

Exhibit T

From: Axelrod, David F. [daxelrod@slk-law.com]
Sent: Friday, July 18, 2014 4:03 PM
To: Schimmer, Alexandra
Subject: Jon Waters
Attachments: guidelinesdiscrim.pdf

Alexandra,

As I mentioned, I am trying to understand the process in which Jon is involved so that we can properly advise him. To that end, I have a few (what I hope are) simple questions. I am hopeful that you can either answer them, or refer me to someone else who can. It should go without saying that I appreciate any help that you can give.

- We have located Guidelines for Investigating Complaints of Discrimination and Harassment on your Office of Human Resources website (copy attached). Are they the applicable guidelines?
- When do you expect the investigation to be completed and the report prepared?
- The Provost told Jon that an entity called the Sports Culture Institute would perform some sort of assessment of the band culture. How does the investigation and its timeline fit with this cultural assessment?
- Can the investigation alone result in discipline, or are there appeal and review protections? If so, what are they?
- The guidelines mentioned above provide different procedures for corrective measures, depending on the status of the individual involved. Is Jon considered faculty? If not, how is he classified and which procedures apply?
- How does the university treat results of this kind of investigation under the public records statute, *i.e.*, do FERPA protections override because students are involved, and if so, to what extent?

I apologize for sending these questions so soon before your departure, but as you know, I've only been involved for a couple of days, and this is a very important and urgent matter to Jon. Again, if you are unable to deal with this right now, I would be grateful if you would refer me to another resource. For instance, I know Chris Glaros; would it be acceptable for me to contact him directly to discuss the process? Or is there someone else whom I can call?

Thanks again for your patience and help.

Best,

David

David F. Axelrod | Shumaker

Attorney at Law

Huntington Center, Suite 2400

41 South High Street | Columbus, Ohio 43215-6104

Direct 614.628.4427 | Fax 614.463.1108

daxelrod@slk-law.com | [bio](#) | [LinkedIn](#)

IRS Circular 230 Notice: We are required to advise you no person or entity may use any tax advice in this communication or any attachment to (i) avoid any penalty under federal tax law or (ii) promote, market or recommend any purchase, investment or other action.

Confidentiality Statement: This electronic message contains information from the law firm of Shumaker, Loop & Kendrick, LLP, and may be confidential or privileged. The information is intended to be for the use of the individual or entity named above. If you are not the intended recipient, be aware that any disclosure, copying, distribution or use of the contents of this message is prohibited. If you have received this electronic message in error, please notify the sender immediately by reply e-mail or telephone 800.444.6659.