

**CONFIDENTIAL**  
**Investigation Report**

RE: Investigation; MSAD 75 Hockey Team  
DATED: March 11, 2025  
TO: File  
FROM: Hannah L. Wurgaft, Brann & Isaacson

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**I. Introduction**

I was engaged by Maine Administrative School District 75 (“MSAD 75” or the “School District”) to investigate concerns of hazing, bullying, and harassment on the high school hockey program. I was given independence to conduct this investigation, including the discretion to select witnesses for interviews, request relevant documents, and otherwise conduct an independent outside investigation.

**II. Scope of the Investigation and Procedural History**

On or about January 4, 2025, the School District learned of allegations that students on the hockey team may have engaged in hazing, bullying, and harassment of other students on the hockey team. The School District learned of the following allegations:

- On or about November 22, 2024, while on the bus home from a hockey game in Rockport, [REDACTED] allegedly pulled down the pants and underwear of [REDACTED], put [REDACTED] hands around [REDACTED]’s neck, pulled [REDACTED] into the aisle of the bus, and pushed [REDACTED] face into [REDACTED] genitals.
- On or about December 30, 2024, in the locker room at Hebron Academy, [REDACTED] allegedly forcibly put [REDACTED] fingers in [REDACTED]’s mouth/throat while being restrained by [REDACTED]. It is alleged that [REDACTED] was on top of [REDACTED] and was nude during this incident.
- [REDACTED] allegedly sent harassing messages to [REDACTED] regarding the altercation at Hebron Academy.

MSAD 75 initiated an investigation under the U.S. Department of Education’s 2024 Title IX Final Rule (34 C.F.R. Part 106, Federal Register Vol. 89 No. 83, April 29, 2024, p. 33474), School District policy ACAA-2020 and accompanying school procedures, as well as policies JFCF and ACAD.

During the initial witness interviews, these additional allegations of student misconduct were raised:

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- [REDACTED] allegedly made inappropriate comments to [REDACTED] by saying things such as, “you’re gay”;
- [REDACTED] allegedly intentionally urinated on [REDACTED] [REDACTED] in the locker room showers;
- [REDACTED] allegedly teased and harassed [REDACTED] in the locker room by approaching [REDACTED] in hockey equipment on multiple occasions after [REDACTED] repeatedly asked [REDACTED] to back away and give [REDACTED] space;
- [REDACTED] allegedly teased and harassed [REDACTED] in the locker room by calling [REDACTED] name, exposing [REDACTED] and/or playing with [REDACTED] genitals in the presence of other students;
- [REDACTED] allegedly “humped” [REDACTED] in the locker room while nude.

In addition, the School District began investigating whether [REDACTED] [REDACTED] knew of the alleged student misconduct, and if so, what they did to address it. The School District also began investigating allegations that [REDACTED] [REDACTED] permitted [REDACTED] to play in a pre-season game with another player’s jersey and gear while allegedly under suspension by the Maine Principal’s Association for [REDACTED]. All parties were provided with written notice of the allegations pertinent to them.

On the afternoon of January 9, 2025, the 2024 Title IX Final Rule was vacated by the United States District Court for the Eastern District of Kentucky. *See Tennessee v. Cardona*, No. 2:24-cv-00072-DCR-CJS (E.D. Ky. Jan. 9, 2025). Pursuant to the U.S. Department of Education’s 2020 Title IX Rule (34 C.F.R. Part 106, Federal Register Vol. 85 No. 97, May 19, 2020, p. 30026), ACAA-2020, and accompanying school procedures, MSAD 75’s Title IX Coordinator subsequently filed a formal complaint of alleged Title IX sexual harassment.<sup>1</sup> Because the allegations related to the same set of facts and circumstances, the School District consolidated the allegations into one formal complaint.

Interviews were conducted between January 6, 2025 and January 30, 2025. Some witnesses and parties were interviewed twice, and one individual was interviewed three times. Most interviews took place in person at MSAD 75, however, a few interviews took place by phone or over Zoom to accommodate schedules and for efficiency. All parties were advised of their right to have an advisor present, such as an attorney. All students interviewed were given the opportunity to have parents and/or an advisor present. [REDACTED] [REDACTED] chose to have legal counsel present for their interviews.

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<sup>1</sup> During the course of the investigation, additional allegations of misconduct were made against [REDACTED]. The School Department determined it did not have grounds to file a formal complaint against [REDACTED] under the 2020 Title IX Final Rule, nor did the complaining witnesses desire to file a formal complaint. The allegations were nonetheless investigated under School District Policies ACAA-2020, JFCF, and ACAD.

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All parties and their parents/advisors had an equal opportunity to review the evidence obtained as part of the investigation directly related to the allegations pertinent to them in the formal complaint. The evidence record was provided to the parties on February 6, 2025, and the parties were given 10 calendar days to submit a written response to the record. The parties were also given the opportunity to request additional interviews and to submit any relevant materials. [REDACTED] submitted a written response and video exhibit, which are included in the Appendix. [REDACTED] provided a response by email and submitted exhibits, including a document entitled “Confidential Findings: Title IX Complaint” from the Lisbon School Department<sup>2</sup> and a Client Alert from Drummond Woodsum dated February 5, 2025 entitled, “Wait – What? The 2020 Title IX Rules are Back.” [REDACTED] submitted a written response and exhibits. [REDACTED] also submitted written responses to the evidence record, and [REDACTED] submitted an additional response to the investigation report on March 8, 2025. Each of these documents is enclosed in the appendix. Relevant information from the parties’ written responses and exhibits has been incorporated into this report, along with the relevant information obtained during the course of the investigation.

[REDACTED] On February 24, 2025, [REDACTED] dismissed the allegations of Title IX sexual harassment against [REDACTED] for lack of jurisdiction. In addition, the School District determined there is not sufficient evidence to satisfy the burden of proof that it is more likely than not the allegations made against [REDACTED] constitutes sexual harassment under the 2020 Title IX Rule, and dismissed the allegations against [REDACTED] on February 24, 2025. The School District provided each Respondent with written notice of the dismissal of allegation(s) pertaining to them.<sup>3</sup> The School District has not dismissed the allegations as to [REDACTED] responsibility for sexual harassment under the 2020 Title IX Rule or any other school policies or procedures. In addition, the School District has not reached a determination as to whether [REDACTED] have violated any other school policies, such as policies ACAD and JFCF. [REDACTED] was provided notice of the School District’s dismissal determinations and the right to appeal under the 2020 Title IX Rule on February 24, 2025.

### **III. Applicable Policy Definitions and Provisions.**

#### **Policy ACAA-2020**

Harassment includes, but it not limited to, verbal abuse and other offensive conduct based on race..., color, sex, sexual orientation, gender identity, religion, ancestry or national

<sup>2</sup> This document states the investigator interviewed three witnesses. It does not appear as though the investigator interviewed the “Respondent.” The document “[REDACTED]”

It is not evident from the report whether the Lisbon School Department afforded the parties the procedural protections required by the 2020 Title IX Rule.

<sup>3</sup> For ease of reference, this report and appendix retains the identifiers for each “Respondent,” despite the dismissals.

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origin, or disability.

Under federal Title IX regulations, sexual harassment includes the following conduct on the basis of sex which takes place within the context of the District's education programs and activities ...

"Hostile environment" sexual harassment: unwelcome conduct based on sex that a reasonable person would determine is so severe, pervasive and objectively offensive that it effectively denies an individual's equal access to the District's education programs and activities

Under Maine law, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature in the following situations... such conduct has the purpose and effect of substantially interfering with a student's academic performance or creates an intimidating, hostile or offensive environment.

All school employees are required to report possible incidents of harassment or sexual harassment involving students to the Affirmative Action Officer/Title IX Coordinator. Failure to report such incidents may result in disciplinary action.

All reports and complaints of harassment or sexual harassment against students shall be addressed through the procedures promulgated by the Superintendent or their designee that are consistent with this policy.

#### Student Sex Discrimination/Sexual Harassment Procedures – Procedure B

"Harassment": Oral, written, graphic, electronic or physical conduct relating to an individual's actual or perceived membership in a protected category that is sufficiently severe, pervasive or persistent so as to interfere with or limit that individual's ability to participate in the school unit's programs or activities by creating a hostile, intimidating or offensive environment.

"Sexual harassment": Under Maine law, this means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature in the following situations ... Such conduct has the purpose and effect of substantially interfering with a student's academic performance or creates an intimidating, hostile or offensive environment.

"Sexual Harassment": Under the federal 2020 Title IX regulations, sexual harassment includes the following conduct on the basis of sex which takes place within the context of the school unit's education programs and activities...



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"Hostile environment" sexual harassment: Unwelcome conduct based on sex that a reasonable person would determine is so severe, pervasive and objectively offensive that it effectively denies an individual's equal access to the school unit's education programs and activities;

Policies ACAD/JFCF

Maine Law defines injurious hazing as any action or situation, including harassing behavior that recklessly or intentionally endangers the mental or physical health of any school personnel or a student enrolled in a public school.

Injurious hazing also includes any activity expected of a student as a condition of joining or maintaining membership in a group that humiliates, degrades, abuses or endangers a student, regardless of the student's willingness to participate in the activity.

Injurious hazing activities of any type, either on or off school property, by any student, staff member, group or organization affiliated with this school unit, are inconsistent with the educational process and shall be prohibited at all times.

"Harassing behavior" includes acts of intimidation and any other conduct that recklessly or intentionally endangers the mental or physical health of a student or staff member.

"Acts of intimidation" include extortion, menacing, direct or indirect threats of violence, incidents of violence, bullying, statements or taunting of a malicious and/or derogatory nature that recklessly or intentionally endanger the mental or physical health of another person, and property damage or theft.

No administrator, faculty member, or other employee of MSAD No. 75 shall encourage, permit, condone, or tolerate injurious hazing activities. No student, including leaders of any student organizations or school-sponsored teams, shall plan, encourage, or engage in injurious hazing activities.

Students who violate this policy may be subject to disciplinary action which may include suspension, expulsion, or other appropriate measures, Administrators, professional staff, and all other employees who violate this policy may be subject to disciplinary action up to and include dismissal.

