

HUSCH BLACKWELL

Peter G. Land
Partner

120 South Riverside Plaza, Suite 2200
Chicago, IL 60606-3912
Direct: 312.526.1631
Fax: 312.655.1501
peter.land@huschblackwell.com

February 28, 2020

CONFIDENTIAL

I. Summary

This matter involves allegations by [REDACTED], an undergraduate student, against Dr. Joseph Petry, a professor in the Department of Economics at the University of Illinois at Urbana-Champaign (“University”). [REDACTED] alleged that Dr. Petry engaged in sexual harassment in violation of the University’s *Sexual Misconduct Policy*, and such allegations will also be considered as potential violations of the *University’s Code of Conduct*.

[REDACTED] reported concerns with Dr. Petry on September 26, 2018 and October 3, 2018 to the University’s police department (“UIPD”). She initially agreed with UIPD requests to contact two witnesses (identified as “Student 1” and “Student 2” below) but, after UIPD officer contacted each of them, [REDACTED] e-mailed UIPD requesting that they put the investigation on hold. UIPD prepared police reports and reported the issues to the Office for Access and Equity (“OAE”) on October 23, 2018. OAE attempted to contact [REDACTED] that same day and again on November 1, 2018 and November 14, 2018 about the issues and to explain OAE’s procedures and the options available to [REDACTED]. An OAE investigator called [REDACTED] on December 10, 2018 but [REDACTED] disconnected the call within a few seconds.

Given the nature of the concerns raised in the police reports, OAE notified Dr. Petry of the existence of a complaint on January 17, 2019 without identifying [REDACTED]. OAE arranged to meet with Dr. Petry on January 31, 2019 and asked questions about general topics without identifying [REDACTED]. Thereafter, OAE contacted [REDACTED] to explain that the investigation needed to proceed, but [REDACTED] chose not to participate further. OAE then notified [REDACTED] and Dr. Petry of the decision to proceed with investigation on February 4, 2019 and shared police reports containing [REDACTED] allegations with Dr. Petry that day. On that same date, OAE investigators also attempted to contact Student 1 and Student 2 (the two witnesses identified in the police reports). Dr. Petry initially agreed to meet later in February 2019 but withdrew his consent and refused to meet for an interview about [REDACTED] specific allegations. [REDACTED] met with OAE investigators on February 19, 2019 and again on April 8, 2019. The other witnesses refused to meet with OAE investigators.

February 28, 2020

Page 2

On April 22, 2019, this matter was referred to Husch Blackwell LLP and assigned to me for investigation. My colleague, Mary Dewese, assisted with the investigation. I met with [REDACTED] on April 23, 2019 to explain that I would be taking over the investigation and to offer her the opportunity to share her story more completely during that meeting or at a later time. She shared some information but chose to wait to share details about her story with me. We also spoke by phone on April 29, 2019 and May 2, 2019 about the status of the investigation. These calls led [REDACTED] to agree to a meeting on May 13, 2019 for her interview about her allegations; she cancelled that meeting the morning of May 13, 2019 saying she was following the advice of her attorney. She did not subsequently agree to meet with me or provide any further information for the investigation.

On April 22, 2019, I also e-mailed Dr. Petry and then his attorney, John Thies, asking that Dr. Petry submit a written response to [REDACTED] allegations and then set a time for an in-person interview. Through letters from Mr. Thies, Dr. Petry declined to provide a written statement, sit for an interview, or explain various allegations or evidentiary materials; instead, Mr. Thies submitted letters dated April 26, 2019, May 6, 2019, May 7, 2019, May 15, 2019, and June 12, 2019 presenting various facts and explanations, as well as some documentation, on behalf of Dr. Petry. On May 9, 2019, I also e-mailed Mr. Thies explaining that, given the content of his May 7, 2019 letter regarding [REDACTED] complaint against Dr. Petry, the issues under investigation regarding [REDACTED] implicate the *University Code of Conduct*.

Meanwhile, in early May 2019, we learned from University police of an alleged incident between [REDACTED], a friend of hers (later identified in this report as “Student 4”), and her former boyfriend (Student 1) involving potential deletion of electronic files from the computer and phone belonging to Student 1. We interviewed Student 1 on May 13, 2019. We also interviewed the other alleged witness to Dr. Petry’s conduct toward [REDACTED], Student 2, on May 15, 2019. Student 1 and Student 2 each provided electronic files after their interviews.

In addition, we obtained various computer files as follows: a forensic image of the hard drive of the computer from Dr. Petry’s office, an electronic file containing the contents of Student 1’s cell phone from University police, and an electronic file containing the contents of another female student’s cell phone from University police (which they indicated contained references to Dr. Petry). We engaged a forensic computer examiner to search the hard drive of Dr. Petry’s computer, and we reviewed and conducted word searches of the cell phone files during May and June 2019. We also obtained files and information relating to various police records between July 2019 and February 2020.

II. Factual Allegations

A. Complainant’s Allegations

As noted above, [REDACTED], on the advice of her legal counsel, did not make herself available to be interviewed by me about details of her interactions with Dr. Petry. Her allegations of

February 28, 2020

Page 3

sexually-related conduct are thus taken from the statements she made to UIPD and discussions she had with OAE.

September 26, 2018 Police Interview

On September 26, 2018, UIPD Officer Alec Martin was dispatched to interview [REDACTED] about her report of verbal and electronic harassment by a professor. As detailed in the police report,

[REDACTED] r. Petry told her that if she retook the course, her combined grades would be averaged. He then allegedly told [REDACTED] that he could change her grade in exchange for sexual favors. According to [REDACTED], he first said she could retake the course, but would only have to show up for the exam in order to get an A. He then allegedly said that he could just change her grade from last year. [REDACTED] alleged that Dr. Petry also offered her specific amounts of money for sex.

[REDACTED] further alleged that Dr. Petry stated that he had changed other students' grades in exchange for sexual favors. She told the UPID officer that Dr. Petry stated "What does an A mean to you?" and said that he mentioned "fooling around with students" in the past on the couch in his office. She said that Dr. Petry sat next to her on his couch and put his hand near her thigh, but did not touch her because she shifted away. She said there was no other actual or attempted touching. [REDACTED]

[REDACTED] alleged that they exchanged phone numbers at Dr. Petry's request and that Dr. Petry gave her his Kik username of "[REDACTED]" She said she never received text messages from Dr. Petry, but that, through Kik, Dr. Petry sent a picture of his genitals and solicited pictures of her. On approximately September 22 or 23, Dr. Petry allegedly sent her photos of himself on SnapChat that exposed his face, genitals, and his body in the mirror. [REDACTED] told the officer that her friends took pictures of these SnapChat messages using a secondary phone, and that her boyfriend (Student 1) had these photos on his phone. Through SnapChat, Dr. Petry purportedly asked for sex in exchange for grades, and then switched to sex in exchange for money. Dr. Petry then allegedly told [REDACTED] that he was deleting SnapChat, and [REDACTED] said that she reported the incident to UIPD two days later.

[REDACTED] told the officer that she would be willing to wear a recording device and to speak with Dr. Petry again. Shortly after the interview, [REDACTED] sent Officer Martin four photographs she alleges Dr. Petry sent her. Two photographs are of Dr. Petry's face (one in a car), one is of Dr. Petry standing in front of a mirror, and the other is a picture of a penis.

February 28, 2020

Page 4

October 3, 2018 Police Interview

On October 3, 2018, UIPD Detective Ryan Lepp interviewed ██████████ told the detective that she had taken an Economics and Statistics class with Dr. Petry in Fall 2017. She interacted with Dr. Petry several times after class to ask questions and, once, to discuss an exam. These interactions were normal, although she had heard from classmates that he was “creepy.” ██████████ ██████████. When the detective asked ██████████ to recount her meeting with Dr. Petry, she initially informed him that she could not discuss what happened, but that she wanted to make a covert recording of an interaction between her and Dr. Petry.

██████████ then told Detective Lepp that she had been in Dr. Petry’s office for approximately an hour, and that the first 30-45 minutes were normal. She recalled this meeting being on either a Monday or Wednesday, approximately a week before she initially spoke to the University police. At the meeting, Dr. Petry allegedly told ██████████ ██████████. ██████████ alleged that Dr. Petry made “weird jokes” during the meeting, such as that his doors can lock. She further alleged that he mentioned that sometimes students would do extra things to get “As.” She said she didn’t think much about it at first. Later in the interview, she alleged that Dr. Petry mentioned in his office that if she agreed to have her grade changed, he would write up something that she could send to his University of Illinois email address to start the official grade change process.

██████████ told the detective that at the end of the meeting, Dr. Petry asked ██████████ for her phone number, and then friended her on SnapChat. His username was “██████████.” Dr. Petry also gave ██████████ his Kik username, but according to ██████████ in this interview, they did not talk on Kik. Dr. Petry then purportedly began sending her pictures on SnapChat, with little conversation – for example, Dr. Petry would say “hey,” send her a picture, and ask for a picture in return.

According to ██████████, she told her boyfriend about the pictures the same day Dr. Petry began to send them. Her boyfriend took pictures of the SnapChat pictures from his phone. ██████████ ignored Dr. Petry; he allegedly apologized to her because she wasn’t responding in kind to his messages. A couple days later, Dr. Petry purportedly told her that he was deleting SnapChat.

The detective asked ██████████ if, when Dr. Petry was asking for sex in exchange for money, he talked about any specifics. ██████████ stated that Dr. Petry would just ask her what her price was.

██████████ gave her consent for the police to contact her boyfriend (Student 1) and a friend (Student 2) in whom she had confided. However, on October 8, 2018, shortly after Detective Lepp contacted Student 1 and Student 2, ██████████ sent him an email stating she wanted to put the investigation on hold.

February 28, 2020

Page 5

Conversations during OAE Investigation

█ initially did not respond to repeated efforts by OAE investigators in October, November, and December 2018 to arrange to meet with her to understand her allegations and obtain further detail beyond the information presented in police reports. On February 1, 2019, █ spoke with an OAE investigator by phone, again indicated she did not want to participate in the investigation and stated that she was concerned about retaliation because Dr. Petry knew where she lived. █ then met with OAE investigators on February 6, 2019 (█) expressing concerns that witnesses had been contacted and seeking to avoid being involved with the investigation. She was informed that the investigation would need to proceed. On April 8, 2019, █ met with OAE investigators to report that █ via social media (sharing the messages at issue) and to inquire about Dr. Petry's employment status; she was informed Dr. Petry was on leave pending the investigation. █

On April 23, 2019, █ met with me and shared some information about recent social media communications regarding Dr. Petry and her allegations (but not the underlying allegations themselves). █ referenced her Reddit posts (see below at Section II(D)(3)) and reported that Dr. Petry appeared to have posted a threat in response on Reddit indicating: delete the post or "there might be consequences." █

█ also said that 15 different women had reached out to her after her initial Reddit post indicating they had experienced similar issues with Dr. Petry. She said that she had spoken on the phone with six to eight of them, and that two of them had met with her in person (the rest reportedly had communicated electronically, she did not specify exactly how). █ was asked to have these women call me or to share their names and contact information with me; she said that she preferred to ask them to call me. During phone calls with █ on April 29 and May 2, I reiterated our interest in speaking with any of the women she said had contacted her, and █ again said she would encourage them to call. None of the 15 women █ mentioned ever reached out to me, and she did not share their contact information or names (or any other identifying information) at any time.

B. Respondent's Response

Through a letter from his counsel, Dr. Petry stated that he met █ on a social media platform called "Seeking Arrangements"¹ on or about September 19, 2018. Dr. Petry reported that █ and that he was not initially aware she was a former student. Dr. Petry alleged that he and █ communicated through the Seeking Arrangements site and through other texting. He reported that all of his interactions with █

¹ Seeking Arrangements refers to itself as the "#1 Sugar Daddy Dating Site in the World."

