees/anti-harassment, which also provides additional anti-harassment resources.



Edward T. Keable
Acting Deputy Assistant Secretary
Human Capital and Diversity
Chief Human Capital Officer

Appendix A: Sample Harassing Conduct Allegation Intake Form

This sample intake form can be used by any management official to record a report of harassing conduct. It can be used as a prompt during a conversation with an employee reporting harassing conduct, or as a way to document the conversation after the fact. Gathering as much information as possible immediately from the individual reporting the alleged harassing conduct will aid management in swiftly determining the best course of action. Bureaus/Offices may wish to develop and issue their own versions of this form.

Management Official Taking the Report

Name: _____ Title: _____

Organization: _____

Date Information Reported: _____ Time: _____

Individual Reporting Harassing Conduct

Name: _____ Title: _____

Organization: _____

Phone: _____ Job location: _____

Individuals Allegedly Engaging in Harassing Conduct (if known)

1. Name: _____ Title: _____

Organization: _____

Phone: _____ Job location: _____

2. Name: _____ Title: _____

Organization: _____

Phone: _____ Job location: _____

3. Name: _____ Title: _____

Organization: _____

Phone: _____ Job location: _____

Questions to Ask the Individual Reporting the Harassing Conduct

1. Date(s) of alleged incident(s)/action(s):

2. Please describe specifically the alleged harassing conduct, including the protected status on which you believe it was based [i.e., race, color, religion, sex (including pregnancy and gender identity), sexual orientation, national origin, age, disability, family medical history (including genetic information), status as a parent, marital status, or political affiliation]:

3. Was this an isolated event or a pattern of similar events or behaviors?

4. Was the harassing conduct directed at you or someone else? If someone else, to whom was it directed?

5. What was your reaction?

6. How did this conduct or behavior affect you? How did it make you feel?

7. Did you speak to the person who engaged in harassing conduct to ask them to cease? If so, what was their response?

8. Can you identify other individuals with knowledge of the alleged conduct at issue or other actions/behaviors by the charged individual(s) in the past? (Include observations, what people heard, and who you told about the events in question.)

9. Are there any documents or physical evidence that may support the claim of alleged occurrences? If so, please identify them.

10. Do you feel that the alleged harasser(s) is a threat to your safety and well-being or that of others? If so, how?

11. Have you previously complained about this or related acts of harassing conduct by the same individual(s) to a supervisor or manager? If so, please identify the individual(s) to whom you complained, the date(s) of the complaint(s), and the resolution(s), if any.

12. Is there is any other information related to the incident(s)/action(s) or any other information related to the inquiry that you would like to provide?

Cross Country - Team Contact information				
NAME:		EMAIL:		PHONE:

(b)(6)