In the case of an organization affiliated with MSAD No. 75 that authorizes hazing, penalties may include rescission of permission for that organization to operate on school property or to receive any other benefit or affiliation with the school unit.

Persons not associated with MSAD No. 75 who fail to abide by this policy may be subject to ejection from school property and/or other measures as may be available under

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the law.

### Policy JICK

Bullying and other forms of mistreatment are detrimental to the school environment as well as student learning, achievement and well-being. Mistreatment interferes with the mission of the schools to educate their students and disrupts the operations of the schools. Bullying and other forms of mistreatment affect not only students who are targets but also those who participate in and witness such behavior. These behaviors must be addressed to ensure student safety and an inclusive learning environment.

It is not the Board's intent to prohibit students from expressing their ideas, including ideas that may offend the sensibilities of others, or from engaging in civil debate. However, the Board does not condone and will take action in response to conduct that interferes with students' well-being, the educational mission of the M.S.A.D. No. 75 schools, or the operation of the schools.

## **II. Prohibited Behavior**

The following behaviors are prohibited:

1. Bullying;
2. Cyberbullying;
3. Harassment and Sexual Harassment (as defined in Board Policy ACAA Student Protection from Harassment and Sexual Harassment);
4. Retaliation against those reporting such defined behaviors; and
5. Making knowingly false accusations of bullying behavior.

Any person who engages in any of these prohibited behaviors that constitutes bullying shall be subject to appropriate disciplinary actions.

## **III. Bullying and Cyberbullying Defined**

"Bullying" and "Cyberbullying" have the same meaning in this policy as in Maine Law.

A. "Bullying" includes, but is not limited to, a written, oral or electronic expression or a physical act or gesture or any combination thereof directed at a student or students that:

- (1) Has, or a reasonable person would expect it to have, the effect of:
  - (a) Physically harming a student or damaging a student's property; or
  - (b) Placing a student in reasonable fear of physical harm or damage to the student's property;

**OR**

- (2) Interferes with the rights of a student by:
  - (a) Creating an intimidating or hostile educational environment for the student; or
  - (b) Interfering with the student's academic performance or ability to participate in or benefit from the services, activities or privileges provided by a school;

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**OR**

(3) Is based on a student's actual or perceived race, color, national origin, ancestry, religion, physical or mental disability, gender (included identity of expression), sex, sexual orientation, or any other distinguishing characteristic, or is based on a student's association with a person with one or more of these actual or perceived characteristics, and that has the effect described in subparagraph (1) or (2) above. (These behaviors might also meet the criteria for harassment as defined in Board Policy ACAA Student Protection from Harassment and Sexual Harassment.)

...

**B.** "Cyberbullying" means bullying through the use of technology or any electronic communication, including, but not limited to, a transfer of signs, signals, writing, images, sounds, data or intelligence of any nature transmitted by the use of any electronic device, including, but not limited to, a computer, telephone, cellular telephone, text messaging device and personal digital assistant.

**IV. Application of Policy**

**A.** This policy applies to any student, school employee, contractor, visitor or volunteer who engages in conduct that constitutes bullying or retaliation, all of whom have the responsibility to comply with this policy.

**B.** This policy applies to bullying that:

1. Takes place at school or on school grounds, meaning: a school building; property on which a school building or facility is located; and property that is owned, leased or used by a school for a school-sponsored activity, function, program, instruction or training. "School grounds" also includes school-related transportation vehicles.
2. Takes place while students are being transported to or from schools or school-sponsored events;
3. Takes place at any school-sponsored event, activity, function, program, instruction or training; or
4. Takes place elsewhere (such as through the use of technology), but only if the bullying also infringes on the rights of the student at school as set forth in this policy's definition of bullying.

**IV. Information Reviewed and Considered During the Investigation**

Each student on the 2024-2025 MSAD 75 varsity hockey roster was interviewed during this investigation. The head coach, assistant/JV coach, and volunteer coaches were also interviewed, along with the Athletic Director, a bus driver, and two students affiliated with the varsity hockey team. Documents reviewed in connection with this investigation include:

- Messages from the "Eagles Hockey 24-25" snapchat group
- Snapchat messages exchanged between players on the team

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- Text messages, email communications, and call logs documenting correspondence between the MSAD 75 Athletic Department and the Maine Principals' Association
- 2023-2024 Annual Review issued by the MSAD 75 Athletic Department to [REDACTED]
- MSAD 75 Athletics Handbook and Student Athlete Code of Conduct
- MPA Handbook and 2024-2025 Ice Hockey Bulletin
- MSAD 75 2024-2025 Hockey Schedule
- 2024-2025 Winter Coaches' Meeting Agenda
- Lisbon School Department "Confidential Findings: Title IX Complaint" dated January 14, 2025
- Written responses and exhibits submitted by or on behalf of [REDACTED]

The School Department attempted to retrieve surveillance footage from the November 22, 2024 bus ride, but the relevant footage was recorded over and did not exist as of the first full week of January 2025.

**V. Information Gathered**

MSAD 75 employs two coaches to oversee co-op varsity and junior varsity high school hockey teams. The co-op includes MSAD 75 (Mt. Ararat High School or "MTA"), Lisbon High School, Morse High School, and the Hyde School. During the 2024-2025 season, 15 students on the varsity roster were from MSAD 75, six students were from Lisbon, and three students were from Morse. There were no students from Hyde on the varsity team this year. The team primarily uses the ice rink at Bowdoin College for its practices and home games. There are a number of locker rooms at the Bowdoin College ice rink and the team does not necessarily use the same locker room for each practice or game.

**1. Bus incident on or about November 22, 2024**

The formal complaint contains an allegation that on or about November 22, 2024, while on the bus home from a hockey game in Rockport, there was an altercation between [REDACTED] and [REDACTED], where [REDACTED] allegedly pulled down the pants and underwear of [REDACTED], put [REDACTED] hands around [REDACTED] neck, pulled [REDACTED] into the aisle of the bus, and pushed [REDACTED] face into [REDACTED] genitals.

When interviewed, [REDACTED] stated [REDACTED] was sitting with [REDACTED] on the bus across the aisle from [REDACTED]. [REDACTED] described [REDACTED] grabbing [REDACTED] throat, pulling [REDACTED] into the aisle and "panting" [REDACTED], and then pulling [REDACTED] into the seat and

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<sup>4</sup> [REDACTED] emailed the Superintendent on February 24, 2025. Although past the submission deadline, the email contains arguments about the investigation and evidence contained in the record. It was therefore considered by the investigator and is included in the Appendix.



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putting [REDACTED] face into [REDACTED] crotch. [REDACTED] described other students on the bus laughing while this was going on. [REDACTED] stated [REDACTED] were present on the bus, sitting towards the front of the bus, during this incident. [REDACTED] stated he moved to an empty seat a couple of rows up, towards the front of the bus, for the remainder of the ride. [REDACTED] apparently told [REDACTED].

When asked about [REDACTED] recollection of the bus ride home from Rockport, [REDACTED] stated [REDACTED] was sitting across the aisle from [REDACTED] and they were playing on their phones. [REDACTED] stated that [REDACTED] came to the back of the bus and tried to sit on [REDACTED] and on [REDACTED]. [REDACTED] stated both [REDACTED] and [REDACTED] pushed [REDACTED] away, and then held [REDACTED] down while trying to get him to stop. [REDACTED] grabbed [REDACTED] by the shoulders to hold [REDACTED] down. [REDACTED] pushing [REDACTED] face into [REDACTED] groin/crotch.

[REDACTED] stated he was present on the bus. [REDACTED] said the [REDACTED] “tried to keep [REDACTED] up front with [REDACTED],” but [REDACTED] started talking and “before [REDACTED] knew it [REDACTED] was gone.” [REDACTED] stated [REDACTED] yelled at the players to sit down and “cut it out.”

During a second interview, [REDACTED] described [REDACTED] trying to lay/sit on [REDACTED]. [REDACTED] told [REDACTED] to stop and pushed [REDACTED] away. [REDACTED] stated [REDACTED] had to hold [REDACTED] down so that [REDACTED] would stop. [REDACTED] “pantsing” [REDACTED]. When asked if any of [REDACTED] clothing came off on the bus, such as [REDACTED] shoes and socks, [REDACTED] did not recall that.

[REDACTED] initially stated [REDACTED] had no knowledge or memory of an incident between [REDACTED] on the bus ride home from Rockport. During a second interview, [REDACTED] stated [REDACTED] was worried about getting [REDACTED] friends in trouble during our last interview, but [REDACTED] since recalled additional information that [REDACTED] could share. [REDACTED] recalled sitting across from [REDACTED] and playing on [REDACTED] phone. [REDACTED] described [REDACTED] coming back from the front of the bus, jumping on [REDACTED] and getting in [REDACTED] face. [REDACTED] said [REDACTED] told [REDACTED] to “knock it off” and “cut the shit.” [REDACTED] said [REDACTED] pushed [REDACTED] away. [REDACTED] said it was “not that serious.”

Five other witnesses described observing or having some knowledge of the altercation between [REDACTED] and [REDACTED] on the bus ride home from Rockport, as summarized below:

- [REDACTED] heard [REDACTED] and [REDACTED] “messing around” in the back of the bus. [REDACTED] turned around and saw [REDACTED] and [REDACTED] in the same

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- seat. ■ said ■ had no shoes or socks on at one point. ■ said the incident “seemed playful” to ■.
- ■ described ■ shoving ■ in a seat and in the aisle of the bus; ■ described ■ on the ground on ■ back, and when ■ tried to get up, ■ pushed ■ back down to the ground. ■ did not observe ■ get “pantsex” but ■ tried to “pantsex” ■ during this incident. ■ also stated that ■ took off ■ shoes and socks at one point, and ■ was in the aisle looking for them. ■ and did not hear what ■ were saying to each other during this altercation.
  - ■ stated ■ was “mouthing off” to ■ on the bus ride and described ■ getting into a fight. ■ observed ■ put ■ in a headlock. ■ also observed ■ fighting in an open seat. ■ observed ■ on the floor of the aisle. ■ recalled ■ shoes coming off at some point during the altercation. ■ stated ■ did not see ■ pants come down and did not see, or did not recall seeing, ■ push ■ face into ■ crotch or groin area.
  - ■, observed a couple of students standing up in the back of the bus. ■ said it looked like they were moving across the bus from seat to seat, and ■ recalled telling ■ to tell the students to sit down.
  - ■ stated that at some point during the ride, ■ alerted that a player was standing in the aisle of the bus. ■ recalled seeing ■ standing in the aisle and telling ■ to take a seat.

