

SECOND INVESTIGATIVE REPORT

January 24, 2013

*Corrected
to 1/31/13
Version*

MATTER / CASE NAME: Dr. Manweller Second Investigation

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I. INTRODUCTION

At the request of Staci Sleigh-Layman, Director, At-Large Human Resources for Central Washington University (CWU), I conducted an investigation into allegations that CWU Professor, Dr. Matthew Manweller (Dr. Manweller), violated CWU's Sexual Harassment Policy. The allegations I investigated are as follows:

- A. [redacted] ([redacted]), a former CWU student, claims that in 2006 Dr. Manweller asked her sexually explicit questions in a bar and then suggested [redacted] and her friend, [redacted], engage in a group sexual act with him.
- B. [redacted] ([redacted]), a current CWU student, told CWU in 2012 that Dr. Manweller left her inappropriate voicemail and text messages.

II. EXECUTIVE SUMMARY

- A. [redacted] - Credible witness testimony exists that Dr. Manweller violated CWU's Sexual Harassment Policy; but this incident occurred in 2006 and [redacted] did not submit a complaint with CWU at that time.
- B. [redacted] - It appears [redacted] has no interest in pursuing a complaint against Dr. Manweller. Via Dr. Manweller's attorney, I have been provided a Declaration purportedly signed by [redacted] denying Dr. Manweller acted inappropriately toward her. But, [redacted] Declaration appears inconsistent with her prior statements.

III. PRIOR INVESTIGATION

This is the second investigation I have conducted into Dr. Manweller's alleged violations of CWU's Sexual Harassment Policy. My first investigation centered on allegations that Dr. Manweller sexually harassed one or more female CWU students during 2006-2009. I submitted my First Investigative Report to CWU on October 1, 2012. Following that First Investigative Report, CWU asked me to investigate the alleged incidents set forth above.

IV. INTERVIEW SCHEDULE AND EXHIBIT LIST

The following is a list of persons with whom I spoke as part of this investigation:

DATE	NAME	RELEVANCY / TITLE
December 18, 2012	Jonna Dengate	Ogden Murphy Wallace, P.L.L.C employee
December 18, 2012	[redacted]	Witness; current CWU student
December 19, 2012	[redacted]	Witness; former CWU student
December 19, 2012	[redacted]	Witness; former CWU student

December 20, 2012, December 21, 2012, and January 14, 2013	[redacted]	Witness; former CWU student
December 21, 2012	Staci Sleight-Layman	Director, At-Large Human Resources CWU
December 26, 2012 and January 16, 2013	Dr. Patricia Cole	Witness; former CWU Counselor
December 31, 2012 and January 17, 2013	[redacted]	Witness; former CWU student
January 4, 2013	Douglas W. Nicholson	Dr. Manweller's attorney
January 10, 2013	Alena Yastchenko	Witness; CWU Professor

During the course of the investigation, I reviewed the following, which are attached:

EXHIBIT	DESCRIPTION
Exhibit A	Memorandum of Jonna Dengate, dated December 18, 2012
Exhibit B	Declaration of [redacted]
Exhibit C	E-mail from Ernest Radillo to Douglas Nicholson, dated January 7, 2013
Exhibit D	2006 CWU Sexual Harassment Policy
Exhibit E	2010 CWU Sexual Harassment Policy
Exhibit F	Telephone Transcription, dated October 26, 2012, from [redacted] to CWU
Exhibit G	Memorandum of Conversation, dated October 29, 2012 from Staci Sleight-Layman to [redacted]
Exhibit H	Memorandum of Conversation, dated November 6, 2012, from Staci Sleight-Layman to [redacted]
Exhibit I	Memorandum of Conversation, dated December 3, 2012, from Staci Sleight-Layman to Alena Yastchenko
Exhibit J	Memorandum of Conversation, dated December 3, 2012, from Staci Sleight-Layman to [redacted]
Exhibit K	Letter from Douglas Nicholson to Ernest Radillo, dated January 8, 2013
Exhibit L	Letter from Douglas Nicholson to Ernest Radillo, dated January 9, 2013
Exhibit M	E-mail from Alena Yastchenko to Kirk Eslinger, dated November 30, 2012
Exhibit N	E-mail from Alena Yastchenko to [redacted] dated December 3, 2012
Exhibit O	Phone Log and Investigation Notes
Exhibit P	E-mail from [redacted] to Ernest Radillo, dated January 14, 2013
Exhibit Q	The Manweller Report, dated November 3, 2012
Exhibit R	Title IX, "Dear Colleague Letter"
Exhibit S	Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g; 34 CFR Part 99
Exhibit T	CWUP 2-40-070 Conflict of Interest Policy
Exhibit U	CWU Equal Opportunity Grievance Procedures

