Chrystal Marcum <marcumc41223@hocking.edu>

RE: Concerning Behavior From Hocking College Employee

1 message

[redacted] Wed, Apr 5, 2023 at 10:13 AM

To: "marcumc41223@hocking.edu" <marcumc41223@hocking.edu>

Hi Chrystal,

I hope all is well! I am reaching out due to concerning behavior from my previous supervisor, Kevin Lowry.

Last night (4/4/2023), Kevin reached out at 7:59pm requesting to ask a question regarding my personal affairs. Not thinking much of it as we both shared details of our personal lives while working together, I engaged in the conversation. He unexpectedly engaged in what I considered to be flirtatious behavior.

As I am no longer a Hocking College student or employee, I'm not wishing to report that behavior. My intention behind including this was to provide background context I believe is relevant to the report.

I attempted to change the subject to my recently adopted kittens due to my uncomfortability. Kevin engaged with my texts momentarily before changing the subject. He inquired about the sexuality o[redacted]s a student at Hocking College and his employee. I declined to share that information with[redacted] for sure his reasoning behind this, I believe that this was sexual in nature.

In January, Kevin previously made a comment to me which I brushed under the rug. I did not want to think negatively of my supervisor with whom I had developed a friendship with.

[redacted] student at Hocking College, came into the Housing office to discuss his withdrawal from college housing. Kevin, upo[redacted]eaving, shut the door. He then commented to me, "This is between you and I...I wish he didn't have a boyfriend because I would fuck the shit out of him."

I'm reporting these incidents as there has now been repeated behavior regarding Kevin and his behind the scenes behavior with students. My concern is that Kevin may physically engage with a student. Due to the power dynamic and what we know about consent, the student could not freely give consent.

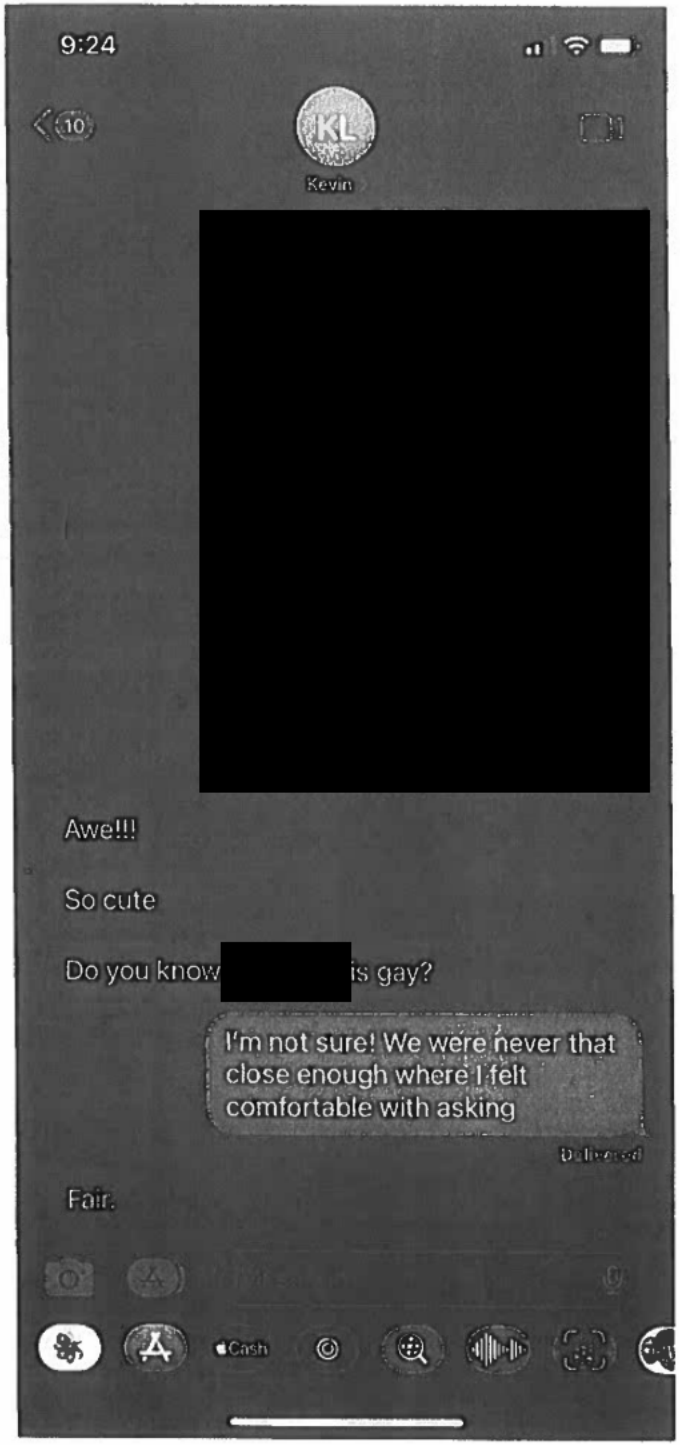
Attached you will find a screenshot of the texts he sent regarding[redacted] You will also find a screenshot of his contact on my phone. This is to confirm that it is Kevin Lowry via his personal cell number.

