

ASSOCIATED STUDENTS OF NORTHERN ARIZONA UNIVERSITY  
STUDENT SENATE  
THIRTY-FIRST SESSION  
JANUARY 17, 2019  
HAVASUPAI ROOM A & B, UNIVERSITY UNION, 4:00 PM

Date: January 23, 2019  
Date of Senate Meeting: January 17, 2019

Number on council: 12  
Number present: 11

Prepared by Alyssa Cox

Ronni Marks, Vice President of Academic Affairs, called the Senate meeting of the 2018-2019 Associated Students of Northern Arizona University Senate to order at 4:00 PM in the Havasupai Room A and B, University Union.

### **Roll Call**

#### **Senators:**

Senator Alba  
Senator Ambrosio  
Senator Burke  
Senator Gibson  
Senator Martinez  
Senator McClintock  
Senator Schonbrun  
Senator Freitas  
Senator Nardi  
Senator Ward  
Senator Majkrazk  
Senator Alyami – absent

### **Approval of Minutes**

Chair Marks: The minutes from the previous meeting have been distributed. If there are no corrections, the minutes are approved.

### **Call to the Audience**

#### **Item A: Brian Hamilton – CEFNS Quiz Bowl**

Brian Hamilton: Last year I held the first annual CEFNS Quiz Bowl tournament and it was open to undergraduate students only. I organized it as an ASNAU Senator so this year I'm trying to set it up again and I'm requesting help from the CEFNS's senators and as well as Engineering. I've been speaking to faculty from all of the disciplines and I've been speaking to graduate students from all disciplines and I'm getting a lot of cooperation so far so if I could just get some help from the CEFNS senators that would be great. All we need at this point is participation incentives and I have the event proposal all written up from last year so that's pretty much it. Last year we had an ASNAU team so I would really be excited to have something like that happen

this year.

Senator McClintock: Do you have a date in mind?

Brian Hamilton: Wednesday, February 6<sup>th</sup> at 6PM in the Physical Science building.

Senator Freitas: Have to extended an invitation to the dean of the college?

Brian Hamilton: The dean of CEFNS will be making the opening statement.

Item B: Logan Murphy

Item C: Supreme Court Ruling

**Note: The Supreme Court decision and the written statements submitted by all parties are located at the end of the minutes. The following is the discussion that took place within the senate.**

President Graham: I will be giving some context before I ask you to read that statement. Parliamentarian please read that section for us.

Parliamentarian Estrella:

ASNAU Constitution. Article X: Removal from office.

Section 1: Senator Impeachment.

- A. Upon due causes, a Senator, a member of the Executive Council, or an Advisor can ask the Executive Council to consider impeaching a Senator.
- B. The Executive Council will turn to the Supreme Court for investigation of the charges brought to them about the Senator.
- C. A Senator may go directly to the Supreme Court and ask them to investigate reasons for impeachment.
- D. The Supreme Court will issue a written statement as to whether the Senator should be impeached. This will be read in the Call to Audience section of the meeting.
- E. The Supreme Court must submit this statement at the second meeting following the Executive Council's or Senator's request.
- F. If the Supreme Court does not find merit within 2 weeks as to the impeachment of a Senator, they do not have to issue a statement to the entire Senate. They must however notify the members requesting the investigation, that they will not be recommending impeachment.
- G. After a recommendation stating the Senator in question should be impeached from the Supreme Court, any Senator can make a motion to impeach said Senator.
- H. Upon two-thirds (2/3) of vote by all Senate in favor, the Senator will be removed from office.
- I. No Senator can make a motion to impeach if the Supreme Court did not recommend the individual be impeached.

- J. Once a Senator has been impeached from a position in ASNAU, they are not eligible to run or apply for any ASNAU position for the rest of their academic career a NAU.

President Graham: I'm going to give some brief context of the situation that's been pending for quite some time. The purpose of the Supreme Court is to act as an unbiased body and investigate ASNAU ethical questions that may come up throughout the year. The Supreme Court has been given the case, they've requested statements from all the parties, had a thorough discussion, and voted on a recommendation to the senate. The senate is our body of action and not our investigators and therefore no outside evidence or statements should be requested by the senators. The senate should carefully consider the recommendation from the supreme court which the Chief Justice will read and any direct questions regarding the case should be made towards our Chief Justice. I can only answer any procedural questions that occur. Additionally, the executives have not been involved in this case and they will not be able to give you their opinions or any other considerations. Based on the requirements of the constitution I'm going to let you know the timeline of when it occurred just so you know we met all of the constitutional requirements. Back on October 26, 2018, the ASNAU Homecoming Carnival occurred and this is where the situation occurs between a staff member and a senator. November 2018 the staff member comes forward to their executive which is the Vice President of Student Affairs. Around November 8<sup>th</sup> the Vice President of Student Affairs comes forward to the executive board and I meet with the staff member and have a conversation with them. I move forward to the Supreme Court with an investigation regarding the situation and that was when the Supreme Court was notified of the case. On November 26, the senator is placed on an interim suspension. They are excused and released of all of their duties until I lift that suspension. I collect statements from the senator and the staff member. On November 28 the court meets, reviews the statements, and requires that the other party involved in the situation submit a statement as well as additional details about the situation between the senator and the staff member. During this month the legislative chair, Senator Freitas, was notified that we were following the correct procedure. At that point no additional details were given. December 11, 2018 the Supreme Court meets again, reviews the statements, and comes to a vote. January 2019 the Supreme Court Chief Justice drafts and sends an official ruling and here we are today in the call to the audience section. I know that the weight of this decision is difficult to act on based on the Supreme Court's recommendation so I ask that all of you have a thoughtful discussion and please be aware of the sensitivity surrounding this. Our advisors may interject if they feel necessary with information to take into consideration.

