

Northern Michigan University  
Marquette, MI. 49855

Complaint Number: 389-90  
File Class: 9900-9  
Sequential File Class:  
Public Safety and Police Services

NATURE OF COMPLAINT: GENERAL NON-CRIMINAL

Date Reported: 4/5/90  
Time Reported: 1000 hours

Date Occurred: 12/10/89 - 12/18/89  
Time Occurred: Unknown

Received By: Chant  
Answered By: La Duke

Time Dispatched: 1000 hours  
Time Cleared: 1100 hours

REPORTED BY: COUNCIL, ROGER L.  
Address: Meyland Hall  
City, State: Marquette, MI  
Telephone Number: 227-2888  
Mode of Receipt: Mail

VICTIM: [REDACTED]  
Address: [REDACTED]  
City, State: [REDACTED]  
Telephone Number: [REDACTED]  
Dob, Race, Sex: [REDACTED]

SUSPECT/ SUBJECT: GABEL, ANDY ALEXANDER  
Address: 2509 Partridge  
City, State: Northbrook, IL  
Telephone Number: (312) 480-4849  
Dob, Race, Sex: [REDACTED] W/M  
Prior Arrests:  
Disposition:

PROPERTY (Include serial number, model, make, value)

Stolen:                      Recovered:                      Confiscated:                      Damaged:

Witnesses: SEE ATTACHED SHEET  
Address:  
City, State:  
Telephone number:  
Dob, Race, Sex:

Details Of Incident: (Who, What, When, Why & How)

1/5/90, 1000 hours: CHANT received a copy of a memo from COUNCIL (Administrator-Sports Training) which requested guidance in the handling of some "incidents" that were alleged to have been perpetrated by GABEL (Speed skating Coordinator). The allegations were outlined in a memo signed by LUBS (Coordinator of Boxing). A copy of the memos from both COUNCIL and LUBS are attached to this report.

Due to the fact that GABEL is a full time employee of the University arrangements were made by John HAMMANG and CHANT for Robert HERNAN (Director of Personnel) and Victor LA DUKE (Assistant Director Public Safety) to conduct a parallel investigation. Additionally arrangements were made for COUNCIL to present when OTC (Olympic Training Center) athletes or personnel were interviewed.

1/5/90, 1403 hours: COUNCIL was interviewed by LA DUKE and he furnished the following information. According to COUNCIL, he first started hearing rumors about GABEL having sexual relations with [REDACTED] in the Fall of 1989 from LUBS. LUBS repeated the rumors on a couple of occasions but COUNCIL said

that he did not have any reason to believe the rumors and did not look into them.

On 3/26/90 at 2130 hours LUBS called COUNCIL at home and told him that he had received a call from MOORE who said that GABEL and [REDACTED] had sexual relations while in Italy at an international skating event. COUNCIL was told that the sexual relation occurred in the same room that KING was staying in and that KING was in the room at the time. LUBS also told COUNCIL that other "liaisons" occurred in Meyland Hall between GABEL and [REDACTED]

COUNCIL said that on the morning of 3/27/90 he discussed the information with KLEINSCHMIDT (Assistant Administrator). It was later decided that the allegations be discussed with CHANT. CHANT advised that these allegations might also be of concern to Personnel Office because of the coach/athlete relationship which existed. CHANT arranged for a meeting between HAMMANG (Director of Human Resources), KLEINSCHMIDT, COUNCIL, and himself on the afternoon of 3/28/90. The result of that discussion was that LUBS was going to be advised that no action could be taken on hearsay and that any and all allegations against GABEL must be put in writing. LUBS was subsequently notified by COUNCIL on 3/29/90.

COUNCIL said that he received LUBS written allegations on 4/3/90. COUNCIL then notified CHANT, HAMMANG, and R. THOMAS PETERS (Assistant to the President).

4/6/90, 1005 hours: LUBS was interviewed by HERMAN and LA DUKE and he furnished the following information. LUBS stated at the beginning of the interview that he did not like GABEL. LUBS said that one of the reasons for his disliking GABEL was his alleged involvement in drugs.