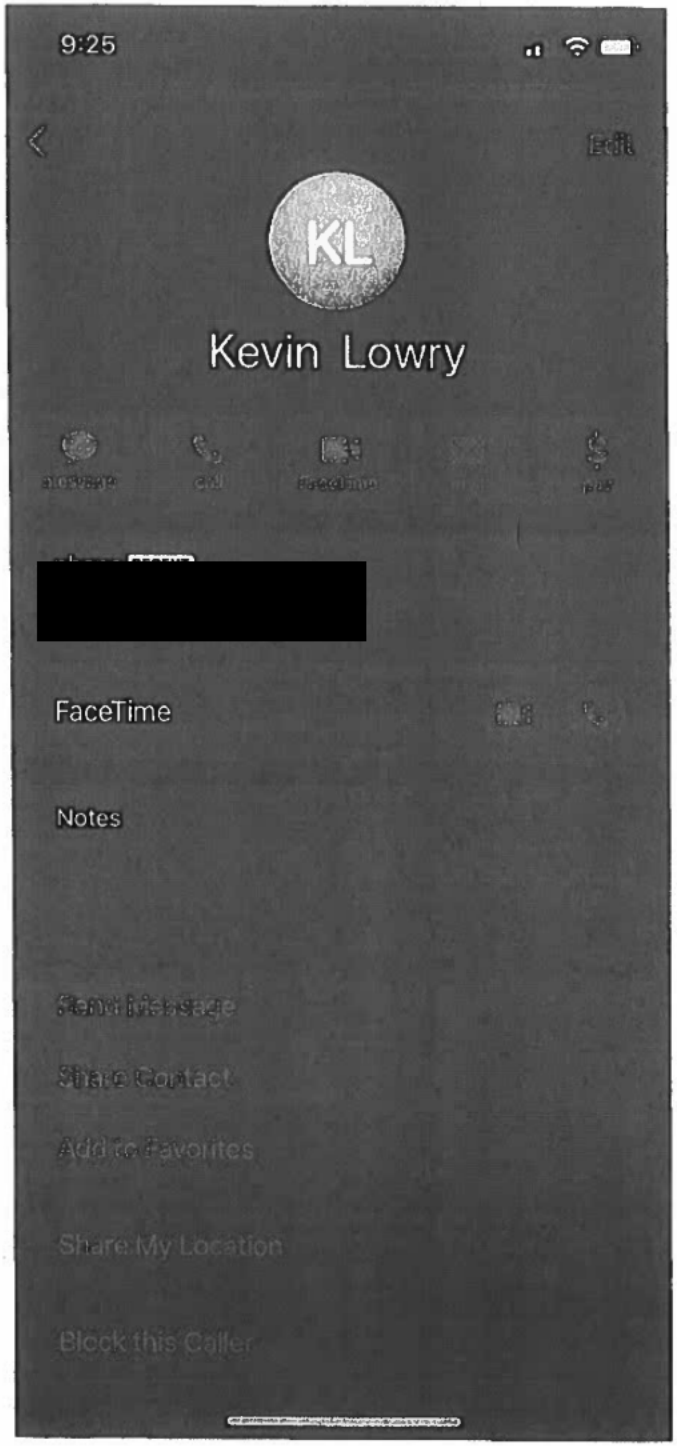
Thank you,

[redacted]