Supreme Court Chief Justice: Obviously this is such a hard thing for you guys to do and I understand, but I just want to say that we met so many times. Everyone really tried to be as neutral as possible and it came back to what is professional and what isn't, especially of senators. This isn't someone just casually working, you guys are kind of the pride of NAU and for a senator to say something like that at a public event in general felt extremely unprofessional. Also the nature of the word, should that be in the workplace ever. That's what it came down to. We had a thorough discussion. In the Safe Zone trainings it's very clear about what should and shouldn't be said.

Senator Nardi: This looks to be a difficult ethical dilemma. A few things stood out to me about this case. I'm not taking sides and I have not made up my mind yet but this senator, English is

not his first language so with cultural norms I'm not sure how much inappropriate comments should be taken into account. That's not an excuse to say whatever, but I did note that the senator did not make the derogatory comment directly to the staff. I don't think based on that his intention was to demine her in any ways. The senator stated that he was in support of anyone LGBTQ and even went as far as to reference two of his friends. In terms of the initial remark when they came to the booth when he pointed out that a woman was hot and had a nice body, again, I think that it's interesting. I don't think that's grounds for impeachment on that comment but it does play a role in the whole situation.

Senator Schonbrun: When the senator said his initial comment to the student when she walked by, was that loud enough for that student to hear it?

Supreme Court Chief Justice: From the witness statements it seems so.

Senator McClintock: I want to point out too, that in our office we're held to higher standards. Not wearing inappropriate sayings on t-shirts and watching what we post on social media. We were told at the retreat in the fall about this. It doesn't make NAU look good and it doesn't make ASNAU look good.

Senator Majkrazk: Do you have the chronological order of the statements?

Supreme Court Chief Justice: We originally had the first statement from the senator and the one from the staff member, but then we asked for more and the witness so the second ones were right after.

Senator Majkrazk: And that was within how much time?

Supreme Court Chief Justice: Within two weeks.

President Graham: The first statements were given the week of November 28<sup>th</sup> and the next ones were collected by December 11<sup>th</sup>. About a two-week period.

Senator Freitas: There was a statement referring to a staff member and her partner and it said someone was the husband. Can you refer to which person said that? Or who included that in their statement? The reason that I ask is because it came up in someone's statement. Although we are looking at that statement in question, I do have to say that the comments about Africa and the husband, both of those are wildly inappropriate which kinds of adds on to the severity of this event. I understand that English is a strong suit and it is a second language but nonetheless we have two Safe Zone trainings and in both of those they clarify what is appropriate and what isn't. Saying something like that isn't appropriate. I don't think we have to clarify that.

Supreme Court Chief Justice: It was in the senator statement and according to the statement, the witness said that. That the staff member is the husband. But there is no way to know if that is accurate. That's what I would say because no one mentioned it besides the senator.

Senator Freitas: I still thought that term was pretty weird to be in a conversation because that's a

pretty insensitive question.

Senator McClintock: I agree with Senator Freitas and I think you said the witness said that this was an inappropriate conversation and it started out innocently from what I can tell. Asking if you have a boyfriend, I don't see anything wrong with that, but I think everything that got thrown into that is what is being questioned. I have friends that work in ASNAU but I wouldn't feel comfortable having a conversation like that while we were working and in such a public area.

Supreme Court Chief Justice: I'm originally from a different country myself and English is also not my first language and as soon as I got the position for ASNAU I had to do the same trainings and once again it was so clear as to what we are and aren't allowed to say. Even if English isn't your first language you still get training from the university. I also feel close to the subject because I could have made this mistake potentially but it's just how close of attention you pay to your trainings.

Awareness and Campaign Coordinator Resendiz: My first language is Spanish. In the sense of the sexual comments in general in a work setting isn't professional. Going through the language barrier situation, the slang can be misinterpreted, but for the word used you don't learn that unless you understand what it is. For that person to know that that word is versus another terminology shows that they understood what the concept was.

Kristine Heflin: Just to clarify, I think the role of the Justice is to read the statement and answer any questions and I think that got a little close to inserting your own opinion.

President Graham: I do appreciate the Chief Justice's statement about their personal experiences but that doesn't apply to everyone. So in the situation we want to look at the individuals, not necessarily how someone else experienced something in their lives because that doesn't apply to everyone, especially in this situation.

