

Dear Micah.

The Board met on Wednesday and decided to suspend your membership for propping the door open. The attached letter contains the details.

We're sorry it came to this.

Sincerely,

Josh Sale  
President, South End Rowing Club

Micah,

Thank you for the prompt reply to our notice of suspension. Let me apologize for two editing errors in the notice.

First, as you point out the reference to expulsion was in error. It should have read "Please let me know **by no later than September 20** if you choose to appeal the *suspension*."

Second, there was also an error on my part regarding suspension during the appeal:

"Also, per the Procedures, if you choose to appeal the suspension, you will be suspended for the duration of the appeal. That period of suspension will count toward the total suspension. Please let me know **by no later than September 20** if you choose to appeal"

Should have instead read:

"Also, per the Procedures, if you choose to appeal the suspension, you will be suspended beginning September 28, which is the first day after our 15-day notice to you. And you will remain suspended for the duration of the appeal. That period of suspension will count toward the total suspension. Please let me know **by no later than September 20** if you choose to appeal"

Again, I apologize for these two errors in the original notice. I've attached a revised version of the letter that includes these corrections.

With that out of the way, we accept your email reply as your request for an appeal.

Your request to not be suspended pending the appeal is denied. You will be suspended, as noted above, beginning September 28, 2025. As you request, I confirm that this time will count towards the 60 days (of course the 60 days could be altered by the Board at the appeal) of suspension.

As mentioned in the notice, the next regular meeting is October 8<sup>th</sup>. I'm sorry you will be out of town on the 8<sup>th</sup>. I think you've spent enough in the day room to recognize that doing a video meeting would be challenging. Moreover, the Club doesn't own the needed equipment to conduct a video meeting. As I see it we have two choices. We can bring a speakerphone to the meeting so you can hear and be heard (but there won't be any video). Alternatively, if you prefer, we can schedule your appeal for the November 12<sup>th</sup> meeting.

As requested, I've attached the camera audit log (redacted to not include other member's named) and a copy of the investigative report (also redacted to protect the identity of the complainant). We are under no obligation to provide the door access log.

Regarding the concept of a joint interview, *joint* means that you will be interviewed by both investigators. It has nothing to do with the complainant.

Please let me know if you prefer for your appeal to be heard on October 8<sup>th</sup> or November 12<sup>th</sup>.

Sincerely,

Josh Sale

Micah,

I have received and reviewed your communications concerning the suspension. As you know, the Club's Procedures allow the subject of a suspension to challenge, or contest, the suspension at a Board meeting. The Board then votes on whether to uphold, modify or withdraw the suspension. Your entreaties to me are to no avail because I am not the sole decision maker. It is more appropriate for you to address the full Board at the upcoming appeal meeting. I will not be able to address any of your arguments before then. Please reserve your contentions for then.

In the meantime, please let me know if you prefer the October or November meeting as described in my earlier email.

Thank you,  
That's good news.

We're in the process of finalizing the agenda and will send you a copy as soon as we have it.

In terms of your appeal, it will be held in closed session, you'll be given time to address the board and make your case, board members will then be invited to ask you questions. Once that phase of the appeal is complete, we'll ask you to excuse yourself and the board will deliberate and make its decision.

See you next week.

Thank you.  
Hi Micah.

1. Agree. But by choosing not to appear in person, you risk degrading the quality of our communication, which is regrettable. But if that is your choice, that is your right, and we will do our best to fairly consider your appeal. You remain free to change your mind and appear in person. Just let me know by the day before the meeting if you have changed your mind.
2. Agree, however I should point out that none of the points raised in the section titled "Background & Pattern" have anything to do with door-propping. Nonetheless, we can agree to not question you about anything other than door-propping. If you wish to limit your remarks to "written rules in force," that is your prerogative, but for the reasons

pointed out in my earlier correspondence, the Board is not agreeing to base its decision on whether a rule explicitly forbade your conduct.

3. The board has previously reviewed the investigator's report and seen the video. I will make the camera log and your appeal document (which I understand to be this email dated 0/2/2025 10:34 AM) available to them. In order to maintain tight control over confidential documents used in closed session, documents are handed out shortly before the meeting and collected after the item has been concluded. We will follow that process for your appeal.
4. We don't consent to recording the meeting. Minutes for closed session items are kept but not published.
5. You won't be rushed and will be given adequate time to make your case. As I mentioned in my previous email, after the board concludes your audio call, we will then consider your appeal. Sending additional documents following the board's deliberation will not be helpful.

Thank you.

Micah,

At 9:45 on Tuesday night one of our members reported a code of conduct incident to me; the door was propped open and there was no person manning the door. At the request of the President, I reviewed security video and logged that you placed a barrier between the door and door jam (preventing the automatic door closure from functioning) at 9:15pm and then departed the building.

Micah, your decision to prop open the door and depart exposed the club to unreasonable risk. I believe you are aware that key cards don't work after 9pm. I can only assume that your intention was for you or someone else to enter the club later in the evening. That is not OK. Members and guests all abide by the same code of conduct, the first of which is to respect the club. Exposing the club to vandalism, theft or worse is a violation of the South End code of conduct.

This communication serves as a warning and will be permanently recorded in your file. Any future violation of the code of conduct reported to the Board will take this violation and warning into consideration and if validated by our procedures may result in suspension or expulsion from the Club.

--

Steve Fillipow

2025 Building Commissioner

South End Rowing Club

Micah,

Attached a sequence of images which appear to show you placing what looks like some sort of wedge between the door and door jam. If this evidence is not satisfactory or you believe this is not you, then I will request the President decide on next steps: mediation or opening a formal incident investigation where you will have an opportunity to present evidence that you were not at the club at the time in question. The club's procedures outline both the process and the range of outcomes of an incident investigation, up to suspension or expulsion from the club.

Per my earlier email, you may accept this as a warning regarding the violation of the code of conduct. If you choose not to do so, I will make a recommendation to the President to proceed with the disciplinary processes outlined in the South End Procedures.

Steve Fillipow

2025 Building Commissioner

South End Rowing Club

Hello Micah.

Since you're unwilling to accept the warning as described by Steve and we're unwilling to accept your counter offer (a neutral, non-disciplinary notation — not a warning and not a finding, and not to be used for progressive discipline) we'll instead process the complaint through the more formal process described in the Club's Procedures ([SERC Procedures 20250822 Final.pdf - Google Drive](#) starting page 19). I've appointed Steve and Vanessa to be the board's investigators. They will be in contact with you to discuss what transpired that night and to review the evidence with you. At the conclusion of their process, they will make a recommendation to the Board as described in the procedures.

Thank you for your cooperation in this matter.

Sincerely,

Josh Sale  
President, South End Rowing Club