2 attachments

[redacted]MG_3649.jpg
63K


9:24
10
KL
Kevin
[redacted]
Awe!!!
So cute
Do you know [redacted] is gay?
I'm not sure! We were never that close enough where I felt comfortable with asking
Delivered
Fair.
Cash


9:25
Edit
KL
Kevin Lowry
FaceTime
Notes
Share Contact
Add to Favorites
Share My Location
Block this Caller

4/11/2023 -

I met with Kevin L. today. I gave him [redacted] email that was sent to HR. After he read the email, we spoke about the contents. He admitted to asking [redacted] about [redacted] sexual orientation. He stated that he was concerned about [redacted] and wanted to inquire of someone or one of [redacted] peers who knows him. I counseled him that his behaviors could be viewed as inappropriate. I stressed that inappropriate conversations, comments and/or actions will not be tolerated and is unacceptable. I reminded him of our mandate related to Title IX. I encouraged him to stay focused and to continue to a

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good job. I expressed that he is doing well and is respected on campus by stakeholders. One wrong decision could tarnish all the good work he is doing. I requested that he refrain from any conversation or actions of a sexual nature with students.

[redacted] 4/11/2023 2:15 p.m

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HOCKING COLLEGE

INVESTIGATION

PARTIES INVOLVED: Kevin Lowry, Director of Housing and Student Relations
Various Hocking College Students
[redacted] rmer HC Student/Student Employee
Director of First Year Experience & DEI

DATE OF INCIDENT: Academic Year 2022/2023
Academic Year 2023/2024

Accused Employee Info:

Kevin Lowry has been an employee at Hocking College in the role of the Director of Housing and Student Relations since November 7, 2022. His role is a student-facing position with access to personal information regarding the students themselves including their dorm room assignments, cell phone numbers, class schedules, birth dates and sexual orientation/gender identity.

Complaint:

Multiple students reported that Kevin Lowry (KL), Director of Housing and Student Relations has been having inappropriate relationships with students and has been trying to force sexual conversations with students. It was also reported that KL used his personal cellphone and his Hocking College email to communicate with the students directly. The students who reported this information named students that have experienced this with KL.

[redacted] **Statement:**

[redacted] met with Chrystal Marcum (HR), Director of Human Resources and Deputy Title IX Coordinator, and Terry Hill (TH), Faculty, Physical Therapy Assistant and Title IX investigator. This meeting was scheduled via for December 6, 2023 at 10:00 am. [redacted] brought along another classmate [redacted] to the meeting. [redacted] explained the Title IX process and [redacted] began to explain their experience.

[redacted] stated that [redacted] a student at Hocking College, had told their that he had a relationship w[redacted]/2023 and 2023/2024 academic year [redacted] opened up about this relationship during the Washin[redacted] which occurred [redacted] stated that [redacted] stated that he and KL had a sexual relationship. [redacted]

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also stated that they had sexual intercourse or anal sex in the men's bathroom on the first floor of John Light. This incident was said to have occurred during the first two weeks of the Autumn 2023 semester which began August 14, 2023. [redacted] stated they were a witness to a "hook up" request from KL [redacted] This was sent via text message and was a request for sexual intercourse or anal sex [redacted] stated that this was agreed to via text and that this was something that happened in 2022/2023 and the 2023/2024 academic year. [redacted] believed that previous encounters between the KL and [redacted] occurred in the Sycamore dorm rooms.

[redacted] stated that KL has a Grindr account. This is a dating application for gay men. [redacted] explained that the age range KL has his account set up for is for the ages of the students on campus. Students had been contacted by KL through his Grindr account and it is reported that the students had screenshots. [redacted] stated that one stud[redacted]who lived in Summit dorm rooms had received texts from KL on Grindr. Pe[redacted]ble to see who views your account on Grindr.