The School District was unable to retrieve security footage from the bus on the day in question due to the passage of time between the alleged incident and this investigation.

2. Hebron Academy incident on or about December 30, 2024

The formal complaint contains an allegation that on or about December 30, 2024, there was an altercation between ■ in the locker room at Hebron Academy. It is alleged that ■ forcibly put his fingers in ■ mouth/throat while ■ was being restrained by ■. It is alleged that ■ was on top of ■ and was nude during this incident.

During ■ first interview, ■ described the incident as follows: ■ was in the shower, and ■ started throwing pickles at ■ because ■ hates them. ■ blamed ■ for throwing pickles, and

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█████ threw them back at █████. █████ threw pickles back and forth at each other. █████ threw a pickle that hit █████ bag, and then █████ started "roughhousing." This roughhousing escalated and █████ into the hockey sticks lined up against the wall. █████ recalled that at some point █████ was on the ground and █████ came up to █████ while nude, and stuck █████ fingers in █████ mouth and throat. █████ stated █████ had pickle juice on █████ hands. █████ broke up the incident by "grabbing" █████, and then █████ immediately left the locker room. █████ recalled █████ came out of the locker room to check on █████. During a second interview, █████ was not asked to describe the entire incident again in detail, but █████ referred to █████ stuck a pickle down █████ throat during the locker room incident.

█████ described the incident as follows: █████ threw pickles at █████ in the shower. █████ yelled at █████ to stop and grabbed █████ tripped and fell to the ground and then got up and left the locker room. █████ the hockey sticks fell over. █████ holding █████ down on the ground. █████ also █████ engaged or joined in; █████ was in the shower the entire time. █████ over text and in-person after the game. █████ stated █████ because █████ could tell █████ was embarrassed that this happened in front of the whole team, and █████ wanted █████ to know that █████. In the message, dated █████ stated in relevant part:

█████

█████ described the incident as follows: in between the games at Hebron Academy, █████ took a shower in the locker room because █████ was cold. █████ "disgusted by pickles." At some point players started throwing pickles around the locker room and at █████ in the shower. █████ threw pickles back. █████ started "going at it." █████ was on the ground at some point and █████ was holding █████ down. He also █████ into the hockey sticks. █████ separated them. █████ throwing another stick, punching the door, crying and screaming, and then running out of the locker room. █████ came back into the locker room about 20



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minutes later, and [REDACTED] but [REDACTED] ignored him. [REDACTED] running out of the shower and jumping on [REDACTED] during the altercation. [REDACTED] putting [REDACTED] fingers in [REDACTED] mouth. [REDACTED] was sitting about 5 feet away while [REDACTED] were fighting and watched the whole thing. [REDACTED] sitting next to [REDACTED]

In a second interview, [REDACTED] again described showering in the locker room in between the games at Hebron Academy. [REDACTED] stated no other players were in the shower or in the bathroom with [REDACTED]. [REDACTED] recalled that multiple players were throwing pickles around the locker room and [REDACTED] joined in. [REDACTED] threw a pickle at [REDACTED] acknowledged that at some point [REDACTED] left the shower (with a towel around his waist), and walked past [REDACTED] who were fighting. [REDACTED] sat down and watched the altercation between [REDACTED] jumping on [REDACTED] or having any involvement. [REDACTED] that [REDACTED] was “pantsed” and [REDACTED] observing anything go into [REDACTED] mouth during the incident. [REDACTED] broke up the fight between [REDACTED]

I interviewed 22 other students. Three students were not present for the incident. Out of the 19 students who were present, ten of those students described [REDACTED] engaging in the locker room incident, while nine students either said [REDACTED] had nothing to do with the incident or they did not recall or did not know where [REDACTED] was during the incident. Out of the students who said that they did not witness [REDACTED] engaging in the incident, three students indicated [REDACTED] exited the shower and watched the fight, two students stated [REDACTED] never left the shower, and four students stated they did not recall or did not know where [REDACTED] was during the incident.

The ten students who recall [REDACTED] engaging in the incident described it as follows:

- [REDACTED] described [REDACTED] getting into an altercation in the locker room at Hebron Academy. [REDACTED] stated [REDACTED] “pinned” [REDACTED] on the ground by the shoulders. [REDACTED] recalled that [REDACTED] had a towel on and at some point, put pickles in [REDACTED] mouth. [REDACTED] also recalled [REDACTED] attempting to pull down [REDACTED] pants. [REDACTED] recalled that at some point, [REDACTED] got up from the ground, and that’s when [REDACTED] “broke it up” by pulling [REDACTED] apart. [REDACTED] recalled speaking with both [REDACTED] after the incident.
- [REDACTED] described players throwing pickles in the locker room. [REDACTED] threw a pickle at [REDACTED] in the shower. [REDACTED]

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does not like pickles. [REDACTED] started wrestling. [REDACTED] recalled that at some point [REDACTED] walked into the bathroom and [REDACTED] observed [REDACTED] touching [REDACTED] genitals and then wiping [REDACTED] hands on a pickle. [REDACTED] stated that shortly afterwards, [REDACTED] left the bathroom, while naked, and went over to where [REDACTED] were wrestling. [REDACTED] recalled that [REDACTED] was on the ground, on [REDACTED] stomach/side, and it appeared as though [REDACTED] waived the pickle near [REDACTED] face or backside. [REDACTED] stated that [REDACTED] "did not know [REDACTED] was going to do that." [REDACTED] recalled that [REDACTED] intervened and pulled [REDACTED] off of [REDACTED] while [REDACTED] continued to motion the pickle at or toward [REDACTED] stated [REDACTED] "singled out" [REDACTED]. [REDACTED] recalled that during this incident, [REDACTED] was yelling things like "stop" and "get off me." [REDACTED] stated [REDACTED] was obviously in distress in the locker room, and [REDACTED] could tell [REDACTED] was crying at some point.

- [REDACTED] recalled [REDACTED] throwing pickles around the locker room, and [REDACTED] got mad. [REDACTED] recalled some pushing between [REDACTED] recalled that [REDACTED] engaged in the altercation and was naked doing so. [REDACTED] stated [REDACTED] heard that [REDACTED] put a pickle in [REDACTED] mouth but [REDACTED] did not observe this. [REDACTED] recalled [REDACTED] falling on hockey sticks, and soon after [REDACTED] left the locker room crying.
- [REDACTED] recalled players in the locker room, including [REDACTED], throwing pickles at each other. [REDACTED] recalled [REDACTED] hiding behind a door and throwing a pickle at [REDACTED] in the shower. [REDACTED] stated [REDACTED] "pushed around" [REDACTED] in the locker room. Specifically, [REDACTED] recalled [REDACTED] "charging" [REDACTED] and pushing [REDACTED] to the ground. [REDACTED] recalled [REDACTED] wrestling. [REDACTED] stated [REDACTED] ran over, pushed [REDACTED] head down and pinned [REDACTED] to the ground. [REDACTED] stated [REDACTED] initially had a towel on, but it fell off at some point. [REDACTED] recalled other players in the locker room watching this and yelling things such as, "chill out," "stop," and "get off the sticks." [REDACTED] said the players were not laughing. When asked, [REDACTED] stated [REDACTED] did not recall seeing fingers inserted into [REDACTED] mouth during the altercation.
- [REDACTED], when asked if [REDACTED] was present in the locker room at Hebron Academy, confirmed [REDACTED] was present and stated "what [REDACTED] did was wrong." [REDACTED] said that [REDACTED] hates pickles, and [REDACTED] threw a pickle at [REDACTED] in the shower. [REDACTED] said they started throwing pickles back and forth, and then [REDACTED] accidentally hit [REDACTED] belongings with a pickle. [REDACTED] pushed [REDACTED] and held [REDACTED] against the wall, [REDACTED] got mad and they started wrestling. At some point [REDACTED] fell and tried to get away, and [REDACTED] held [REDACTED] on the ground. [REDACTED] recalled [REDACTED] coming out of the shower nude and



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joining in. [REDACTED] stated [REDACTED] did not see [REDACTED] put anything in [REDACTED] mouth, and did not see [REDACTED] "pants" [REDACTED] either. [REDACTED] described [REDACTED] throwing hockey sticks, yelling and crying, and then leaving the locker room.

- [REDACTED] stated that players were eating sandwiches in the "warm room" between games at Hebron Academy. [REDACTED] recalled going into the locker room afterwards and [REDACTED] was taking a shower. [REDACTED] described [REDACTED] throwing a pickle into the shower, [REDACTED] throwing the pickle back, and pickles then being thrown back and forth. [REDACTED] described [REDACTED] pushing each other, and [REDACTED] pushing [REDACTED] into the hockey sticks. [REDACTED] stated that while this was happening, [REDACTED] got out of the shower and waved a pickle in [REDACTED] face. At some point [REDACTED] was on the floor and [REDACTED] was holding [REDACTED] legs. [REDACTED] described [REDACTED] on the floor punching [REDACTED]. [REDACTED] said [REDACTED] did not observe [REDACTED] get "pantied." [REDACTED] recalled [REDACTED] stepping in to break it up, and then [REDACTED] tripped on the sticks, causing the sticks to fall over, at which point [REDACTED] punched the door and left the locker room yelling. [REDACTED] said [REDACTED] observed [REDACTED] outside of the locker room crying, and [REDACTED] said [REDACTED] was ok. At some point [REDACTED] came back into the locker room and got dressed for the next game.
- [REDACTED] described [REDACTED] throwing pickles at [REDACTED] in the locker room shower. [REDACTED] recalled others tossing the pickles around, including [REDACTED] who threw a pickle back at [REDACTED]. [REDACTED] stated that at some point, a pickle hit [REDACTED] shirt. [REDACTED] described [REDACTED] wrestling, and [REDACTED] said it looked like they were "play fighting" at first but then it got more intense. [REDACTED] stated [REDACTED] "put [REDACTED] to the ground." [REDACTED] came out of the shower fully undressed and started pushing and wrestling with [REDACTED]. [REDACTED] was not behaving in a sexual way. [REDACTED] did not see [REDACTED] holding anything, and did not see [REDACTED] put anything in [REDACTED] mouth. [REDACTED] recalled that during this incident [REDACTED] was yelling "get off me" and "enough." [REDACTED] recalled that at some point [REDACTED] knocked over the sticks and ran out of the locker room. [REDACTED] stated he was concerned about [REDACTED] and checked on [REDACTED] after the incident in the locker room.
- [REDACTED] described [REDACTED] trying to throw pickles in the locker room shower. [REDACTED] said [REDACTED] was in the shower, and [REDACTED] knew that [REDACTED] hates pickles. [REDACTED] described [REDACTED] grabbing a pickle, running over to [REDACTED] and "rubbing it on [Student 20's] back." [REDACTED] stated [REDACTED] crouched down and "got into the fetal position" when [REDACTED] started approaching [REDACTED]. [REDACTED] tried to hit and kick [REDACTED] stepped in to keep them separated. [REDACTED]

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██████████ "shouldn't have done that" but ██████████ "poked the bear and got what ██████████ deserved." ██████████ described ██████████ falling into the sticks, and then picking up one stick, banging it against the door, and yelling something like "don't fucking touch me."