Senator Schonbrun: Just for clarification, the senator was told that his comments were inappropriate?

Supreme Court Chief Justice: Yes.

Senator Freitas: Is it true that the senator in question is the senator in charge of IMQ? Or that department and those clubs? Because that was shared in the statement.

VPAA Marks: Yes, the senator is in charge of all diversity clubs and organizations.

Senator Freitas: So I think that's another very important thing to think about because if you aren't trained in your sensitivity, is that really a person we would like to have in that position. I think it's a very valid point that this is inappropriate at work and we don't know if it would carry on to further meetings and other ASNAU business.

VPAA Marks: I feel that the topic of the discussion is very serious due to the importance of this vote, it's important that every senator vote as they personally feel. In efforts to prevent senators

voting due to peer pressure or other factors, I think this vote should be more private. If everyone feels comfortable I would like to entertain a motion to use a write in ballot for the vote.

Motion to impeach the senator: Senator Schonbrun

Second: yes

Discussion:

Senator Nardi: I would really like to hear your thoughts, is there a difference between intent and ignorance and where is the line between saying that was an ignorant statement that the person didn't grasp at the time and what was the intent of the statement. I think we can all agree the intent was not to cause distress or offend anyone.

Senator McClintock: I don't think it's an issue of intent because it was still an inappropriate conversation that should not have happened at work and I think if it was any single one of us the same actions would be taken.

Senator Freitas: I don't think the intent was to attack but the statement that was made, if it were to be made towards any heterosexual person, they would have found that comment to be sexually harassing. It is offensive, it is irresponsible, and it is unprofessional to me.

Senator Burke: It's my understanding that the senator understood the meaning of the word he said and that's why he used it.

Senator Majkrazk: There's also a point to be made that all three parties were talking about the subject. It wasn't a one sided subject where one person was talking about these things. There's been many times where I've been in conversations like that where someone may have gone too far and that's something that should be recognized. I don't think that the intent argument has a lot of validity. There should be some thought to why this could have been interpreted the wrong way.

Senator Schonbrun: For me I think this is impeachable. The senator was told three times that his comments went too far. To me as a senator this is completely unprofessional and wrong and I don't think that should be tolerated.

Motion to use write in ballot for the vote: Senator McClintock

Second: yes

Discussion:

Senator Majkrazk: Can we hear actual reports from the parties?

President Graham: No other additional evidence or statements can be requested from the senate as it is the supreme courts job to investigate.

Opposed: none

Pass/Fail: Unanimous. Motion passes.

VPAA Marks: Again I would like to stress that every senator should vote. I will hand out a ballot. Write your name and circle the vote. Every senator needs to write their name. If there are any ballots without names we have to re-vote. Circling in favor means that you are voting to impeach the senator. Circling opposed means that you are voting against impeachment.

In favor: Senator Alba, Senator Ambrosio, Senator Martinez, Senator Majkrazk, Senator McClintock, Senator Freitas, Senator Ward, Senator Schonbrun, Senator Nardi, Senator Burke  
Opposed: Senator Gibson  
Pass/Fail: Motion passes, 10-1.

President Graham:

### **Unfinished Business**

Item A: SB 31-58: NAU Men's Ultimate Frisbee

Motion to table: Senator Burke

Second: yes

Discussion:

Senator Ward: Since this was written by Senator Higgins and she's no longer a senator, you said you were redistributing her clubs to current senators? So somebody else will be able to contact this club.

Senator McClintock: How many times have they not shown up?

VPAA Marks: I don't know off the top of my head.

Senate Clerk Cox: I went through the emails this morning, and it was a communication error on our part. There was confusion between two senators as to who was in charge of this bill and I believe in one of the emails a senator said that they didn't contact them.

President Graham: Charmayne and I had a conversation about this packet. They're still eligible for funding for the spring semester so whoever steps up to take the bill eventually, I ask that you re-write the bill and take out the fall dates and just include the spring just because the past bill was denied and I do stand by that so I ask that a new bill be drafted with just the spring dates.

Senator McClintock: I agree just because the original packet was turned in on November 5<sup>th</sup> so I think if we did approve them for those fall dates they wouldn't be able to even get the reimbursement just from the EMSA and processing.

Opposed: Senator McClintock  
Pass/Fail: Motion passes, 10-1.

### **New Business**

### **Voting Period**

## Executive Reports

### A. President: Dylan Graham

(1) Meetings: SPBC, Appeals Board, Food Insecurity Taskforce Attending the FHS Forum (have fun at the BB game!), President's Leadership Retreat, and some of the Kitt Recital Hall concerts. (2) Martin Luther King Jr. events: ASNAU polo and Community Fair. (3) Thank you all for a great training! If you have forgotten, please submit the EMSA dress code and ASNAU expectations checklist to me by tomorrow. (4) Refresh on EMSA Dress Code Policy: Blue jeans, flip flops, active wear, pajamas, sweatshirts, ripped/torn clothing, shorts, and hats are not acceptable while on ASNAU business. Speak to Dylan for an exception. ASNAU polo, khakis, business casual, knit/sweaters, shirts with collars, NAU outerwear, seasonally appropriate footwear, Fridays: True Blue NAU shirt is okay. (5) Staples order tomorrow: see front desk email, send Front desk your items. (6) As Dr. Anderson is on leave, Erin Grisham will be stepping into the role and you may see her more often! (7) Presented Dr. Cynthia Anderson with an honorary Gold Axe pin in recognition and appreciation for all her contributions to the Associated Students of NAU.