February 28, 2020

Page 6

██████████ were consensual and denied ever demanding sex from ██████████ or offering to change her grade. Dr. Petry admitted that he sent ██████████ pictures of himself over Snapchat, but asserted that ██████████ asked for him to do so.

Dr. Petry provided a screenshot of an interaction between “██████████” and “██████████” in which ██████████ refers to the other user as ██████████. The screenshot of this conversation indicates that the account for ██████████ “has been deactivated. Dr. Petry’s attorney’s letter asserts that this exchange was between Dr. Petry and ██████████. In this conversation, ██████████ gave ██████████ his number and informed her that he worked for the University. Sugar Baby asked for him to send pictures, stating that SnapChat was “totally safe to use” because the “pictures disappear.” She gave her SnapChat username as ██████████. ██████████ stated that he added her on SnapChat and that his username as “██████████”

Dr. Petry admitted that he and ██████████ met in his office sometime between September 24 and September 26, 2018. He alleged that following their interaction on Seeking Arrangements, they planned to meet face to face in a coffee shop, but ██████████ preferred coming to his office due to her schedule. Dr. Petry claimed that during the meeting in his office, it became clear to him that ██████████ was primarily interested in having her grade changed from his class she took nine months prior, or to receive assurances from Dr. Petry that he would give her an A if she retook the class. Dr. Petry also noted that he told ██████████ that he was unwilling to do either, and that ██████████ then left his office. According to Dr. Petry, he did not hear from or see ██████████ again after the meeting in his office.

Through his counsel, Dr. Petry was sent a copy of an exchange of messages that appear to be between Dr. Petry and Student 3 (see below), but Dr. Petry refused to answer questions related to those messages or about any communication he had with any students soliciting sex. The exchange of messages with Student 3 is discussed in Section II(D)(1)(c) of this preliminary report.

C. Witness Interviews

Two witnesses were interviewed for the present investigation. The first, Student 1, is ██████████. There are conflicting statements regarding when their relationship ended. The second, Student 2, is a friend of ██████████.

1. Student 1

Student 1 was interviewed on May 13, 2019 and again on September 4, 2019. He alleges that he dated ██████████ from February 2018 until April 29, 2019. The information below was reported by Student 1 during his interviews.

February 28, 2020

Page 7

██████████ allegedly told Student 1 in September 2018 that she met Dr. Petry online and that Dr. Petry was paying to receive nude pictures from her. Student 1 believes that ██████████ and Dr. Petry met on a website through which older men pay younger women for nude pictures, but he did not know which site. According to Student 1, ██████████ and a friend would allegedly use these sites to make money selling pictures of porn stars and/or of the friend, who also works as a “cam girl.” Student 1 estimated that ██████████ received over \$10,000 through Venmo from the men on these sites. Student 1 was not aware whether ██████████ was using Seeking Arrangements specifically; however, he had heard her discuss a “sugar daddy.” According to Student 1, ██████████ used the alias ██████████ for these arrangements both through the website and SnapChat.

Purportedly, when they started communicating online, ██████████ told Student 1 that she did not initially know that Dr. Petry was her former professor, and Dr. Petry was not aware that ██████████ was his former student, as ██████████ was sending Dr. Petry pictures of her friend and/or a porn star. ██████████ allegedly realized that the man she was communicating with was Dr. Petry when he sent pictures of himself back to her.

Dr. Petry allegedly sent pictures of his face and genitalia through SnapChat, using the pseudonym “██████████.” These pictures included a picture of Dr. Petry driving and a picture of him in front of a mirror. Student 1 alleged that he took pictures on his phone of ██████████ phone displaying the SnapChat pictures from Dr. Petry in September 2018. Student 2 was present when this occurred. Student 1 had previously hung out with Student 2, who was a friend of ██████████s. According to Student 1, Student 2 suggested that they take the pictures. Student 1 also believes that Student 2 was the person who told ██████████ to report Dr. Petry to the police.

According to Student 1, ██████████ went to Dr. Petry’s office a few days after receiving the pictures of him. She allegedly told Dr. Petry that she was a friend of ██████████ Student 1 reported that ██████████ wanted to blackmail Dr. Petry into giving her a higher grade as well as to pay her money. Student 1 said that he previously had a video of ██████████ in Dr. Petry’s office that she sent him but claimed that ██████████ deleted this video from his computer.

One of the pictures Dr. Petry allegedly sent to ██████████ showed him in his car. Student 1 then found information about Dr. Petry’s car, including its make, model, and year. He shared this information with ██████████. The next day, ██████████ purportedly told Student 1 that Dr. Petry had visited her apartment to harass her. One of ██████████ friends, “Student 4,” allegedly messaged Student 1 about Dr. Petry’s car being at ██████████ apartment that same day. Student 1 does not believe that Dr. Petry was actually at ██████████ apartment. He knew that Dr. Petry’s car was a hatchback, but had not shared this information with ██████████. He asked both ██████████ and Student 4 whether the car they saw in front of ██████████ apartment was a coupe or a hatchback, and both refused to answer the question. Student 1 believes that ██████████ was lying to build a story that Dr. Petry was harassing her in order to blackmail him into giving

February 28, 2020

Page 8

her money and changing her grade. Student 1 believes that when Dr. Petry refused to do so, [REDACTED] wanted to destroy his reputation in order to get revenge.

Student 1 also alleged that Dr. Petry and [REDACTED], proceeding as if [REDACTED] had exchanged phone numbers, [REDACTED] purportedly texted Dr. Petry using an app that altered her phone number. In these messages, [REDACTED] allegedly asked Dr. Petry whether he had previously had sexual relationships with students. Student 1 recalls that Dr. Petry “may” have said he had sexual relationships with former students. [REDACTED] intent, according to Student 1, was to get Dr. Petry to disclose information that she could use to then get him to change her grade. Dr. Petry did not agree to change [REDACTED] grade, according to Student 1. Student 1 further alleged that [REDACTED] had sent him, over Facebook Messenger, screenshots of her conversations with Dr. Petry, but that [REDACTED] later deleted his Facebook messages and archives.

Student 1 alleged that [REDACTED] had asked him not to participate in the OAE investigation. He did not respond to any contact from OAE until May 2019.

In January 2019, [REDACTED] purportedly told Student 1 that [REDACTED] was contacting her over LinkedIn and Facebook Messenger, and that Dr. Petry was sending her money to bribe her to not speak up. Student 1 did not know any details about these issues.

In April 2019, [REDACTED] made a post on Reddit about Dr. Petry. She told Student 1 that, after this post, at least 15 other women were coming forward with their own allegations about Dr. Petry, and that she met with one of these women at Starbucks. Student 1 does not believe it is true that other women contacted [REDACTED]; he asked [REDACTED] questions about these women, but [REDACTED] claimed each had the same story she did, and she failed to provide any details as to who they were or any proof that she had been contacted.

According to Student 1, [REDACTED] broke up with him on April 29, 2019. He alleged that three days after their break-up, on May 2, she and Student 4 assaulted him. Student 1 had started posting on Reddit, and he believes that [REDACTED] was concerned that he would “leak the truth.” Their Reddit usernames were nearly identical – one letter was different. [REDACTED] was allegedly concerned that they were no longer anonymous and wanted Student 1 to delete his account. Student 1 did so, but then made an account with a similar name. He posted to a Reddit thread about John Bambenek, a University of Illinois adjunct lecturer who frequently posted to Reddit about the Petry investigation. [REDACTED] and her friends purportedly began calling Student 1 to ask him to delete his account. Another student allegedly began posting to Reddit and referring to Student 1 as [REDACTED]’s “clingy ex-boyfriend.” According to Student 1, he then realized that [REDACTED] was involved with another person and had been cheating on her.

Allegedly, [REDACTED] called Student 1 on May 4, 2019 and asked if they could talk in person. Student 1 agreed. According to Student 1, [REDACTED] called to say she had arrived at Student 1’s apartment later that day, and, when he went to let her in, she asked to take a walk. They rounded a corner, where Student 4 was allegedly hiding and grabbed Student 1. There was purportedly a

February 28, 2020

Page 9

physical struggle, with [REDACTED] attempting to obtain Student 1's phone and keys and Student 4 attempting to restrain Student 1. Student 4 allegedly had a knife, which was dropped or thrown while Student 1 and Student 4 were fighting. Student 1 alleged that Student 4 had him in a headlock and was "choking [him] out." According to Student 1, the fight ended once [REDACTED] had Student 1's keys, and possibly Student 4's knife, and Student 1 said he would let them in to his apartment. The three of them went into his apartment.

In the apartment, Student 1 alleged he sat on the bed while Student 4 blocked the doorway, holding his knife. Student 4 purportedly told Student 1 that if he went to the police, Student 4 would kill him and that "murder is hard work." [REDACTED] purportedly deleted text messages and Facebook messages from Student 1's phone, video of her in Dr. Petry's office, pictures of Dr. Petry, and the nude pictures Student 1 had of her. Student 1 alleged that they "missed" a few pictures of Dr. Petry on Student 1's phone (he sent copies of these to us after his interview, and they included pictures of Dr. Petry's face, a screenshot of "[REDACTED]" page, and e-mails regarding our investigation communications with [REDACTED]). Student 1 was unsure what they deleted from his computer, but claims that he had nothing related to Dr. Petry on it. Student 1 allegedly gave [REDACTED] his Reddit password. [REDACTED] purportedly sent messages from Student 1's Reddit and Facebook Messenger accounts, pretending to be Student 1 and stating that he was not over [REDACTED]. When they were done, Student 4 allegedly asked for cleaning supplies to clean off finger prints. The entire event is alleged to have happened between 5:30pm-7:00pm on Thursday, May 2, 2019. Student 1 spoke to the Champaign Police two days later. The police report regarding this incident is discussed in Section II(D)(4) of this preliminary report below.

Student 1 was also interviewed about statements contained in an e-mail dated August 20, 2019 from Student 4 in which Student 4 claims to have lied to the Champaign Police during his May 4, 2019 interview in order to advance a plan of deception planned by Dr. Petry. Student 4's e-mail is described in section II.D. below, along with Student 1's reaction to it.

2. Student 2

Student 2 has been an undergraduate student at the University the past two years, after transferring into the [REDACTED] r. [REDACTED] transferred into the program at the same time, and they became friends as a result, mostly through academic related projects but also with respect to some personal issues. [REDACTED]

Student 2 reported that [REDACTED] has been talking to him about some personal issues for the past year or so, including her interactions with Dr. Petry. Other than seeing a few messages and pictures, all of his information about Dr. Petry comes from what [REDACTED] has told Student 2. Student 2 forwarded pictures after his interview, which included four pictures of Dr. Petry (all of which UIPD had already collected).

February 28, 2020

Page 10

Information about the internal investigation

With respect to the internal investigation, Student 2 noted that he helped convince ██████ to initiate her reports to UIPD because they thought Dr. Petry had mistreated other women. ██████ told him that UIPD and then OAE processes stalled after she reported her issues with Dr. Petry and that nothing was getting done for a while. She told him that the school gave her the “run-around” and made her repeat the same story to many people without taking any action. When asked, Student 2 said that ██████ never told him that she told anyone at OAE that she was reluctant to have an investigation move forward or for them to avoid sharing her name with Dr. Petry. Student 2 confirmed that someone from the University may have called him once about ██████ allegations, that he did not respond, but that ██████ never told him not to talk to OAE. He also said that ██████ told him, in late April 2019 or the first half of May 2019, that someone from the University asked her to sign an “NDA” (non-disclosure agreement) but did not tell him who told her that or anything else about that.

Information about Dr. Petry

Student 2 said that he first learned anything about Dr. Petry from ██████ one night in fall of 2018, when she called Student 2 upset about some messages and pictures she said she had received. Student 2 picked ██████ up and took her to Student 1’s apartment, where ██████ showed Student 2 and Student 1 pictures and messages from Dr. Petry on her phone. The pictures were of Dr. Petry’s face and penis. Student 2 suggested taking pictures on his phone of the images Dr. Petry had sent to ██████, which he did. That same night, Student 2 said he saw snapchat messages from Dr. Petry to ██████, in which Dr. Petry offered to pay to have sex or to change ██████ grade with insinuating language rather than direct comments. For instance, Dr. Petry asked her to send “sexy pics” not “naked pics,” and said he was willing to help with her grade if she filed some form or had sex with him, and that she could “earn an A+.” Student 2 reported that ██████ responded saying she was not interested, but Dr. Petry sent more messages that made clear he was not taking “no” seriously and continuing to try to engage with ██████.