[redacted] stated that another student was rumored to have a relationship or has had a relationship with KL during the 2022/2023 or 2023/2024 academic year. This student's name was [redacted] There was no further discussion regarding this as [redacted] did not have any further information to provide.

[redacted] stated that [redacted] a former student at Hocking College and former student employee, had experienced an interaction with KL and had not went into detail as to what happened with [redacted]

[redacted] stated that other students had reported to them that they would have room checks done during the duration of their time at Hocking College where they would be naked when KL would show up. He would not knock or would knock lightly to where people would not know he was entering the room. Students advised [redacted] that KL would not leave the room and would wait for them to get dressed.

[redacted] advised that additional people who may know about this situation would be [redacted] a student name[redacted] and a student [redacted]ed that those students that have been named as having a sexual or inappropriate relationship with KL would protect KL and that they have an agreement with KL to not disclose the relationship.

[redacted]**ement:**

[redacted] a former student and student employee at Hocking College, met with [redacted]R), Director of Human Resources and Deputy Title IX Coordinator, and Terry Hill (TH), Faculty, Physical Therapy Assistant and Title IX investigator, virtually. This meeting was scheduled and conducted on December 6, 2023 11:00 am. TH explained the Title IX process an[redacted] began to explain their experience.

[redacted] stated that he was a recent graduate from Hocking College and was working in the Housing Department when KL was hired. During this tim[redacted] worked directly with KL in the same office. KL sat at the desk an[redacted] worked from the table across the room.

[redacted] advised that they wanted to report something prior to the date of their email to Human Resources however there wasn't ever any concrete proof to show some[redacted] stated that in KL's capacity in their role at Hocking College, KL would bring students into their office. If the student was upset in any way, KL would respond physically, generally with hugs. [redacted] ted that if they were working on something with KL, KL would want to sit close together instead of allowing each of them space to work. [redacted] ould move away, KL would move closer to them.

[redacted] stated that they are aware of KL dating a faculty member on campus around the time that KL started working that they believed were in the Business department.

[redacted] stated that while in their position in the Housing Department KL made a sexual reference about a student name[redacted] s gay outwardly [redacted] had let it be known to the student population and some of the staff that they had a partner who was older than them. [redacted] had been in the office with KL an[redacted] Whe[redacted] ft the office, KL closed the door to the office and said, "Oh my god, I'd fuck the shit out of him." KL then tried to play it off and said something to the effect of how he shouldn't have said that.

KL commonly asked [redacted] out the sexuality of different students at Hocking College. [redacted] as a student that was brought up on more than one occasion. KL was looking to see [redacted] was gay. [redacted] stated that he did not know as it was not his place to share the sexuality of any other person.

[redacted] stated that right after their graduation KL would insist on them going drinking together or out to dinner. [redacted] did state that they had went for drinks with Casanova Green (employee of Hocking College) and KL after graduating. [redacted] also advised that during their time as a student KL frequently invited them over to the Opportunity House where KL lived.

Afte[redacted] was no longer employed by Hocking College, KL reached out to him asking if he had an OnlyFans account which is a website where individuals can create content including adult content. [redacted] d KL that he did but he did not do that anymore. KL stated something like he wished [redacted] still had it as he'd love to see it [redacted] responded that he appreciated the flattery even though it made him uncomfortable. After asking abou[redacted] OnlyFans, KL asked [redacted] was gay. [redacted] did not feel comfortable with this. This conversation occurred via text and the screenshot showing KL asking [redacted] was gay was included i[redacted] email dated April 5, 2023 (attached).

Towards the end of their time at Hocking College, [redacted] was offered a position with Hocking College[redacted] ated that while he would have taken the position, they couldn't because of KL and their behavior. [redacted] oted that they did not tell anyone the reason why they didn't take the position as they did not want to burn the bridge and be able to come back to work for the college.