- ██████████ recalled players throwing pickles in the locker room. ██████████ recalled that ██████████ was in the shower and ██████████ threw pickles in the shower. ██████████ recalled ██████████ throwing pickles back. ██████████ stated ██████████ tried to calm down the situation. ██████████ recalled that at one point, ██████████ was on the ground, and ██████████ came out of the shower naked with a pickle in ██████████ hand and approached ██████████. ██████████ stated ██████████ was on the far wall trying to avoid what was going on and couldn't see well.
- ██████████ recalled ██████████ ██████████ showering in the locker room in between games at Hebron Academy. Players were throwing pickles in the locker room and ██████████ ██████████ got upset when a pickle hit ██████████ bag. ██████████ stated ██████████ ██████████ got into it and were wrestling on the ground. ██████████ described ██████████ joining in; ██████████ recalled ██████████ "hunched over" ██████████ and said it looked like ██████████ hit or smacked ██████████ in the face/head. ██████████ said ██████████ did not see anything go into ██████████ mouth. ██████████ recalled that ██████████ was wearing a towel when ██████████ joined the altercation. ██████████ described ██████████ breaking up the fight by pushing ██████████. ██████████ said ██████████ got up, punched and slammed the door, and left the locker room.

There is no dispute that the players were unsupervised in the locker room in between games at Hebron Academy.

3. Alleged messages ██████████ ██████████ regarding the Hebron Academy incident

The formal complaint contains an allegation that ██████████ sent harassing messages to ██████████ regarding the incident at Hebron Academy.

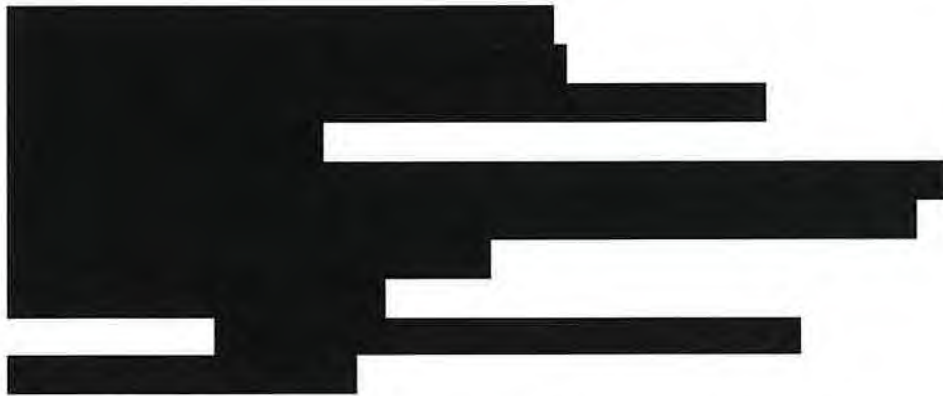
When interviewed, ██████████ teased ██████████ and sent harassing messages in the team snapchat such as ██████████. ██████████ understood this to be a reference to the incident that occurred in the locker room at Hebron Academy.

██████████ sent a message in the snapchat group asking which players could participate in a JV game. ██████████ recalled writing something like "██████████" ██████████ said ██████████ meant it as a joke and ██████████ thought that if ██████████ wasn't allowed to play in the JV game, ██████████ might get to play instead.

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When interviewed, [REDACTED] acknowledged there was banter about the Hebron incident in the team snapchat, including [REDACTED] saying something like "[REDACTED]" and [REDACTED] saying something like "[REDACTED]." [REDACTED] said [REDACTED] was with [REDACTED] at the time these messages were sent and laughed at the messages. [REDACTED] sent a message back stating "[REDACTED]," or something to that effect, which [REDACTED] interpreted as antagonizing to [REDACTED]. [REDACTED] said [REDACTED] quickly deleted the message.

Enclosed in the Appendix at 0194 are pictures of messages from the Eagles Hockey 24-25 snapchat group. The messages include the following:



4. [REDACTED] alleged inappropriate comments to [REDACTED]

The formal complaint contains an allegation that [REDACTED] allegedly made comments to [REDACTED] such as "you're gay."

[REDACTED] described [REDACTED] making fun of him at practices and games by saying things to [REDACTED] such as, "you're gay." [REDACTED] stated [REDACTED] does not say this to other players on the team. In a second interview, [REDACTED] described [REDACTED] frequently making fun of [REDACTED] by calling [REDACTED] "gay" and "faggot."

[REDACTED] [REDACTED] telling [REDACTED] to "stop being gay." [REDACTED] described saying this sort of thing when pushing [REDACTED] away from [REDACTED] for being inappropriate, and stated [REDACTED] will say things like "you think I'm being serious" or "you think I'm gay" or "what are you gay?" [REDACTED] said it's normal for players to say "gay" and it's not to be rude, it's used in a funny way. In a second interview, [REDACTED] acknowledged generally using language such as "gay" and "faggot" in the locker room. [REDACTED] stated it is common for players to use this language with each other, and stated [REDACTED] does it as well.



Additional evidence gathered during this investigation relevant to this allegation is summarized as follows:

- [REDACTED] stated there are a handful of players who say things like “you’re gay” to each other.
  - [REDACTED] says “you’re gay” to [REDACTED] somewhat frequently.
  - [REDACTED] stated players on the team say things to each other like “you’re gay” but not as an insult. [REDACTED] did not remember a specific time when this happened.
  - [REDACTED] and other players say things like “you’re gay” in the locker room. [REDACTED] stated this was said in a joking way, not serious.
  - [REDACTED] has heard [REDACTED] say “you’re gay” in the locker room. [REDACTED] stated other players use this same language in the locker room.
- [REDACTED] [REDACTED] has not witnessed or overheard players using language such as “you’re gay.” [REDACTED] stated that even if you are just outside the locker room, you can hear the kids talking because they are not quiet. [REDACTED] that players use vulgar language and again reiterated that there is “pretty consistent supervision” in the locker room, [REDACTED]
- [REDACTED] do not supervise the locker room the entire time the players are in there, but [REDACTED] are usually in ear shot and sometimes the door is propped open. [REDACTED] stated [REDACTED] has not overheard players use inappropriate language, such as “gay” or “faggot,” with each other in the locker room or on the ice, although [REDACTED] also indicated [REDACTED] has heard that players do say things like “what are you gay?” to [REDACTED] when [REDACTED] acts immature or inappropriate.

5. [REDACTED] alleged misconduct in the locker room

A. *Urinating on students*

The formal complaint contains an allegation that [REDACTED] intentionally urinated on [REDACTED] in the communal locker room showers.

When interviewed as a potential witness to other allegations, [REDACTED] disclosed that [REDACTED] intentionally urinated on [REDACTED] in the locker room shower. In a separate interview, [REDACTED] disclosed this same information to [REDACTED] several weeks prior to the beginning of this investigation. [REDACTED] was very upset by [REDACTED] urinating on [REDACTED] and brought it up

more than once. [REDACTED] stated [REDACTED] does not shower with the team and did not witness this conduct.

When asked if [REDACTED] had any knowledge of [REDACTED] urinating on students in the locker room showers, [REDACTED] stated [REDACTED] “heard people yelling” about [REDACTED] urinating on them in the locker room shower, but [REDACTED] did not disclose that [REDACTED].

[REDACTED] stated [REDACTED] observed [REDACTED] urinate on other players in the locker room shower. [REDACTED] also reported observing [REDACTED] urinate on [REDACTED] in the locker room shower. [REDACTED] also reported observing [REDACTED] urinate on [REDACTED] in the shower. [REDACTED] has talked about this happening, and [REDACTED] has said things like, “[REDACTED].”

[REDACTED] said [REDACTED] has urinated in the communal locker room shower before but [REDACTED]. When interviewed a second time, [REDACTED]. When asked why specific students would make this allegation, [REDACTED] has engaged in this same behavior on another team, separate from the varsity hockey team. When told that other players made this allegation [REDACTED] [REDACTED] said they have made these allegations [REDACTED] because they want more playing time.

#### *B. “Humping” other students*

The formal complaint also contains an allegation that [REDACTED] humped [REDACTED] [REDACTED] in the locker room while nude.

[REDACTED] disclosed that [REDACTED], while naked, humped [REDACTED] in the locker room. [REDACTED] did not recall the specific day this occurred. [REDACTED] also disclosed that [REDACTED] humped [REDACTED] in the locker room. [REDACTED] said when [REDACTED] did this to [REDACTED], it made him uncomfortable, and [REDACTED] pushed [REDACTED] away. [REDACTED] said [REDACTED] does things like this quite a bit, and [REDACTED] has gotten used to [REDACTED] behavior. Additionally, [REDACTED] stated [REDACTED] observed [REDACTED] humping [REDACTED] in the locker room, but [REDACTED] did not recall any specific student or a specific incident. [REDACTED] stated [REDACTED] has observed [REDACTED] do this naked and also while clothed.