LUBS said that the night (approximately 2400 hours) before the North American Championships (which were held on 3/25/89 and 3/26/89) he was standing at the Meyland Hall desk when a telephone call was received from a speed skating coach from Chicago requesting to be picked up at the airport. The coach was not on the "pick-up sheet" so the Resident Manager asked LUBS what she should do about it. Since the person requesting to be picked up was a skater LUBS suggested that the Resident Manager notify GABEL, which she did. According to LUBS, the response that GABEL gave the Resident Manager was that he was already in bed, that he wasn't going to go to the airport, and that the person should have made arrangements in advance. LUBS said that at that point he went to the airport and picked the person up. After checking the person in at the desk LUBS and the Resident Manager were escorting him to his room. While en route he observed [REDACTED] coming out of GABEL's room wearing what appeared to be night clothing and carrying a blanket. In addition [REDACTED] was crying. LUBS said that this occurred between 0130 and 0200 hours. LUBS said that he later heard that the reason that [REDACTED] was crying was because GABEL told her that he wasn't going to have anything more to do with her. (LUBS could not recall who he had heard this from).

LUBS said that on or about 3/27/90 between 2200 and 2300 hours he received a telephone call from MOORE. MOORE called LUBS to complain about GABEL for a number of reasons, not specifically the sexual relations issue. (One of the issues discussed was that fact that GABEL was both a coach and a competitor which MOORE and other skaters were not happy about.)

During the conversation MOORE mentioned that GABEL and C. KING were roommates in Italy. KING allegedly told MOORE (in January of 1990) that GABEL and [REDACTED] went into their room while KING was there, that they went to bed

together, and it was obvious that they had sex. (MOORE said that KING indicated that they had a sheet over them and there was a rustling in the sheets. According to MOORE, KING did not actually observe them having sexual intercourse.)

LUBS said that he was told by "others" (LUBS could not recall names other than MOORE) that GABEL has bragged about having oral sex performed on him by a 14 year old skater (name unknown). LUBS said that he does not know where or when this may have occurred.

LUBS went on to say that he believed that the relationship between GABEL and [REDACTED] was a sexual, but consensual one. LUBS said that he believes that GABEL "manipulated" [REDACTED] into their relationship (in the sense that he is much older, the number 1 skater in the country, and he is a coach) but that he did not use any force or coercion. LUBS said that during the past 2 years he has observed GABEL and [REDACTED] spending a lot of time together (just the two of them) doing such things as eating meals, watching television, falling asleep together on a couch, and on one occasion LUBS observed [REDACTED] laying on GABEL'S bed with GABEL straddling her giving her a message. LUBS said that the door was open to GABEL'S room and both were dressed. LUBS said that he had never seen GABEL and [REDACTED] socializing outside of the residence hall.

LUBS stated that ARSENEAU has been in the skating program for a long time and may have some additional information concerning the relationship between GABEL and [REDACTED]. LUBS also said that O'ROURKE was extremely upset over the relationship between GABEL and [REDACTED], to the point where he was allegedly going to call [REDACTED] parents over the issue.

At the completion of the interview LUBS was requested to complete a written statement. LUBS was provided with statement forms which he stated he would complete and submit on 4/9/90.

4/6/90, 1150 hours: O'ROURKE was interviewed by HERMAN, COUNSIL, and LA DUKE and he furnished the following information. (It should be noted that LUBS stated that O'ROURKE was extremely upset over the relationship between GABEL and [REDACTED], to the point where he was allegedly going to call [REDACTED] parents over the issue.) O'ROURKE (OTC Boxer) stated that on a number of occasions he has seen [REDACTED] going into or out of GABEL'S room and then closing the door. On at least 2 occasions between August and December of 1989 he saw [REDACTED] either going into GABEL'S room or coming out. This generally occurred between 2230 and 2300 hours. O'ROURKE said that he does not know how long she spent there. O'ROURKE said that he believed that GABEL and [REDACTED] were having sexual relations but did not know for certain. O'ROURKE said that his belief was based on the fact that [REDACTED] was going into or out of GABEL'S room late in the evening and the door was closed coupled with the fact that he had heard rumors to this effect. (O'ROURKE could not say whom specifically he heard the rumors from.)