Questions: (1) Opting into Slack: Department channels; All-staff messaging; Notifications are optional. (2) Focus group for the NAU comprehensive campaign (7 members). Evening of February 13 with pizza. "Several focus group meetings are being organized to gather advice and feedback from key constituencies within the Northern Arizona University community. The focus group meeting is scheduled to take place over a 90-minute period and within that time, participants will hear plans from University Advancement leadership and be able to ask questions. Consultants from CCS will then facilitate a discussion around several key questions connected to those plans. The meeting will conclude with the completion of a brief survey that CCS will collect. The results of the focus group meetings will be shared with a Study Task Force and the Foundation Board and will play an important role in helping the University to develop plans around its next major fundraising campaign."

### B. Vice President of Academic Affairs: Ronni Marks

### C. Vice President of Student Affairs: Samariah Riggins

(1) KMA shirts are now available! Come help pass out shirts and enjoy the game today after senate! (2) Diversity Week: First week of March, fliers will come soon! (3) Test Prep Scholarship: Open Jan 28-March 17. (4) Missing/Covering CHQ shifts: "This form is for CHQ staff and senator's usage. If you are unable to come in for CHQ you must have someone cover your shift if you are the only person working. If you are not the only person working, you must notify Sam (VPSA) within 48 hours (non-emergency) or 24 hours (emergency)." This is located in the CHQ office. (5) Working on budget. If anyone has ideas of useful things ASNAU can give away to undergrads let me know!

### D. Vice President of Government Affairs: Analisa Quintero

This week I worked on getting everything set up for February ABOR. I also started working on

some info graphics for the AZ Board of Regents, NAU President's Office, and ASNAU.

E. Chief of Staff: Tori O'Reilly

(1) Concert stuff is on its way! We had a meeting with Megan to go over some details. More to come in the coming weeks. Special events will talk about the concert reveal plans that we have. (2) Dylan, our IT Specialist, put a calendar on our ASNAU website. You can link this to you Google Calendar. To find the calendar, go to the ASNAU website and click on ASNAU Upcoming Events. Dylan is still working on updating the calendar. (3) This week I have been playing catch up and getting everything ready for the semester!

## **Staff Reports**

A. Student State Affairs:

Shanlie Blair:

B. Public Relations:

Graphic Designer – Amanda Jacob, Lauren Pleimann:

Social Media – Madison Abernethy:

Videographer – Abbi Jackson:

C. Special Events:

Lindsey Kevorkian, Sophia Ames: This week we have been planning the Spring Concert reveal and hope to pick the date soon!

D. Information Technologist:

Dylan Schreiner: I worked on the calendar section of the website mainly. There is now a working google calendar in place.

E. NSG:

Jewel Fernandez: NSG is planning a spring kickoff event. We are still in the process of finalizing a date and time.

F. Diversity Coordinator:

Taheera Shabazz: This week I created my flyers for our Diversity Student T-shirt Design Competition, and have attached the flyers to every Senators' cubby, and handed out all of the flyers to departments to advertise in their centers. I published the website for the competition so that students can begin submitting now, until February 4th. I also met with the President of Pine Pals for one of the events that will take place during Diversity Week. I also finalized the events that will be held during Diversity Week. Lastly, I will be having meetings with the president of BSU and the president of QTPOC for future collaborations.

G. Front Desk:

Christian Catano, Yakira Flanagan, Tyler Millidge: We are putting in a Staples order tomorrow at noon, so if you need anything please email the ASNAU email with a link of the item and the quantity. We have also updated the funding packets with the new Appropriations time.

H. Executive Assistant:  
Kiana Saleapaga:

I. Sustainability Coordinator:  
Kristen Morale: This week I attended a cocosus meeting and a meeting to rework the mission and vision of cocosus. We will be presenting to the executive committee at the end of this month. I am also working on the details for zero waste week which will happen early February.

J. Volunteer Coordinator:  
Katie Martinez: Hello everyone! I do not really have a report this week just be on the look out for some exciting events coming this semester. Sam and I are working hard to plan events that will be fun and hopefully involve more of the student body so Students can get to know us as an organization better!

K. Awareness and Campaign Coordinator:  
Susan Resendiz: Hello everyone, this week I have been working on the Drunken Mario Kart that will be on Jan 28th from 3-5PM in the ASNAU office. Officer Joe Trischler will be joining us in hosting this event, so stop by with us and play with your fellow peers. Kindness Week is getting planned for February 11-14th with the Health Promotions Office. We have a few events planned for this week to look forward to. If you have any ideas for future events, let me know. I really want to get a feel for events you all want to see happen. Have a great day everyone!

