

# Nicolas “Nico” Saltos aka @nicodaboy Misconduct

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This document contains multiple testimonials from individuals (anonymous for their safety) recounting their experience with Nicolas “Nico” Saltos (@nicodaboy). It includes accounts with evidence of, but not limited to; Sexual Assault, Sexual Harassment, Emotional Manipulation, Sexual Coercion, Stalking, Inappropriate Communication with a Minor, Misogyny, and Emotional and Sexual Abuse. Much of this is specifically targeted at East Asian and Female presenting individuals.

Throughout the last months in the wake of many victims of Nico’s behavior speaking out, Nico has gone on the record on his public story to claim that these have been rumors fabricated by a specific group of classmates at Seneca College. Furthermore, he has stated that he is in the process of sending police, lawyers, and Seneca’s conduct to pursue individuals who spoke out.

This document exists to shed light on the gravity of his behavior, in that this issue extends beyond alleged petty “drama” and affects a large scope of individuals. This document is non-exhaustive and does not include all the stories of everyone affected. It is urged that you, as a viewer, consider the amount of victims who felt unsafe sharing their story, reporting him, or talking to him “1 on 1”. **As a community, we have a responsibility to create a safe space for those learning in, working in, and/or simply enjoying animation. After reading this document, you’re requested to open yourself up as a safe individual and stand up for the potentially vulnerable. Through solidarity against behavior such as Nico’s, we can make a collective difference in the community, and allow victims the space to grow beyond his actions.**

**\*\*\* This is a call to protect current and future students of Seneca Polytechnic, as well as a call for transparency and accountability against sexual and gender-based violence in the animation industry at large. \*\*\***

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## RESOURCES AND INFO

### Understanding responses to harassment:

Summary/highlights: [https://x.com/kaidi\\_wu/status/1803812885820276924](https://x.com/kaidi_wu/status/1803812885820276924)

Full study: <https://spssi.onlinelibrary.wiley.com/doi/abs/10.1111/0022-4537.00199>

### Weaponized Defamation Suits and Retaliation in Response to #Metoo

Affect on students: [Know-Your-IX-2021-Cost-of-Reporting.pdf \(advocatesforyouth.org\)](https://advocatesforyouth.org/Know-Your-IX-2021-Cost-of-Reporting.pdf)

<https://theintercept.com/2023/07/22/metoo-defamation-lawsuits-slapp/>

[Survivors Speaking Out: A Toolkit About Defamation Lawsuits and Other Retaliation by and for People Speaking Out About Sex-Based Harassment - National Women's Law Center \(nwlc.org\)](https://nwlc.org/resource/survivors-speaking-out-a- toolkit-about-defamation-lawsuits-and-other-retaliation-by-and-for-people-speaking-out-about-sex-based-harassment/)

### Canada

[Sexual Assault Centres, Crisis Lines, And Support Services - Ending Violence Association of Canada \(endingviolencecanada.org\)](https://endingviolencecanada.org/)

Toronto centric: <https://www.canvasprograms.com/externalresources>

[Independent legal advice for survivors of sexual assault | ontario.ca](https://ontario.ca/independent-legal-advice-for-survivors-of-sexual-assault)

### America

[Executive Office for Immigration Review | List of Pro Bono Legal Service Providers | United States Department of Justice](https://www.justice.gov/eoir/list-pro-bono-legal-service-providers-united-states-department-justice)

[Pro Bono Programs - Victim Rights Law Center](https://victimrights.org/)

[Pro Bono Project – CAASE](https://caase.org/)

[Our Services: holistic legal and advocacy — NVRDC](https://nvrdc.org/)

<https://victimlaw.org/victimlaw/>

[Home - National Women's Law Center \(nwlc.org\)](https://nwlc.org/)

[RAINN | The nation's largest anti-sexual violence organization](https://rainn.org/)

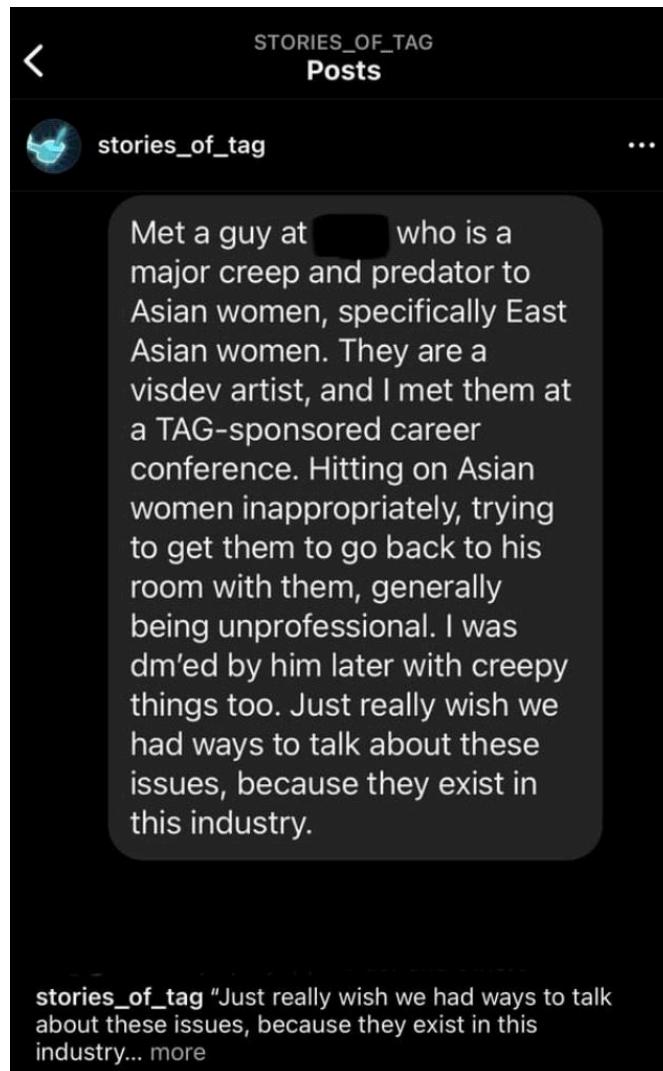
<https://www.nsvrc.org/>

[Know Your IX | TikTok | Linktree](#)