██████ told Student 2 that the messages started after she had gone to see Dr. Petry to ask him for a recommendation letter because he was her favorite professor. She told him that Dr. Petry had ended up asking ██████ for her phone number and then sent her messages and pictures trying to connect sexually with her. Student 2 thought Dr. Petry’s entire response was odd because ██████ told Student 2 that she received a B+ in the class, so there was no reason for her to seek a grade change in the first place.

Student 2 further reported that, on a different night a couple days later, ██████ shared screenshots with Student 2 of other messages from Dr. Petry to ██████ that upset her because they continued efforts to get her to engage in sexual exchanges with Dr. Petry. He also remembers that ██████ called Student 2 upset another day (he could not recall when), that he picked her up to go to McDonald’s for a soda, and that ██████ was on her phone sitting next

February 28, 2020

Page 11

to him in the car when she told him that Dr. Petry had threatened her that if she came forward, he knows people in every firm she might try to work in, and she would regret it. This is the only time Student 2 recalls [REDACTED] talking about any threats from Dr. Petry.

Later, [REDACTED] told Student 2 that Dr. [REDACTED] described the contact as “not leaving me alone.” Student 2 thinks there were 5-6 messages over a period of 1-2 days.

[REDACTED] also told Student 2 that, after she posted information on Reddit in April or May 2019, as many as 10 different other women reached out to [REDACTED] saying they had similar experiences with Dr. Petry. She told Student 2 that two of those women had gone to the police, while others couldn't do anything because they felt ashamed. She never showed Student 2 any messages that said anything about this, just told him about it.

Student 2 recalled talking one time to Student 1 on the initial night of seeing the pictures on [REDACTED]'s phone in Student 1's apartment and said they never communicated about this after that. Student 2 said that he believes that Student 1 and [REDACTED] split up in the Fall 2018 because [REDACTED] was emotionally upset at that time. He heard from another friend of his (another University student) that Student 1 would not accept [REDACTED] effort to break up with him, including that there was a message posted on some website where Student 1 was claiming to still be [REDACTED] boyfriend. [REDACTED] showed that message to Student 2 during the week of May 7-14, after she had been arrested. Student 2 knows that [REDACTED] lives with a guy by the same first name as Student 4 but does not know him at all and said he has never been to [REDACTED] apartment.

When asked about “Seeking Arrangements,” Student 2 said he has never heard of that site, that [REDACTED] never mentioned it in connection with Dr. Petry or anything else, and that he had no knowledge of [REDACTED] selling pictures of herself or any other nude pictures.

D. Other Evidence

In addition to interviewing witnesses and reviewing statements from the complainant and respondent, we reviewed information from computers, phones, social media, and other UIPD and University reports, as described below.

1. Forensic Imaging

Pursuant to this investigation, forensic imaging was done of Dr. Petry's work computer (by a forensic computer firm at our request), Student 1's phone, and the phone belonging to another individual (“Student 3”).

February 28, 2020
Page 12

a. Respondent's Computer

After a forensic examination and key-term search was conducted by an outside firm, the only information discovered on Dr. Petry's office computer related to ██████████ was a set of emails between ██████████ and Dr. Petry from October 9, 2017 regarding ██████████ request to make up an exam. There was no evidence that Dr. Petry was using Seeking Arrangements on his work computer, nor any communications between Dr. Petry and ██████████, Student 1, Student 2, or Student 3.

b. Student 1's Phone

Student 1 sent selected screenshots to investigators (referenced above), and also made his phone available to be imaged by UIPD, which was forwarded to us. The only text conversation between Student 1 and ██████████ on Student 1's phone was dated May 6, 2019. ██████████ messaged Student 1 twice that evening, asking "Are you okay?" and "Can you just reply with anything so I know you're okay?" The phone also showed a series of calls (both ingoing and outgoing; some missed or unanswered, others brief) between 3:21 and 5:26pm on May 2, 2019. ██████████ next called Student 1 on May 6, 2019; these calls went unanswered. Prior to May 2, 2019, they had last spoken by phone on April 23, April 26, and April 29, 2019. Before that, the phone log shows two outgoing calls from Student 1 to ██████████ on December 19, 2018, and April 18, 2019 that went unanswered, and several calls, including FaceTime calls, between them from July 20, 2018 through October 31, 2018.

During his interview and in the police report, Student 1 identified the time he was allegedly held hostage by ██████████ and Student 4 as between 5:30 and 7:00pm on May 2, 2019. The last call from ██████████ to Student 1's phone on that day was at 5:26pm, lasting for 4 seconds. At 5:54pm, an outgoing call was made from Student 1's phone through Facebook Messenger to a number that is subsequently in the call log identified as belonging to ██████████ new boyfriend. At 6:18pm, Student 1's mother called his phone; this call went unanswered. At 7:08pm, there was an outgoing call to Student 1's mother that lasted for 17 minutes. The web history of the phone during the time period in question shows that Facebook, Facebook Messenger, and Reddit were all visited from Student 1's phone.

There was one image of Dr. Petry on Student 1's phone. It is a picture of a cellphone that is displaying a picture of Dr. Petry's face. The word "chat" is at the bottom and three dots are in the top right corner, indicating that the picture shown on the phone is from the SnapChat app. There is no other indication on this image of how the picture of Dr. Petry came to be on the phone (e.g., who it was sent by or when; whether it's a picture of the phone displaying a picture on the SnapChat app or a picture of a screenshot). This image was the same as one of the pictures ██████████ turned over to UIPD. There was also a picture of a phone displaying the SnapChat profile for "██████████" with a username of "██████████". The phone shown in this picture displays the time 10:32 pm. The metadata for the pictures on Student 1's phone show that the pictures were both taken at 10:32pm on September 24, 2018. It appears that ██████████ is

February 28, 2020

Page 13

“friends” on SnapChat with whomever’s phone is displayed in the picture. The September 24, 2018 date of the picture on Student 1’s phone is consistent with Dr. Petry’s assertion (through his counsel) that his communications with [REDACTED] via Seeking Arrangements (dated September 19, 2018) preceded his delivery of photos to her.

c. Student 3’s Phone

In the course of their investigation of [REDACTED] complaints, UIPD uncovered relevant evidence of messages in an unrelated matter involving a University of Illinois student (“Student 3”) that appear to have been exchanged with Dr. Petry. Forensic imaging of Student 3’s phone was completed as part of that unrelated investigation. This imaging resulted in UIPD obtaining evidence of text (sms) and picture (mms) messages between Dr. Petry and Student 3. Evidence supporting the conclusion that these messages were from Dr. Petry include initial reference to himself as “Al from SA,” later explanation that his name is “Joe,” another message explaining that he is a professor in the “Econ” department, and a “selfie” that appears to be of Dr. Petry in a car (and appears to be the same picture as one [REDACTED] alleges she received) Student 3 and Dr. Petry texted from 1:38pm on November 26 until 3:43pm on November 28, 2018.

On November 26, 2018, Dr. Petry wrote to Student 3, “Hey Kat, Al from SA. Thanks for sharing your number!” He told Student 3, who was proceeding under the pseudonym “Kat,” that his name was actually Joe. He then told her that he was a professor in “Econ.” Student 3 shared that she was a psychology major. Dr. Petry asked what year in school she was and whether it was “[o]kay to exchange a few photos.” Student 3 responded that she was a sophomore and that it was “cool[.]” She then sent Dr. Petry a picture of herself with friends, identifying herself as the one “on the right.” Petry texted her back, “What a beautiful sexy woman you are!” and sent two pictures of himself, one of his face in a car and the other of his full body in front of a mirror. He then sent a text asking if she was “420 friendly” based on the “pen” she was holding in her picture. Student 3 responded the next day that she was. They discussed marijuana, and Dr. Petry stated, “I smoke a little but I enjoy gifting weed to my sugar baby sometimes.”

That same day, Dr. Petry sent a text asking if Student 3 wanted to meet in person soon “for coffee or tea to see how we are chemistry-wise.” Student 3 responded, “I’d love to! I do have to let you know that I do a ppm.”² Dr. Petry asked, “For coffee or assuming we have chemistry for a private get together?” When Student 3 responded “both,” Dr. Petry asked, “How much are you talking?” Student 3 told him that she charges “\$100 for coffee[, and] \$200 for a real date.” Dr. Petry asked if she was “most interested in a one-off kind of thing or an ongoing arrangement with regular meets?” Student 3 responded that she was “open to whatever” and Dr. Petry asked if they could meet “at a hotel and intimacy on the first meet?” Student 3 said no, and Dr. Petry responded that he does not pay for introductory coffees. Student 3 did not respond, and the next day (November 28, 2018), Dr. Petry send a text stating, “Hey Kat, it was nice chatting with you. You seem like a very nice person. I hope you find what you are after.”

² “Ppm” is an abbreviation for “pay per meet.”

February 28, 2020
Page 14

2. UI-7 News

We reviewed a video of an April 25, 2019 report from UI-7 news, a broadcast news show produced by University of Illinois broadcast journalism students. [REDACTED] was interviewed by UI-7 News. In this interview, the reporter characterized [REDACTED] allegations as follows: [REDACTED] . . . one day, after class, she visited him during office hours. During this meeting, she says they exchanged phone numbers. Soon after, she says Petry sent graphic images along with messages soliciting pictures back, sex in exchange for money, and for an A+ in Econ Stats.” [REDACTED] then spoke, stating that she was “sending texts that said ‘stop contacting me’ and ‘this is not something I want to receive from you.’” The reporter said that [REDACTED] says 15 other individuals have messaged her on Reddit claiming similar experiences with Dr. Petry, and that two women have submitted evidence to the police.

3. Social Media Posts

On or about April 10, 2019, [REDACTED] started a series of posts on a social media platform “Reddit” that addressed issues between [REDACTED] and Dr. Petry. The majority of the posts came from the username “skitzxo,” which [REDACTED] confirmed was her. The initial post was titled “Answered: Where is Petry?” and stated:

I've seen questions on here asking where Joe Petry (previous Champaign mayor candidate, Econ stats and finance professor) has gone and I've heard conversations in passing/rumors about a “family emergency” or sudden hospitalization. It sickens me to hear this any longer because the reason he is on a leave currently is due to investigations of sexual harassment cases the school has been so conveniently covering up for him. I came forward to the university police with messages and pictures Petry sent me soliciting pictures back, sex in exchange for money, and sex in exchange for an A+ in econ stats. [REDACTED] has also been harassing me with messages on different social media platforms nonstop ever since my coming forward to campus police trying to make me feel bad for coming forward. Stop feeling bad for Petry being gone and stop missing him. I have asked for minimum involvement after turning over everything to campus police because I do not want my name attached to this story. The investigation is still ongoing and the chances of him returning to campus ever are slim; however, I would like to also make a point to say that if you have also ever been harassed/ made uncomfortable etc by Petry, please speak up to campus police! When we don't speak up about it (as I was not planning to do and did not for a while) then it happens to other girls... I was set on not speaking up on the matter until a good friend convinced me why it was the right thing to do and how much I may be helping someone else by preventing them from also being harassed in this way by someone in power.