L. Club Manager:  
Jo Williams: I have filled in a PR Request for the High Pine Awards application. I have been working on a Club Manager training guide. I have been updating the club list. I have been working on a purchase ERF for the High Pine Awards.

## **Committee Reports**

A. Legislative Committee: Senator Freitas

Senator Freitas:

**Note: The list of by-law amendments is on the last page of the minutes.**

Motion to relocate duties of the Senate Clerk and Senate Parliamentarian: Senator Freitas

Second: yes

Discussion: none

Opposed: none

Pass/Fail: Motion passes.

Motion to renumber by-law articles: Senator Freitas

Second: yes

Discussion: none

Opposed: none

Pass/Fail: Motion passes.

B. Appropriations Committee: Senator McClintock

Senator McClintock: We didn't meet this week but our first meeting will be on Tuesday at 8:30 pm. Please make sure you have reminded your clubs!

### **Senator Reports**

#### College of Arts and Letters:

A. Senator Alba:

B. Senator Ambrosio:

#### College of Social and Behavioral Sciences:

A. Senator Burke: This week was productive getting back into the swing of things. Senator Gibson and I are starting to plan our SBS donuts with the dean for this semester, and legislative committee is already making headway on the goals we have for this semester.

B. Senator Gibson: Emailed clubs to welcome them back, introduce myself to new Presidents, and let them know about upcoming events. Attended Senator Forum committee & completed the ERF for the event. Wrote three bills. Completed my CHQ and office hour.

#### College of Health and Human Services:

A. Senator Martinez: This week during office hours I emailed all of my clubs welcoming them back from winter break. I also encouraged them to attend the Drunken Mari Kart event. I also emailed some of my clubs about me attend one of their meetings.

#### College of Education:

A. Senator McClintock: I'm excited to be back! Tomorrow I will be writing a bill and going through those that have been sent to me already. I will be attending the game tonight.

B. Senator Schonbrun: This week I attended the Legislative Committee, reached out to my clubs, wrote two bills and will be attending the Kiss my Axe shirt giveaway.

#### College of Business:

A. Senator Freitas:

B. Senator Nardi: The first week back is going well. I have already received a funding packet. I am in the process of coordinating a potential event for the W.A. Franke College of Business. I will be reaching out to my clubs shortly regarding the new semester and funding.

#### College of Environment, Forestry and Natural Sciences:

A. Senator Ward: This week I fulfilled my 6 hours by hanging up flyers in my college. I'm excited for next week when the semester really gets rolling with activities!

#### College of Engineering, Informatics, and Applied Sciences:

A. Senator Majkrazk:

B. Senator Alyami:

### **Advisor Reports**

A. Dr. Cindy Anderson:

B. Kristine Heflin: I'm back from my leave and excited to jump into spring semester with ASNAU! There will be some weeks, like this week, where I will not be able to stay for the entire Senate meeting because I have to pick up Grant from daycare. If you need anything from me don't hesitate to send me an email. You are also welcome to drop by the office to see if I'm around or set up a meeting with me. I am always happy to show you pictures of the world's cutest baby! Thank you to Erin Grisham for agreeing to help me advise ASNAU during this transitional period of Dr. Anderson's retirement! The second annual Student Leadership Conference is coming up on February 9. We are still looking for proposals from student presenters and I know our ASNAU staff have lots of great leadership knowledge to share with other NAU students. Please consider submitting a proposal! They are due tomorrow, January 25, but there is some flexibility with that deadline if you would like to talk with me about what you might present. You can also register now to attend the conference. More info and links can be found at [nau.edu/studentleadershipconference](http://nau.edu/studentleadershipconference). The spring Gold Axe application is now available! Graduating seniors should strongly consider applying. Please also encourage your friends who are graduating to apply. Applications are due February 8 at 5 pm. The link and more information is on the Student Life website. All students with at least 90 credit hours should also have received an email encouraging them to apply. Let me know or contact [GoldAxe@nau.edu](mailto:GoldAxe@nau.edu) if you have questions.

### **Open Forum**

### **Announcements**

### **Adjournment**

First: Senator Martinez

Second: yes

Discussion: none

Opposed: none

Pass/Fail: Unanimous. Motion passes.

Meeting was adjourned at 5:49 PM on Thursday January 17, 2019.

