

Exhibit J



THE OHIO STATE UNIVERSITY

Office of University Compliance and Integrity
1534 North High Street
Columbus, OH 43201-2190
compliance.osu.edu

July 22, 2014

Jonathan Waters, Director of OSU Marching Band
Via email: waters.33@osu.edu

Re: Complaint against Jonathan Waters, Director of the OSU Marching Band

Dear Mr. Waters:

Thank you very much for your cooperation in our investigation of an allegation made by a parent of a Marching Band member that the Band's culture is sexualized and involves objectionable traditions and customs.

The Office of University Compliance and Integrity, which oversees Title IX compliance at Ohio State, investigated these issues promptly and thoroughly, as required by university policy and federal law. We have reviewed evidence and interviewed witnesses, including current students, alumni, and staff. Based on all of the facts obtained, we make the following findings:

- 1) The Marching Band's culture facilitated acts of sexual harassment, creating a hostile environment for students.
- 2) Jonathan Waters knew or reasonably should have known about this culture but failed to eliminate the sexual harassment, prevent its recurrence, and address its effects.

We will separately provide you a copy of our investigative report, which includes recommended corrective actions.

Pursuant to our obligations under university policy and Title IX, we are also providing the complainant today with the same written notice of the investigation's findings. Please note that the complainant's identity is protected by the Family Educational Rights and Privacy Act (FERPA). Furthermore, records related to this investigation may contain information that is protected by federal law and should not be released without appropriate legal review.

As you know, university policy and federal law prohibit retaliation against an individual for reporting sexual harassment or participating in an investigation.

Thank you again for your assistance.

Sincerely,

Chris Glaros, Assistant Vice President
Compliance Operations and Investigations