During [REDACTED] first interview, [REDACTED] humping other players in the locker room. [REDACTED] During [REDACTED] second interview, [REDACTED] the allegations that [REDACTED] has humped other students in the locker room, but [REDACTED] stated [REDACTED].



██████████ in the locker room because they are good friends but does not act that way towards other players. ██████████ claimed the players who made this allegation want more playing time; ██████████ explained that ██████████ gets a lot of ice time, as does ██████████ line, and when ██████████ is not playing everyone else gets to play more.

6. ██████████ alleged teasing and harassment of ██████████

The formal complaint alleges ██████████ teased and harassed ██████████ in the locker room by approaching ██████████ in hockey equipment on multiple occasions after ██████████ repeatedly asked ██████████ to back away and give ██████████ space. The formal complaint also alleges ██████████ teased and harassed ██████████ in the locker room by calling ██████████ name, exposing ██████████ and/or playing with ██████████ genitals in front of other students.

██████████ coming too close to ██████████ in the locker room while wearing only some of ██████████ equipment (jockstrap, cup, socks, pads). ██████████ stated that when this has happened, ██████████ has asked ██████████ to “back off.” ██████████ stated ██████████ had to ask ██████████ to back off multiple times before ██████████ obliged. ██████████ approaching ██████████ in this manner multiple times, and at least twice during pre-season.

██████████ getting into ██████████ personal space in the locker room. ██████████ said ██████████ will back up when ██████████ asks ██████████ to, but ██████████ will “keep his stuff out,” meaning ██████████ continues to expose ██████████ to even when ██████████ is visibly uncomfortable. ██████████ also reportedly observed ██████████ get into ██████████ personal space in the locker room, and observed ██████████ tell ██████████ to back off.

Eight students described ██████████ calling ██████████ name in the locker room and exposing ██████████ and/or playing with ██████████ genitals. The students who disclosed this believed that ██████████ did this on purpose to embarrass ██████████. Their descriptions of ██████████ conduct were remarkably consistent, and their recollection of ██████████ reaction – ██████████ – were consistent as well.

When asked about the allegations of ██████████ behaving in this way towards ██████████, ██████████ stated ██████████ is very protective of S ██████████ and ██████████ had no reason to think ██████████ has bullied or teased ██████████. ██████████ stated ██████████ has known ██████████ have a very close relationship. ██████████ described ██████████ as “an open book” and was confident this player would come forward if ██████████ had concerns about the team or behavior in the locker room. ██████████ stated that ██████████ approached ██████████ on at least one occasion when the players did not adequately clean up after themselves in the locker

room. [REDACTED] acknowledged that [REDACTED] last season. [REDACTED] addressed this by “calling out” the players and telling them to “knock it off.” [REDACTED] also mentioned that [REDACTED] has addressed players 1-on-1. [REDACTED] stated [REDACTED] are “very close,” and [REDACTED] suggested that players who have raised bullying concerns during the course of the investigation are vindictive and “trying to pile it on,” and are not being truthful.

[REDACTED] these allegations. [REDACTED] stated [REDACTED] and [REDACTED] are close friends and talk after games. [REDACTED] said [REDACTED] sticks up for [REDACTED] and has told other players to “knock it off” when [REDACTED] is teased. [REDACTED] said other players, including [REDACTED], “mess with” and tease [REDACTED] by taking [REDACTED] equipment, or saying things like “stay on your feet.”

[REDACTED] the allegations that [REDACTED] has called [REDACTED] attention and exposed [REDACTED] or played with [REDACTED] in front of other students. [REDACTED] also said that [REDACTED] is not typically in the [REDACTED]. When told that these allegations date back to the first week of the season, including tryouts, [REDACTED] the allegations. In a second interview, [REDACTED] the allegations regarding [REDACTED]. [REDACTED] reiterated that they frequently talk after games and are friends. [REDACTED]

7. [REDACTED] knowledge of alleged student misconduct

A separate but related issue in this investigation is whether [REDACTED] had knowledge of any of the alleged student misconduct, and if so, what they did to address the alleged misconduct. It is alleged that [REDACTED] was present for and may have witnessed the alleged incident on the bus ride home from Rockport on or about November 22, 2024. It is also alleged that [REDACTED] informed [REDACTED] about the alleged incident in the Hebron locker room on or about December 30, 2024, [REDACTED].

*A. Bus Incident*

When asked about an alleged incident on the bus ride home from Rockport, [REDACTED] it was a full bus and players’ gear was at the very back of the bus. [REDACTED] recalled sitting up front with [REDACTED]. [REDACTED] stated that at some point during the ride, [REDACTED] alerted [REDACTED] that a player was standing in the aisle of the bus. [REDACTED] recalled seeing [REDACTED] standing in the aisle and telling [REDACTED] to take a seat. [REDACTED] said there was no noise or commotion during the ride, and [REDACTED] didn’t think anything of it. When asked if [REDACTED] recalled whether [REDACTED] was missing any articles of clothing, such as shoes and socks, [REDACTED] stated [REDACTED] did not remember seeing [REDACTED] missing

any clothing while standing in the aisle. [REDACTED] stated [REDACTED] thought the ride was normal and without incident.

[REDACTED] stated [REDACTED] was present on the bus to and from the pre-season games in Rockport. [REDACTED] recalled that it was a quiet bus ride home. [REDACTED]

[REDACTED] did not recall overhearing or observing any scuffles, or anything out of the ordinary, on the bus ride home. [REDACTED] also recalled saying goodnight to each player when they got off the bus, and [REDACTED] stated that no one said anything about a fight on the bus or raised any concerns. [REDACTED] stated that after this investigation began, [REDACTED]

[REDACTED] stated [REDACTED] did not have an independent recollection of that happening. [REDACTED] indicated [REDACTED] had no reason to believe anything inappropriate happened on the bus ride home. [REDACTED] did recall [REDACTED] sitting towards the back of the bus.

[REDACTED] stated [REDACTED] was present on the bus. [REDACTED] said [REDACTED] but they started talking and "[REDACTED]" [REDACTED] yelled at the players to sit down and "cut it out."

[REDACTED] recalled that on the bus ride home from Rockport, [REDACTED] observed a couple of people standing up in the back of the bus. [REDACTED] said it looked like they were moving across the bus from seat to seat. [REDACTED] stated [REDACTED] told [REDACTED] to tell them to sit down, and they did.

[REDACTED] stated they did not ride the bus home from Rockport. [REDACTED] indicated [REDACTED] did not attend the games in Rockport. [REDACTED] indicated [REDACTED] attended the games but drove [REDACTED] to and from Rockport.

#### *B. Hebron Incident*

With respect to the Hebron incident, [REDACTED] described speaking with [REDACTED] in the hallway directly after the incident. [REDACTED] recalled speaking with [REDACTED] about what happened in the locker room. In a second interview, [REDACTED] reiterated that he spoke to [REDACTED] directly after the incident. [REDACTED] recalled describing to [REDACTED] [REDACTED] was messing around and getting under the skin of other players, and at some point in the locker room [REDACTED] stood up to [REDACTED] and they "got into it," and then [REDACTED] got involved and started pushing [REDACTED] was disappointed to hear about this and asked a few follow up questions. [REDACTED] recalled telling [REDACTED] about other behavior issues that day – such as [REDACTED] players throwing

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pickles in the locker room. [REDACTED] said [REDACTED] does not remember telling [REDACTED] [REDACTED] was naked during the locker room incident, but otherwise recalled describing the incident to [REDACTED] in some detail. [REDACTED]

[REDACTED] observed [REDACTED] speaking to each other immediately after the locker room incident. [REDACTED] described talking to [REDACTED] in the hallway. [REDACTED] recalled [REDACTED] coming into the area and saying something like [REDACTED] said this was before the team's second game. [REDACTED] recalled seeing [REDACTED] walk away together to speak privately. [REDACTED] stated [REDACTED] did not speak with [REDACTED] before the game and did not speak with [REDACTED] 1-on-1 that day at all.

When asked to describe his recollection of the games at Hebron Academy, [REDACTED] stated MTA hosted the games, [REDACTED]

[REDACTED] recalled [REDACTED] helping with the penalty box for a portion of the game. [REDACTED] said the environment was loud and [REDACTED] was actively involved [REDACTED]

[REDACTED] normal pre-game routine [REDACTED] said there were no behavior issues with players on the team at Hebron that day.

When told that [REDACTED] recalled speaking with [REDACTED] about the incident [REDACTED]

C. [REDACTED] of other allegations of student misconduct in the locker room

It has not been alleged that [REDACTED] witnessed or had knowledge of any of the other allegations. There is no evidence that these allegations were reported to either [REDACTED]. There is also no evidence that [REDACTED] witnessed the alleged conduct.

[REDACTED] having any knowledge of the other allegations of student misconduct in the locker room.

With respect to the allegation regarding vulgar and inappropriate language, [REDACTED] stated [REDACTED] has not witnessed or overheard players using language such as “you’re gay.” [REDACTED] stated that even if you are just outside the locker room, you can hear the kids talking because they are not quiet. [REDACTED] that players use vulgar language, and again reiterated that there is “pretty consistent supervision” in the locker room, [REDACTED] [REDACTED] stated [REDACTED] has not overheard players use inappropriate language, such as “gay” or “faggot,” with each other in the locker room or on the ice, although [REDACTED] also indicated [REDACTED] has heard that players do say things like “what are you gay?” to [REDACTED] [REDACTED] immature or inappropriate.

The players interviewed described a locker room that is often unsupervised by [REDACTED] [REDACTED]. As noted in Section V(4) of this report, many students reported that vulgar language is frequently used in the locker room.

[REDACTED] concerns about the language players used in the locker room, including cursing and other “frustration type” of language. [REDACTED] has had conversations with [REDACTED] about this concern, as well as the music that is played in the locker room. [REDACTED] did not recall if this specific topic came up during [REDACTED] review last year [REDACTED] he recalled speaking with [REDACTED] about it at some point. In addition [REDACTED] included the following comments on [REDACTED] 2023-2024 performance review:

[REDACTED]

See Appendix at 0208.

