

## **Timeline regarding allegations against the Former Chancellor**

**August 31, 2008** - One member of the Board received an anonymous 10-page letter with this date which expressed complaints and concerns regarding a number of items. There is a heading “sexual harassment” on page 4, but it is not clear from the general description of behavior whether it was inappropriate or could have a legitimate explanation. The letter contains no details about who was involved or the dates of the alleged incidents that could be investigated. The Board member stopped reading the letter before reaching the heading for “sexual harassment” and did not inform any other member of the Board.

**2010** – Neither the Board nor the administration is aware of an anonymous complaint received during this year.

**July 2011** – There was a conversation between the same Board member who received the 2008 letter and a former employee, but their recollection of the conversation differs about whether the conversation included allegations of sexual harassment.

**October 14, 2011** - Dr. Flores underwent quadruple bypass surgery.

**November 18, 2011** – A Board member received an email stating in part “Over the years, women have contacted me about Chancellor Flores and his tendency to try to separate them from their clothing.” This portion of the email did not include any names, dates, or other details.

**December 2011** - The Board consulted legal counsel during the first of this month regarding the complaints received in November 2011. At the time of receipt in November, legal counsel had been traveling out of the country. Dr. Flores was still recovering from heart surgery.

**Late January 2012** - Dr. Flores announced his intention to retire related to his health condition.

**February 3, 2012** - Dr. Flores had an emergency heart-related surgery.

**February 5, 2012** – A former College employee posted a blog complaining about Dr. Flores’ treatment of her and other female employees.

**February 29, 2012** - Dr. Flores stepped down as Chancellor, while remaining an employee with consulting duties through June 2013. The Board appointed Dr. Miles as the Interim Chancellor.

**March 2012** - Board member Scott Stewart spoke on a radio show about the anonymous allegations against Dr. Flores and indicated that women with allegations of misconduct should come forward.

**March 26, 2012** – A College employee contacted the Human Resources Department to share detailed allegations of sexual harassment against Dr. Flores.

**Last week of March through the first week of April 2012** - Eight women came forward with allegations of sexual harassment against Dr. Flores and all were interviewed by the College's outside legal counsel.

**April 10, 2012** – College outside legal counsel met with Dr. Flores to share the allegations and receive his perspectives.

**Mid-April 2012** - The review concluded the allegations of unprofessional conduct by Dr. Flores were largely credible and that the claims of retaliation could not be substantiated. The findings were shared with the Board and with Dr. Flores through his legal counsel.

**April 17, 2012** - The Board accepted Dr. Flores' resignation effective June 30, 2012.