

1. inappropriate convo w [REDACTED]
 - proof of texts
 - bullying
 - inappropriate / hurtful comments
2. Lack of Communication
 - unattached running stipulations (mxc / wxc)
 - lack of academic support
 - athletes voiced concern for grade checks / studying
 - "if I was an athlete, I wouldn't share my grades w my coach because that's embarrassing."
 - freshman are unsuccessful academically
3. Makes false promises
 - apparel / gear (that is needed to run)
 - speaks to parents / threatens to speak to parents without students consent
 - "I'll throw you under the bus and I'll be the one driving"
 - "if you don't get off your phone, I'll shove it where the sun don't shine"
 - states to athletes negative comments about J. Gripp + A. Gripp
4. Judy Gripp referenced by clay as a "Scrapash"
5. Student athletes fighting to be his favorite ~~boy~~ to receive better attention + are actually told they are the favorite

- Told athletes "Tim doesn't know what he's doing"

- Treats athletes with medical treatments such as graston with binder clips, wrenches, used with lotion or bio freeze hand sanitizer.

Missouri Southern Stampede

- Athletes at Missouri Southern Stampede stated [REDACTED] did not run, when athletics recieved email stating otherwise

- XC jerseys etc is not Nike - Brooks is the brand which is not approved by athletics.