O'ROURKE said that GABEL and [REDACTED] spend a lot of time together watching TV and eating meals but he has never seen them socializing outside of the residence hall. O'ROURKE said that he believes that the relationship between GABEL and [REDACTED] is a consensual one and that GABEL is not using any force or coercion on [REDACTED]

O'ROURKE went on to say that on one occasion a girl who was supposedly GABEL'S girlfriend came to the University to attend a skating camp and [REDACTED] got "real mad like she was jealous.

At the completion of the interview O'ROURKE was requested to complete a written statement. O'ROURKE was provided with statement forms which he said he would complete and then submit on 4/9/90.

4/6/90, 1420 hours: C. KING was interviewed by HERMAN, COUNSIL, and LA DUKE and he furnished the following information. KING said that while in Italy he and GABEL shared a room together for approximately 1 week. KING said that there was only one large bed in the room. During that week there were several occasions when he, GABEL, and [REDACTED] would take naps together on the bed. These naps would occur at various times of the day, evening, and night but [REDACTED] never spent the entire night in their room. KING said that there were also occasions when [REDACTED] would give back rubs to both he and GABEL.

KING said that he believes that there is a personal relationship between GABEL and [REDACTED] but he doesn't know this for sure. KING said that he has never seen GABEL and [REDACTED] holding hands or kissing or showing any other outward signs of affection.

KING stated that "if anyone had the impression that I said that they had sex together they're wrong". KING denied ever telling anyone that GABEL and [REDACTED] had sexual relations while they were in Italy. However KING does recall that in January of 1990 he spoke with MOORE in regards to the relationship between GABEL and [REDACTED] and the fact that [REDACTED] had, quite often, been in the room that he and GABEL were sharing while in Italy. KING recalled discussing the fact that [REDACTED] took some naps in the room and gave GABEL back rubs but did not recall being anymore specific than that. KING said that both he and MOORE suspected that GABEL and [REDACTED] were having sexual relations based on rumors (from other unnamed athletes) that they heard and felt that if the rumors were true that GABEL had a "serious problem".

At the completion of the interview KING was requested to complete a written statement. KING was provided with statement forms which he said he would complete and submit at a later time.

4/9/90, 1105 hours: ARSENEAU was interviewed by HERMAN, COUNSIL, and Investigator La Duke and he furnished the following information. ARSENEAU stated that he has known GABEL for approximately 5 years and [REDACTED] for approximately 3 years, therefore he knows them both quite well. ARSENEAU said that GABEL and [REDACTED] are and have been close friends but he is not aware of them having any type of sexual relationship. According to ARSENEAU, the relationship between GABEL and [REDACTED] started approximately 3 years ago when [REDACTED] made the [REDACTED] which he and GABEL were already on (at that time GABEL was not in a coaching capacity). ARSENEAU said that GABEL and [REDACTED] spend a lot of time together in Meyland Hall and because they are on the World Team they travel together a lot. (ARSENEAU said that if they are in GABEL's room the door is usually open). ARSENEAU said that he has never seen GABEL and [REDACTED] socializing outside of the residence hall.

At the completion of the interview ARSENEAU was asked to complete a written statement. ARSENEAU was provided with statement forms which he stated he would complete and submit by 4/10/90.

