

Clarifying Spec policies, turkeyshoots information (please read)

1 message

Jessica Spitz <[REDACTED]> Mon, Dec 3, 2018 at 12:19 AM To: [REDACTED]

Hi all,

As we reach the end of the year and the turkeyshoots process nears completion, some staffers have approached CB and other members of the turkeyshoots board with questions and concerns about the process that's underway. In the interest of transparency and dispelling false rumors, we want to share some information. This is a long email, but please take the time to read this carefully in full.

Spec has a clear procedure for handling allegations of misconduct by people on our staff, and CB has adhered to this procedure in the past year. Spec is not an adjudicating body—nor should it be—but the safety of our staff is our first priority, and Spec leadership should be made aware of any possible misconduct by someone on our staff. Before anything, we want to clarify how staffers can report misconduct on the part of another staffer:

Any reports of misconduct can be made directly to a member of CB (editorinchief, managing editor, and publisher). While Spectator is not an adjudicating body, CB takes any allegation seriously and, if we are notified of misconduct, our policy is to immediately speak to all parties involved and determine the best way forward on a casebycase basis.

If you do not want to report misconduct directly to CB, you can talk to the staff director (currently Hannah BarbosaCesnik), who can work with you to determine a way to communicate the report to CB or the Board of Trustees while protecting your privacy.

If reporting misconduct to CB and the staff director both seem infeasible, you can directly contact a member of Spectator's [board of trustees](#).

As students, you always have the option to make a report directly to your school's office of gender based misconduct. CB and/or Hannah are available to help facilitate this process if needed.

We want to address rumors that have been circulating regarding the current turkeyshoots races. While we can't comment directly on any specific allegation, we can tell you this:

1. When CB is made aware of any allegation involving misconduct on the part of members of our staff, even rumors that are secondhand or uncorroborated, our first step is to contact every party involved and determine whether anyone experienced misconduct firsthand, either as a witness or as someone involved in misconduct. **We can assure you that CB has 100% adhered to this process to address any rumors we've heard this year.**

2. Through our adherence to this process, **no one has made any firsthand report of misconduct against anyone who is going through turkeyshoots.** Several people have, however, come forward with concerns that they've heard secondhand rumors that they were unsure whether CB was aware of, or were unsure if CB took action when we were made aware of such rumors. We hope this email helps dispel that concern.

3. Coming to CB or Hannah with any concerns about rumors you've heard is productive and encouraged. However, **spreading uncorroborated rumors or innuendo without direct knowledge of a situation, both within and outside our staff, is damaging to all those involved. Most significantly, it does not respect the privacy of the people involved—especially people who**

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are, through uncorroborated accounts, speculated to be survivors—and can discourage people from coming forward with information in the future. These are all outcomes that Spec must avoid.

We have also received questions with regard to allegations of sexual misconduct that are leveled against alumni who are no longer on our staff. While the process for addressing these allegations is different if the person is no longer at Spec, we strongly encourage anyone who wants to come forward with these concerns, as alumni do tend to have an ongoing involvement with the organization, and we want to take any steps we can to respect the wishes of survivors.

Finally, some staffers have voiced uncertainty about how turkeyshoots works, so here's some clarification: The turkeyshoots board is comprised of current MB members who are not returning to an MB role next year. Every member of the turkeyshoots board has equal voting power and vote on MB races democratically (no member has veto power). Substantial information about turkeyshoots and contact information for the turkeyshoots board can be found on [this website](#). You are encouraged to reach out with any further questions.

It is clear to us that we need to address these processes on a broader level and make sure that everyone is aware of them. While we're about to hand off leadership to a new managing board, we have looped in Spectator's board of trustees (a group of alumni that remains constant from year to year, a list can be found [here](#)) to ensure that this effort remains consistent in the coming months.

The bottom line here is this: Spectator is an organization devoted to finding facts, reporting the truth, and holding people accountable for their actions. Ensuring safety and fairness for members of our staff is our highest priority. Every member of CB, MB, and the entire turkeyshoots board firmly believes in these values. We ask that, as members of our staff, you uphold these values by bringing forward any information you believe is relevant, and refraining from spreading information that is uncorroborated and, ultimately, may amount to nothing more than hurtful assumptions.

We'll be setting up times to talk through this information with members of each section in the coming week, and you should all feel free to ask for time with CB or Hannah to discuss this.

The three of us are proud of what Spectator has accomplished in the past year and are looking forward to passing the torch to next year's leadership. Please help us protect the fairness and integrity of this process in the coming week and, again, don't hesitate to reach out to us.

Thank you all,

Jessica Spitz Editor in Chief

Aaron Holmes Managing Editor

Michael Tai Publisher

Jessica Spitz
Editor in Chief, [Columbia Daily Spectator](#) President, [Spectator Publishing Company](#) 