8. [REDACTED] allegedly permitted a player to participate in competition while

It is alleged that on November 23, 2024, at a pre-season tournament in Biddeford, the [REDACTED] permitted [REDACTED] to play in another player’s jersey and gear despite [REDACTED] [REDACTED] in Rockport, which made [REDACTED] [REDACTED] in the Biddeford game.

[REDACTED] [REDACTED] in a pre-season game in Rockport on November 22, 2024. [REDACTED] described the [REDACTED] as a [REDACTED]



.” [REDACTED] said [REDACTED] has never dealt with this sort of [REDACTED] in the pre-season before, so [REDACTED] was not sure what the consequences were under MPA rules. [REDACTED] said [REDACTED] read the MPA handbook and understood [REDACTED] [REDACTED] was not sure what this meant for pre-season games, so [REDACTED] and to the MPA. [REDACTED] stated [REDACTED] did not review or consult the MPA Ice Hockey Bulletin. [REDACTED] said [REDACTED] on November 23, 2024, in the late morning before the Biddeford pre-season games. [REDACTED] [REDACTED] so at that time he understood that [REDACTED] at Biddeford. [REDACTED] until after the pre-season games in Biddeford.

[REDACTED] showed up in Biddeford [REDACTED] and [REDACTED] also had a spare jersey [REDACTED] which [REDACTED] and listed [REDACTED] on the line up. [REDACTED] [REDACTED] did in fact play in the pre-season game.

[REDACTED] on Monday, November 25, 2024 and [REDACTED] learned that [REDACTED]

In a second interview, [REDACTED] largely reiterated [REDACTED] recollection of events. [REDACTED] prior to the Biddeford pre-season games to inquire about [REDACTED]. [REDACTED] indicated [REDACTED] contacted [REDACTED] directly on Saturday morning, although [REDACTED] recall if it was by text or phone call. [REDACTED] stated that [REDACTED] on the morning of November 23, 2024, and the MPA stated [REDACTED] or something to that effect. [REDACTED] also stated [REDACTED] did not review the ice hockey bulletin at the time, but [REDACTED] as in the MPA handbook.

[REDACTED] stated [REDACTED] thought [REDACTED] but he would have played in the other games [REDACTED] stated that when another player sat out [REDACTED]

██████████ stated ██████████ met with ██████████ on Monday, November 25, 2024, and at that time ██████████

During his second interview, when shown an email dated Saturday, November 23, 2024 at 1:39:48 PM EST that ██████████

██████████ see Appendix at 0190, ██████████ When asked if ██████████ had any other communications with the MPA that weekend, ██████████ stated ██████████ did not – it was just that email exchange. ██████████ stated ██████████ may have asked ██████████ for further clarification on that Sunday.

When asked if this issue was ever reported to the MPA, ██████████ stated he had no further communications with the MPA and ██████████ stated ██████████ does not know if the MPA is aware that ██████████ although the MPA was notified that ██████████

██████████ believed that ██████████ communicated with ██████████ by phone or text message as to whether ██████████ stated ██████████ did not give ██████████ reached out to the “governing board.” ██████████ also mentioned that ██████████

██████████ interpreted the hockey rules the same way. ██████████ acknowledged that ██████████

██████████ game roster, so ██████████ stated ██████████ had not dealt with MPA rules or any situations like this before, so ██████████ did not have any independent conversations with ██████████ about this issue, either before or after ██████████ did not recall any further conversation about it ██████████ also did not recall If ██████████ for those games.

██████████ learned during this investigation that ██████████ in Biddeford. ██████████ stated that ██████████ expects coaches to immediately inform ██████████ if a player is ██████████ from a game. ██████████ recalled that ██████████ and the first communication ██████████ received about the issue was when ██████████ said ██████████ was traveling that weekend, so ██████████ until later in the evening, or perhaps the next day. ██████████ did not recall having any subsequent conversations with ██████████ about this issue, aside from a text exchange which ██████████ provided to the investigator. ██████████ stated ██████████ met with ██████████

informed him that he was [REDACTED]  
[REDACTED] games.

[REDACTED] distributed the MPA "bulletins" to coaches at the winter meeting. [REDACTED] expected coaches to read and understand the bulletin, and he stated [REDACTED] would expect a coach to review the bulletin for any [REDACTED] such as this one. [REDACTED] for a long time and [REDACTED] considers [REDACTED] to be very knowledgeable about the rules. [REDACTED] Enclosed in the Appendix at 0140 is a copy of the agenda from the Winter Coaches Meeting, which contains links to the MPA sports bulletins.

Enclosed in the Appendix at 0190 is an email from [REDACTED] to Michael Burnham of the MPA, with a copy to [REDACTED] dated Saturday, November 23, 2024 at 1:39:48 PM EST. In the email, [REDACTED] states:

Hope all is well, I was hoping you could help clarify for me how the MPA [REDACTED]  
[REDACTED] We have two more preseason dates scheduled before we start the regular season (today and next Saturday). I know it describes [REDACTED]  
[REDACTED] Thanks for your input!

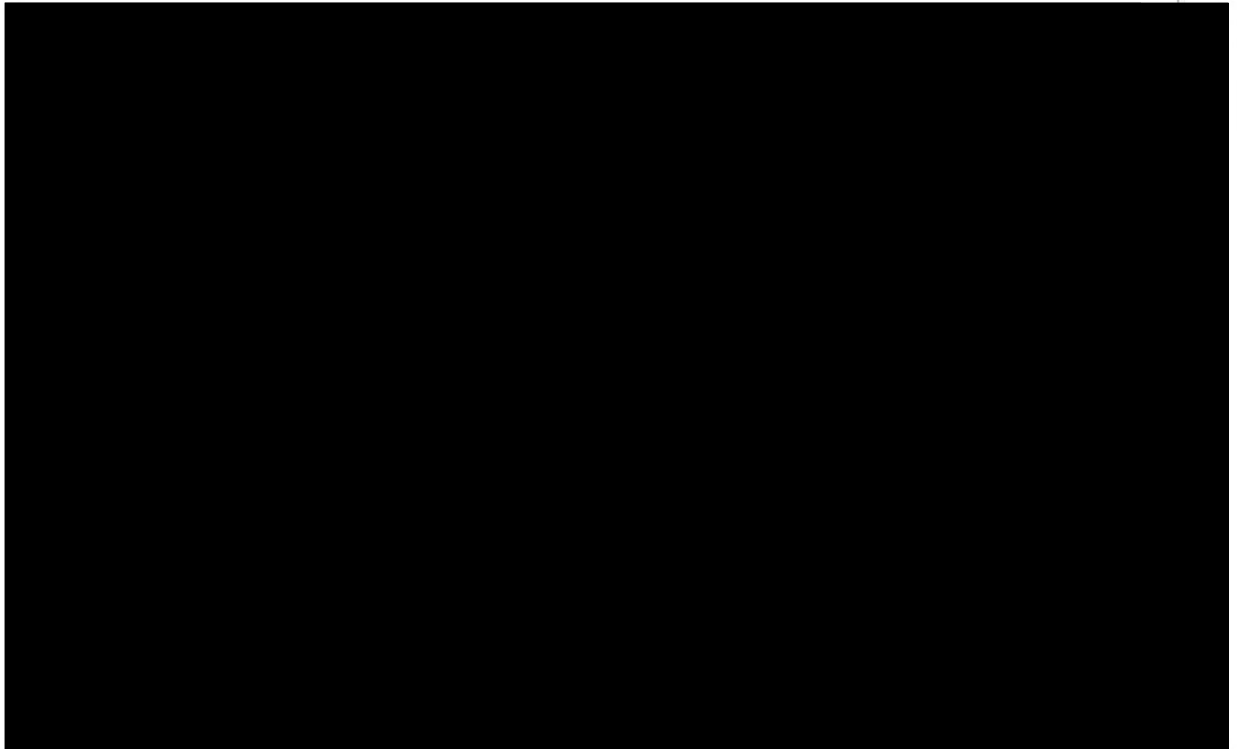
On Saturday, November 23, 2024, the team played three pre-season games at Biddeford Ice Arena. Appendix at 0143. The team played at 6:45 p.m., 7:40 p.m., and 9:30 p.m. There is no dispute that [REDACTED]. See Appendix 0247. When interviewed, [REDACTED]  
[REDACTED] stated [REDACTED] learned afterwards that [REDACTED].

Michael Burnham of the MPA responded to [REDACTED] on Sunday, November 24, 2024 at 3:03:17 PM EST stating: "[REDACTED]  
[REDACTED]." [REDACTED] responded, "Thanks for clarifying!" later that day at 6:46:52 PM EST. Appendix at 0191.

On Monday, November 25, 2024, [REDACTED] followed up with [REDACTED] via text message asking whether Mike Burnham got back to [REDACTED]. [REDACTED] stated, "[I] looks like [REDACTED]." Appendix at 0186; 0214. [REDACTED] replied, "yes [REDACTED] did, [REDACTED]."

clarified, “[REDACTED].” Appendix at 0186; 0215. [REDACTED] a screenshot of the “[REDACTED]” and asked, “how is getting a [REDACTED] different than getting one from the fall or last winter?” Appendix at 0187. [REDACTED] replied, “the rule is written that [REDACTED] [REDACTED] I understand your question .... I’ll check with Mike tomorrow for clarification.” There is also evidence that [REDACTED] had a 30-minute phone call on the morning of Tuesday, November 26, 2024 beginning at 10:50 AM. Appendix at 0189.