4/9/90, 1415 hours: MOORE was interviewed by HERMAN, COUNSIL, and Investigator La Duke and he furnished the following information. MOORE stated that in January of this year his roommate, C. KING, told him that while he was in Italy for a skating competition he was in bed with the lights

out when GABEL and [REDACTED] came into the room and got into a bed together, (It was MOORE's understanding that there were two beds in the room). According to MOORE, KING told him that the covers on the bed that GABEL and [REDACTED] were in were rustling for sometime and MOORE was left with the impression that GABEL and [REDACTED] had sexual intercourse. MOORE said that KING did not tell him that he actually observed GABEL and [REDACTED] having sex or how long [REDACTED] stayed in the room. MOORE said that it is not unusual for athletes of the opposite sex to sleep in the same room however it is unusual for them to sleep in the same bed.

MOORE said that he has known GABEL for approximately 12-13 years and [REDACTED] for approximately 4 years. MOORE said that he has never seen GABEL and [REDACTED] socializing outside of the residence hall. However MOORE said that on numerous occasions GABEL has told him about how he had gone out on a date with [REDACTED] and that she paid for everything.

MOORE said that he believes that the relationship between GABEL and [REDACTED] is a consensual one and that there was no force or coercion on the part of GABEL.

At the completion of the interview MOORE was requested to complete a written statement. MOORE was provided with statement forms which he stated that he would complete and submit at a later time.

4/10/90, 1300 hours: ARSENEAU submitted his written statement which is attached to this report.

4/12/90, 1400 hours: LUBS submitted his written statement which is attached to this report.

4/17/90, 1030 hours: MOORE completed a written statement which is attached to this report. It should be noted that MOORE stated that after his previous interview he spoke with KING in regards to the incident which occurred in Italy. MOORE said that KING told him that there were two beds in the room that he and GABEL were staying in but they pushed them together to make one large bed.

4/17/90, 1130 hours: KING completed a written statement which is attached to this report. KING clarified the issue of the bed which was in his room in Italy. According to KING, when he and GABEL arrived at their room there were 2 twin beds which were pushed together and only 1 blanket. KING said that they couldn't get another blanket and therefore left the beds pushed together.

Due to the fact that none of the allegations concerning sexual relations between GABEL and [REDACTED] could be substantiated, there is no further action contemplated by this department.

*Victor J. LaDuke*

Victor J. La Duke  
Investigator, NMU Public Safety

COMPLAINT CONTINUED:

COMPLAINT #389-90

ADDITIONAL WITNESSES:

MOORE, PATRICK A.  
328 Meyland Hall  
Marquette, MI  
227-4490

[REDACTED] W/M

KING, CHARLES B.  
328 Meyland Hall  
Marquette, MI  
227-4490

[REDACTED] W/M

LUBS, DAVID E.  
Meyland Hall  
Marquette, MI  
227-2888

[REDACTED] W/M

ARSENEAU, BRIAN DOUGLAS  
326 Meyland Hall  
Marquette, MI  
227-4488

[REDACTED] W/M

O'ROURKE, TRACY ALLEN  
355 Meyland Hall  
Marquette, MI  
227-4511

[REDACTED] W/M

S T A T E M E N T

I HAVE BEEN INFORMED BY Victor Laduke THAT HE/SHE IS AN OFFICER OF THE NORTHERN MICHIGAN UNIVERSITY PUBLIC SAFETY DEPARTMENT.

I MAKE THE FOLLOWING STATEMENT FREELY AND VOLUNTARILY, AND IT IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE:

DATE: 4-5-90 TIME: 1:00 pm

David E. Lube  
SIGNATURE

ADDRESS: 1701 Lincoln Apt #18

DATE OF BIRTH [REDACTED]

TELEPHONE NUMBER: 227-4395

WITNESSED BY: Victor J. Laduke  
PUBLIC SAFETY DEPARTMENT

PRINT IN BLUE OR BLACK INK!

- S T A T E M E N T -

This statement concerns the behavior of Andrew Gabel (Coordinator/Coach USOEC Speed Skating Resident Program) This statement will contain my general perceptions along with my own personal observations and observations relayed to me by others.

Andy Gabel came to the center as Coordinator in the fall of 1988. At that time I was the one that Andy seemed to confide in as I was also living in the dorm at Meyland Hall and I was also a sport coordinator (Boxing).