To the ASNAU Senate:

On behalf of the Supreme Court we wanted to notify you that the justices decided on impeaching Senator Alyami based on a majority vote and want the senate to take action as soon as possible. This complaint was brought forth about an incident that happened during the ASNAU Homecoming Carnival held in October 2018. The senator, staff member, and witness were engaged in a conversation. During this conversation the senator made an inappropriate comment regarding the staff members identity. The staff member is no longer comfortable while performing ASNAU positional duties, inhibited by the potential for uncomfortable discussions with the senator. The Supreme Court, an unbiased body, chose to simply focus on the behavior of the senator rather than their qualifications and personality. The impact of what the staff member and witness experienced was reasonably inappropriate. The severity of the senator's statement is high due to the impact on the individual staff member effected. With the fact that the reputation of the senator and ASNAU as a whole, and other important stakeholders with the IMQ office since the senator is representing them, the Supreme Court wants to raise the question "what does this type of inappropriate behavior say to the student body?" Many individuals could have been within earshot since the inappropriate conversation happened in a place of work at a very public event.

The Supreme Court wants to emphasize that this is not an attack of personality and character but the specific behavior showcased by the senator at this event. Furthermore, the Supreme Court was given the opportunity to bring in witnesses. It was mentioned that this particular witness seemed to be a more credible witness due to the fact that they were the only other person there when the incident occurred. The senator in question did not express any concerns or objections to this witness. Thus, the senator perceives them as credible or they would not have personally recommended this individual. They are thus not considered a false reporter. The Supreme Court has decided that it is more likely than not that the senator said the offensive words reported by the complaining staff member. The general idea of comments made was very clear and the phrase used by the senator was inappropriate. The staff member was made to feel so uncomfortable that the work place safety became an issue and the staff member was unable to perform their job duties. Moreover, in each of the statements provided, including the senator in question, it was specifically stated that they felt uncomfortable. The phrasing and behavior made everyone, including the senator, uncomfortable. Due to this incident, the staff member no longer feels comfortable performing their job duties. The Supreme Court would also like to emphasize that the senator has received not one, but two Safe Zone trainings where sexual harassment phrasing was discussed multiple times. The Supreme Court would also like to acknowledge that other options besides impeaching were considered by the Supreme Court. The weight of an ASNAU senator is very large and is a position of privilege, and with the position comes certain expectations of maturity and respect. A different option for the senator in question was not deemed serious enough due to the fact that the first two Safe Zone trainings were ineffective. Senators should be held to higher standards in order to represent the school and the behavior of the senator did not show that the senator grasped the consequences. Lastly, the Supreme Court wants to acknowledge the maturity levels of all parties were deemed unprofessional. The conversation as a whole was inappropriate but the senator at hand took it to another level and the complaint was specifically made against him and that's why the justices are focusing on them and their position.

In summation, the statements of all parties involved are each slightly different which reflected that nobody collaborated and the statements were similar enough in what had happened even though we do not know the exact terms used by the senator. Ultimately, the comment and behavior was perceived as sexual and created an environment that was uncomfortable in the workplace and at a public student event hosted by ASNAU. The complaint was filed because the staff member didn't feel safe to the point where they could not perform their job duties. Even though the conversation as a whole was deemed inappropriate and at a public event, the levels it was taken to by the senator in question became a safety concern. The Supreme Court has thus voted by majority that the senator in question should be impeached since they are not right for this role. They can involve themselves in other extra-curricular activities on campus in order to stay involved.

**Staff Member Statement 1/2:**

On the day of the carnival, I was sitting with another employee and the referenced Senator when he asked if we both had a boyfriend. When I said no and said that I was engaged and that my partner was a girl, he stated that, "that was fine" and later in the conversation referenced to his friend and her partner and that, "they like to scissor.". When he stated that, I did not know how to react and the other employee who was with us proceeded to tell him that what he said was inappropriate; to this he just smiled and kind of laughed. For the remainder of the carnival, and ever since then, I have felt very uncomfortable and on guard around him, unsure if he is going to say something else that was so invasive and violating towards me. I have not been able to stop thinking about the situation since it happened whenever I go into work. I do not feel that this is fair considering the fact that he was the one who displayed such little respect for me and everyone else who shares the same identity as me. I also feel that I should not have to navigate my own comfort in order to do my position; not attending Senate or being at ASNAU events should not be because I have been meant to feel violated by one of my coworkers, while he gets to do his job without any inhibitions. I deserve to be able to go to work and feel safe and comfortable at my job and that should not be inhibited by someone's blatant disrespect of my sexuality. Lastly, another reason why this situation stood out to me is because he is the Senator of IMQ and he has the privilege and responsibility of representing people who share my identity. I worry about if he were to say something like this to one of them and the way that he may make them feel.