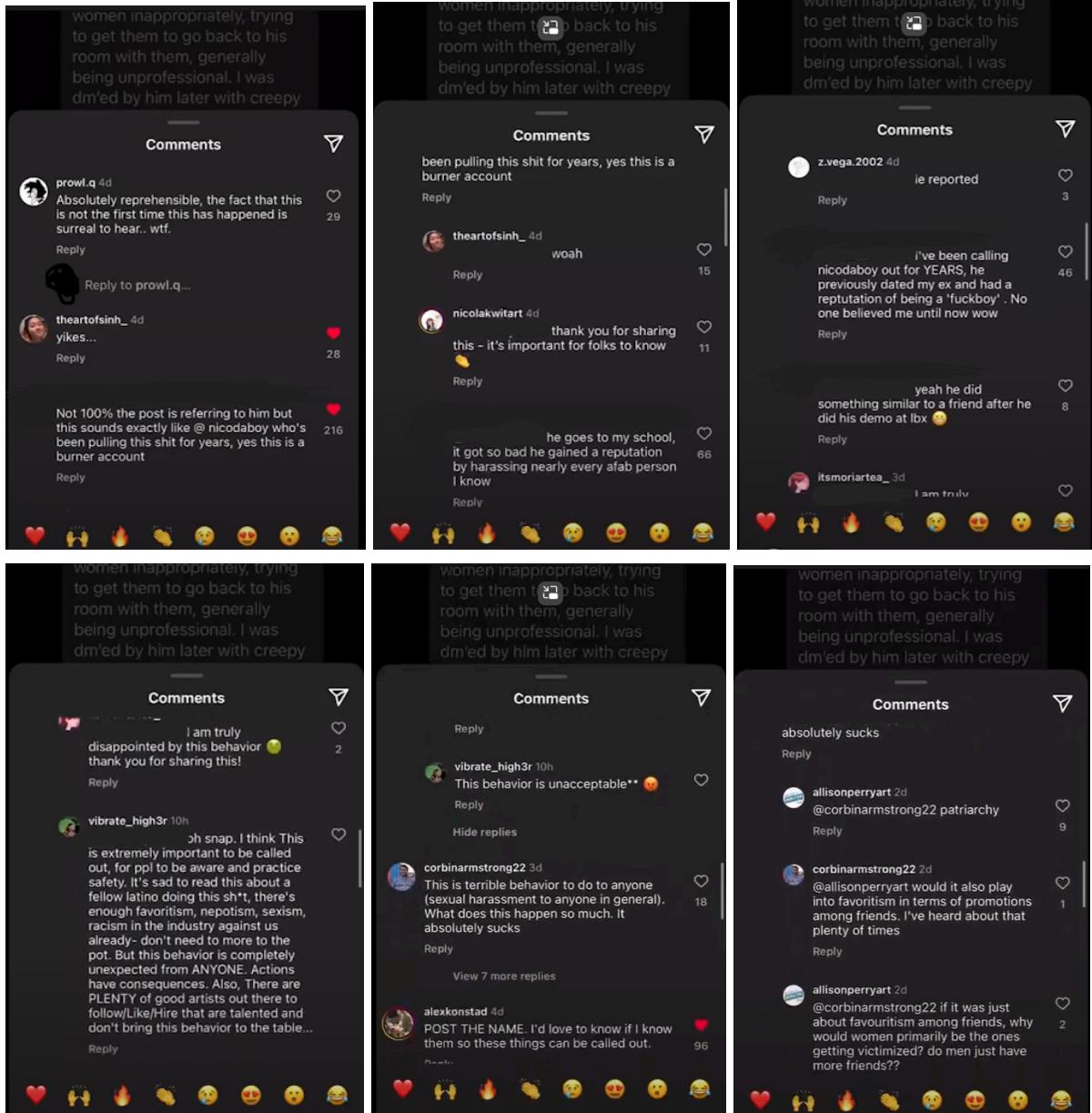
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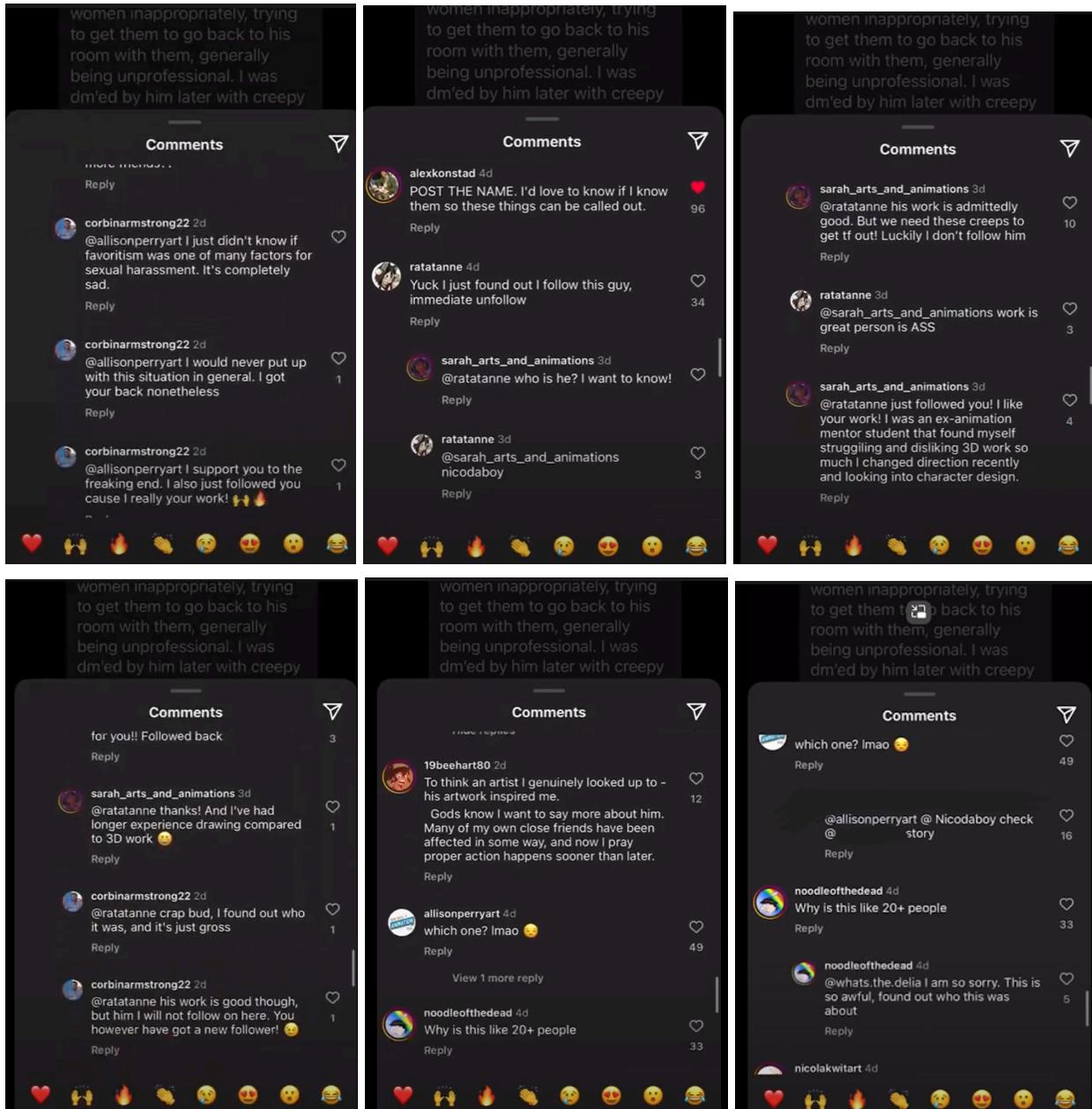
## INITIAL ACCOUNT

