

Hernandez, Grace

From: Bingham, Charlotte
Sent: Thursday, December 31, 2009 3:15 PM
To: Hernandez, Grace; Bailey, Guy; Hance, Kent; Mellinger, Victor
Subject: FW: Leach Report confidential

I have added the statements in red. I think it is done now.

From: Hernandez, Grace
Sent: Thursday, December 31, 2009 2:53 PM
To: Bingham, Charlotte
Subject: Fwd: Leach Report

Charlotte: The chancellor couldn't open it either. Following is the report in an email.

Sent from my iPhone

Begin forwarded message:

From: "Hernandez, Grace" <grace.hernandez@ttu.edu>
Date: December 31, 2009 1:05:54 PM CST
To: "Hance, Kent" <kent.hance@ttu.edu>
Subject: RE: Leach Report

Here it is:

On the evening of Saturday December 19, 2009, Craig James, the father of Adam James, a player on the Texas Tech football team, contacted Larry Anders the Chairman of the Texas Tech Board of Regents to report the abuse of his son by Texas Tech head football coach Mike Leach. According to Mr. James, his son suffered a concussion while at a late night practice on Wednesday, December 16, 2009. His son was seen by the team physician the next day and told not to practice or do anything that might raise his heart rate for one week following the cessation of any symptoms he had that were related to his concussion. According to Mr. James, when his son showed up at practice that afternoon, Coach Leach instructed a trainer to put his son in a place so dark that he would not be able to see and for him to stand for the entire practice. Coach Leach used obscene language when conveying these instructions to the trainer and told the trainer to make sure that Adam was told this. Coach Leach wanted his son to be as miserable as the players who were practicing. His son was placed in an equipment shed and told to stand for the entire practice in the dark. Someone was posted outside of the equipment shed to make sure that his son did not leave. Mr. James stated that at the next practice on Saturday, December 19, Coach Leach issued the same instructions and that on this occasion his son was put into a closet next to the stadium and again told to stand for the entire practice in the dark. Again someone was posted outside of the room to make sure that Adam did not leave. After Mr. James received this information from his son, he and his wife were extremely concerned for his welfare. Chairman Anders contacted Chancellor Kent Hance and asked him to contact Mr. James and address his concerns.

On Sunday December 20, 2009, Mr. James and his son Adam were interviewed at length by Texas Tech personnel. Adam confirmed the information that his father had provided and

provided additional details. He reported that Coach Leach had told the trainer that he wanted Adam to be claustrophobic. He stated that Coach Leach was verbally abusive to players, hated by the entire team and had made it living hell on the receivers. He further reported that Coach Leach was extremely hard on injured players.

On Monday and Tuesday, December 21st and 22nd, members of the football staff, the team physician, and Coach Leach were interviewed. Witnesses, including Coach Leach, confirmed that Adam had a concussion and that he was instructed not to practice. The team physician did not instruct anyone to place Adam in a completely darkened space to stand for several hours. Witnesses stated that Adam appeared for practice on Wednesday, December 16, in street clothes and sunglasses rather than the required practice gear. Coach Leach instructed a trainer to remove Adam from the practice field and place him in the dark somewhere outside of the training facility. He did not want him on the field. The trainer told Adam that Coach Leach said to tell him that he was to, "lock his fucking pussy ass in a place so dark that the only way he knows he has a dick is to reach down and touch it." Coach Leach admitted to using this language. Coach Leach further stated that he wanted Adam to be miserable and to make sacrifices like the rest of the team members who were practicing were. The trainer placed Adam in a darkened storage shed near the practice field. All items that could be used as seats were removed, and Adam was told to stand in the dark for the entire practice (approximately three hours). A student trainer was placed outside of the shed to make sure that Adam did not leave. Coach Leach approved of the placement of Adam in the shed.

On Saturday, December 19, Coach Leach again instructed the trainer to treat Adam in the same way that he had been treated at the last practice. Adam was placed in the press room adjacent to the stadium for the entirety of practice. All items which could be used for seating were removed and all lights were turned off. The press room was extremely cold. According to Texas Tech personnel, Adam was not placed in a closet at any time. Coach Leach did not deny the essential allegations made by Craig and Adam James and stated that his purpose in instructing that Adam stand in a darkened space was so that he sacrificed similar to his teammates.

After verifying the essential allegations of the James family, Texas Tech Athletic Director Gerald Myers, Texas Tech President Guy Bailey and Chancellor Kent Hance met to determine how to address Coach Leach and protect Texas Tech players from being either punished for reporting injuries and/or placed in threatening or dangerous situations. Not only were Coach Leach's actions completely inappropriate under any circumstances, they constituted a violation of the provisions of his contract which require him to assure the fair and responsible treatment of student athletes in relation to their health, welfare, and discipline.

On Saturday, December 26, President Bailey and Mr. Myers met with Coach Leach to present him with a letter expressing concern about the incidents relating to Adam James and providing specific guidelines for his future conduct with players. Mr. Leach did not refute the incidents but refused to sign the letter acknowledging receipt. President Bailey and Mr. Myers further asked Coach Leach to draft a letter of apology or explanation to the James family. Mr. Leach told them that they could meet with his attorney, Ted Liggett, regarding their request. Mr. Liggett, who had been seated in the waiting area, met with President Bailey and Mr. Myers and was told that Coach Leach must provide a letter of apology or at the very least an explanation to the James family by December 28. Mr. Liggett agreed to work with a University attorney on a letter. President Bailey and Mr. Myers were left with the impression that a letter would be

forthcoming. Coach Leach never provided a letter as requested and was consequently placed on probation. When Coach Leach still had not signed a copy of the letter provided to him by Texas Tech or provided a letter of explanation or apology to the James family by December 29, Coach Leach was terminated for breach of his contract. Mike Leach's actions violated the mission, spirit and policies of Texas Tech which are to foster a safe, comfortable, and positive environment for students to learn and participate in extra-curricular activities; consequently, Texas Tech had no recourse but to terminate his contract.

From: Hance, Kent
Sent: Thursday, December 31, 2009 12:55 PM
To: Hernandez, Grace
Subject: RE: Leach Report

I can't pull the attachment up.

From: Hernandez, Grace
Sent: Thursday, December 31, 2009 12:27 PM
To: Hance, Kent; Bailey, Guy
Cc: Mellinger, Victor; Bingham, Charlotte
Subject: Leach Report

After a conversation with Charlotte, I have added to the attached report. We can determine whether the language Leach used should stay in prior to our release. Chancellor: If Charlotte has not yet contacted you, she is in route to her hotel and will be contacting you shortly.

Grace