Other statements made by KL t[redacted] ncluded asking abou[redacted] sexuality, the KL cheated on his wife with men, the location of KL's first gay experience, discussions of KL's male partners, openly asked [redacted] out sex, and innuendos. [redacted] dvised that they did eventually answer KL's request for their sexuality and after the requests for dinners and drinks increased.

[redacted] **Statement:**

[redacted] interviewed by TH and HR on December 6, 2023. During this interview [redacted] heard about the text messages sent t[redacted] rom KL [redacted] ated that they intentionally stopped by KL's office to tell them they were going on a date with a girl so that KL knew they weren't gay.

[redacted] ated that they had heard rumors about KL and [redacted] well as a sexual comment made t[redacted]

[redacted] stated that KL made inappropriate comments like a student "probably has a double-sided dildo" in regards to a student not wanting to have their dorm room inspected. KL also asked a number of questions [redacted] makin[redacted] worried about the relationship.

[redacted] tates that KL messaged students via text and they were not school or work related[redacted] does not remember what students received the text messages from KL.

[redacted] noted tha[redacted] stated weird stuff was happening with KL.

[redacted] was a Community Assistant[redacted] uring last semester. [redacted] lived there from the Autumn 2022 semester until the date of the interview. Many of the residents me[redacted] that they did not feel comfortable with KL. As an example [redacted] noted, one studen[redacted] had an altercation involving yelling with KL and believed the KL held a grudge from that incident.

[redacted] as invited to the Opportunity House, where KL lived at the time, for dinner. Other students including[redacted] were also invited to dinner. It is unclear if they were all invite[redacted] instances[redacted] tates KL also had a "church" event at the Opportunity House and invited students during the Spring 2023 semester.

[redacted] provided text messages between him and KL (attached). [redacted] stated on the date of the text messages KL hugged him goodbye. KL followed up this interaction with a text message stating "any particular reason you were doused in Axe tonight?", "it smelled good" and "I only tease my favorites". It was noted that KL had also sent texts t[redacted] u[redacted] is not sure if texts were sent t[redacted]

[redacted] was only involved in one set of room checks during their post as Community Assistant[redacted] was only aware of one other set of room checks being completed. During the Autumn 2023 semeste[redacted] states no communication was sent out to the Community Assistants, no meetings were held, and no room checks were conducted to their knowledge.

[redacted] noted that they do not want to be alone in a room with KL. It was also noted tha[redacted] felt that KL was trying to start a relationship wit[redacted]

[redacted] tatement:

[redacted] was interviewed by HR on December 15, 2023 virtually [redacted] tates they knew KL through working for him as a student employment and resided in the st[redacted] housing [redacted] tates that they never witnessed or was a victim of any inappropriate behavior. [redacted] was made aware of an incident involvin[redacted] which he heard directly fro[redacted] ates tha[redacted] was told b[redacted] about a text message which included a sexual insinuation[redacted]

[redacted] ated that KL would make students feel uncomfortable at times. However [redacted] did not make any additional comments about how KL made the students uncomfortable.

[redacted] tates that they were never asked to assist with room checks. If asked, they would help as a second set of eyes so no one could make claims of any inappropriate behavior. Room checks were mostly completed by KL and Christopher Bookman, former Facilities Supervisor. [redacted] stated he doesn't know who assisted KL after Christopher Bookman's last da[redacted] stated that KL did comple[redacted] room check alone.

Normally, p[redacted] room checks started with a hard and loud knock on the door. This was followed by a second knock if no answer. If the door still isn't answered, those doing the inspection would announce loudly that they were housing and open the door. Each room was checked for compliance to the guidelines of the room agreement.

[redacted] stated that they were invited to KL's home for dinner. The guest list varied depending on the event. Usually these events included community assistants. The group would eat and be briefed about work and discussed the work they were completing in their roles as community assistants. [redacted] states that they were asked to bring another student to a dinner at one time. This student did not have anybody and KL aske[redacted] o bring them[redacted] d not remember their name.

[redacted] closed the interview stating that comments made by KL might have made people uncomfortable however based on their relationship and KL being a mento[redacted] did not feel uncomfortable[redacted] also stated that they never witnessed a sexual relationship involving KL and any student. The only incident that he heard anything related to it was KL speaking of "his partner" who worked at Rocky Boot.