Below is an anonymous account of someone's encounter with an unnamed individual at a "TAG-sponsored career conference" which is suspected to be LightBox Expo (LBX). It is worth noting that this post has since been taken down as of May 3rd, as Nico has threatened to sue the @stories\_of\_tag account with defamation, even though the account itself never stated it was Nico who was described in the text.



The following is screenshots of the comments section where the above behavior was recognized to match Nico's, and he was named by multiple accounts:





The image consists of five separate screenshots of a social media application's comment section, arranged in a grid-like fashion. Each screenshot shows a different post with its corresponding comments and a row of emojis at the bottom.

**Post 1 (Top Left):**

women inappropriately, trying to get them to go back to his room with them, generally being unprofessional. I was dm'd by him later with creepy

**Comments:**

- NAME AND SHAME 🔥 Reply 44
- nourbohdjelian 4d I'm so sorry to the victims of his behavior, know you can reach out to other women in animation and find community that will back you. Please take care of and be kind to yourselves. Reply 69
- momyarty 2d @nourbohdjelian ❤️❤️❤️ Reply 1
- frelynart 4d I wish they named which Guild conference this was to narrow it down Reply 9

**Post 2 (Top Middle):**

to get them to go back to his room with them, generally being unprofessional. I was dm'd by him later with creepy

**Comments:**

- I wish they named which Guild conference this was to narrow it down 9
- nishant.jpeg 3d reading these comments is crazy because I've been looking up to this person for so long... yikes Reply 31
- jessavila\_art 3d @nishant.jpeg in the same boat, my mind is blown 😱 Reply 5
- Yeah...this rings a bell for sure. If this is who I think it is, just know that you have my full support to out them, and you did the right thing. Thank you for contributing, you're doing us all a huge favor. 44

**Post 3 (Top Right):**

women inappropriately, trying to get them to go back to his room with them, generally being unprofessional. I was dm'd by him later with creepy

**Comments:**

- you're doing us all a huge favor. Reply
- seniorpresidente 4d NAME NAMES!!! Reply 22
- nicolakwitart 4d @seniorpresidente name has been named 🙌 Reply 8
- antwoliph 4d yikes bro yikes Reply 1
- lestatuskuo 3d That's awful to hear, there's absolutely no place for that kind of behavior at all. 11

**Post 4 (Bottom Left):**

women inappropriately, trying to get them to go back to his room with them, generally being unprofessional. I was dm'd by him later with creepy

**Comments:**

- I've dealt with creeps even at animation school and its ridiculous how often they get away with it and excuse their behavior. I'm so sorry to all the women who are subject to this kind of harassment Reply 13
- slystoryartist 4d There are so many talented artists out here waiting to get a job and there are weirdos and creeps in the industry that need to get fired! Reply 41
- seachangs 2d not AGAIN Reply 3
- tahadraws 4d this is gross ... Reply