V. INVESTIGATIONS

A. Allegations

From my interviews, I learned the following: In 2006, [redacted] told [redacted], [redacted] and [redacted] (and [redacted]), CWU students, and Dr. Patricia Cole, Ph.D (Dr. Cole), CWU Counselor, about an incident that allegedly occurred in 2006, where Dr. Manweller asked [redacted] questions of a sexual nature and requested she and her friend, [redacted], join him in a threesome.

In October 2012, after reading a newspaper article concerning allegations by CWU female students of sexual harassment against Dr. Manweller, [redacted] contacted CWU to report [redacted] 2006 comments concerning Dr. Manweller. Prior to this communication, [redacted] did not file a complaint with CWU against Dr. Manweller. [redacted] is willing to cooperate with my investigation, but she has not filed a formal complaint with CWU.

The following is a summary of my interviews with [redacted], [redacted], [redacted] and [redacted], and Dr. Cole.

[redacted] stated that she was surprised I contacted her, but at the same time relieved to know that CWU was investigating her allegations of sexual harassment against Dr. Manweller.

[redacted] stated that during the Summer of 2006, she took a class taught by Dr. Manweller. She believes the class met one night a week, for two to three hours.

[redacted] enjoyed the class but never felt comfortable around Dr. Manweller because of his reputation with women. According to [redacted], it was known among students that

Dr. Manweller liked younger women. [redacted] stated she intentionally dressed more conservative around Dr. Manweller, and avoided wearing low cut shirts or short skirts.

According to [redacted], sometime in July 2006, Dr. Manweller began asking her out for drinks. [redacted] felt pressured to go out with Dr. Manweller, since he was a prominent professor, and she was relying on him to obtain a letter of recommendation. [redacted] eventually agreed to meet Dr. Manweller at the Starlight Lounge in Ellensburg for drinks. [redacted] invited [redacted] ([redacted]), a friend and schoolmate, because she felt uncomfortable being alone with Dr. Manweller.

According to [redacted], she sat next to her friend at a table near the bar. A few minutes later, Dr. Manweller, who was sitting at a nearby table, signaled them to join him at his table. [redacted] stated that as soon as they joined Dr. Manweller, he began ordering drinks for them. [redacted] had only one drink.

[redacted] stated that a short while later, Dr. Manweller began asking her personal questions, particularly about sex. The questions were directed at her, and not [redacted]

According to [redacted], Dr. Manweller asked her the following questions:

- Do you live alone and do you have a boyfriend?
- Are you having sex with your boyfriend?
- How often do you have sex?
- Does he use condoms?
- Are you on birth control?
- What is the wildest sexual thing you've done?

[redacted] did not answer Dr. Manweller's questions. She stated she began to get really uncomfortable. According to [redacted], Dr. Manweller then began talking about threesomes and his desire to have sex with her and [redacted]. Dr. Manweller then asked her if she would join him in a threesome. [redacted] recalls Dr. Manweller saying he wanted to go down on her first.

[] was shocked by Dr. Manweller's comments and questions. [] stated that as soon as Dr. Manweller saw their reaction, he made a quick excuse and left the Starlight Lounge. [] stated she was disturbed and upset by this incident.

[] stated she skipped her next class with Dr. Manweller, because she was afraid to see him. According to [] , Dr. Manweller sent her an e-mail on the day she missed class with the following on the subject line, "I missed you in class". [] stated she was creeped out by his e-mail and felt like he was harassing her.

[] returned to class the next week. According to [] after the class ended, Dr. Manweller followed her to the hallway. [] ran into the women's restroom to avoid him, however, Dr. Manweller waited for her outside the restroom. [] stated she began a conversation with another female student to avoid speaking with Dr. Manweller, and she quickly left the building.