After Andy was here a short length of time he approached me concerning a problem that he had. He told me that he was having problems with Keith King and wanted to remove him from the program. However, Keith had some things on him and was afraid that he would tell if he was removed. Andy told me that he had supplied marijuana to some skaters the previous year here at the center and that they had smoked together. Keith did not participate but was present. Andy asked me if I thought he should go to Jeanne Woods (his superior) and tell her before Keith had a chance too. I questioned him as to if he was still involved in the stuff and he had told me that he was not and that he had changed because he was going to dedicate himself to his sport. I suggested that he not tell Jeanne as I was sure she would remove him from the program. This situation was the first to indicate that Andy was in a compromised position in his job. It also indicated to me that wasn't the person I thought he was.

Soon after this time I began to see and hear about many problems with Andy in the position of Coordinator. Most of these problems stemmed from the fact that he was a coach and a competitor. I felt that his general lack of concern for the betterment of his athletes was evident. In one situation he told me that he could not coach Charles King to the level that he was able because he would have to compete against him at a latter date. I also observed at the North American Championships last year, what appeared to me as a direct failure on the part of Andy to keep one of his athletes from being disqualified. A skaer must have his number on his back when in a race. Charles King went out to a race without his number. A lady from Thunder Bay and a lady from Australia had observed this (they were standing next to me in the upper deck of the ice rink) and commented on how Andy would not tell Charles because he would have to race against him later. Charles was infact disqualified. It is hard to remember now the incidents that caused me to know that Andy was in a bad position and could not handle it.

During the same period of unrest with the skaters because of the Coach/Athlete position, I began to observe his regular companionship with a rather young girl. At first I thought the girl had an interest in Andy because he was the Coordinator, Coach, Olympian, Leader, etc. but as time went on I was positive that Andy's interest was sexual both by my observations and what others had told me. I observed this girl ( ) in the company of Andy on many occasions. I observed them sleeping together on the couch in the TV room. I observed Andy rubbing the girls back in his room on his bed and later the door was closed and it was my understanding she was still in there. I also observed her leaving his room late at night (1:30 - 2:00 am) after telling the desk person that he could not make an airport run because he was in bed. was dressed in night cloths, had a blanket in her arms and was crying. I was told later that Andy had informed her that he was not going to see her any more and she was upset.

\_\_\_\_\_ This was also a skater that was at the center for a camp. Much of this was reported to my superior a year ago, about this same time.

The incident in Italy came to my attention in the following manner. I received a phone call from Pat Moore concerning the general discontent of the skaters and his frustration concerning the entire situation. During this conversation he told me that Charles King and Andy were room-mates while in Italy and one night Andy brought \_\_\_\_\_ into the room and then into his bed. Pat told me that it was obvious to Charles that they had sex. It was explained to me that they thought Charles was asleep. I called my Superior (Roger Council) as soon as I was finished with Pat's conversation. Several days later I was asked to make a written statement which I gave to Roger.



S T A T E M E N T

I HAVE BEEN INFORMED BY J. J. LaOuka THAT HE/SHE IS AN OFFICER OF THE NORTHERN MICHIGAN UNIVERSITY PUBLIC SAFETY DEPARTMENT.

I MAKE THE FOLLOWING STATEMENT FREELY AND VOLUNTARILY, AND IT IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE:

DATE: 4/17/90 TIME: 11:40 A.M. Charlie Kinn  
SIGNATURE

ADDRESS: 328 MEYLAND HALL DATE OF BIRTH [REDACTED]

TELEPHONE NUMBER: (906) 227-4490

WITNESSED BY: Victor J. LaOuka  
PUBLIC SAFETY DEPARTMENT

PRINT IN BLUE OR BLACK INK!

- S T A T E M E N T -

While I was in Aosta, Italy I experienced occasional visits from [REDACTED] Andy Gabel was staying in the room with me and was usually the person that [REDACTED] came to see. I observed massages and casual conversation between the two. [REDACTED] also took naps with us during the day and the room was too dark to observe any interaction between them. [REDACTED] never slept in our room for the entire night but spent some time in our room. I did not ever observe them making sexual contact.