**Staff Member Statement 2/2:**

The only witness that saw what happened was STAFF MEMBER'S NAME; she was working at the entrance check-in station that the Senator and I were hanging out at. Her statement is the only one besides both mine and the Senator that I feel should be heard and considered, since she watched it all unfold. I never asked him anything about his relationship. I remember that at the carnival the three of us were hanging out, just talking about his country and I remember asking him if he wanted to go back when he is done finishing up with school, or if he wanted to stay in America, or go to a different country. We were just talking about school, and then he checked out this girl who walked past and started saying how he thought she "was so hot" and how she "was his type." The way he kept looking at her and making remarks made both Staff Witness and I really uncomfortable, and Staff Witness said something about how that wasn't appropriate, although I do not remember specifically what. Then Staff Witness asked him about if he had a girlfriend back home, and I do not remember his response but after that is when I believe he asked us if we had boyfriends. Staff Witness said no, and then he asked me and that is when I said, "no, I have a fiancé, and she is a girl." That is when he kept saying "that's fine" and Staff Witness made the sarcastic remark, "yeah, because that is the exact reaction that we were looking for" because it felt like he was giving his permission for me to have my relationship, which was weird. That is when he proceeded to tell us about one of his friends who is a guy who has a boyfriend, and then mentioned a friend he has who is a girl and her female partner and mentioned how "they like to scissor." I did not know what to say, because it caught me off-guard and it made me really uncomfortable. That is when Staff Witness told him once again that what he said was inappropriate, and he just smiled and kind of laughed. This was the first time that I

had ever had a conversation with this Senator, and I do not know what his intentions were of telling me that, or what he was expecting me to reply about it. It felt like it was a complete violation of my privacy and like he was demeaning my relationship to that sexual act, while indirectly asking me/referencing to sexual acts that he wanted to know that I did. I do not know what made him feel that what he said to me was okay. Nothing we were talking about was sexual in any way (besides the sexual way that he described the girl that walked past us). For the remainder of the carnival, and ever since then, I have felt very uncomfortable and on guard around him, unsure if he is going to say something else that was so invasive and violating towards me. I have not been able to stop thinking about the situation since it happened whenever I go into work. I do not feel that this is fair considering the fact that he was the one who displayed such little respect for me and everyone else who shares the same identity as me. I also feel that I should not have to navigate my own comfort in order to do my position; not attending Senate or being at ASNAU events should not be because I have been meant to feel violated by one of my coworkers, while he gets to do his job without any inhibitions. I deserve to be able to go to work and feel safe and comfortable at my job and that should not be inhibited by someone's blatant disrespect of my sexuality. Lastly, another reason why this situation stood out to me is because he is the Senator of IMQ and he has the privilege and responsibility of representing people who share my identity. I worry about if he were to say something like this to one of them and the way that he may make them feel, considering that this was the first time that I have ever had a conversation with him.

**Staff Witness Statement 1/1:**

So Senator, Staff Member and I were sitting at one of the entrances for the carnival about 40 minutes before it started. Talking about school and food and other casual topics. We saw a girl walking past all of us and Senator said she was hot. I said "pretty" hot is kind of derogatory and he said she had a nice body I took a moment and said yeah, okay haha I asked him if he missed his family being here instead of being at home and asked him if he had friends there that he missed as well. I asked if he had a partner back in his hometown and he laughed and said he did for a while but not anymore I said oh I am sorry to hear that and we moved on. He then asked Staff Member and I if we had boyfriends I just said no and laughed and of course did not take offense because we had been talking about our personal lives but Staff Member said she has a fiancé and that she was a girl and Senator said something along the lines of oh that I okay I guess or oh that is interesting and after about a minute he then made the derogatory sexual comment to Staff Member about her relationship with her partner by explaining that he had a friend who "also did that stuff" and was gay. Staff Member was shocked and I proceeded to say that we can talk with our co workers and friends openly but sexual comments of any nature positive or negative are unwanted and uncalled for. It was okay that he asked if we were seeing anyone but not that he made a sexual joke almost about Staff Member and her partner. It was not his place and neither of us said ANYTHING sexual or rude to him about his personal life or the relationships he chooses to have. We talked briefly after about being able to talk about our personal lives with co workers and friends but never ever do we make rude or sexual comments. Staff Member was upset and quiet after that and after Senator walked away she told me how much it bothered her and how uncomfortable it made her that he made a harmless question into something sexual and negative.

November 26<sup>th</sup>, 2018

Mana Alyami  
ASNAU Senator

To Whom It May Correspond:

My name is Mana Alyami. I am a Senator of the College of Engineering. I have been working with ASNAU since the beginning of the current fall semester, August 2018. Today, I went to work like any regular day to attend my Appropriation meeting at 8:00 AM. When I got there, the president of ASNAU, Ms. Dylan Graham, called me to her office to discuss a sensitive subject. She mentioned me that someone was issuing a sexual harassment complaint against me. Of course, I was shocked. She only mentioned that the incident took place at the school's carnival of Friday, October 26, at Union Point from 3:00 PM to 12:00 AM, where I supposedly had a sexual conversation with another person. I did not receive any further details. But, I got suspended from my position as a Senator. Therefore, I am writing this statement of my version of what happened and how I am certain that I did not said or attempted to do anything against anybody. I strongly deny this accusation.

I arrived at the carnival at 3:00 PM. I was located in Section 5 where I was supposed to work. I took all the materials to the section and then I was sent to start my shift. There, I met with Katie Burke, Katie Martinez, and Taheera Shabazz. We started a conversation with Katie Martinez and Taheera Shabazz about my personal life regarding my last relationship and what I do in life. Then, I returned the same question to them. One of them mentioned that she is single and the other one stated she is in a relationship with another person of the same sex. Following, she asked me what was my opinion about homosexuals. I replied that I respect them and have a special affection to them because my best friend is also homosexual. After such personal questions, I decided to not continue with the subject and left.