[] stated that Dr. Manweller followed her off campus and began stalking her.

[] eventually lost Dr. Manweller when she hid in a Starbucks. When [] got home, she put a chair up against her door knob and told a neighbor that if he heard banging on the walls it was because a creepy professor was stalking her.

[] confronted Dr. Manweller via e-mail. [] claims she wrote an e-mail to Dr. Manweller asking him to stop harassing and stalking her. She also told him she did not need him to get a good grade in his class. According to [] , Dr. Manweller responded to her e-mail, but claimed it was all a big misunderstanding. I attempted to secure these e-mails allegedly sent via CWU's e-mail accounts; but Ms. Sleigh-Layman informed me that the e-mails were likely destroyed per CWU's destruction policy. Per [] , Dr. Manweller stopped stalking her following her e-mail.

[redacted] stated she told the following people about this incident: [redacted] and [redacted] and Dr. Cole. [redacted] reports that she did not file a written complaint against Dr. Manweller for fear that Dr. Manweller would retaliate against her by not giving her a letter of recommendation or giving her a bad grade in his class.

[redacted]

[redacted] stated she has not been in contact with [redacted] for several years nor does she have her contact information. [redacted] met [redacted] through [redacted]. According to [redacted], in the Summer of 2006, [redacted] invited her to the Starlight Lounge for a drink and to meet up with Dr. Manweller. [redacted] did not know Dr. Manweller, but decided to join [redacted] because she did not feel comfortable being alone with Dr. Manweller.

[redacted] stated they sat at a table near the bar. Shortly after, Dr. Manweller invited them to sit at his table. Dr. Manweller then started buying them drinks. [redacted] thought it was odd for the professor to keep buying them drinks. [redacted] thinks she had two drinks.

According to [redacted], after approximately thirty minutes, Dr. Manweller began asking [redacted] personal questions, particular about relationships and sex. [redacted] stated she did not recall the specific questions, but knew they were the type of questions only a personal friend may ask, not a professor. [redacted] stated Dr. Manweller was doing most of the talking, and his attention was mostly on [redacted]. According to [redacted], after a few drinks, Dr. Manweller began talking more about sex and threesomes. According to [redacted], Dr. Manweller then asked them if they wanted to join him in a threesome. [redacted] stated she looked at Dr. Manweller and said, "no thank you".

[] was shocked by Dr. Manweller's comments and questions. According to [], Dr. Manweller made an excuse to leave their company and immediately left the bar.

[] claims [] seemed affected by this incident. She claims [] felt uncomfortable going to Dr. Manweller's class.

[] stated she did not file a complaint against Dr. Manweller because she was about to graduate and she was not a student in his class. [] stated she is willing to talk to CWU personnel about this incident.

[] and [] are [] and [] are former schoolmates and friends of []. [] and [] stated they have not been in contact with [] for several years, nor do they have her contact information. [] is Facebook friends with [], but does not communicate with her.

[] and [] stated that in 2006, [] informed them Dr. Manweller made several sex related comments to [] and her friend, including a request to engage in a threesome with her, while having drinks at the Starlight Lounge.

[] stated she believed [] was really upset by Dr. Manweller's comments, and [] reported that she felt uncomfortable attending Dr. Manweller's class. [] encouraged [] to report the incident to CWU. According to [], [] did not want to file a complaint against Dr. Manweller, stating she feared he would retaliate against her by denying her a letter of recommendation.

Dr. Patricia J. Cole, Ph.D

Dr. Cole is a licensed psychologist who worked as a counselor at CWU in 2006. Currently, Dr. Cole is in private practice in Ellensburg. On January 14, 2013, []

granted Dr. Cole permission to speak with me concerning her counseling sessions with [redacted] regarding Dr. Manweller.

Dr. Cole stated she saw [redacted] several times in 2006 and 2007, but only recalls two particular sessions where they discussed Dr. Manweller.

According to Dr. Cole, at one particular session, [redacted] wanted to discuss a professor who was pressuring her to go out with him, and have drinks after class. [redacted] did not want to go out with the professor, but felt pressured to accept his invitation because he was her advisor, and a major source of recommendations for her future. [redacted] decided to meet her professor, so long as a friend came along.