In the beginning of the month of January I can somewhat recall talking to Pat Moore about what was happening between the two. We both felt that if Andy was doing anything sexual with [REDACTED] that he seriously had a problem. There was no conversation about knowing that he had sexual intercourse because it was all word of mouth. and I told Pat that [REDACTED] had come into our room in Italy to take naps and suspicion had arisen in him. This suspicion w/ Pat and many other skaters had not been acted upon because our sport, like any sport, has rumors. It is hard to know for sure when something is truly going on.

S T A T E M E N T

I HAVE BEEN INFORMED BY V.S. WOLKE THAT HE/SHE IS AN OFFICER OF THE NORTHERN MICHIGAN UNIVERSITY PUBLIC SAFETY DEPARTMENT.

I MAKE THE FOLLOWING STATEMENT FREELY AND VOLUNTARILY, AND IT IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE:

DATE: 4-17-90 TIME: 11:10 am

Paul Mone  
SIGNATURE

ADDRESS: 328 Mayland Hall

DATE OF BIRTH [REDACTED]

TELEPHONE NUMBER: 227-4490

WITNESSED BY: Victor LaDuke  
PUBLIC SAFETY DEPARTMENT

PRINT IN BLUE OR BLACK INK!

- S T A T E M E N T -

Getting back from Christmas break I was speaking with my roommate about, Charles King. about what has been going on in his life. The usual stuff was talked about but then he mentioned an occurrence between Andy Gabel + [REDACTED] in Italy during a team competition in Italy. Charles said he was in bed, one of two single beds pushed together in order to share one blanket, when Cindy + [REDACTED] came in and got in bed next to him. They woke him up but he soon fell asleep again after noticing restling going on for more then a normal period to get settled in bed. It wasn't talked about too much between Charles + I because there has been situations like this between Andy + [REDACTED] going on for some time - about two years. Last year [REDACTED] was seen by our R.A. in Mayland Hall coming out of Andy's room at 1:30 crying with her pillow + blanket in hand and dressed in sleeping attire. No report or anything was done.

I was then talking to Dave Lubbs about the incident in Italy sometime in March, and he became outraged

about the incident and mentioned something should be done. Dave already knew about the incident last year and said he had observed other things that rose ~~suspicion~~ <sup>suspicion</sup> concerning the relationship between Andy + [REDACTED].

To Dave + I Andy's intentions appeared to be under handed. He never treated her as a girlfriend except in private. It was more of a convenience for Andy. He acted in a manner as if to see what he could <sup>get</sup> from her even when it came to money. He would brag to me <sup>about</sup> how she paid for dinners when they went out.

This ~~kind of~~ <sup>kind of</sup> relationship wasn't new. Almost the exact ~~some kind of~~ same thing happened with a girl 3 years ago. That is why if it was not for Dave Lubbs mentioning this to his superiors it might never have come to attention. I believe I've become somewhat callused about the whole situation. I've mentioned to Andy that it is not normal to be with such young girls + so have his friends at home, but he took no action to change. Even our coach for 4 years knew Andy was involved with younger girls but he never mentioned anything.

In the above state about Andy + [REDACTED] coming into Charles room + getting in bed, ~~there~~ <sup>it</sup> was understood that they were having sex because of the noise going on but since the room was dark there was no visual

STATEMENT

I HAVE BEEN INFORMED BY V.J. GDUKE THAT HE/SHE IS AN OFFICER OF THE NORTHERN MICHIGAN UNIVERSITY PUBLIC SAFETY DEPARTMENT.

I MAKE THE FOLLOWING STATEMENT FREELY AND VOLUNTARILY, AND IT IS TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE:

DATE: 4-10-90 TIME: 10:00 Brian D. Aseneau  
SIGNATURE

ADDRESS: 326 Meyland Hall, NMU DATE OF BIRTH [REDACTED]

TELEPHONE NUMBER: 22794488

WITNESSED BY: V.J. GDUKE  
PUBLIC SAFETY DEPARTMENT

PRINT IN BLUE OR BLACK INK!

