



September 30, 2014

Mr. Trey Barnett
College of Arts and Sciences
Theatre Student - Kendall Hall

RE: Formal Complaint Under The University of Tulsa Harassment Policy

Dear Mr. Barnett:

This letter serves as written notification that a Formal Complaint **has been filed against you** under the University of Tulsa Harassment Policy, alleging that you have engaged in conduct that violates Sections A(3) and B(1)(c) of the Policy. **The Complaint was presented to me in person yesterday, with the understanding that a written Formal Complaint is being drafted and will be made available to me no later than next Monday, October 6, 2014.** I will provide you with a copy of the written Formal Complaint after it has been received by the Provost's Office.

Please be aware and mindful of the confidentiality requirements of our Harassment Policy and also the strict prohibition against any form of retaliation - overt, subtle, direct or indirect - against anyone who may be involved in these proceedings. The nature of the allegations, **the written evidence already presented to me**, and the damaging impact that your **alleged conduct** has already had on Theatre faculty, students, academic programs and co-curricular activities are extremely troubling. Under the circumstances, the Provost's Office finds it necessary to impose immediate restrictions on your activities at the University of Tulsa and within the Theatre Department while this matter is being investigated. Unless otherwise instructed by me in writing, you are required to comply with the following instructions:

1. Effective immediately, your enrollment in THEATRE 3142 (Properties Management) is suspended. Do not attend classes, do not contact the instructor and do not participate in any activities relating to that class.
2. Effective immediately, your enrollment THEATRE 4973 (Collaborative Processes) is suspended. Do not attend classes, do not contact the instructors and do not participate in any activities relating to that class.
3. Effective immediately, your enrollment in THEATRE 1220 (Practicum) is suspended. Do not attend any activities related to this Practicum and do not

- contact the instructor.
4. Effective immediately, you are removed permanently from all activities related to the show, *The Glass Menagerie*, including your previous role as Lighting Designer. Do not attend any activities related to this show, including any rehearsals, meetings, performances or any other activities related to this program.
 5. Effective immediately, your access to Kendall Hall is restricted as follows. You may enter Kendall Hall and be in that building only during the period required to be in attendance in your scheduled voice sessions for THEATRE 0171 (Voice), including a period of 10 minutes prior to the beginning of your session and 10 minutes after the end of your session if you need that additional time to be there to speak with the instructor for that class. If you wish to be in Kendall Hall for any other reason, you must contact and receive prior written permission from the Department Chair, Professor Susan Barrett. The Campus Security Office is being informed that any violation of this instruction will be treated as wrongful trespass.
 6. Effective immediately, you are to cease and desist from any and all communications and contacts with or relating to Professor Kim Powers and Ms. [REDACTED], who have been the targets of prior communications and contacts. All communications and contacts with or relating to Professor Powers and [REDACTED] are unwelcome and specifically disallowed under these instructions.
 7. You are to respect the requirement of confidentiality and the prohibition against reprisals or retaliation, as specifically stated in the Harassment Policy. Any allegations regarding breach of confidentiality or retaliatory conduct will be investigated as potential additional violations under the Harassment Policy.
 8. Effective immediately, you are to surrender any keys that may have been issued to you (or that you might have obtained) for access to any part of Kendall Hall.
 9. Effective immediately, you should be mindful to avoid any conduct that may violate one or more provisions of the Harassment Policy. Please be aware that the investigation of the Provost's Office will not be limited to conduct that occurred prior to today, but will be continuing in nature.
 10. If you have any questions regarding the nature and scope of these instructions, please present your questions to me by email. I will respond as quickly as possible.

Please be aware that any action that you might take, directly or indirectly, in violation of these instructions will be reviewed to determine whether there have been any violation(s)

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of the University's Harassment Policy. You should *not* attempt, directly or indirectly, to initiate any personal inquiries or investigations regarding this Complaint and the individuals involved.

I will make myself available to meet with you again to discuss any questions you might have regarding these matters. The Provost's Office recognizes that this is a difficult situation for everyone. Under the Harassment Policy, the University is required to respect not only your rights, but also the rights of everyone else involved and affected by these matters.

Sincerely,

A handwritten signature in blue ink that reads "Winona M. Tanaka". The signature is fluid and cursive, with the first name being the most prominent.

Winona M. Tanaka
Senior Vice Provost & Associate Vice President
For Academic Affairs Office of the Provost

cc: Dean Kalpana Misra
Associate Dean Teresa Reed
Professor Susan Barrett