


## II. *Current and Former Employees Involved in the 2014 Investigation*


### i. *Kristine Moore*

Moore is employed by MSU as an assistant general counsel in MSU's Office of the General Counsel. Prior to this role, Moore was an investigator for I3 from 2007 through 2014. Moore was the investigator for the 2014 Investigation. Moore has been deposed, testified at the Lou Anna Simon preliminary examination, testified at the William Strampel criminal trial, and was interviewed by OCR and other entities. Her testimony is consistent in all these interviews.

As set forth above, I3 was first provided notice of a concern regarding Nassar on or about April 24, 2014. (Strampel Trial Transcript, June 6, 2019, p. 9.) As stated in her testimony at the Simon preliminary examination, Moore interviewed Reporter 11 by telephone on May 15, 2014 and upon learning that Reporter 11 was reporting what sounded like sexual assault, Moore called MSUPD and the Office of the General Counsel. (Preliminary Examination Hearing, April 8, 2019, Tr. p. 45.) Moore also notified her supervisor, Paulette Granberry Russell, the Title IX Coordinator. Moore interviewed Reporter 11 in person with MSUPD investigator O'Brien on May 29, 2014, when Reporter 11 returned from a vacation. (*Id.* p. 67.) Moore then interviewed Nassar and four medical professionals (two identified by Nassar, and two identified by Strampel). Moore testified that she made the decision to interview additional medical professionals within MSUCOM besides those identified by Nassar based on advice she received from MSU administrators and the Office of the General Counsel. (Strampel Trial Transcript, June 6, 2019, p. 19.)

Moore stated that she learned during the investigation that Nassar was suspended, but that she would not have been a part of that determination. (*Id.*) Nassar was suspended from May 23, 2014 to July 1, 2014. (OCR Findings, p. 10.) When Nassar notified Moore that he intended to return to work prior to the closure of the investigation, Moore promptly informed Nassar's unit administrator, Strampel, about this statement. The I3 investigation was completed in mid-July of 2014 and Moore prepared a report. (Preliminary Examination Hearing, April 8, 2019, Tr. p. 88.) **The report did not find a violation of the Sexual Harassment policy.** 

Moore testified that in her role as I3 investigator, she did not have authority to implement any disciplinary action, but she could provide recommendations to the unit administrator. (*Id.*, p. 83.) **Thus, Moore provided certain suggested protocols at the conclusion of her report to be shared internally within MSU.** (Strampel Trial Transcript, June 6, 2019, p. 22; 26.) On July 30, 2014, Strampel forwarded Moore an email between him and Nassar that indicated that he had met with Nassar to advise him on the strategies that Moore suggested and informed Nassar that they were to be implemented moving forward. (*Id.* pp. 35-36.)

It is undisputed that Moore was notified as an I3 investigator of a concern of  discrimination by Nassar that came to I3 via a report from Kovan. **The preponderance of the evidence supports that Moore adequately responded to that report in accordance with then-applicable law and MSU policies.** There is no assertion by any person that Moore received any independent notice of a complaint or concern of sex discrimination by Nassar apart from being assigned to investigate Reporter 11's complaint.

Footnotes by Theodore A. Golden, M.D. for Page 38

Kristine Moore performed unethical or incompetent actions to reach her conclusion that exonerated Nassar.

Moore gave the accused and the accuser reports with different conclusions, which was a serious violation of the Clery Act.

Kristine Moore was unethical and incompetent which resulted in prejudicial behavior while administering justice concerning Reporter 11's complaint she investigated in 2014.

The report on Page 38 concerning Kristine Moore is a gross misrepresentation on the part of MSU and should not be tolerated.