- STATEMENT -

As far as I am aware Andy Gabel and [REDACTED] have not had a sexual relationship. The incident described to me by Charles King last Thursday, was of hearing a great deal of rustling in the bed next to him while he was trying to sleep. Charles knew that Andy and [REDACTED] were on the bed, but did not look to see what was happening. On that same trip to Italy in December, 1989, I observed Andy and [REDACTED] giving each other massages, which could explain the sounds Charles heard. Concerning the rumor amongst the skaters about Andy and [REDACTED] being more than just friends, I feel that a standing joke about Andy dating minors, contributed to its acceptance. Andy and [REDACTED] spend a lot of time together in the dorm, in Andy's room. The only reason I have noticed this is that Andy's door has been open occasionally. No one to my knowledge has ever seen Andy and [REDACTED] doing anything of a sexual nature.

INCIDENT  
TELEPHONE CALL OF MARCH 27, 1990

On the evening of March 27, I received a telephone call at my home from Pat Moore, a speed skater in the resident program with the USOEC.

In this conversation several statements were made compelling me to contact my head of department, Roger Council and informing him of what was said.

In the conversation I was informed that Andrew Gabel, Coordinator for the speed skating program, while in Italy for an international event, was observed by his room mate Charles King. It was reported to me that Mr. King was thought to be asleep and Mr. Gabel brought a female into the room and then took her to bed for what was reported as obvious sexual contact.

It was also reported that Mr. King identified the young lady as being [REDACTED]

I had no reason to doubt that the statements made were not true. I had observed Mr. Gabel taking [REDACTED] to his room in Meyland Hall several times in the past two years. At least two of these times [REDACTED] was in night cloths. During one of these observations [REDACTED] was in Mr. Gabel's room in excess of two hours leaving around 2:00 am.

[REDACTED] At the time I lived in the dorms, I felt it was common knowledge that Mr. Gabel was having sex with minors. On one occasion someone put a note on his door which read: "15 will get you 20".

These previous incidents were reported to my superiors.

I make this statement knowing what I say here is the truth to the best of my knowledge.

David E. Loh  
Coordinator of Boxing

24-3-90

**M E M O R A N D U M**

April 3, 1990

TO:           Mr. John Hammang  
              Director of Human Resources

              Mr. Ken Chant  
              Director of Public Safety

FROM:       Roger Counsil, Ed. D. *RLC*

RE:          Incident Report

The enclosed account was submitted to me today by Mr. Dave Lubs, our coordinator of boxing. I am forwarding it to you. I would appreciate your guidance as to the handling and disposition of this letter. Please let me know at your earliest convenience.

INC\_RPT.MEM

Enclosure

cc: R. Thomas Peters

MEMORANDUM

TO: Dr. Roger L. Council  
FROM: Kenneth A. Chant /K  
DATE: April 10, 1990  
RE: Results Of Investigation:  
Allegation of Sexual Misconduct

We recently completed a comprehensive investigation into allegations of sexual misconduct. As you know, these allegations were made by one member of your staff against another staff member. Since these allegations, if founded, could have resulted in criminal prosecution, and/or disciplinary action, we asked that Mr. Robert Herman, Director of Personnel, conduct a parallel investigation.

In our review of the original allegations, we determined that they were made on hearsay, without any direct or first hand knowledge of sexual misconduct. There were five interviews conducted with students or staff who might have been in a position to provide first hand information or substantiate other information.

None of the interviews revealed any information other than hearsay. In fact, in one crucial interview, the hearsay reported by others was denied by the individual it was attributed to.

The result of the investigation conducted by Mr. Victor LaDuke, revealed no basis for a criminal complaint. All investigative leads were followed to their logical conclusion. We were unable to confirm or substantiate any of the allegations. There is no further action contemplated by this department. This complaint is considered closed as unfounded.