Initially, [redacted] did not disclose the identity of the professor, but eventually stated it was Dr. Manweller, a prominent professor in the political science department.

Dr. Cole stated at another session, [redacted] stated she was sexually harassed by Dr. Manweller. [redacted] reported Dr. Manweller had propositioned her for sex in front of a friend. Dr. Cole counseled [redacted] and encouraged her to file a written complaint against Dr. Manweller. Dr. Cole reported this incident to Ms. Sleight-Layman. See Exhibit O, Ms. Sleight-Layman's Phone Log and Investigation Notes concerning her conversations with Dr. Cole. The Phone Log and Investigation Notes state, in pertinent part:

Political Science

8/3/06

Pat Cole first contacted me. She had a client who was in real crisis over the advances of a faculty member in Political Science. The male faculty member invited a female student out for a drink. Thinking she was being proactive, she said yes but brought a friend with her. He told her, in front of her friend, that he thought about sex when he looked at her in class. Said something to the effect "let me make you happy." He even went so far to ask about doing something with the three of them, including her friend.

She is nervous. Needs recommendation from him. She believes that he is friends with the department chair so won't complain through that route.

November 21, 2006

Pat called again to say that young woman had been in again. She is more fearful. I asked Pat if the faculty member was Matthew Manweller, she confirmed.

Spring Quarter 2007

Pat Cole called again. Said that the woman was much closer to coming in but was still frightened.

Dr. Cole stated she repeatedly encouraged [redacted] to file a written complaint against Dr. Manweller.

Dr. Matthew Manweller

Dr. Manweller's attorney advised that his client would not participate in my investigation; and due to the timing of these new allegations, I did not ask Dr. Manweller about these allegations as part of my First Investigative Report.

B. [redacted] Allegations

[redacted] has given conflicting statements about her interaction with Dr. Manweller. [redacted] most recent account is set forth in her Declaration dated January 8, 2013, which the attorney for Dr. Manweller provided to my office via letter dated January 8, 2013. See Exhibit K. Because [redacted] has not returned our calls, we have not confirmed with [redacted] if this is her Declaration or discussed with her any communications she has had with Dr. Manweller's attorney. [redacted] Declaration states, in pertinent part:

... I was not a victim, and that I did not consider any conduct by Dr. Manweller as harassing.

In my opinion, Dr. Manweller did not engage in any conduct towards me that I would consider harassing in any way, and I have no allegations to make.

From my interviews, it appears [redacted] gave a different account of her interaction with Dr. Manweller prior to signing her January 8, 2013, Declaration. My interviews are as follows:

[redacted]

I was unable to speak with [redacted] despite several efforts. From December 19, 2012 to January 7, 2013, Jonna Dengate of my office and I called and left voicemail messages for [redacted] to schedule an appointment. [redacted] never answered or returned our calls. We stopped attempting to contact [redacted] following the January 8, 2013 letter from Dr. Manweller's attorney, which included [redacted] Declaration. Ms. Dengate, however, did speak with [redacted] on one occasion.

Jonna Dengate

On December 18, 2012, Ms. Dengate called [redacted], to schedule an appointment with me to discuss her allegations of sexual harassment against Dr. Manweller. Per Ms. Dengate, [redacted] agreed to speak with me, but did not want, at that moment, to commit to a specific date or time. According to Ms. Dengate, [redacted] advised that she had her issues and dealt with it over two years ago, and had told Dr. Manweller that she was "not going to take it". [redacted] also told Ms. Dengate that CWU "really dropped the ball" in investigating her allegations, but since Dr. Manweller is now on his way to being a State Legislator he will have far less young women to prey on. A copy of Ms. Dengate's Memorandum from her call with [redacted] is attached as Exhibit A.

Alena Yastchenko

Ms. Yastchenko is Director for the CWU Interdisciplinary Studies Program (IDS Program) and a Psychology Professor. [redacted] is enrolled in the IDS Program taking classes in the Moses Lake and Ellensburg campuses.