February 28, 2020

Page 15

That same day, April 10, 2019, an anonymous user (with username [REDACTED]) commented on [REDACTED] "Answered: Where is Petry?" post as follows:

I don't know how to add definitive proof without providing excessive information about him (or myself) but I met him through Seeking Arrangements, a sugar daddy/sugar baby site. He was the first person I met off SA and we had coffee at Cafe Paradiso where, after speaking, he offered me about \$500/month to meet approximately weekly, sex not required every meeting. Since he's married I always met him in his office. So anyone who's sat on the couch in his office has been near the ghost of my booty. I'm really sorry to hear about everything that's happened to you. Obviously I entered into my arrangement with him consensually and I know he's had many other arrangements before too. He had mentioned a lot of student/professor fantasies that were pretty exhibitionist, such as having me go to a lecture of his and play with myself in the front row. Honestly he was incredibly careless about his personal information and didn't do much to prevent getting caught. Given his willingness to pay for companionship, I never thought he'd harass one of his own students. I really feel for you and I hope you're doing okay.

On or about April 15, 2019, an anonymous poster (with username [REDACTED]) wrote a post titled, "Trying to reach the girl who finally exposed Professor petry" stating as follows:

Hello all. I am not a reddit user and just made an account wondering if someone could get me in contact with the girl who came forward and got Professor Petry put on a leave for sexual harassment? I too was harassed by this Professor when I was a student at the university and never came forward with my evidence and still have his disgusting sms messages on my old android from him when I was a student of his that I would like to now turn over to police to help the current investigation. I was sent screenshots of the girls post but cannot find it on here so I am assuming it has been deleted. If anyone knows her personally and could get me in contact with her I would appreciate someone to talk to about this. I am still upset this happened to me and other girls who are affected as well. I never felt safe going to his class and regret extremely never going to the police on campus. If this is she who is reading this, you are brave and did something that I had wish i had done! Hopefully he will be fired permanently and will not be able to harass students again. You did an amazing thing. Hoping this does not affect your academic performance as it did mine. Please reach out if you are comfortable.

On or about April 28, 2019, a second anonymous user ("whiteowl725") commented on [REDACTED] "Answered: Where is Petry?" post with the following statement:

I wasn't a student but also had a very brief relationship with him. We also met on SA. Initially we agreed on no sex. I always got a creepy vibe from him but thought it was just because I had never been in a SD/SB relationship before and still wasn't sure how I felt about it. A few weeks into the relationship he asked for sex and it didn't feel right. I broke it off before we ever actually had sex. But his texts and comments were uncomfortable.

February 28, 2020

Page 16

I'm sorry you've gone through this. I'm glad he finally got caught because I suspected he was doing this with students.

On May 5, 2019, [REDACTED] also wrote a Facebook post that linked to the “Answered: Where is Petry?” post on Reddit and stated that [REDACTED] wrote that Reddit post. In relevant part, her Facebook post stated:

Unfortunately, at my time at the University of Illinois, I received a great deal of harassment from an economics professor, Joe Petry. He relentlessly sent messages and pictures to me attempting to solicit pictures back, sex in exchange for an A+ in his class, and even attempted to pay me to have sex with him. Even though I came forward to campus police with evidence including unwanted text messages and pictures in the fall of 2018, the University did not put him on administrative leave until months later. I am disappointed that they would continue to let him teach during these months because other girls may have fallen victim to sexual harassment from him. . . . Many girls have sent me messages on reddit and on other social media platforms saying that they were also victims of Joe Petry's harassment. It saddens me to speak to these girls and hear their similar stories. Some girls regret accepting a changed grade/money from him in exchange for sexual favors. Other girls, like myself, did not accept anything from him and were just repeatedly harassed. Both of which are upsetting because this is no way for a professor to be using his power.

On or about May 8, 2019, a third anonymous user (“ceremonial96”) commented on [REDACTED] “Answered: Where is Petry?” post by stating the following:

I have met him through SA also. We exchanged a few messages and he offered to meet. We met at a Espresso Royal on campus near the main quad. He mentioned he was already seeing a couple girls but was interested in meeting me as well. After the initial meeting we exchanged a few messages but never really continued.

Someone with the username “A_For_Anarchy,” in an account started April 2018, commented frequently on Reddit posts about the investigation. In relevant part, this user commented on [REDACTED] [REDACTED] “Answered: Where is Petry?” post by stating as follows:

Even though I was there and seeing the messages from him firsthand while you were going through this, it still triggers me so hard dude ... glad people will know the real him now though absolutely no need for his reputation to be protected by the school[.]

In May 2019, a post was made from [REDACTED] Reddit Account (“skitzxo”) that is written as if it were prepared by Student 1. In this post, the author alleges that he has been stalking [REDACTED] [REDACTED] and made false claims against [REDACTED] and Student 1. Reddit’s moderators have deleted this post, and it is unclear who actually wrote that post.

February 28, 2020

Page 17

██████████ appears to have started a second Reddit account, “sunyyy97” on May 31, 2019. This user posted a statement titled “Schizophrenic ex boyfriend is attempting to ruin my life. What kind of help does he need? Does he belong in jail?” that states her ex-boyfriend, whom she dated from March 2018 to June 2018, has been stalking her and making false claims against her.

The anonymous nature of Reddit posts limited our ability to identify any of the people who posted this material. As noted earlier, ██████████ was asked several times to identify any other women who had contacted her regarding reports of similar experiences with Dr. Petry, and she did not provide any such information.

4. Subsequent Police Reports

During our investigation, we learned of UIPD police reports relating to events that reportedly transpired between ██████████ and Student 1 on May 2, 2019 that have some relevance to the allegations at issue for this investigation. We also received limited information about a subsequent incident between ██████████ and Student 1 that required police involvement.

May 2, 2019 Incident Report Summary

On May 4, 2019, Student 1 reported to the Champaign Police Department that ██████████ and another student (“Student 4”) had, on May 2, 2019, unlawfully restrained, intimidated, and battered him. According to Student 1, ██████████ had ended their relationship on April 30, 2019. Student 1 told the police that his breakup with ██████████ and this incident were related to an allegation ██████████ made against a professor and that Student 1 had information that could damage her case.

Student 1 also reported that ██████████ asked him to delete his Reddit account after their breakup; he did so, but then made a new one with a similar name. ██████████ and her friends allegedly began accusing Student 1 of stalking ██████████.

On May 2, 2019, ██████████ allegedly called Student 1 and asked if they could meet. Student 1 invited her to his apartment. According to Student 1, ██████████ brought Student 4 with her, and they demanded that Student 1 delete his Reddit account and “anything else related to” ██████████. Student 4 allegedly had a knife. According to Student 1, they fought until ██████████ got his keys, and then he agreed to go upstairs with them. Student 4 allegedly held his knife to Student 1’s neck. Student 1 told the police that he was forced to sit on his bed while ██████████ deleted files and while Student 4 stood in the doorway with his knife. Student 4 purportedly stated that he had killed people in the past.

Interviews by UIPD Related to the May 2, 2019 Incident

The Champaign Police Department referred the case to UIPD, and, on May 6, 2019, UIPD Detective Lepp spoke to Student 4. Student 4 admitted some of the allegations made by Student

February 28, 2020

Page 18

1 to the Champaign Police Department. Specifically, the police report of the interview with Student 4 states that:

- Student 4 “held him place” and “made” Student 1 “give them his phone so they could delete the pictures and they ‘made’ him open his door to let them up the elevator so they could delete the pictures on his computer”;
- Student 4 “came up from behind him and put his arm around Student 1 because he wanted Student 1 to know that what they were going to do wouldn’t be easy, but he needed to stay calm and give [REDACTED] his phone”;
- Student 1 “did not want Student 4 or [REDACTED] in his apartment” and that “they used ‘intimidation’” through statements such as “You do what I tell you to do, and you do it now” and Student 4 “chased Student 1 down and pulled him into the apartment” and told Student 1 “you’re going to sit there until we leave and she [REDACTED] is going to go through all your devices and accounts and is going to delete whatever she wants and you are going to sit there and not do anything”;
- While in the apartment, it “was like a hostage situation where Student 4 told Student 1 that he was going to sit there while [REDACTED] goes through his computer and deletes the photos”;
- Student 4 said that his knife blade “was open” and “he was playing with it, but never pointed it at Student 1 or threatened him or held it to his neck”;
- Student 4 said “the pictures were unrelated to Petry but then said he didn’t know what the pictures were.”

Student 4 told UIPD that he saw messages from Dr. Petry to [REDACTED] that included a picture of Dr. Petry’s penis. According to Student 4, Dr. Petry initiated the relationship with [REDACTED], and that, because they were “broke college students,” [REDACTED] thought they “could just scam this guy.” Student 4 alleged that [REDACTED] wanted to end the interaction with Dr. Petry, but that it didn’t stop. Student 4 claimed that he was not involved.

Student 1 called Detective Lepp on May 6, 2019 and stated that [REDACTED] was texting his mother alleging that Student 1 was “off his meds” and acting violent.

[REDACTED] was arrested by UIPD and asked for an attorney. This occurred shortly before [REDACTED] refusal, on May 13, 2019, to meet with us for her interview regarding this investigation.

Subsequent Police-Involved Incidents

Allegedly, there have been subsequent incidents involving [REDACTED] alleging that Student 1 engaged in various behavior toward her. Included among these incidents was one incident reflected in a Champaign Police Department report noting the following:

February 28, 2020

Page 19

May 10, 2019: [REDACTED] alleged to Champaign Police that Student 1 entered her apartment when she was not there, left a note, and took pills from her. She said that a friend of hers found the note when he entered the apartment. The report states that Champaign Police interviewed Student 1 later that evening and that he denied going to [REDACTED] apartment, that he had been with his parents or in meetings with University administrators that day and provided a writing sample to demonstrate that he had not written the note.

Also, Student 1 reported that, in June 2019, [REDACTED] reportedly sought to lure Student 1 to a specific physical location in the Chicago area and reported to the Skokie Police Department that Student 1 physically assaulted her. Reportedly, the police found that she had filed a false police report and would be pursuing charges against her. Court records reflect that, on November 7, 2019, a criminal prosecution was filed against [REDACTED] charging her with “False Report of Offense” and “False Alarm Ambulance” based on her reports to the Skokie Police Department in June 2019.

Moreover, in February 2020, newspaper reports indicated that Illinois States Attorney reported that [REDACTED] and Student 4 had been arrested for a different incident in January 2020 in which they allegedly conspired to commit residential burglary by breaking into the apartment of [REDACTED] then current boyfriend, ransacked it, and tried to pin the incident on Student 1.

5. Interim Suspension Hearing

Due to being criminally charged for holding another student hostage, both [REDACTED] and Student 4 were suspended by the University on an interim basis pending potential discipline.³ Hearings were conducted to determine if the interim suspensions would be upheld. Each student spoke at their respective hearing. For purposes of this investigation, the audio recordings of the hearings were reviewed for information related to facts at issue with the investigation of Dr. Petry, including deletion of any electronic evidence, but no additional documents.

[REDACTED] Statement

[REDACTED] alleged that she broke up with Student 1 in 2018, but that Student 1 remained infatuated with her. She alleged that Student 1 is “mentally unstable” and has been stalking her. According to [REDACTED], Student 1 told Student 4 that he had nude pictures of [REDACTED] and threatened to post them online. She decided to confront him with Student 4. She alleged that

³ [REDACTED] and Student 4’s discipline related to the May 2, 2019 incident involving Student 1 is beyond the scope of this report, and thus not discussed. The incident itself and the statements made to the police, as well the interim suspension hearings are detailed herein because they relate to assessment of the allegations [REDACTED] made regarding Dr. Petry.

February 28, 2020

Page 20

Student 1 let them into his apartment and let her delete the nude pictures he had of her. According to [REDACTED], the rest of the allegations about the May 2, 2019 incident are untrue.

[REDACTED] brought with her screenshots of a Facebook message between herself and an alleged friend of Student 1's from May 6, 2019, in which the friend stated he did not talk to Student 1 anymore and that Student 1 was "[REDACTED]." She brought screenshots of a Reddit message between Student 1 and [REDACTED] current boyfriend, in which Student 1 allegedly wrote that he is not insane and has feelings for [REDACTED] that she does not reciprocate. She also referenced a Twitter message between Student 1 and her boyfriend in which Student 1 allegedly admitted he was stalking [REDACTED] and asked her boyfriend to delete messages.