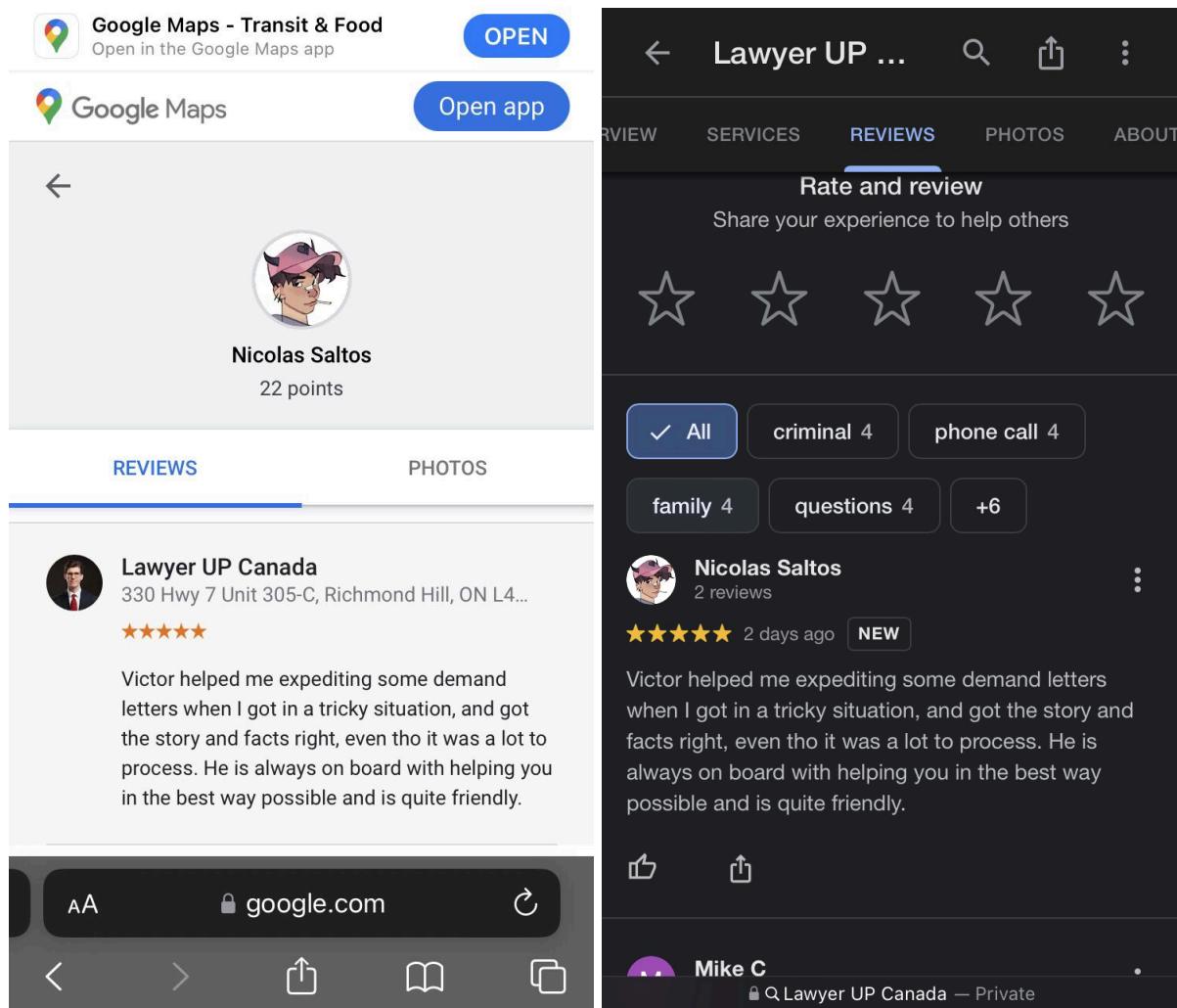
**Post 5 (Bottom Middle):**

women inappropriately, trying to get them to go back to his room with them, generally being unprofessional. I was dm'd by him later with creepy

**Comments:**

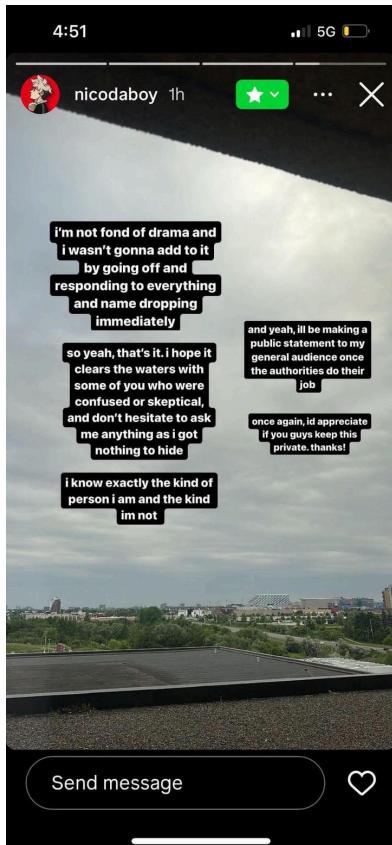
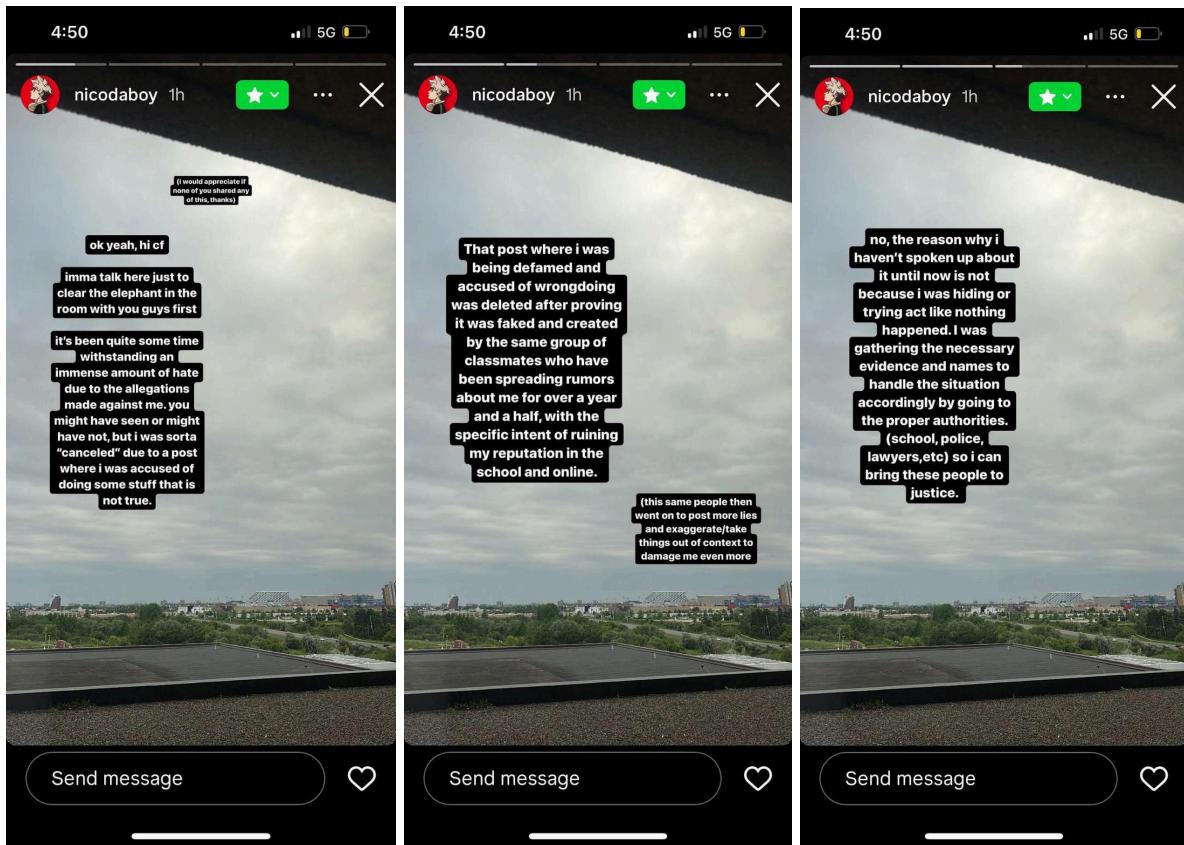
- HOLY GRIEF Reply 3
- tahadraws 4d this is gross ... Reply 6
- zaijoubu 3d gross Reply 4
- z.vega.2002 4d Whose ass am I kicking Reply 16
- nayetwolf 4d Wow... absolutely disgusting Reply 2