According to Ms. Yastchenko, a requirement for graduating from the IDS Program is to have an exit interview with the IDS Program Director. On November 28, 2012, Ms. Yastchenko met with [redacted] for her exit interview. During the exit interview, Ms. Yastchenko asked [redacted] how her experience was at CWU. According to Ms. Yastchenko, [redacted] responded, "there was one experience I should of never had as a student." [redacted] stated she was one of probably several female students Dr. Manweller sexually harassed. [redacted] stated Dr. Manweller began sexually harassing her in 2010, by leaving her inappropriate voicemail and text messages asking her to leave her boyfriend so that he could sleep with her.

[redacted] saved the messages and used them against Dr. Manweller to get him to stop harassing her.

According to Ms. Yastchenko, [redacted] played the recordings for Dr. Manweller and threatened to give the recordings to the media if he did not stop harassing her. Dr. Manweller stopped harassing her after this meeting. According to Ms. Yastchenko, [redacted] was upset because she lost her boyfriend over her ordeal with Dr. Manweller.

Ms. Yastchenko condoned Dr. Manweller's behavior, and encouraged [redacted] to file a written complaint against Dr. Manweller. Ms. Yastchenko stated that [redacted] did not want to file a complaint against Dr. Manweller, because she was fearful he would not approve her political science minor and/or give her a letter of recommendation for law school. Ms. Yastchenko informed [redacted] that she may be obligated to report this incident to

Ms. Sleigh-Layman. She also informed [redacted] that she would review CWU policies to determine the appropriate protocol. See Exhibit M, e-mail from Alena Yastchenko to Kirk Eslinger, dated November 30, 2012, which reads in part:

Hi Kirk. Greetings from the Wenatchee campus.

Could I get some guidance from you as to what I should and could do with the information that accidentally came across my radar on Wednesday?

I was meeting with one of my Moses Lake students for her exit interview and we were just chatting about her experiences at CWU, how she enjoyed her classes, how it worked out for her to take classes both on the Moses Lake and the Ellensburg campuses, etc. She talked about several challenges she experienced and how she was able to address them when, all of a sudden, she told me about having been sexually harassed by Matt Manweller. She said she had evidence of his inappropriate phone calls because she had to record them in order to fight him and make sure he stopped harassing her and gave her the grades she deserved in the class.

.....

Ms. Yastchenko stated she followed up with [redacted] a week later after her exit interview to update her on her research of CWU policies concerning reporting incidents of sexual harassment. See Exhibit N, e-mail from Alena Yastchenko to [redacted], dated December 3, 2012. Ms. Yastchenko's e-mail states, in pertinent part:

Hi, [redacted] It was great to visit with you last week. I wanted to let you know that I have consulted with CWU policies and it turns out faculty are mandated reporters when it comes to sexual harassment and discrimination issues. Whether we learn about it directly or even get wind of such happenings, we have to report it to the Office of Equal Opportunity. Thus, I am planning to have a conversation with them today and you should be hearing from Ms. Staci Sleigh-Layman later this week to get some more information. Please do not be alarmed, as they are extremely skilled in handling such delicate matters. It is very helpful that you have Matt's advances recorded on your cell phone, since they rarely get tangible evidence of professor's abuse of their power over students.

Alena

Staci Sleigh-Layman

Ms. Sleigh-Layman is Director, At-Large Human Resources for CWU. She claims to have spoken to [redacted] on December 3, 2012, concerning [redacted] allegations of Dr. Manweller's sexual harassment. See Exhibit J, Memorandum of Conversation dated December 3, 2012. According to Ms. Sleigh-Layman, [redacted] reports receiving sexually suggestive text and voicemail messages from Dr. Manweller in 2010. [redacted] played the recordings for Dr. Manweller and told him she would give them to the media and the Republican Party if he did not stop harassing her. Dr. Manweller then stopped harassing her shortly thereafter.

Ms. Sleigh-Layman stated she encouraged [redacted] to file a written complaint and provide the recordings. Ms. Sleigh-Layman stated [redacted] is currently not willing to file a written complaint against Dr. Manweller. Per Ms. Sleigh-Layman, [redacted] told her that she feared Dr. Manweller would retaliate and not give her a letter of recommendation for law school.

According to Ms. Sleigh-Layman, [redacted] reports having the recordings saved on her old cell phone, and that she shared the recordings with her mother, who encouraged her to file a complaint against Dr. Manweller. [redacted] however, has not provided these alleged recordings.