Student 4's Statement

At his interim suspension hearing, Student 4 alleged that Student 1 was "[REDACTED]" and making false claims. He brought screenshots of a Reddit threat, a text or Twitter message between Student 1 and [REDACTED] current boyfriend, and a conversation between [REDACTED] and a friend of Student 1's that [REDACTED] gave to him.

Student 4 alleges that, on the day he was arrested, he took prescription medication that resulted in him having no memory of going to the police station or of the statement he made. He claimed that he wanted to sound tough but did not understand the consequences of what he was saying. He stated he would not talk about the ongoing investigation, but that Student 1 was not telling the whole story.

D. Evidence Received Subsequent to the Preliminary Report

Response to Preliminary Report

On July 19, 2019, a Preliminary Report was delivered to [REDACTED] and Dr. Petry, via his lawyer. They were each informed that they had five business days to provide a written response, if they desired.

On July 25, 2019, Dr. Petry responded. In relevant part, Dr. Petry stated that he was the victim of blackmail, that [REDACTED] has no credibility, as established by her "efforts to blackmail [Dr. Petry] and other information in the Preliminary Report," and that his refusal to meet for an interview was not based on a desire to obstruct the investigation.

[REDACTED] did not respond, in writing or otherwise, to the Preliminary Report. However, on August 20, 2019, she emailed a UIUC professor seeking advice. This email was forwarded to OAE. In this email, [REDACTED] stated, in relevant part:

I provided UI police with my evidence of sexual harassment from ex-Professor Joe Petry in October of 2018. In March of 2018, I made an anonymous reddit post about how the

February 28, 2020

Page 21

university was not dealing with the issue properly, as Joe Petry was being “investigated” for months and [REDACTED] and friends had reached out to me with threats for coming forward about his actions. I decided to come forward publicly (not anonymously) via a Facebook status in early May of 2019. This status generated a lot of attention and was shared by over 1,500 UI students. Other girls that had faced harassment from this same professor opened up to me about their experiences. I was arrested just a couple of days after making this Facebook status in Champaign for a crime that I did not commit. The alleged crime was deleting information regarding the Joe Petry case from another student’s computer, my ex-boyfriend [Student 1]. Joe Petry had made many threats directly to me prior to my arrest, some of which were documented by UI police. One threat included that if I were to come forward, he would ruin my career and public image. He made this same threat to another student a year ago and she did not come forward because of the threat, but she has come forward since after my coming forward. There was nothing to substantiate my arrest and there was no warrant for my arrest. There was no tangible evidence and the arrest was made just on the word of another student. It all feels like a strange conspiracy.

Additional Information Received from Witnesses

On August 23, 2019, Student 4 sent an email to OAE,⁴ In this email, Student 4 retracted his May 4, 2019 statement to the police. He stated that in “late April,” Dr. Petry approached him at [REDACTED] house, at which Student 4 also lived. Dr. Petry allegedly offered Student 4 money to “contact the [C]hampaign [P]olice [D]epartment and say that [REDACTED] forced [Student 4] to delete evidence on [his] personal computer about his case at knifepoint.” Student 4 alleges that he declined, and that Dr. Petry “threatened to ruin [Student 4’s] life and insisted that he would get back at [REDACTED] for publicly exposing his misconduct whether [Student 4] helped him or not.”

Student 4 then alleged that on May 3, 2019, he met with Student 1. At this time, Student 1 allegedly told Student 4 that Dr. Petry approached him “with the same offer.” Student 1 allegedly stated that because he had gotten a direct message from [REDACTED] on Twitter that morning that “hurt him deeply,” he decided to accept Dr. Petry’s offer. In his email, Student 4 wrote:

[Student 1] then threatened to harm [REDACTED] and I if I did not do exactly what he told me, he also assured me that Joe Petry would harm us as well. He told me that when the police contact me I need to say some very specific things and while I may get in trouble initially, I could later say that I was on drugs and since there was no evidence the case would be dismissed. After hearing what [Student 1] had to say and realizing how persistent Joe Petry was, I was extremely afraid for my safety and [REDACTED] safety. [Student 1] told me to specifically mention that I intimidated him and told me to specifically describe the situation as a hostage situation. He told me to tell the police that

⁴ A member of the University’s administration confirmed with Student 4 by phone that he had sent this email.

February 28, 2020

Page 22

I chased him down the hall and restrained him. I deliberately lied to the police as I genuinely feared for my life and as well as [REDACTED] life.

On the same day he sent the email to OAE, Student 4 forwarded the email to [REDACTED] mother. [REDACTED] mother emailed OAE on August 23, 2019 as well, stating that she, her husband, and [REDACTED] lawyer wanted to speak with OAE.

Student 1 and Student 4 were both given the opportunity to further discuss the assertions in the August 23, 2019 e-mail. Student 1 spoke with me on September 4, 2019 and denied ever speaking with or meeting Dr. Petry, much less hearing any of the offers or plots to falsify any information provided to the police as described in Student 4's August 23, 2019 e-mail. Student 1 described the information in Student 4's e-mail as "comical" in the sense that it suggests a complicated, contorted attempt to explain away what actually happened on May 2, 2019 at Student 1's apartment, as previously reported to police by both Student 1 and Student 4. Student 4 was alerted on September 12, 2019 to his opportunity to explain his account of the issues addressed in his August 23, 2019 e-mail; on September 23, 2019, Student 4 e-mailed stating he declined to be interviewed or to make any further statements.

Additional Police-Related Information

The information described in on page 19 above regarding the November 2019 criminal court filings stemming from the Skokie Police Department reports from [REDACTED] and the February 2020 arrests of [REDACTED] and Student 4 in connection with the January 2019 apartment break-in was gathered after the preliminary report. It is included on page 19 because of the connection to other police-related incidents that were discussed in the preliminary report.

III. Applicable Policies

This investigation involves allegations that Dr. Petry engaged in sexually harassing conduct. Based on the allegations as presented, this investigation invokes *the Sexual Misconduct Policy* and *the University Code of Conduct* and is investigated pursuant to *the Policy and Procedures for Addressing Discrimination and Harassment at the University of Illinois at Urbana-Champaign*.

The Sexual Misconduct Policy defines sexual harassment as unwelcome sexual, sex-based, or gender-based conduct, whether verbal, written, electronic, and/or physical in nature that is either:

- (1) sufficiently severe or pervasive; (2) objectively offensive; and (3) unreasonably interferes with, denies, or limits a person's ability to participate or benefit from educational and/or employment opportunities, assessments, or status at the University; or

February 28, 2020

Page 23

by a person having power or authority over another in which submission to such conduct is made explicitly or implicitly a term or condition of educational and/or employment opportunities, participation, assessments, or status at the University.

Campus Administrative Manual §IX-B-6.

The University's power to act on allegations of sexual harassment is not, however, limited to cases where the actor's conduct satisfies the very demanding standards established by case law. This sexual harassment standard closely parallels the standard that would apply in a civil damages action against the University for sexual harassment. Thus, if the University could act only in cases where the actor's conduct satisfied this standard, it would be powerless to intervene until the actor's conduct had exposed the University to civil liability. Accordingly, conduct that falls short of the high standards required to find a violation of the Sexual Misconduct Policy will also be subjected to analysis under the University Code of Conduct. The Code of Conduct states that:

Those acting on behalf of the University have a general duty to conduct themselves in a manner that will maintain and strengthen the public's trust and confidence in the integrity of the University and take no actions incompatible with their obligations to the University.

With regard to professional conduct, those acting on behalf of the University should practice:

- Integrity by maintaining an ongoing dedication to honesty and responsibility;
- Trustworthiness by acting in a reliable and dependable manner;
- Evenhandedness by treating others with impartiality;
- Respect by treating others with civility and decency;
- Stewardship by exercising custodial responsibility for University property and resources;
- Compliance by following State and Federal laws and regulations and University policies related to their duties and responsibilities;
- Confidentiality by protecting the integrity and security of university information such as student records, employee files, patient records, and contract negotiation documents.

[https://www.ethics.uillinois.edu/compliance/university code of conduct](https://www.ethics.uillinois.edu/compliance/university_code_of_conduct).

Our responsibility, then, is to decide both (1) whether Dr. Petry's alleged conduct satisfied either the University's definition of sexual harassment; and (2) whether Dr. Petry's alleged conduct violated the University's standards of professional conduct. In addressing both these questions, we reviewed the evidence utilizing a preponderance of the evidence standard. A preponderance of the evidence requires that the evidence supporting a finding is more convincing than the evidence to the contrary.

IV. Analysis and Findings

The purpose of this investigation was to determine whether, by the preponderance of the evidence, Dr. Petry's conduct violated *the Sexual Misconduct Policy* and/or *the University Code of Conduct*. Due to the substantial discrepancy in the allegations asserted by not only ██████████ and Dr. Petry but also other individuals (known and anonymous), this matter ultimately turns on credibility determinations. The importance of credibility to this investigation is only furthered by the fact that several witnesses (including ██████████ and Student 4) have revised and retracted their statements throughout the investigation, including through the present, and that there have been ongoing disputes between ██████████ and a key witness, Student 1, requiring police involvement.

There are very limited facts upon which ██████████ and Dr. Petry agree.

- First, they agree that ██████████ took an economics class with Dr. Petry in Fall of 2017.
- Second, they agree that they met in Dr. Petry's office in mid- to late-September, 2018.
- Third, they agree that when they met in Dr. Petry's office, ██████████ initiated a conversation about retaking an economics course to improve the grade she received the year prior.
- Fourth, they agree that Dr. Petry sent ██████████ pictures of himself in mid- to late-September, 2018.

However, ██████████ and Dr. Petry disagree on the context, order, and consensual (or nonconsensual) nature of the four interactions listed above. They also disagree on a critical allegation – whether Dr. Petry proposed a *quid pro quo* arrangement in which he would give ██████████ money and/or an “A” in exchange for sexual favors.

For his part, Dr. Petry states he met ██████████ on Seeking Arrangements in September of 2018, and consensually communicated with her through this website and texting, without initially knowing she was his former student. He states that ██████████ requested that he send her pictures using SnapChat, and thus any photos were consensual – Dr. Petry neither admits nor denies that the pictures he sent ██████████ were naked pictures. He states that they met at one point between September 24 and 26, 2018, in his office at ██████████ request, and that ██████████ attempted to convince him to either change her grade from the prior year or to provide assurance that if she retook the class, she would get an A. Dr. Petry maintains that he refused to do this, and that ██████████ left his office and they never spoke again.

In contrast, ██████████ states that one to two weeks prior to September 26, 2018, she met with Dr. Petry in his office to discuss retaking the course. She initially alleged that Dr. Petry told her in this meeting that he could change her grade in exchange for sexual factors, and then offered her specific amounts of money for sex; however, in her second interview with UIPD, ██████████ stated that Dr. Petry mentioned that students would do extra things to get As, but did not repeat the allegation that he directly offered to either change her grade or offer her money in exchange

February 28, 2020

Page 25

for sexual favors. ██████ alleged that Dr. Petry requested they exchange phone numbers at the end of this meeting, and that he, after the meeting, began sending her naked photos of himself on SnapChat. ██████ stated that her boyfriend, Student 1, had pictures on his phone of the pictures Dr. Petry sent her; she subsequently shared four photographs with UIPD she alleges are from Dr. Petry, including one picture of a man's genitals. In her first interview, she alleged Dr. Petry also sent naked photos over Kik, although in the second interview she alleged they did not use Kik. ██████ stated that through SnapChat he again asked for sex in exchange for grades or money. ██████ stated that Dr. Petry informed her that he was deleting SnapChat, and that she then made the report to UIPD.