## HIS RESPONSE



This google review by Nico was posted May 6th, 2024 shortly after the post from @stories\_of\_tag was taken down. He thanks his lawyer for helping him expedite demand letters in response [to the @stories\_of\_tag post]. The review is currently still posted.

The following “close friends” stories were posted on Nico’s Instagram @nicodaboy on June 10th, 2024. He shares his belief that the @stories\_of\_tag post was a revenge post created by a specific group of classmates conspiring to sabotage his reputation. He states that those specific classmates who consequently spoke out are lying, exaggerating, and/or taking things out of context solely to damage his reputation. He also confirms his deliberate suppression of these individuals, and by extension @stories\_of\_tag, through the police, legal threats, his school, etc. (what is included in etc. is not stated)



# alright, let's clear the air

it's been enough time withstanding an immense amount of hate due to the allegations made against me.

That anonymous post where a group of girls were supposedly being harassed by a visdev artist at a tag career sponsored event was deleted after proving it was faked and created by the same group of classmates who have been bullying and spreading serious rumors about me for over a year and a half with the specific intent of ruining my reputation.

no, the reason why i haven't spoken up about it until now is not because i was hiding or trying act like nothing happened. I was gathering the necessary evidence and names to handle the situation accordingly by going to the proper authorities so i can bring these people to justice.

On that note, I would like to suggest these people to stop evading/avoiding the calls and messages of my lawyers and the police as they have concluded this is criminal harassment and failing to respond is just gonna make it worse for you in the long run, especially when the Seneca's code of conduct officers investigate every student who helped with the defamation as well.

I've never been fond of drama and i have no need to create/continue it or to spread lies about anyone, much less exposing my private life to complete strangers.

I've matured enough to realize it's a very unhealthy behavior to engage in, doesn't matter what it is about.

If you have an issue with someone, you talk it 1 on 1, you communicate, and as much as social media and cancel culture has skewed our perception of communication, no, not every issue requires an audience. It's unfortunate that society is really quick to judge these days while trapping you in a corner and not letting you speak.

Being 22 and juggling school, studio job, adapting to a very different culture, becoming independent on top of dealing with this event, has been intense, but im glad it's taught me a lot about how people really are.

My close ones and I know the kind of person i really am, and that's enough.

With that being said, I'll go back to focusing on my own life and artwork.  
Thanks 🌟

## one last thing

i have a pretty good idea of who was the person who wrote this, but if any of you are gonna send more hate messages like such, at least be brave enough to not do it from a fake account ↗

YESTERDAY 7:59PM

Sup [REDACTED] spic, surprised u even like girls cuz you look like a fag donut puncher. Btw your art is utter dog shit, i could wipe my ass with a piece of paper and it would look like Michelangelo artwork next to yours. Being motherless + obsolete industry you spent thousand to be in = [REDACTED] fag. Your beanie dad did not sell oranges out of his trunk to have a fruit basket Euphoria cosplayer rapey "son". And I thought one earring was gay, BUT THREE??? AND HOOPS? You could outclass Joey Chestnut in a hotdog swallowing with your arms tied behind your back (which is just where you like them) and no water. You definitely [REDACTED] to shove your man butt loving feelings down as deep as they can go, which is quite deep considering you're a snake charming bottom. Instead of [REDACTED] women or shoving your dick in ur own ass like a Sodom and Gomorrah Ouroboros you could try being, I don't know... A DECENT HUMAN BEING? You know you're a man right? Or are you?? Like Im genuinely asking.

The above stories were posted publicly on Nico's Instagram @nicodaboy June 13th, 2024. Nico reiterates his previous statements, while also intimidating those whom he suppressed with legal threats and police to respond to his demands, stating that "failing to respond will be worse for you in the long run". Seeing that he posted his review to his lawyer beginning of May and that he continues to demand a response to these authorities, it can be assumed that he has been continuously pursuing these individuals for over a month. He posts an alleged hate message anonymously sent to him, with many racist and homophobic remarks toward him. This message is not condoned. It is unacceptable to retaliate bigotry with bigotry.

Nico does not take accountability for any of the allegations against him, and vaguely states that the @stories\_of\_tag post was proved fake and created by classmates. He does not acknowledge the allegation that he tends to pursue Asian women inappropriately, nor does he address the sheer volume of people outside Seneca that echoed the contents of the post, and that the post itself speaks on behavior within the industry, not necessarily among students. He refers to the discourse as "drama", dismisses the allegations as "lies that could be resolved privately", and states his intent "to go back to focusing on his own life and artwork".

**An important note:** While Nico states he is experiencing defamation and criminal harassment against him of which he should legally defend himself from, the @stories\_of\_tag post is protected, by all reasonable accounts, under Anti-SLAPP laws.

[https://en.wikipedia.org/wiki/Strategic\\_lawsuit\\_against\\_public\\_participation](https://en.wikipedia.org/wiki/Strategic_lawsuit_against_public_participation)

"Strategic lawsuits against public participation (also known as SLAPP suits or intimidation lawsuits), or strategic litigation against public participation, are lawsuits intended to censor, intimidate, and silence critics by burdening them with the cost of a legal defense until they abandon their criticism or opposition."