If you have any questions, or need additional information, please feel free to contact me at your convenience.

cc: Mr. John Hammang  
Mr. Robert Herman  
Mr. R. Thomas Peters, Jr.  
Complaint #389-90 (9900-9)



Northern  
Michigan  
University

Personnel Department  
(906) 227-2470  
Employment Office  
(906) 227-2330  
Marquette, MI 49855-5327

MEMORANDUM  
April 19, 1990

TO: Mr. John M. Hammang  
FROM: Robert W. Herman *[Signature]*  
RE: ALLEGATION OF SEXUAL MISCONDUCT

Per your request, I participated in the investigation process with Mr. Victor LaDuke of the Public Safety and Police Services Department regarding the allegations made against one of our employees relative to their conduct with a student. After several interviews including an eye witness to one of the alleged incidents, the information received was speculative and not substantive. There is no reliable evidence of inappropriate behavior on the part of the employee, and I recommend the matter be dropped.

If you have any questions, please advise.

RWH:LDS

cc: Mr. Kenneth Chant  
Mr. Victor LaDuke ✓





Northern  
Michigan  
University

VI ✓  
PW  
Personnel Department  
(906) 227-2470  
Employment Office  
(906) 227-2330  
Marquette, MI 49855-5327

MEMORANDUM  
April 19, 1990

TO: Mr. John M. Hammang  
FROM: Robert W. Herman *[Signature]*  
RE: ALLEGATION OF SEXUAL MISCONDUCT

Per your request, I participated in the investigation process with Mr. Victor LaDuke of the Public Safety and Police Services Department regarding the allegations made against one of our employees relative to their conduct with a student. After several interviews including an eye witness to one of the alleged incidents, the information received was speculative and not substantive. There is no reliable evidence of inappropriate behavior on the part of the employee, and I recommend the matter be dropped.

If you have any questions, please advise.

RWH:LDS

cc: Mr. Kenneth Chant ✓  
Mr. Victor LaDuke

USOEC/NMU MEDIA RELATIONS ATHLETE PROFILE

PLEASE FILL OUT THE FRONT AND BACK OF THE FORM. THE INFORMATION WILL BE USED FOR HOMETOWN NEWSPAPER RELEASES AND OTHER PRESS RELEASES. IF MORE SPACE IS NEEDED, PLEASE ATTACH ADDITIONAL SHEETS OF PAPER. THANK YOU FOR YOUR HELP.

FULL NAME: [REDACTED]

SPORT: Short track Speedskating

BIRTHDATE: [REDACTED] HEIGHT: [REDACTED] WEIGHT: [REDACTED]

SCHOOL ATTENDING: NMU, MSHS, NONE OR OTHER (PLEASE EXPLAIN) [REDACTED]

YEAR IN SCHOOL: [REDACTED]

MAJOR: [REDACTED] MINOR: [REDACTED]

NMU PHONE NUMBER: 227 [REDACTED]

HOMETOWN ADDRESS: [REDACTED]

HOMETOWN PHONE NUMBER: [REDACTED]

HOMETOWN NEWSPAPERS: [REDACTED]

LIST ANY INFORMATION THAT MIGHT MAKE A FEATURE STORY (FOR EXAMPLE: PLAYED THREE SPORTS IN SCHOOL; WAS ALL STATE ATHLETE; FAMILY MEMBERS ALSO TOP ATHLETES; OVERCAME HEALTH PROBLEMS OR INJURIES TO COMPETE; STARTED SPORT WHEN 30; GRADUATED TOP STUDENT FROM SCHOOL; WAS ON DEAN'S LIST THREE SEMESTERS IN A ROW; NEVER LOST A COMPETITION; ANYTHING ELSE THAT COULD BE CONSIDERED A HUMAN INTEREST STORY)

[Empty lines for additional information]

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OR WORLD TEAM: [REDACTED]

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[REDACTED]