The 2024-2025 MPA Handbook provides as follows:



[REDACTED]  
The 2024-2025 MPA Ice Hockey Bulletin restates the MPA [REDACTED] and further states:



9. Allegations made regarding [REDACTED] engaging in misconduct

During this investigation, [REDACTED] reported that [REDACTED] has engaged in misconduct on the MTA team this season.<sup>5</sup> Their reports are summarized as follows:

- [REDACTED] alleged [REDACTED] touches players inappropriately. [REDACTED] stated [REDACTED] humped [REDACTED] in the locker room approximately three weeks prior to the interview. [REDACTED] stated this happened before a practice after school and said the whole team was there. [REDACTED] also alleged that [REDACTED] has “grabbed [REDACTED] butt” and “cupped [REDACTED] genitals.” [REDACTED] said [REDACTED] is “used to it” and it “happens all the time,” including to other players on the team. When asked for a specific example, [REDACTED] described getting dressed in a locker room at Bowdoin College when [REDACTED] came over to sit next to [REDACTED]. [REDACTED] described [REDACTED] “grabbing” [REDACTED] butt while [REDACTED] was putting on [REDACTED] jock strap. [REDACTED] recalled saying “what the fuck” and pushing [REDACTED] away. [REDACTED] recalled [REDACTED] laughing. [REDACTED] stated other “small things” like this have happened during the year, but [REDACTED] did not recall another specific incident.
- [REDACTED] alleged that during this MTA hockey season, [REDACTED] tried to kiss [REDACTED] at the Bowdoin College rink about 4-6 weeks prior to the interview. [REDACTED] described sitting in the seats at the top of the rink with other players from the team. [REDACTED] said [REDACTED] was standing on the railing and came up behind [REDACTED] and tried to kiss [REDACTED] on the cheek. [REDACTED] said [REDACTED] dodged and got out of the way. [REDACTED] said [REDACTED] tried doing this to other players, too, including [REDACTED]. [REDACTED] also said [REDACTED] heard that [REDACTED] walked around the locker room naked on one occasion to be funny. [REDACTED] did not recall how [REDACTED] learned that. [REDACTED] further alleged [REDACTED] engaged in certain conduct on a [REDACTED].<sup>6</sup> [REDACTED] stated that based on [REDACTED] experiences with [REDACTED] tries to

<sup>5</sup> [REDACTED]  
[REDACTED] the School District determined it did not have jurisdiction to file a formal complaint pursuant to the 2020 Title IX Rule.

<sup>6</sup> The submissions on behalf of [REDACTED] address this, which relates to an alleged incident that occurred [REDACTED]. The School District determined it does not have jurisdiction to address alleged incidents related to [REDACTED].



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- stay away from [REDACTED] and only talks to [REDACTED] on the ice. [REDACTED] also alleged that during this MTA hockey season, [REDACTED] attempted to put two fingers in his “behind.” [REDACTED] described coming up behind [REDACTED] in the locker room and sticking two fingers in behind. [REDACTED] was wearing sweatpants at the time. [REDACTED] said [REDACTED] told [REDACTED] to stop. [REDACTED] said [REDACTED] has done this to [REDACTED] once or twice, and that [REDACTED] has observed [REDACTED] do this to other players on the team. [REDACTED] estimated observing Student 20 do this approximately 10 times this season,<sup>7</sup> including to [REDACTED], who has shoved [REDACTED] away.

[REDACTED] each of these allegations.

With respect to [REDACTED] allegation that [REDACTED] humped [REDACTED] in the locker room, [REDACTED] stated [REDACTED] has not directed any inappropriate behavior towards [REDACTED]. [REDACTED] stated [REDACTED] always tries to be funny and it is not uncommon for [REDACTED] to run around the locker room naked. [REDACTED] said [REDACTED].

When asked for an example, [REDACTED] described [REDACTED] messing around with another player and whipping the player with a towel. [REDACTED] said [REDACTED] told [REDACTED] to knock it off.

With respect to [REDACTED] allegation that [REDACTED] 0 tried to kiss [REDACTED] on the cheek at Bowdoin College, the relevant information gathered during this investigation is summarized as follows:

- [REDACTED] recalled speaking with [REDACTED] after an alleged incident involving [REDACTED] at Bowdoin College. [REDACTED] described [REDACTED] and asked [REDACTED] to address [REDACTED] 0 about [REDACTED] behavior. [REDACTED] said [REDACTED] behavior seemed to improve, until the day at Hebron Academy. [REDACTED] recalled standing on the concourse of Bowdoin College ice rink with a number of other players – he estimated about half the team was present. [REDACTED] described [REDACTED] trying to “pants” players and trying to kiss players on the cheek. [REDACTED] stated [REDACTED] tried to kiss [REDACTED] on the cheek but [REDACTED] pushed [REDACTED] away. [REDACTED] stated this did not make [REDACTED] uncomfortable, but [REDACTED] would have been uncomfortable if [REDACTED] did in fact kiss [REDACTED] on the cheek. [REDACTED] stated [REDACTED] conduct bothered other players more. [REDACTED] recalled a player saying, “[REDACTED],” so [REDACTED] asked [REDACTED] to talk after practice. [REDACTED] stated he described to [REDACTED] what happened on the

<sup>7</sup> [REDACTED], states [REDACTED] observed this in school and not necessarily within the context of the MTA hockey team. Appendix at 0223.

concourse and asked [REDACTED] to talk to [REDACTED] about his behavior. [REDACTED] recalled [REDACTED] saying he had [REDACTED]

[REDACTED] said that he later understood [REDACTED] did speak with [REDACTED] because [REDACTED] would acknowledge in conversation that he was [REDACTED]

- [REDACTED] stated [REDACTED] has seen [REDACTED] “pants” other players on the team. [REDACTED] described one occasion before practice at Bowdoin College where [REDACTED] “pantsed” another player. [REDACTED] did not remember who [REDACTED] did this to, but [REDACTED] said it looked like the players were messing around, laughing, and having fun. [REDACTED] also said [REDACTED] has seen [REDACTED] go up and randomly try to kiss another player, although [REDACTED] did not recall any specific details.
  - [REDACTED] described [REDACTED] “messaging around” before a practice at Bowdoin College and exposed [REDACTED] to other players. [REDACTED] stated [REDACTED] understood [REDACTED] talked to [REDACTED] about [REDACTED] behavior.
  - [REDACTED] described [REDACTED] trying to pants players at Bowdoin College before a hockey practice. [REDACTED] estimated that this happened a few weeks before Christmas break. [REDACTED] said [REDACTED] was standing at the top of the stairs with a number of other players and [REDACTED] tried to pants [REDACTED], but [REDACTED] held onto [REDACTED] pants so that [REDACTED] couldn’t do it. [REDACTED] said [REDACTED] did not recall [REDACTED] trying to kiss any players. [REDACTED] recalled that [REDACTED] spoke to [REDACTED] about [REDACTED] behavior, and [REDACTED] understood [REDACTED] did speak with [REDACTED].
  - [REDACTED] acknowledged that [REDACTED] spoke to him 1-on-1 outside of the locker room at Bowdoin College, although [REDACTED] that [REDACTED] “pantsed” any players that day or was inappropriate with other players. [REDACTED] recalled [REDACTED] saying something to [REDACTED] along the lines of, “[REDACTED]”
  - [REDACTED] recalled [REDACTED] reporting to [REDACTED] that [REDACTED] was wrestling with another player and “pantsed” the player. [REDACTED] estimated this was in early December in conjunction with an afternoon or evening practice. [REDACTED] recalled speaking with [REDACTED] in the hallway at Bowdoin College after practice. [REDACTED] stated he pulled [REDACTED] aside and told [REDACTED] was inappropriate, and [REDACTED]
- [REDACTED]
- [REDACTED] When asked if [REDACTED] received concerns about [REDACTED] trying to kiss other students during the same incident at Bowdoin College, [REDACTED] said [REDACTED] stated that [REDACTED] has not had any other conversations about [REDACTED] this year.

## VII. Discussion of Credibility

Over 30 individuals were interviewed as part of this investigation. I do not address the credibility of each and every individual interviewed but make the following observations.

██████████

Generally, I find ██████████ to be credible. ██████████ was interviewed as a potential witness to alleged student misconduct at Hebron Academy and on the bus ride home from Rockport. I suspect there are some gaps in ██████████ recollection of these incidents. ██████████ described the incidents in some detail, but ██████████ did not provide as detailed an explanation as some other witnesses. It is unclear to me why, when asked if ██████████ had any knowledge of ██████████ urinating on students in the showers, ██████████ stated ██████████ had heard other players yelling about it but did not disclose that ██████████ had urinated on ██████████. Several players later shared that they witnessed ██████████ urinate on ██████████.

Although ██████████ described ██████████ as a “██████████,” he gave ██████████ the benefit of the doubt in some instances. For example, ██████████ said ██████████ believed the length of ██████████ was somewhat unclear when ██████████ in the Biddeford game; ██████████ thought it was a “gray area” at the time. ██████████ also stated that ██████████ did not recall ██████████ engaging in the locker room incident. I have no reason to believe ██████████ was “piling it on” or was out to get ██████████ because ██████████ wanted more playing time or for any other reason. If this was the case, it is more likely that ██████████ would have implicated ██████████ in the locker room incident. In addition, if ██████████ was gunning for ██████████ it is unlikely that ██████████ would have described the incident between ██████████ on the bus as “playful.”

██████████

I find ██████████ to be credible. ██████████ was interviewed as a potential witness to alleged student misconduct at Hebron Academy and on the bus ride home from Rockport. ██████████ described the alleged incident at Hebron Academy in detail, and ██████████ recollection of events is largely corroborated by other students. ██████████. During the interview, ██████████ disclosed additional concerns related to the team, including ██████████ urinating on ██████████ in the showers, ██████████ humping ██████████, and ██████████ calling for ██████████ attention and “do[ing] something with his penis” to make ██████████ uncomfortable. ██████████ appeared genuinely disturbed when describing these allegations, which adds to ██████████ credibility.

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█████ also described █████ telling █████ about █████ urinating on █████ in the locker room shower several weeks before this investigation began. █████ stated █████ was very upset and brought it up more than once. This too bolsters █████ credibility.

11/11/2011

I find [REDACTED] credibility to be mixed. [REDACTED] described the incident in the Hebron locker room and on the bus ride home from Rockport in some detail, and there are witnesses who corroborate major elements of both incidents. Some details that [REDACTED] have described are not corroborated, such as [REDACTED] pantsing [REDACTED] on the bus.

On the other hand, there are allegations that [REDACTED] engaged in [REDACTED] specifically at Bowdoin College, that motivated [REDACTED] to address [REDACTED]. [REDACTED] engaging in the alleged conduct, [REDACTED] that [REDACTED] spoke to [REDACTED] about [REDACTED] and gave him [REDACTED].” There are witnesses who corroborate the allegations of [REDACTED] “pantsing” and trying to kiss students on the cheek before a practice at Bowdoin College. This leads me to believe that [REDACTED] other players on the team during the incident in question.