Simply reading the definition of SLAPP reveals the striking similarity of Nico's legal actions in response to the discourse around @stories\_of\_tag. While the identity of the collective group Nico is targeting is not stated, the anonymous submission to the @stories\_of\_tag account and comments publicly posted underneath can reasonably be considered "protected speech on a matter of public concern". This is additionally true for those speaking on their experiences with him. It's important as well to note the weaponization of defamation suits in response to #metoo movements. It's questionable to see his actions as defense against defamation and harassment, rather they read as intentional censorship and intimidation.

<https://theintercept.com/2023/07/22/metoo-defamation-lawsuits-slapp/>

The following excerpt is taken from [Know-Your-IX-2021-Cost-of-Reporting.pdf \(advocatesforyouth.org\)](http://advocatesforyouth.org) under "VII. Perpetrator Backlash: A. Retaliatory cross-filing:"

Several of the survivors who experienced cross-filing mentioned that it occurred multiple times, often in response to the survivor speaking out. One survivor indicated she was going to file a complaint for the nearly two years of abuse she had endured, and so her perpetrator preemptively filed a harassment claim against her. When she went in to talk to the Title IX office in response to the charge against her, she disclosed his extensive abuse. This survivor was an art major. Following her disclosure, her abuser stalked her social media to view her art and then reported it—at least ten times over the next year and a half—to the school as harassment. He was neither named nor identified in any of it, but each time, she had to answer to the frivolous and abusive complaints.

Other survivors reported similar cross-filing in which their perpetrators painted accountability as harassment or attempted to flip the script of who had abused whom. One survivor shared that in response to her case, her perpetrator tried to open a case against her for damaging his reputation. The school entertained the charge, merging his claim with hers and forcing the survivor into a mediation with her perpetrator. In the meantime, the school refused to remove the perpetrator from any of her courses or extracurriculars—including the one that sponsored her scholarship—and so after extensive stalking, she had to quit the activity, lose her scholarship, resign from a job, break her lease, and move apartments.



**More than 1 in 5 survivors were threatened with a defamation suit**

### C. Use of Defamation Suits

In addition to cross-filings, the survey revealed yet another growing trend of retaliation: the threat and use of defamation lawsuits by perpetrators against their victims. Of survivors who took the survey, 23 percent reported that their perpetrator or the perpetrator's attorney threatened to sue them for defamation, and 19 percent of survivors were warned by their school of the possibility of a defamation suit. Several survivors commented on the silencing effect of these threats, which isolated them even from their closest support systems. One survivor wrote that her abuser threatened to sue her for defamation if she reported, saying "**If you come after me, I'll come after you.**" Another explained that her perpetrator's family contacted her family, threatening them with a lawsuit unless she dropped her Title IX case. The threats universally inspired fear, discouraged online engagement, and inhibited reporting, because the survivors knew those threats were not empty ones. As one survivor wrote: "Knowing my abuser—he will do anything to retaliate against me."

It is up to your discretion to judge his statements. However, it is necessary to understand the scope of his actions. With his level of perceived influence and power kept in mind, know that the many who experienced the below behavior from him are not, and still are not, safe speaking out.

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## **TW: EMOTIONAL ABUSE, SEXUAL VIOLENCE**

### **1. Relationship with Anonymous (Seneca Animation Student)**

\* Emotional control, Stalking/harassment, intentional sabotaging of reputation and career

Due to recent events of what's been revealed about Nico by others online, I want to confess the emotional abuse that was caused by his immaturity and ego. During my time that I was close to him, I endured emotional manipulation that resulted in losing my self confidence in every aspect of myself and tremendous amount of anxiety. My relationship with Nico can be summarized as a situationship.

Unfortunately, I knew he was always like this but I always wanted to believe he would change since I wanted to pursue a romantic relationship with him back then.

During the period when I was accepted into Sheridan Animation back in 2021, I felt emotionally controlled by Nico. Despite my excitement and happiness for being accepted on the third try to Sheridan, Nico's resentment towards me and my former classmates who were accepted manifested in repetitive remarks. He often expressed that a majority of my 2025 classmates didn't deserve acceptance, making me feel terrible whenever I made preparations or expressed enthusiasm about attending Sheridan or engaging in related activities. His behavior made me feel as though I shouldn't be happy or enjoy any assignments or projects associated with the animation program.

In the fall of 2022, I decided to switch to Seneca's animation program due to its cheaper tuition cost. Nico was originally supposed to start at Seneca's animation program in the same group as me, BLOCK C. However, when his study permit wasn't ready for the fall, he couldn't attend the semester in person. When I left for Canada that fall, Nico attempted to repeat the guilt-tripping behavior he had subjected me to at Sheridan the year prior. This time, however, I was determined not to succumb to it. I made new close friends outside of the animation program and within BLOCK C, which helped me finally break free from his emotional control. I began to ignore and eventually ghost Nico as my coping mechanism. Once I was at Seneca in Canada, I simply couldn't tolerate feeling or remembering anything from the past anymore.

Throughout that fall semester in 2022, Nico made drawings about me and the situation, spammed calls, emails, and messages to me, my high school friends, current Seneca friends and classmates, and even my mother. He went as far as creating a fake TikTok account under my name to grab my attention.

He eventually found me by accident when I went to LBX 2022, where I initially wanted to avoid him. I gave him another chance then, but upon returning to Canada after the trip, I reminded myself that I didn't want to go through another emotionally traumatizing experience again.

Eventually, Nico began making negative remarks about me to online volunteer studios such as Studio Heartbreak and INSERT Media, as an attempt to "ruin" my career in a small way out of anger. He later confessed and apologized to me for this behavior.

Due to poor academics, I had to retake classes within the program later in the second semester, to which I was forced to be in the same group as Nico. I felt uncomfortable being in the same class as him, which led me to isolate myself from the rest of my classmates in BLOCK F. It was honestly the most discomforting experience during my time at Seneca Animation.