[redacted] stated that there was one email incident (attached) where KL used inappropriate language. This email was in response t[redacted] emailing KL regarding a Snapchat sent by a student posting a room door offering sexual favors. KL responded with "WHAT THE ACTUAL FUCK."

Casanova Green Statement:

Casanova Green (CG), Director of First Year Experience, Diversity and Inclusion, stated that he was notified of an allegation brought to Rachel Jacobs, former Associate Dean, Business-Sales and Marketing, b[redacted] CG stated t[redacted] otified Rachel Jacobs about a comment made by KL regarding a student under their supervision. CG did not know if it would be addressed by KL's direct supervisor or someone else. CG did go to KL's direct supervisor to advise them of the situation.

[redacted] eard from a studen[redacted] they did not feel comfortable speaking with KL directly [redacted] shared the various things that they had heard from other students. [redacted] states th[redacted] is a trustworthy student and whe[redacted] peaks to them about issues, they take them seriously [redacted] stated that other students were aware of these rumors as well.

[redacted] called Hannah Guada (HG), Vice President of Student Affairs and Enrollment Management, who was the direct supervisor of KL, to his office to provide the information reported to them by [redacted]

[redacted] states that they have never witnessed any inappropriate behavior by KL. CG and KL were colleagues through work only. CG and KL had had dinner together once at a local restaurant however only discussed work.

CG states that they had heard things second or third hand from students however nobody had come to them directly to report anything. CG had heard a rumor of a relationship with a student and that the student ended the relationship with KL because of KL's relationship with another person.

[redacted] tatement:

[redacted] was interviewed virtually by HR on December 12, 2023. During this [redacted] d that they knew of KL through needing housing for college but had no other relationship with him. [redacted] did not make any other statement regarding KL.

Kevin Lowry Statement:

An email request was sent to Kevin Lowry (KL) requesting any and all text messages, sent from their personal phone, between KL and any Hocking College student/student employee between the dates of November 7, 2022 through December 7, 2023. KL provided pdf documents on December 13, 2023, of screenshots of text messages sent to students from their personal phone.

An email request was sent on December 14, 2023, at 2:51 pm to KL requesting their availability to meet on December 15, 2023, in the afternoon. KL did not respond to this request. On the same date at 3:59 pm, KL submitted their resignation effective immediately.

[redacted] **Statement:**

Multiple phone calls and emails were sent to studen[redacted] no response.

Email Audit:

An audit was conducted on all emails sent and received by KL using their Hocking College email account. An email chain was found between KL and[redacted] th a subject line of "Don't f-in ghost me". This seems to be a chain adv[redacted] contact with KL but it was not clear.

Another email was sent to [redacted] KL stating "WHAT THE ACTUAL FUCK" in response to a photo of a dorm room door.

Text Message Audit:

The college provided cell phone was reviewed and showed no text messages sent or received.

KL was asked to provide any and all text messages sent to students and/or student employees from his personal cell phone. KL replied with 2 pdf documents of screenshots. These were reviewed and noted the following:

- A text group including a student by the name of [redacted] and another student named [redacted] where KL sent a message, dated August 15, cancelling dinner until the following week [redacted] replied with a group photo of students stating they missed KL at dinner.
- A text exchange with [redacted] where on August 1 [redacted] sent a text asking who the number belonged to. KL responded with "Depends. Are you worthy of knowing".
- A text exchange between a student named [redacted] and KL. KL sent a text on November 2 stating they wanted [redacted] call them. KL then followed that text with "Thank you for talking to me. I appreciate it deeply. I will check in with you tomorrow. You are not alone in this we are here to support you." [redacted] responded with "I appreciate your concern. Thank you. While I appreciate the support, I truly and wholly hope that this stays a private matter, as it is incredibly private to me, and I haven't entirely digested this new portion of my life to decide the best course of action for myself to take forward."
- A text exchange with student, [redacted] KL sent on November 7 "Never mind [redacted] giving me a ride. I needed to go pick up a car at the fleet building."
- A text exchange between KL and [redacted] where on August 2 [redacted] ent [redacted] has a pet and can't get in her room to let the pet outside because I'm at work but I've with the key". KL did not respond to this message. On August 29 [redacted] nt a follow-up message "She said that she had to crawl through her window last night because it didn't work again I just tried it and it worked I just thought I'd tell you". KL didn't respond to either of these messages.
- Text messages betwee[redacted] and KL where [redacted] vised of a situation involving linen sheets. [redacted] Fuc……ing funny
- Text messages between [redacted] and KL where [redacted] advised that they were using the wrong case in a username. KL responded "We'll that's stupid".
- Text messages between [redacted] nd KL meeting for dinner after hours.
- Text messages betwee[redacted] nd KL where KL responds stating "Fucking youth".
- Text messages between [redacted] nd KL where KL responds with "Instead of making a pissy and passive aggressive comment how about you ask me nicely for you room code?"
- Text messages betwee[redacted] KL where on September 28 [redacted] ates "why are u all in my business like this. Yall never cared before so please stay out of it I am fine. I don't need a wellness check I don't need anything".

- The text messages described and provided by [redacted] were not included in the documents submitted by KL.

Disputed Facts:

Disputed facts are that KL had a sexual relationship with a student. The student named by others throughout the investigation stated that they did not have any relationship with KL outside of the normal interactions between a Director of Housing and a student. The student also stated that they had limited interactions with KL.

Not all students interviewed had inappropriate text messages or emails from KL. It varied between students.

Not all of those interviewed experienced situations that made them uncomfortable.

Undisputed Facts:

Undisputed facts include that KL was an employee of Hocking College at the time of the allegations. KL was the Director of Housing and the position was a student facing position at the college. KL utilized in-person communication as well as text messaging and emails with students and student employees. Text messages were sent from KL's personal cell phone. Inappropriate emails were sent to [redacted] Inappropriate text messages were sent to multiple students.

Result of Investigation:

While Kevin Lowry chose to resign, it is still clear that he violated Hocking College policy by his conduct in his communications with students which is detailed throughout this report. This violates policy 58.002 Workplace Harassment and Civility Policy which states in part "Profanity and offensive/inappropriate language will not be tolerated".

The conversations had by Kevin Lowry with students that included sexual references, as well as the hugging of students, would violate policy 64.002 Faculty/Staff Relations with and Sexual Harassment of Students Definitions. Specifically:

Definitions

1. **Sexual Harassment** – refers to any unwanted and unwelcome sexual attention, advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:
   c. Such conduct has the purpose or effect of unreasonably interfering with the individual's work, academic performance, or educational experience or creating an intimidating, hostile, or offensive environment for work or learning.

Sexual harassment can include a number of prohibited activities including, but not limited to,

- Pattern of conduct that would cause discomfort or humiliate a reasonable person to whom the conduct was directed.

Examples of the latter category of sexual harassing acts include unwelcome touching, pinching, patting, or brushing against another's body. The use of sexually abusive language includes remarks about a person's clothing, body, bodily movement, or sexual activities, are also a pattern of conduct that would cause discomfort to a reasonable person. Finally, unwelcome and unwanted teasing and joking of a sexual nature can be deemed as harassment based upon the totality of the circumstances.

Prohibited Conduct

A. No faculty or staff member may have an improper, amorous or sexual relationship with any student.
B. No faculty or staff member shall engage in sexual harassment of any student.

The behavior noted throughout this investigation would fall under a Class I Conduct violation and specifically 7. Engaging in other employment misconduct, which is generally deemed to be inexcusable in nature. Per the Employee Code of Conduct Guidelines, "An employee who engages in any of the following misconduct shall be subject to immediate disciplinary suspension or dismissal from employment.

Kevin Lowry was given the opportunity to speak on his own behalf with regards to any of the allegations brought forward but chose not to do so.

The recommendation for resolution is to accept the resignation of Kevin Lowry and to label him as ineligible to rehire at Hocking College.