As is clear, there are substantial discrepancies in ██████ and Dr. Petry's accounts of when they begin interacting in September 2018, why, and how; whether they initially met (or re-met, since ██████ had taken Dr. Petry's class a year prior) on Seeking Arrangements or through a meeting scheduled by ██████ to discuss her grade; whether Dr. Petry offered a grade change or money in exchange for sex; and whether Dr. Petry sent nude pictures to M ██████ prior to their meeting and discussion of improving her grade, or after. The consensual nature of these interactions is in dispute as well. Given the wide factual gap between their accounts on these key issues, their credibility is particularly important, and our analysis thus begins with an assessment of credibility.

A. Credibility Determination

There are a substantial number of factors to consider in assessing the credibility of both Dr. Petry and ██████. Ultimately, for the reasons that follow, including assessment of corroborating and contradicting facts from other witnesses and objective documents and data, we find that Dr. Petry is more credible than ██████ on several key factual issues.

1. Credibility of ██████

██████ was twice interviewed by UIPD. While the crux of her allegations were consistent – Dr. Petry offered her both an “A” and money in exchange for sex and sent her naked pictures of himself – her statements were inconsistent regarding many facts between these two interviews. She told both UIPD Officer Martin and Officer Lepp that she met with Dr. Petry in his office, but her discussion of what happened during that in-person meeting differs, as follows:

In her initial interview with Officer Martin on September 27, 2018, ██████ said that she went to Dr. Petry's office “one or two weeks ago,” while in the UI-7 television news broadcast the reporter states that this visit happened “one day after class” during “office hours.” It's unclear whether this reporter mischaracterized the story ██████ told him, but this discrepancy is important to note. Those dates are as much as nine months apart, and if ██████ alternatively asserted that the visit occurred while she was Dr. Petry's student and then after she no longer was in his class, this is a material discrepancy in her stories.

February 28, 2020

Page 26

In her initial police interview, [REDACTED] also stated that she and Dr. Petry initially began discussing the process for how retaking a course affected a grade, and that Dr. Petry then told her he could change her grade in exchange for sexual favors. She also said that Dr. Petry stated he had changed grades in exchange for sex with other students in the past, and that he offered to pay her specific amounts of money to have sex with him. She also said that Dr. Petry mentioned “fooling around with students” on the couch in his office, that he asked her, “What does an A mean to you?” [REDACTED].

When she spoke with Officer Lepp approximately one week later, she said that the beginning of the meeting was “normal,” and that [REDACTED]. She said that Dr. Petry made “weird jokes” during their meeting, such as about how his doors can lock, and mentioned that students would do “extra things to get As.” She told Officer Lepp that Dr. Petry asked her at the end of the meeting for her phone number. There is no indication in Officer Lepp’s report, in contrast with Officer Martin’s, that [REDACTED] alleged that during the meeting Dr. Petry offered a *quid pro quo* exchange of sex for money or grades. While [REDACTED] did allege that Dr. Petry “mentioned in his office that if she agreed to have her grade change, he would ... start the official grade change process,” she also stated that “she didn’t think much about” Dr. Petry’s jokes about the locks on his doors or students doing extra things to get a grade, until a couple days later when she thought it was “messed up.” Officer Lepp also noted that he asked [REDACTED] whether Dr. Petry mentioned specific dollar amounts or sexual acts, and that [REDACTED] stated that Dr. Petry just asked her what her price was. Officer Lepp did not note that he and [REDACTED] discussed whether this happened in Dr. Petry’s office.

While it is possible that Officer Lepp failed to include information from [REDACTED] about Dr. Petry stating he could give her an A, or money, in exchange for sex, or it just simply wasn’t discussed in detail during the second interview, it seems unlikely that a student would take a few days to consider that a professor asking for sex is “messed up.” Rather, it appears that [REDACTED] story changed between these two interviews. Even setting aside how [REDACTED] described the issue of whether Dr. Petry asked for sex in exchange for an A or money in his office or in subsequent messages, [REDACTED] also changed her story from stating that Dr. Petry offered *specific* amounts of money for sex to, when explicitly asked if Dr. Petry mentioned *specific* amounts of money, stating that Dr. Petry would ask her about her “price.”

Her statements to Officer Lepp and Officer Martin also differed in regard to her post-meeting communications with Dr. Petry. Initially, [REDACTED] stated that Dr. Petry sent her naked photos on SnapChat, beginning approximately September 22 or 23. She stated that he also sent her a picture of his genitals on Kik, and that on SnapChat he switched from asking for sex in exchange for grades to sex in exchange for money. She told Officer Martin that she and Dr. Petry never exchanged text messages.⁵ While [REDACTED] reiterated in her second interview that Dr. Petry sent her naked pictures over SnapChat and that they never communicated over text message, she

⁵ During her discussions with UI-7 news, [REDACTED] reported that she had had exchanged text messages with Dr. Petry.

February 28, 2020

Page 27

stated, contrary to her initial interview, that she and Dr. Petry never communicated using Kik. To both Officers, she stated that Dr. Petry informed her at some point that he was deleting SnapChat.

According to both Officers, ██████ wanted to wear a recording device and meet with Dr. Petry again. Office Martin stated that ██████ “was not as concerned about the lewd pictures as she was more interested in holding [Dr. Petry] responsible for the solicitation.” This willingness to covertly record a second interaction with Dr. Petry indicates that ██████ believed it likely that she could obtain evidence of Dr. Petry solicited sex (whether in exchange for money or a grade), but, given the inconsistencies in her story and Dr. Petry’s assertion that they met on Seeking Arrangement, could be explained by their meeting through Seeking Arrangements (as Dr. Petry reported).

Aside from inconsistencies in her own accounts of factual events, ██████ credibility is undermined by information from other witnesses. First, Student 1 reported that ██████ and Dr. Petry met online through a site in which Dr. Petry would pay ██████ for nude pictures. He stated that ██████ used the username ██████ and that, when ██████ realized that Dr. Petry was her former professor, she went to Dr. Petry’s office to blackmail him into giving her money and a higher grade. Student 1 confirmed Student 2’s story that ██████ showed Student 1 and Student 2 the naked pictures Dr. Petry sent, and that Student 2 encouraged ██████ to report Dr. Petry to the police. Student 1’s account of the manner in which ██████ initiated contact with Dr. Petry and sequence of online messages and their meeting in Dr. Petry’s office contradicts ██████ statements (and supports Dr. Petry’s); Student 1’s report that ██████ used the name “Izzy” online is also consistent with the name that appears in the screenshot of a conversation on Seeking Arrangements that we received from Dr. Petry. Student 4 also told UIPD that ██████ had told him she thought they “could just scam [Dr. Petry].”

Second, Student 2 reported that ██████ told him she initially visited Dr. Petry’s office to seek a referral letter because he was her favorite professor and that Dr. Petry asked her about changing her grade, which she said was a B+. Student 2 was very objective and clear about Ms. ██████ statements to him, which we find were untruthful because academic records reveal that ██████ grade was a C-. ██████ never mentioned to UIPD, OAE, or me that she sought any referral letter from Dr. Petry. Student 2 also reported that ██████ told him that Dr. Petry threatened her by saying he had connections within various communities that he would use to harm ██████ professional opportunities, but ██████ never reported such a threat to UIPD, OAE, or to me. Instead, she referred only to one Reddit post (removed months ago) in which someone, potentially Dr. Petry, wrote that there “might be consequences” if ██████ did not delete her own posts, and shared concerns that Dr. Petry knew where she lived. We find that ██████ told Student 2 a series of misstatements about her interactions with Dr. Petry to create a false story about her interactions with Dr. Petry to Student 2.

Third, Student 2 reported that ██████ told him information about her interactions with UIPD and OAE that are not true. Student 2 said that ██████ claimed that UIPD and OAE gave her

February 28, 2020

Page 28

the “run around,” delayed investigation of her allegations, that ██████ never sought to postpone any investigation, that OAE required she sign an “NDA” (non-disclosure agreement), and that UIPD and OAE made her repeat her account of her interactions with Dr. Petry in his office multiple times. But, as shown by objective evidence that includes video recordings, police reports, and email correspondence with OAE, ██████ herself asked UIPD to stop investigating in October 2018, delayed meeting with OAE investigators in person despite requests from October 2018 through December 2018 until she eventually met with OAE personnel in February 2019, and told OAE investigators in early February 2019 that she did not want an investigation to continue or to use her name. She also repeatedly declined to share her full story about interactions with Dr. Petry with UIPD, OAE, and with us on multiple occasions. Indeed, ██████ never agreed to fully describe the factual circumstances underlying her allegations about events she alleges occurred in Dr. Petry’s office to anyone at UIPD, OAE, or in our interviews. It is ██████ right to avoid describing such details or to seek to remain anonymous within OAE’s reporting system, but her efforts to do so directly contradict what we find she told Student 2 about the progress of investigative efforts.⁶ It is also untrue that anyone ever asked ██████ to sign an NDA (OAE does not use such a form nor have any such practice).

Fourth, ██████ repeatedly told several people during investigative efforts, her friends, and publicly posted via social media outlets that large numbers of “other women” reported concerns to her about interactions with Dr. Petry, without much detail and in conflicting ways in such reports. She told us during her April 23, 2019 interview that 15 women had reached out to her in this way and that she had spoken by phone with between six to eight of them, as well as meeting with two of the women in person. Despite repeated requests, she did not identify any of the women nor connect us with any of them. Student 1 reported that ██████ also told him that 15 other women had contacted her and one met her at Starbucks about concerns with Dr. Petry but that she never identified any of them or shared any details about what they allegedly told her. Student 1 did not believe any such women existed or had contacted ██████. During the UI-7 television broadcast, ██████ conveyed similar assertions without any detail. Student 2 reported that ██████ told him that 10 women had reached out to her about her Reddit post, two of whom had she said had gone to the police; again, Student 2 did not receive any details or other information about ██████ contacts from other women. In fact, one other woman did report to UIPD general concerns with Dr. Petry’s treatment of her, which was referred to OAE; but she refused OAE’s and our requests to provide any detail or to participate in any way with an investigation. We know of no other woman who reported any concerns to OAE or to police regarding Dr. Petry, nor of any complaint raised to the police subsequent to ██████ initial April 10, 2019 Reddit post. ██████ repeated but conflicting reports of concerns from other women in terms of the number, whether she had met them, whether they spoke to her by phone, and that any had reported concerns to police thus lack any detail or corroboration. As a result,

⁶ We also note that our analysis and findings do not apply any negative inference from ██████ decisions about how much to share with us during this investigation. Rather, we have considered all of the information that she did share with UIPD, OAE, and with us, as well as all other documents and information from other sources.

February 28, 2020

Page 29

these unsupported assertions, although potentially reflecting reluctance of other women to join what had become a publicly-reported concern as of April 10, 2019, further undermine Ms. [REDACTED]'s credibility in some regard because of the lack of any detail and contradictory statements.

Fifth, [REDACTED] alleged that Dr. Petry stated he had changed other students' grades in exchange for sexual favors and mentioned "fooling around" with other students on the couch in his office. However, review of Dr. Petry's grading record revealed no pattern of grade changes.

Sixth, [REDACTED] repeatedly exaggerated the extent to which [REDACTED] [REDACTED] told me during her April 23, 2019 interview that such contacts were "continuous," and her Reddit post described them as "nonstop ever since my coming forward to campus police." When asked, however, [REDACTED] acknowledged that [REDACTED] sent a total of 4 messages on Facebook and LinkedIn over a period of 15 days. [REDACTED] report of their existence and potential impact on her are corroborated, but the number and duration of the contacts were not consistent with how [REDACTED] described them.

Seventh, [REDACTED] allegations to Champaign police regarding Student 1's alleged actions in her apartment on May 10, 2019 defy scrutiny. She alleged that Student 1 entered her apartment without her consent, left a handwritten note, and took pills from her. The note purports to refer to Student 1 in the third person and to confess to various misdeeds. But, the handwriting in the note compared to samples of Student 1's handwriting do not match, and Student 1 provided a statement of his whereabouts on the evening in question, supported by witnesses, that objectively supports that he was not able to visit [REDACTED] apartment that night. Accordingly, Champaign police determined that [REDACTED] report lacked support, which further undermines her credibility.