I attempted to reconcile with Nico again in March 2023, hoping that he might have changed and learned his lesson from our previous interactions. However, during that time, I noticed that he was still the same person who wanted to flirt with other girls and engage in sexual activities with them. Our friendship did not end up reconciling due to my priority of respecting my new relationship with my now ex-girlfriend, spending time with my friends before they returned to their countries, and maintaining emotional boundaries with Nico to prevent manipulation.

Throughout the summer and fall of 2023, I was terrified of posting on social media, fearing that Nico would turn his artist mutuals against me, now that he had a following of over 30k on multiple platforms. It wasn't until October 2023 that I was able to break free from this fear and stop worrying about Nico.

In conclusion, while Nico may be a talented artist with the potential to influence the industry, I don't want anyone to fall victim to his emotional manipulation in the future. I hope that shedding light on these experiences will serve as a lesson for Nico to refrain from letting his narcissism, immaturity, and emotional manipulation harm another person ever again.

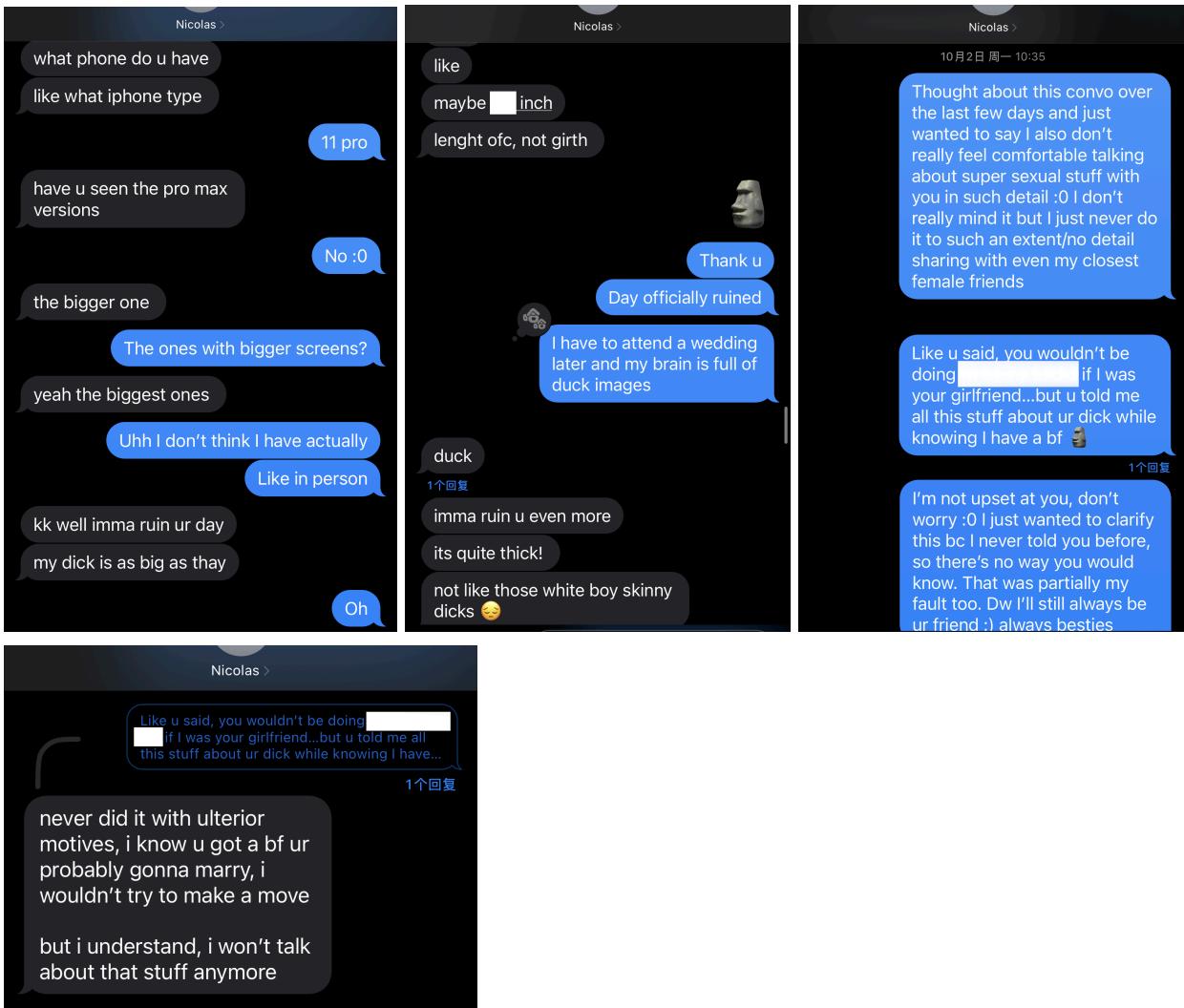
**2. Friendship with Anonymous (Industry Professional)** \* Non Consensual and Forced Touch, Emotional Manipulation, Sexual assault:

I was good online friends with Nico for about a year. After teardown at LBX 2023, we wanted to get food together, so I temporarily left my display stuff in his hotel before we ate because mine was 30min away. We went to the bar after dinner, where he had 4 drinks and I had none, and he bragged to me in explicit detail about how good he was in bed with several girls, even though I very clearly told him about a month prior that I was uncomfortable with sexual topics. When we were walking up the stairs to his room to pick up my stuff and saying goodbye, he pulled me into a long hug to say thank you for everything I had done for him as a friend. I kept hugging him because I knew he needed the support (and I was totally fine with just hugging him to comfort him), but gradually the hug became more inappropriate, and he started doing things like reaching under my shirt to touch my body, kissing/licking me on the face/neck etc.. I kept trying to pull away; I gave him reasons why I needed to go home (e.g. my back hurt, I didn't want to Uber home too late, I had work tomorrow morning, etc.) but he kept me pressed against the wall and wouldn't let me go. The few times I did push him away or get him to let go he would say things like "once you leave I'm going to be alone and feel so empty again," which made me feel guilty and hesitate walking further away, and he would pull me right back into his "hug" along with other things. It kept escalating, and at some point I really wanted to put a stop to it—I told him, "You know there's a boundary you shouldn't be crossing." He said, "I know, I'm sorry." then kissed me on my mouth. I yanked my head and pushed him away with a really uncomfortable look on my face.