11/11/2011

I find [REDACTED] to be credible. [REDACTED] appeared to be uncomfortable when describing [REDACTED] approaching [REDACTED] in hockey equipment. [REDACTED] also stated that [REDACTED] is a friend. [REDACTED] did not share any information indicating that [REDACTED] calls [REDACTED] name in the locker room and exposes [REDACTED] or plays with [REDACTED] genitals. Eight other students have described [REDACTED] doing this to tease [REDACTED] and to intentionally make [REDACTED] feel uncomfortable. I suspect [REDACTED]

\_\_\_\_\_

I have no reason to believe [REDACTED] would be untruthful or fabricate any information. [REDACTED], so I have no reason to believe he would make a false accusation against [REDACTED] to get more playing time.

11/11/2016

I find [REDACTED] credibility to be mixed. [REDACTED] involvement in the Hebron incident despite 11 players stating [REDACTED] ran out of the shower and joined in. [REDACTED] stated [REDACTED] sat next to [REDACTED] while [REDACTED] watched [REDACTED]



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██████████, but ██████████ described ██████████ jumping on ██████████, attempting to “pants” ██████████, and putting pickles in ██████████ mouth. I did not find ██████████ of involvement to be credible, nor did I find ██████████ involvement to be credible with respect to this incident. I do not believe that the 11 students who described ██████████ joining the altercation were motivated to make this up and there is no evidence of any conspiracy on their part to target ██████████ in order to gain more playing time. It is my belief that they are telling the truth about ██████████ conduct.

With respect to the bus incident, ██████████ first ██████████ both ██████████ pushed ██████████. ██████████ explanation changed over time, and in a subsequent interview, ██████████ made no mention of ██████████ being involved. In both interviews, ██████████ pushing ██████████, and then grabbing and holding ██████████ down by the shoulders, but ██████████ indicated it all started because ██████████ was trying to sit/lay on ██████████. ██████████ made additional allegations about ██████████, such as ██████████ grabbing ██████████ butt and “cupping” ██████████ genitals, which ██████████. Similarly, while ██████████ telling ██████████ to “stop being gay,” and ██████████ to generally using terms such as “gay” and “faggot” in the locker room, ██████████ and other players use this same language. There is no evidence ██████████ raised these concerns to ██████████ or to the School District prior to this investigation.

██████████ the other allegations made against him, including that ██████████ urinated on ██████████, humped ██████████, and ██████████ teased ██████████ by approaching ██████████ in hockey equipment and called ██████████ name while exposing ██████████/playing with ██████████ genitals. There are credible witnesses to each of these allegations, which undercuts ██████████ credibility.

██████████  
I find ██████████ credibility to be mixed. ██████████ yelled at ██████████ and grabbed ██████████ in the locker room at Hebron Academy, but in the interview ██████████ seemed to downplay the incident. For example, ██████████ stated ██████████ tripped and fell, and then left the locker room, whereas other witnesses describe ██████████ “charging” ██████████ “putting ██████████ to the ground,” and holding ██████████ down. ██████████. In this ██████████

██████████ Appendix at 0193. It seems unlikely that ██████████ so strongly and indicate that it was ██████████ if the incident was as tame as ██████████ described in his interview.

██████████ also claims ██████████ remained in the shower and did not join the



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altercation in the locker room. This is contradicted by 11 witnesses who said [REDACTED] ran out of the shower and joined the altercation. This is also contradicted by [REDACTED] who claims [REDACTED] came out of the shower and watched the incident while sitting down across the locker room, which further undercuts [REDACTED] credibility. I do not believe that [REDACTED] was truthful and could well have been covering up for [REDACTED], his teammate [REDACTED].

[REDACTED]  
I find [REDACTED] credibility to be mixed. [REDACTED] made allegations against [REDACTED] during this investigation, specifically that [REDACTED] came up behind [REDACTED] and tried to kiss [REDACTED] on the cheek at Bowdoin College. [REDACTED] tried doing this to other players too, including [REDACTED]. [REDACTED] corroborated this allegation, which supports [REDACTED] credibility.

[REDACTED] he sent messages [REDACTED] regarding the Hebron incident. These messages appear in the Appendix at 0194-0203. [REDACTED] about sending these messages, which bolsters his credibility. However, I do not find [REDACTED] description of the locker room incident to be credible. [REDACTED] claimed [REDACTED] was not involved in the incident, but 11 witnesses said [REDACTED] was involved. [REDACTED] is likely motivated to protect [REDACTED], who is [REDACTED].

[REDACTED]  
I find [REDACTED] credibility to be mixed.

[REDACTED] stated [REDACTED] did not learn about any incident in the Hebron locker room and did not know that something happened in the locker room until this investigation began. When told that [REDACTED] about the incident right outside of the locker room, [REDACTED] stated [REDACTED], but [REDACTED] did not deny that it could have happened. [REDACTED] said [REDACTED], and [REDACTED] the game. However, [REDACTED] credibly and very clearly described speaking with [REDACTED] of the locker room, and [REDACTED] observed them walk away together while in conversation. The evidence gathered from [REDACTED] does not corroborate [REDACTED] retelling of events. Given the nature of the incident described by [REDACTED] it seems likely that [REDACTED] would have at least recalled [REDACTED].

[REDACTED] stated multiple times that [REDACTED] consistently supervise the players in the locker room. [REDACTED] estimated that the MTA hockey locker room is one of the most

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supervised locker rooms in the state. [REDACTED] described setting up a skate sharpening machine in the locker room, which [REDACTED]. However, many players describe there being little supervision by [REDACTED] in the locker room. Relatedly, [REDACTED] that players use vulgar language in the locker room. However, [REDACTED] stated [REDACTED]

With respect to the allegation that [REDACTED] by the MPA, [REDACTED] version of events changed over time and is contradicted by email and phone records. Initially, [REDACTED] stated [REDACTED] reached out to [REDACTED] and to the MPA on the morning of Saturday, November 23, 2024. [REDACTED] stated [REDACTED] heard back from the MPA later that same morning before the Biddeford games began. [REDACTED] recalled the MPA stating [REDACTED]

\_\_\_\_\_ at Biddeford. \_\_\_\_\_ stated \_\_\_\_\_ did not hear back from \_\_\_\_\_ until after \_\_\_\_\_ in Biddeford. \_\_\_\_\_ stated \_\_\_\_\_ met with \_\_\_\_\_ on Monday and learned at that time that \_\_\_\_\_

██████████ In a second interview, ██████████ stated ██████████ contacted the MPA and ██████████ prior to the Biddeford pre-season games to inquire about ██████████ ██████████ indicated ██████████ contacted ██████████ directly on Saturday morning, although ██████████ could not recall if it was by text or phone call. ██████████ also stated that ██████████ heard back from the MPA that same day, in the late morning, and the MPA stated ██████████ ██████████ or something to that effect.

When shown an email dated Saturday, November 23, 2024 that [REDACTED] sent to the MPA ([REDACTED]) at 1:39:48 PM EST, [REDACTED] [REDACTED] the MPA did not respond to [REDACTED] Saturday afternoon email until Sunday afternoon at 3:03:17 PM EST. The MPA advised [REDACTED]: “[REDACTED]  
[REDACTED] replied, “Thanks for clarifying!” Appendix at 0190. There is no evidence that [REDACTED]

[REDACTED]. In sum, [REDACTED].

[REDACTED]. The record indicates [REDACTED] until Monday, November 25, 2024, when [REDACTED] texted [REDACTED] to ask if the MPA had responded. See Appendix at 0186-0192; 0211-0216.

It appears as though [REDACTED] on November 25, 2024, either. When [REDACTED] responded to [REDACTED], he stated, “yes he did, [REDACTED].” Appendix at 0186.



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See Appendix at 0190.

Appendix at 0186.

With respect to the majority of the allegations, I have no reason to question [redacted] credibility. The one allegation that raised some questions for me was whether [redacted] observed or heard anything about the bus incident. [redacted] stated [redacted] in Rockport. [redacted] recalled that it was a quiet bus ride home. [redacted] stated he usually [redacted] enjoys the quiet time to relax and decompress. [redacted] he did not recall overhearing or observing any scuffles, or anything out of the ordinary, on the bus ride home. [redacted] indicated [redacted] had no reason to believe anything inappropriate happened on the bus ride home. [redacted] did recall [redacted] sitting towards the back of the bus.

Aside from [redacted], four students present on the bus reported observing the altercation. Although the incident occurred at the back of the bus, there is evidence that students sitting in the middle of the bus [redacted] had their attention drawn to the altercation. Therefore it is fair to question how [redacted], who was sitting in the middle of the bus without [redacted], did not witness or overhear anything unusual, especially considering it got the attention of [redacted] the very front of the bus.

#### *General observations*

As noted, the 2024-2025 MTA varsity hockey team is a co-op made up of students from MSAD 75, Lisbon and Morse. There was some correlation between the information provided and the town where students come from. [redacted] engaged in the locker room incident. Several MSAD 75 players also [redacted] in the locker room incident, however, many of these players appear to have close relationships with [redacted] (in some cases, [redacted]). By and large, this same group of players denied witnessing or having knowledge of the incident on the bus ride home from Rockport.

On the other hand, the students who described the locker room incident and the bus incident in detail were students [redacted]. These students also shared information that was not necessarily flattering about [redacted], which made their perspectives more credible in my view. For example, many of these students described

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[REDACTED]  
other players.

The group of students from [REDACTED] were by and large the same students who disclosed [REDACTED] allegedly singling out [REDACTED] in the locker room. Each student who reported [REDACTED] conduct directed at [REDACTED] all seemed genuinely disturbed by [REDACTED] actions, particularly because it is well known that [REDACTED] [REDACTED] The players who reported [REDACTED] allegedly engaging in sexualized behavior in the locker room and urinating on students in the showers were also [REDACTED] students.

There are clearly two camps with very different perspectives. Ultimately, I am not persuaded that any one student, or a group of students or families, is vindictive or “out to get” any of the Respondents, whether they are players or coaches. I am more inclined to believe that [REDACTED] [REDACTED] were motivated to close ranks and protect [REDACTED] [REDACTED], and to protect [REDACTED], and therefore were not always truthful during the course of this investigation.