[redacted] Mother

I have not spoken to [redacted] mother. According to Dr. Manweller's attorney, Douglas Nicholson, [redacted] mother alleges a female person (she presumes associated with CWU or OMW) called and asked her questions regarding [redacted] prior

comments about Dr. Manweller. See Exhibit L, attorney Nicholson's letter dated January 9, 2013. Mr. Nicholson's letter states, in pertinent part:

It has come to my attention that yesterday, January 8, 2013, a woman called [redacted] mother on her cell phone, regarding Dr. Manweller, and inquiring about an old cell phone owned by [redacted]. The female called wanted [redacted] mother to turn it over to her. The caller further threatened to come to the [redacted] home and get the phone. The caller also tried to pressure [redacted] mother, by saying that she had a duty to other women and asked if she cared for her daughter at all. The caller also became angry and proceeded to call [redacted] mother an ignorant woman.

.....

Dr. Matthew Manweller

Dr. Manweller's attorney advised that his client would not participate in my investigation; and we did not ask Mr. Manweller about these allegations as part of our First Investigative Report.

VI. FINDINGS

A. [redacted]

CWU had a Sexual Harassment Policy in effect in 2006, when [redacted] allegations allegedly occurred. The Policy stated, in pertinent part:

7.2 It is the policy of the University to maintain a work and academic community which is free of sexual harassment. Sexual harassment violates state and federal law and will not be tolerated. The University maintains and will continue to maintain, written policy that outlines the University's procedures for dealing with sexual harassment (see General University Policies and Organization #2-2.2.3.2; Policy on Sexual Harassment).

7.3 As stated in this policy, sexual harassment is defined as unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature when: submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or career advancement; submission to or rejection of such conduct by an individual; or such conduct has the purpose or effect of unreasonably interfering with an individual's work or creating an intimidating, hostile or offensive work or academic environment.

See Exhibit D.

[redacted], [redacted], [redacted], [redacted] and Dr. Cole appear credible and provided testimonial evidence suggesting Dr. Manweller violated CWU's Sexual Harassment Policy in 2006. For example, Dr. Manweller would have violated this Policy in 2006 by asking [redacted] sexually explicit questions (e.g., Are you having sex with your boyfriend? Are you on birth control? What is the wildest sexual thing you've done?) and asking [redacted] and [redacted] if they wanted to join him in a threesome.

However, [redacted] never filed a complaint with CWU; and this matter did not come to CWU's attention from [redacted]. CWU learned of this issue in 2012 from [redacted].

B. [redacted]

CWU had a Sexual Harassment Policy in effect in 2010, when [redacted] allegations allegedly occurred. See Exhibit E. The Sexual Harassment Policy states, in pertinent part:

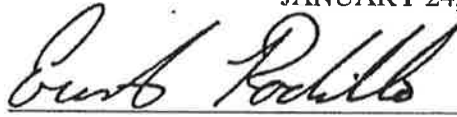
It is the policy of Central Washington University to maintain a work and academic community which is free from sexual harassment. Sexual harassment violates state and federal law and will not be tolerated by this institution. An individual in violation of this policy will be subject to informal or formal disciplinary action up to and including dismissal from employment.

For the purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or career advancement;
2. submission to or rejection of such conduct by an individual is used as a basis for employment decision or academic decision affecting such individual; or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work or creating an intimidating, hostile or offensive work or academic environment.

Ms. Yastchenko, Ms. Sleigh-Layman, and Ms. Dengate provided evidence to impeach [redacted] statements in her Declaration and to suggest Dr. Manweller's conduct toward [redacted] may have violated CWU's Sexual Harassment Policy. But, [redacted] appears to have no desire to cooperate with my investigation or state a complaint against Dr. Manweller. [redacted] also appears to have retracted her prior statements by the Declaration, or she may deny having ever made those prior statements. Due to [redacted] lack of cooperation, we have not made any further effort to talk with [redacted]; nor any effort to talk with [redacted] mother or to secure a copy of the alleged text or voicemail messages.

THIS INVESTIGATIVE REPORT WAS
COMPLETED ON
JANUARY 24, 2013


ERNEST RADILLO, ESQ.