Around 4:00 PM, Mystery, myself, and another person headed to a ride, the Cliffhanger. Before we played, Mystery gave me her glasses and I returned it to her right after the ride. After this, everyone went to the respective position. I immediately walked around to help students and other Senators. While I was walking, I met with Christian Catano, Sophia Ames, Lindsey Kevorkian, Tyler Millidge, and Amanda Jacob to take a picture. We also exchanged our Snapchat usernames. Then, I met with Tori O'Reilly. She asked me to cover other positions. Suddenly, it was very cold around the place where I was, so I started offering coffee, candies, and other drinks to my coworkers since everyone was busy. I went to section 3, where I offered a Turkey leg that another friend of mine gave me to Harrison Schonbrun, who was there. In the same place, Brittany Martinez and Gianna Gibson were present.

Later, I walked by Section 2 where I met with Bella Ward, Dr. Cynthia Anderson, and Alyssa Cox. I handle them food and coffee and offered my help in providing wristbands to students. Right after that, I came back to Section 5 where I found Samariah Riggins and where I stayed

with her. We talked about parties and we danced separately. While we were dancing, Analisa Quintero and Ronni Marks arrived and joined us. At the end of the day, I covered Lynsey McClintock because Tori O'Reilly asked for my help since Lynsey wasn't feeling safe due to another person's actions. Following that, all staff met to celebrate the success of the event and immediately started cleaning the place and taking the equipment inside. During this time, Bella Ward came to me and asked me if i could give her a ride home since it was already very late.

After a long day, I was feeling tired and I had to laid down on some balloons because my back was hurting. When I woke up, I saw a couple of friends taking pictures of me. Then, we went back to the office. While we were walking to the ASNAU office, Sophia Ames and Lindsey Kevorkian asked me for a ride too because of the same reason as Bella. We arrived to the office, we picked our stuff, and right before leaving, Bella found another ride. She stayed in the office with her friend. Then Sophia and Lindsey left with me. I dropped them off at their apartment. At any point, we engaged in any personal conversation. This is what I remember from the carnival. I provided names to demonstrate the reality of my version and to verify it, if necessary, with all of them.

I am friendly, kind, and outgoing with anybody that I encounter. This is my personality and this is how I was raised. Many people around me can testify of who I am and how I behave with everybody. I, also, grew up very close to my family and my religion and I learned from them how to be respectful with others. I am a person who would do anything to help others in any way. I have friends from everywhere around the world and I assure you that I have never had issues with any men or women, especially related to sexual harassment. Professors, classmates, advisors, deans, the president, and other staff know me because of the way I approach them. I love my job and the people I work with. I am an international student who is in this country chasing the dream of becoming a professional to have a better future for my family and me. So, believe me, I would never do anything to hurt or disrespect anybody. Therefore, I asked you now to investigate this and provide me with concrete proves, answers and solutions to this issue that could definitely hurt me and the ones who surround me. This matter could strongly affect my career, my studies, and my emotional wellbeing since it could be understood as vilification or defamation. If necessary, we could take this matter to the attention of higher ranking staff.

Please, let me know if there is any other step to take regarding this issue.  
I appreciate the time to read my version.

Best,  
Mana Alyami

November 30, 2018

Mana Alyami  
ASNAU Senator

To Whom It May Correspond:

Regarding the issue requested: We started a conversation with Katie Martinez and Taheera Shabazz about my personal life regarding my last relationship and what I do in life. I mentioned my last relationship and how we broke up because of the distance since we were in different states because of college. Then, I returned the same question to them. Katie mentioned that she is single and Taheera mentioned she is in a relationship with another person of the same sex. I remembered that during the conversation, Taheera looked at me and said: "Is this weird?" I replied with a smile and said "No! It is not weird at all and I do not care if you are homosexual or not. We are all human beings and everyone has their own beliefs. What I do care about is that if you treat me good, I will treat you better." Following, she asked me what my opinion about homosexuals was. I replied that I respect them and have a special affection to them because my best friend is also homosexual. Then, Katie said to me: "Taheera is the husband" and laughed. Taheera did not say anything. In my mind, I was thinking "What is going on here?" It was not funny and, to be honest, I did not want to continue with the subject. To make it worst, English is my second language so I did not understand some words, especially slang. Therefore, I did not want to say anything offensive to anyone without intention. Then, they asked my race and ethnicity. I did mention that I thought Taheera was from Africa but she clarified she is not. After that, Katie started talking about frat parties and how guys usually flirt with her. I kept a very formal conversation with them because I haven't interacted with them that much. I only see them at ASNAU or at the Senate's meeting. It got very uncomfortable for a little bit. After such personal questions, I decided to not continue with the subject and left. The only other interaction I had was when I offered them my seat because they were standing. However, there was no other conversation or any physical interaction.