Eighth, [REDACTED] credibility is severely undermined by evidence collected relating to incidents with Student 1 on or around May 2, 2019 at Student 1's apartment. [REDACTED] declined our invitation to discuss these incidents, but she told a student disciplinary hearing board that (1) she visited Student 1's apartment on May 2, 2019 to delete nude pictures he had of her after he had threatened to post them publicly; (2) Student 1 let [REDACTED] and Student 4 into his apartment for this purpose; (3) no physical force or intimidation toward Student 1 was involved on that occasion; and (4) and that she and Student 1 had broken up in the Fall 2018 but Student 1 would not accept that change in their relationship. All other evidence adduced from various sources about the May 2, 2019 incident at Student 1's apartment contradicts [REDACTED] account. Student 1 told UIPD and me that [REDACTED] and Student 4 ambushed him outside of his apartment, forcefully led him back to Student 1's apartment with a knife, threatened Student 1 with bodily harm if he did not comply with their wishes to delete data, and then deleted various data from Student 1's computer and phone that related to [REDACTED] interactions and communications with Dr. Petry. Records of phone calls from Student 1's phone during the 90-minute period at issue on May 2, 2019 are entirely consistent with Student 1's report to police and to us. Student 4 reported essentially similar facts to the police during his May 4, 2019 interview, including that:

February 28, 2020

Page 30

- Student 4 “held” Student 1 in “place” and “made” Student 1 “give them his phone so they could delete the pictures and they ‘made’ him open his door to let them up the elevator so they could delete the pictures on his computer”;
- Student 4 “came up from behind him and put his arm around Student 1 because he wanted Student 1 to know that what they were going to do wouldn’t be easy, but he needed to stay calm and give [REDACTED] his phone”;
- Student 1 “did not want Student 4 or [REDACTED] in his apartment” and that “they used ‘intimidation’” through statements such as “You do what I tell you to do, and you do it now” and Student 4 “chased Student 1 down and pulled him into the apartment” and told Student 1 “you’re going to sit there until we leave and she [REDACTED]. [REDACTED] is going to go through all your devices and accounts and is going to delete whatever she wants and you are going to sit there and not do anything”;
- While in the apartment, it “was like a hostage situation where Student 4 told Student 1 that he was going to sit there while [REDACTED] goes through his computer and deletes the photos”;
- Student 4 said that his knife blade “was open” and “he was playing with it, but never pointed it at Student 1 or threatened him or held it to his neck”;

Student 4 later sought to recant these statements in two different and what we find unbelievable ways: (1) at an internal student disciplinary hearing, saying that he was on drugs when he spoke to police and did not remember anything; and (2) in his August 23, 2019 e-mail that completely changed his story to say that he lied to the police, that Dr. Petry offered Student 4 and Student 1 money to make up the story that each of them told police in a complex effort to undermine [REDACTED] complaints, and that Student 1 threatened to harm Student 4 and [REDACTED] if Student 4 did not go along with the “intimidation” related story in his interview with the police. The details in Student 4’s May 4, 2019 statement to the police are consistent with Student 1’s account but also offer unique perspective in ways that we find bolster the incidents reported by Student 1. The consistencies between the initial reports to police from Student 1 and Student 4 are compelling evidence that [REDACTED] organized a forceful entry to Student 1’s apartment and used threats and intimidation of Student 1 to delete materials from his computer regarding Dr. Petry. This evidence directly contradicts [REDACTED] account of what happened at that time and supports findings that she used extreme efforts to delete information relevant to this investigation. We are unable to determine what exactly was deleted, but our findings related to this episode gravely undermine [REDACTED] credibility.⁷

Ninth, [REDACTED] credibility is undermined by her allegations in June 2019 to the Skokie Police Department relating to Student 1 that resulted in criminal charges filed *against* [REDACTED]

⁷ Ultimately, we were unable to determine when Student 1 and [REDACTED] broke off their romantic relationship (she says Fall 2018, he says late April 2019, a few days before the incident at his apartment), but that uncertainty does not dilute our findings about [REDACTED] credibility about the broader facts at issue in the apartment incident.

February 28, 2020
Page 31

for filing false police reports, and her February 2020 arrest for burglary that, reportedly, she tried to pin on Student 1.

For all of these reasons, we find that [REDACTED] is not credible on issues relating to the sequence of communications and events involving Dr. Petry, whether he ever offered to change her grade for sexual favors, and whether [REDACTED] sought to manipulate Dr. Petry instead of the other way around.

2. Credibility of Dr. Petry

Like [REDACTED], Dr. Petry initially refused to participate in the OAE investigation and has never made himself available for an interview. However, our analysis has not applied any negative inference from Dr. Petry's decision not to speak with us in person. Rather, we reviewed the written statements he submitted to OAE through his counsel, and we have considered all factual assertions contained in those submissions along with statements, documents, and other information gathered from others as part of our analysis. Assessment of all such evidence leads us to find that Dr. Petry is relatively credible, although not always entirely forthcoming, in his assertions about his interactions with [REDACTED] and other female students. Significant to this finding is Dr. Petry's admissions that were contrary to his own interests, including his statement that he initially communicated with [REDACTED] on Seeking Arrangements.

More specifically, in his written responses, Dr. Petry has admitted that he has used the sugar baby and sugar daddy dating website Seeking Arrangements to meet at least one woman [REDACTED] that he sent her pictures of himself, learned at some point that she was a UIUC student, and agreed to and did meet with her in his office to follow up on his communications with her over Seeking Arrangements.⁸ He does not expressly admit, but does not deny, that photos he sent to her included at least one picture of his genitals. He denies [REDACTED] allegations that he attempted to initiate a *quid pro quo* sexual relationship, or that he sent her naked photos without her consent. These statements are consistent with and thus supported by the pictures that Ms. [REDACTED] gave to the UIPD, the pictures found on Student 1's phone, pictures shared by Student 2, the messages between "AdventurousAI" and "Izzy" shared by Dr. Petry, and the text messages between Dr. Petry and Student 3.

Dr. Petry further admits to meeting [REDACTED] in his office in September 2018, which is consistent with Student 1's account of [REDACTED] statements to him about the sequence of interactions between [REDACTED] and Dr. Petry. Dr. Petry denies proposing a *quid pro quo* arrangement, denies that the pictures were not consensual, and denies communicating with [REDACTED] after they met in his office. Significantly, those denials are also consistent with Student 1's account of [REDACTED] reports about her interactions with Dr. Petry and her motivation for

⁸ Dr. Petry admits he learned that [REDACTED] was a UIUC student at some unspecified time. The sequential narrative of the relevant written response indicates that he learned of [REDACTED] student status at some point after they initially interacted on Seeking Arrangements but prior to the meeting in his office.

February 28, 2020

Page 32

seeking further contact with Dr. Petry in efforts to extract benefits from him, to potentially blackmail him, or to otherwise manipulate Dr. Petry.

We note that Dr. Petry refused to offer any information or answer questions about the extent of his interactions through Seeking Arrangements or other social media or internet sites with other students in ways that involve any sexually-related communications or romantic relationship seeking efforts. He refused to answer in writing whether he ever solicited sex from a University student in the past 3 years. He even refused to respond in any way or to explain the Seeking Arrangements messages obtained from Student 3's phone showing that Dr. Petry knowingly discussed arrangements with a University student that involved drug use, potential romantic involvement, and payments from him to the student for such interactions. We find that this unwillingness to address issues regarding other students leaves other evidence regarding those issues un rebutted, but we do not believe it undermines Dr. Petry's credibility with respect to statements he provided in writing through his counsel regarding his interactions with [REDACTED].

3. Witness Credibility

As documented previously, this investigation involves interviews of three other students (Students 1, 2, and 4) and documentary evidence relating to Student 3. We find that Student 2 appears to be a credible witness. Student 2 appears to have no bias against [REDACTED] but, rather, to believe everything she told him about her allegations that Dr. Petry sent her naked pictures and was offering her sex in exchange for a grade or money. His friendship with [REDACTED] and support of her makes the inconsistencies in what he alleges [REDACTED] told him versus what [REDACTED] informed UIPD quite notable.

Also, there is every reason to believe that the text messages between Student 3 and Dr. Petry – which OAE was given by the police department – are authentic (again, Dr. Petry chose not to provide any information whatsoever about those messages and thus did not deny their authenticity or that they involved him).

We have carefully assessed the credibility of Student 1. There are concerns that Student 1 may be biased against [REDACTED] because of their severed romantic relationship and her efforts to hold him hostage against his will. However, because his assertions are supported by other credible evidence, we find his accounts of [REDACTED] statements to him about her interactions with Dr. Petry and her efforts to delete data relating to Dr. Petry from Student 1's computer credible. Student 1's credibility is significant to our factual findings because, as noted above, his descriptions of many facts reported to him by [REDACTED] are consistent with Dr. Petry's and thus tend to support Dr. Petry's credibility as well.

We find that Student 4 is not a credible witness because he has told at least three different stories about what happened on May 2, 2019 at Student 1's apartment and has asserted that he was abusing prescription medication that he illegally purchased at the time. Student 4 also had motivations to adjust his statements to protect himself and avoid disciplinary consequences

February 28, 2020

Page 33

during student dismissal hearing procedures and with respect to potential criminal conduct. Nonetheless, we find the factual statements to police during his May 4, 2019 interview (e.g., his use of a knife, [REDACTED] intimidation of Student 1 and efforts to delete data from Student 1's computer) believable because they were contrary to his own interests. We find his subsequent attempt through his August 23, 2019 e-mail to recant such factual statements and assert a conspiracy organized by Dr. Petry to fabricate the nature of the May 2, 2019 incident impossibly far-fetched and unbelievable.

With respect to people who posted Reddit comments regarding Dr. Petry, the anonymous nature of the posts prevented us from identifying them or assessing the credibility of their statements in the posts. Some indicated that they met Dr. Petry on Seeking Arrangements, but the lack of corroborating evidence and inability to interview the authors prevent us from considering such reports to reach conclusions regarding the extent of Dr. Petry's conduct.

B. Findings regarding the Sexual Misconduct Policy

Applying the credibility assessments to key factual issues in this matter, we have determined that the preponderance of the evidence does not support a finding that Dr. Petry violated the Sexual Misconduct Policy. The Sexual Misconduct Policy defines sexual harassment as unwelcome sexual, sex-based, or gender-based conduct nature that is either:

(1) sufficiently severe or pervasive; (2) objectively offensive; and (3) unreasonably interferes with, denies, or limits a person's ability to participate or benefit from educational and/or employment opportunities, assessments, or status at the University; or

by a person having power or authority over another in which submission to such conduct is made explicitly or implicitly a term or condition of educational and/or employment opportunities, participation, assessments, or status at the University.

Campus Administrative Manual §IX-B-6. There is insufficient evidence to support a finding of sexual harassment under either definition in the policy.

We find that it is more likely than not that: (1) [REDACTED] and Dr. Petry met online using the dating site, Seeking Arrangements, without knowing each other's identities initially; (2) Dr. Petry sent intimate photos to [REDACTED] over a cellphone application; (3) Dr. Petry became aware at some point that [REDACTED] was an UIUC student whom he had taught the previous year; and (4) [REDACTED] subsequently visited his office so they could meet in person after connecting through Seeking Arrangements. All parties agree that [REDACTED] initiated a conversation in Dr. Petry's office about improving her grade from the year prior, but there is insufficient evidence to find that Dr. Petry did in fact offer a *quid pro quo* sexual relationship (in exchange for a grade change or anything else) at this point or at any other time. This is in large part due to [REDACTED] lack of credibility, Student 1's and Dr. Petry's statements, as well as [REDACTED] own

February 28, 2020

Page 34

report to police in her second interview that she and Dr. Petry had little communication outside of the pictures. While Student 2 alleges that he saw a message on [REDACTED] phone in which Dr. Petry said he was willing to help with her grade if she filed some form or had sex with him, and that she could “earn an A+,” he also stated that Dr. Petry made insinuating comments rather than directly stating he would pay [REDACTED] to have sex with him or would change [REDACTED] grade in exchange for sex. This, coupled with [REDACTED] own inconsistent allegations and the allegations made by Student 1 about [REDACTED] efforts to manipulate Dr. Petry, leads us to conclude that the preponderance of evidence does not support a finding that Dr. Petry engaged in *quid pro quo* sexual harassment.

