



Dave Koenig <[REDACTED]>

Notice of Action

keith hagel [REDACTED]

Wed, Jun 29, 2022 at 3:36 PM

To: "David [REDACTED]"

June 29, 2022

Dear Dave,

The WGPO Board Of Directors met in executive (closed) session on June 5 to address your behaviors and comments, as described in the complaint that you received, both toward specific individuals and to the Scrabble community in general. While recognizing your statements that you have no intention of participating in future WGPO tournaments or events, the Board unanimously, with complainant Steve Pellinen abstaining, took the following action:

1. You are suspended, effective immediately, for five (5) years from participating in any WGPO event.
2. After the end of the suspension period, if you wish to participate in any WGPO tournament or event, the Board will require that you (a) publicly acknowledge wrongdoing, specifically including predatory behavior and harassment, intimidation and threats of serious violence against both specific individuals and the Scrabble community. In addition, you will be required to agree in writing to refrain from such behaviors in the future and to comply with all published WGPO codes of conduct.

Furthermore, any future participation by you in a WGPO tournament or event would be on a probationary basis. In the event that the WGPO Board of Directors were to substantiate any future complaint that you violated the organization's behavior and/or safety standards, you would be banned permanently from any participation in the organization's activities.

A copy of this Notice of Action will be retained in the Board's closed disciplinary file; public Board minutes will not contain your name or any other identifying reference.

Sincerely,
The WGPO Board of Directors:
Keith Hagel, Vice President
Will Anderson
Jan Cardia
Laurie Cohen
Helen Flores
Bennett Jacobstein
Steve Pellinen, President

