



June 10, 2016

Dear Nanette and Kimberly,

The first part of this response can be attributed to me and is background and an overview of the university response.

Background and Overview

The November 2013 locker room incident was initially investigated by law enforcement and referred to the University's Office of Student Conduct.

In early 2014, students approached members of the Intercollegiate Athletics' administration with concerns about the football strength and conditioning program, including the circumstances surrounding the locker room incident. Former Director of Intercollegiate Athletics, Sandy Barbour, and Deputy Director of Intercollegiate Athletics, Solly Fulp, took immediate steps to address the issue.

Solly Fulp reports that he promptly reached out to the students, their parents and the coaches. In addition, Fulp recommended that the campus initiate a third-party review of the coaching practices in this area. As a result, the campus retained Jeff Tanji, M.D., who specializes in sports medicine at the University of California, Davis. In addition, at the request of Dr. Tanji, the campus retained an independent strength and conditioning coach, John Murray, to assist Dr. Tanji with the review.

These experts were retained to conduct a comprehensive review of football's strength and conditioning program. *(Please note: the letter from the University requesting the independent, third party inquiry is attached).*

Dr. Tanji and Mr. Murray determined how to conduct this investigation and were provided unfettered access to student-athletes, coaches and anyone they wanted to talk to in connection with their review.

Our records show 20 student-athletes were chosen at random to interview (of which seven participated) and another nine invited to be interviewed (of which seven agreed to interview). Dr. Tanji and Mr. Murray interviewed students separately, not in groups, for approximately 20-40 minutes each and also interviewed coaches and other individuals involved with the program. The information they provided was confidential in that it was not attributed directly to any individual. In addition, throughout the course of the investigation, additional individuals who were referred to them were also included in the interview process.

Dr. Tanji's and Murray's final report concluded that Coach Harrington's coaching style and approach was appropriate and consistent with the standards, values and best practices of Division I athletic programs and found no issues with the program's strength and conditioning practices.

I want to clarify a few other points that I have verified with our Coach and Assistant Coaches.

The student-athlete involved in the locker room incident was on the sideline for the game but there was never intention that he would play. The incident occurred on a Friday evening, the game the following morning, and at the time we were still in the process of addressing the issue and determining the facts through the appropriate campus processes.

It is also important to note that Athletics does not investigate nor adjudicate cases involving student-athletes; these are referred to the University's Office of Student Conduct where all student discipline is addressed. There is not a separate disciplinary approach for student-athletes v. non-student-athletes.

Given the FERPA laws that protect students, I cannot comment further on the specifics surrounding the report from student conduct. But, I can tell you that we followed all required procedures and the Office of Student Conduct was involved throughout this process.

Dr. Tanji's Report: Review of Football's Strength and Conditioning Program

While Dr. Tanji's report found that Cal Football's strength and conditioning program met contemporary standards of practice, we have made changes that in many cases go beyond those standards. We continue to explore measures that can further enhance the safety of our student-athletes.

Coach Harrington's direct supervisor reviews the design of all football workouts and personally observes all but the most routine team workouts. Where warranted, medical staff review of workout design is included to insure safety. All workouts are reviewed based and have a second level of review as indicated. Also, a member of the sports medicine staff is present at every workout (and has been for years), and, our sports medicine staff has the unquestionable authority to stop workouts.

Current Culture of Our Football Program

Finally, with regard to the culture and norms of our football team, as with any team, we want our student-athletes to be accountable to each other. We try to make sure they are motivated and understand the importance of doing things the right way. In no way do we encourage or condone any conflict between members of the team. Coach Harrington has clarified what he hoped and expected with regard to peer accountability. He expected the teammates of the student-athlete involved in the locker room incident to express to him

the importance of being accountable and doing things the right way, but in no way did he encourage or condone any physical contact between members of the team. He has and will continue to condemn what happened without reservation.

Coach Dykes has also condemned these acts and has been supportive and leading the effort to continue to enforce accountability. He responded immediately to these incidents too and ensured that all policies and procedures were followed.

We are focused on building a culture of accountability and trust within our football program (as we are with all of our sports). The academic and athletic turnaround with football is significant and well documented. The culture within our football program is noticeably improved and our student-athletes understand what is expected from them and know they should hold themselves and one another to the highest standards at all times, whether that's on the field, in the classroom or in the community. We are very proud of the strides our team has taken both on the field and in the classroom and will continue to get better every day in all we do.

Thank you for your inquiry. We appreciate your time and professionalism on this matter and trust our responses will not be taken out of context.

Sincerely,

Wesley Mallette
Associate Athletics Director
Cal Athletics