In addition to insufficient evidence to support a finding that Dr. Petry violated the Sexual Misconduct Policy under the second definition of harassment, there is also insufficient evidence to support a finding that Dr. Petry’s interactions with [REDACTED] were unwelcome to [REDACTED] or sufficiently severe or pervasive to render Dr. Petry’s conduct a violation of the Sexual Misconduct Policy under the first definition of sexual harassment. As to whether Dr. Petry’s conduct was unwelcome, we find that it is more likely than not that [REDACTED] voluntarily signed up for Seeking Arrangements to meet men willing to pay for romantically- and/or sexually related interactions, that she met Dr. Petry through that social media platform, and, once she realized who Dr. Petry was, she sought to use a meeting that followed the online interactions to attempt to seek a grade change for the course she had taken with Dr. Petry approximately a year earlier. We find that she willingly arranged to meet in Dr. Petry’s office after establishing connection through Seeking Arrangements and *after* Dr. Petry had sent her at least one naked picture of himself, which supports an inference that she found delivery of that picture and ongoing discussion of romantic or sexual involvement welcome.

Under these circumstances, as largely created by [REDACTED] actions, Dr. Petry’s messages, delivery of pictures, and meeting with [REDACTED] were also not severe or pervasive conduct. The preponderance of the evidence supports a finding that [REDACTED] and Dr. Petry began their interactions through an online context that can involve exchange of naked photos and that [REDACTED] sought to meet with Dr. Petry after receiving such a photo; while delivery of one such photo in other work or educational contexts could be sufficiently “severe,” in these circumstances we find that it was not. The extent of other messages and the one meeting between [REDACTED] and Dr. Petry was comprised of a relatively limited series of interactions that we find insufficient to constitute “pervasive” conduct. Moreover, we find a lack of evidence that [REDACTED] experienced any conduct from Dr. Petry that interfered with, denied, or limited her ability to participate in educational experiences at the University because she was not enrolled in any class with Dr. Petry at the time in question, she initiated much of their interactions, and she consented to the nature of those interactions. As such, we find that Dr. Petry’s conduct was not unwelcome or sufficiently severe or pervasive under the Sexual Misconduct Policy. For these reasons, we find that Dr. Petry did not violate the Sexual Misconduct Policy.

C. Findings regarding the Code of Conduct

February 28, 2020

Page 35

Under the preponderance of the evidence standard, we find that Dr. Petry has violated the University Code of Conduct. Dr. Petry has admitted to using Seeking Arrangements, a sugar baby/sugar daddy website through which older men pay younger women for naked pictures, dates, and sexual favors. We find that, based on the wording of letters from his counsel, Dr. Petry acknowledged (or did not deny) continuing to communicate with [REDACTED] via Seeking Arrangements and having a meeting with her in his office after learning she was a UIUC student. He stated that he did not “demand” sex from [REDACTED] but did not deny seeking sex from her after learning that she was a student. He also failed to deny sending [REDACTED] naked pictures of himself; evidence supporting that this occurred includes [REDACTED] possession of pictures of Dr. Petry and a picture of a man’s genitals, as well as statements from Student 1 and Student 2 that they saw such pictures [REDACTED] received from Dr. Petry. Dr. Petry’s admissions are supported by documentation he submitted and consistent with allegations from Student 1 and the documentary evidence from Student 3’s phone.

Also, the preponderance of the evidence supports a finding that Dr. Petry used Seeking Arrangements to communicate with another current undergraduate UIUC student (Student 3) during November 2018. Messages obtained from Student 3’s phone establish that Dr. Petry exchanged messages with Student 3 involving: (1) efforts to arrange a meeting; (2) knowledge that she was a sophomore at UIUC; (3) an exchange of pictures and compliments referring to Student 3 as a “beautiful sexy woman”; (4) offer to purchase or gift Student 3 marijuana in the future; (5) and attempts to negotiate the payment amount for and the extent of romantic and/or sexual interactions, including Dr. Petry’s request to meet “at a hotel and intimacy on the first meet.” The context of these messages indicate that it is more likely than not that Dr. Petry was seeking romantic involvement with Student 3, knew she was an undergraduate student at the University, and was willing to pay her to be romantically and/or sexually involved with him, though the messages indicate they chose not to meet because Student 3 sought to charge for just meeting Dr. Petry.

Moreover, Dr. Petry refused to respond in any way to requests for “documents or electronic communication in his possession regarding any instance in the last three years in which he solicited sex from students of the University in any way and for any reason, including via the ‘Seeking Arrangements’ site.” Again, we do not apply any negative inference from his refusal to answer this question. However, the lack of information from Dr. Petry about this issue leaves our investigation with evidence of his message exchange with Student 3 and interactions with [REDACTED] on Seeking Arrangements. That evidence supports a finding that it is more likely than not that Dr. Petry solicited sexual involvement from undergraduate students of the University in exchange for payment and/or gifts.

Dr. Petry’s willingness to engage with current University students through a social media platform built around a “sugar daddy/sugar baby” relationship that involves payment for romantic interactions is conduct that fails to demonstrate the “integrity” and “ongoing dedication to honesty and responsibility” and “trustworthiness” required by the *University Code of Conduct*. That Code expects all University employees, including tenured faculty and others in well-

February 28, 2020
Page 36

respected roles, to “conduct themselves in a manner that will maintain and strengthen the public’s trust and confidence in the integrity of the University.” The “trust” referenced in the Code includes compliance with Illinois and federal laws related to employment duties; soliciting sex for money is against the law, and a tenured faculty member doing so with undergraduate students (and using his office in furtherance of such discussions) is related to employment duties and undermines public trust. The *University Code of Conduct’s* standard purposefully and expressly describes a “general duty” to uphold the integrity of the University with broad language; but there is no doubt it is violated by faculty members using online social media platforms designed to facilitate sexual relationships involving financial arrangements and inherent power differentials at play in “sugar daddy/sugar baby” relationships to meet for the purpose of forging such relationships with undergraduate women. The line of unprofessional conduct that violates the Code can be challenging to draw, but Dr. Petry’s efforts to pay female students for romantic involvement clearly crosses it. Notably, Dr. Petry continued to engage in communication of a sexual nature with [REDACTED] after learning she was a UIUC student, and he arranged to meet [REDACTED] in his office for purposes related to his use of Seeking Arrangements – this is a misuse of University facilities. His conduct also calls into question whether he has complied with state and federal law, in that his text messages with Student 3 indicate Dr. Petry buys marijuana for and pays for “intimacy” with women, including female undergraduate students.

Dr. Petry’s actions are harmful to the public’s trust and confidence in the University’s integrity and are incompatible with his obligations to the University. Thus, we find that Dr. Petry violated the *University Code of Conduct*.

V. Conclusion

While the preponderance of the evidence uncovered in this investigation does not support a finding that Dr. Petry violated the *Sexual Harassment Policy*, it does support a finding that Dr. Petry violated the *University Code of Conduct*. The nature of Dr. Petry’s violation of the *University Code of Conduct* and negative impact on the University’s integrity is severe enough that, if Dr. Petry were still employed by the University, we would recommend significant consequences that could include severing any such relationship. Dr. Petry has already resigned from the University, effective May 31, 2019. Accordingly, such action is not necessary.



April 15, 2020

APPELLATE DECISION

Regarding April 7, 2020 Appeal of [REDACTED] and

March 31, 2020 Appeal of Dr. Joseph Petry

of February 28, 2020 Final Report of the Office for Access and Equity

Having been constituted in accordance with the applicable Office for Access and Equity (OAE) Policies, this Appeals Panel was charged with reviewing the OAE Final Report of February 28, 2020 (“the Final Report”) concerning the complaint filed by [REDACTED]. In her complaint, [REDACTED] alleged that she was subjected to sexual harassment based upon her gender (female) by Dr. Joseph Petry (“Dr. Petry”), a clinical professor within the Department of Economics at the University of Illinois at Urbana-Champaign. To establish her claim, [REDACTED] must show by a preponderance of the evidence that she was subjected to sexual harassment by Dr. Petry. The OAE conducted an investigation, and based upon the information obtained through the investigative process, the OAE determined in the Final Report that the preponderance of the evidence did not support a finding that Dr. Petry violated the Sexual Harassment Policy, but that it did support a finding that Dr. Petry violated the University Code of Conduct.

[REDACTED] appealed the findings in the Final Report. She stated a single ground for her appeal, that the Final Report’s finding that she and Dr. Petry exchanged communications on a dating site was incorrect.

Dr. Petry’s appeal, submitted through his counsel, states three arguments: 1) That the University was legally bound to terminate the investigation before the Final Report was issued; 2) That an investigator for the OAE exceeded his authority in finding a violation of the University Code of Conduct; and 3) That the Investigator’s conclusions in the Final Report were erroneous and not supported by a preponderance of the evidence.

The scope of our review on appeal is limited. The Appeals Panel must affirm the determination of the OAE investigator unless it finds that the investigator’s findings or conclusions were erroneous, or that there were violations of procedure. The OAE Appeals Panel may not substitute its own factual judgements for those of the investigator. Rather, the Appeals Panel is to determine whether, from the record, there was a discernable error in factual judgment or procedure.




This Appeals Panel reviewed the documents relating to this matter, and conferred to discuss and deliberate. Following deliberations, this OAE Appeals Panel finds as follows:

With respect to [REDACTED] appeal, we find that the manifest weight of the evidence does not support her claim of error, and that there is insufficient grounds to reverse the determination of the Office of Access and Equity (OAE) as provided in the Final Report.


With respect to the first argument of Mr. Petry's appeal, the OAE notes that it is not able to assess the legal effect of the provisions of the separation agreement he executed on April 12, 2019 as this is beyond our purview.

With respect to the second and third arguments of Mr. Petry's appeal, this panel makes several observations. First, the OAE has reviewed Code of Conduct violations when they present themselves in connection with Discrimination and Harassment Complaints. Mr. Petry received notice from the OAE investigator that the Code of Conduct was implicated in this matter on May 9, 2019. As an employee of the University of Illinois, Mr. Petry was charged with managing public assets and supporting the public trust. He was required to govern his actions to conform with the Code of Conduct, a burden he chose to assume when he accepted employment with the University of Illinois.

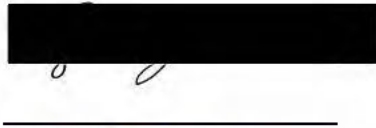
This Appeals Panel finds that the manifest weight of the evidence does not support Mr. Petry's claim of error on the second and third arguments of his appeal, and that there is insufficient grounds to reverse the determination of the Office of Access and Equity (OAE) as provided in the Final Report.



Candice M. Jenkins



Jennifer N. Pahre



Reginald J. Alston

I ECONOMICS

Department of Economics

214 David Kinley Hall
1407 W. Gregory Drive
Urbana, IL 61801 USA

April 29, 2020

Office for Access and Equity
616 E. Green Street, Suite 214
Champaign, IL 61820

Dear Colleagues,

Thank you for sharing the Final Report (dated February 28, 2020) of the OAE investigation regarding allegations by [REDACTED] against Dr. Joseph Petry, and the subsequent Appellate Decision by the Appeals Panel (dated April 15, 2020). I have reviewed both, and I have no questions at this time.

I understand that the Final Report of the OAE investigation concluded that the preponderance of evidence does not support a finding of sexual misconduct but found that Dr. Petry violated the University Code of Conduct.

If you have any questions, please let me know.

Sincerely,

[REDACTED]

Martin K. Perry
Head, Department of Economics