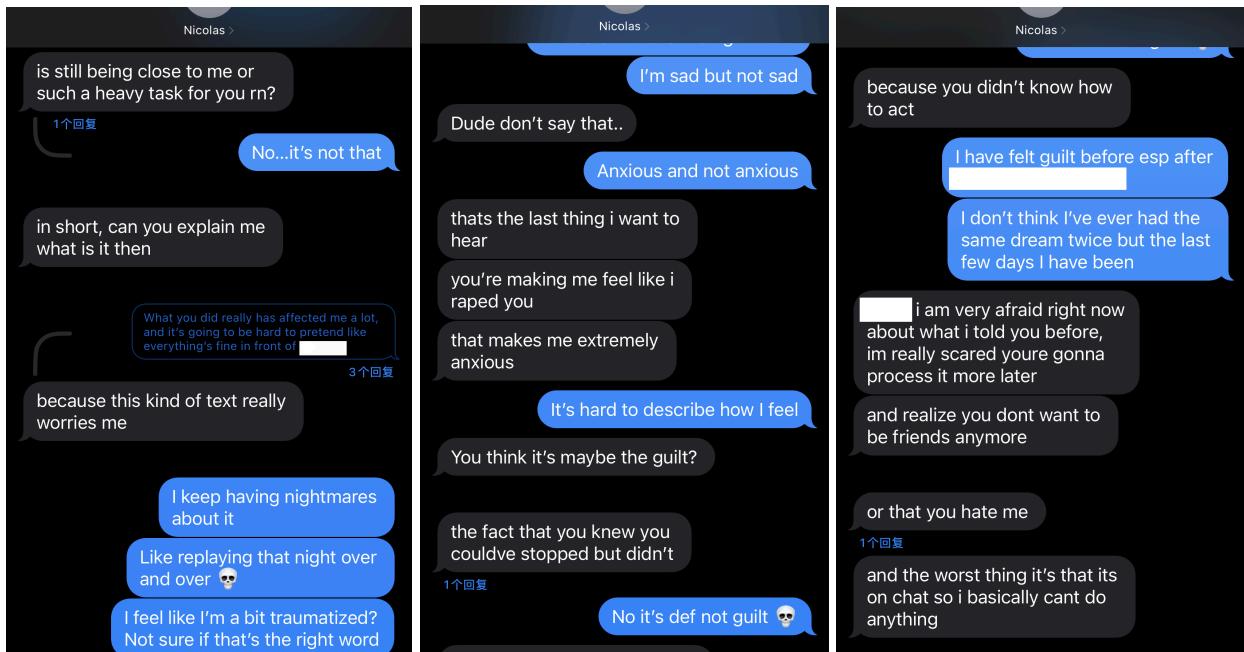
Nico then immediately broke down into tears because of how bad he claimed to have felt for doing that to me and how he was afraid of losing my friendship. I really just wanted to go home at that point, and he still needed to open his door so I could get my stuff—but here he was, sitting on the stairs, sobbing in the middle of the night. I ended up having to comfort him for 30min, and he even begged me not to tell my boyfriend. To get him to stop crying, I had to promise him that I was going to reassure him every day from then on that I would be okay.

I genuinely felt fine in that moment because it hadn't really hit me yet, but the next few days were much harder once it settled in. I tried to tell him how I was really feeling regarding what he did + how much it had affected me, but every conversation we had would somehow ALWAYS turn back to center around him and how he was feeling. About a week later, I realized that in our conversations, I was always prioritizing his feelings over my own because I was already so used to that throughout our friendship. I was too exhausted to support him + continue being his friend while being constantly reminded of that night, and I didn't have the mental capacity to tell him I didn't want to talk to him anymore. My boyfriend offered to cut him off on my behalf.

Conversations between Anonymous and Nico approximately 1 month before the assault, with the third and fourth screenshots specifically taking place on October 2nd, 2023:

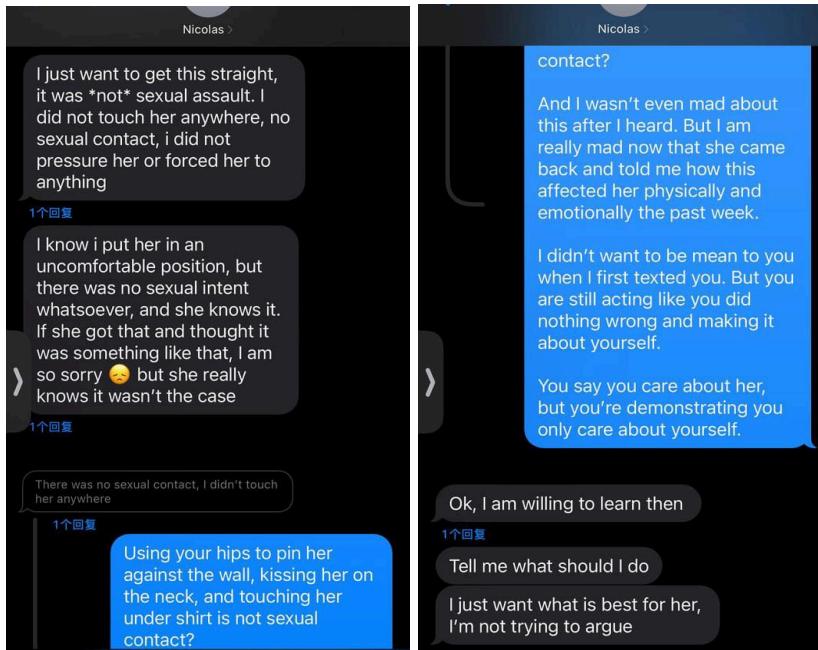


A conversation between Anonymous and Nico on November 3rd, 2023, 5 days after the assault:



A confrontation between the partner of Anonymous and Nico on November 4th, 2024, 6 days after the assault, in which he minimizes and denies his actions as a sexual assaulter. Note: For context in understanding the effects of sa see

[https://en.wikipedia.org/wiki/Sexual\\_assault#Emotional\\_and\\_psychological\\_effects](https://en.wikipedia.org/wiki/Sexual_assault#Emotional_and_psychological_effects)



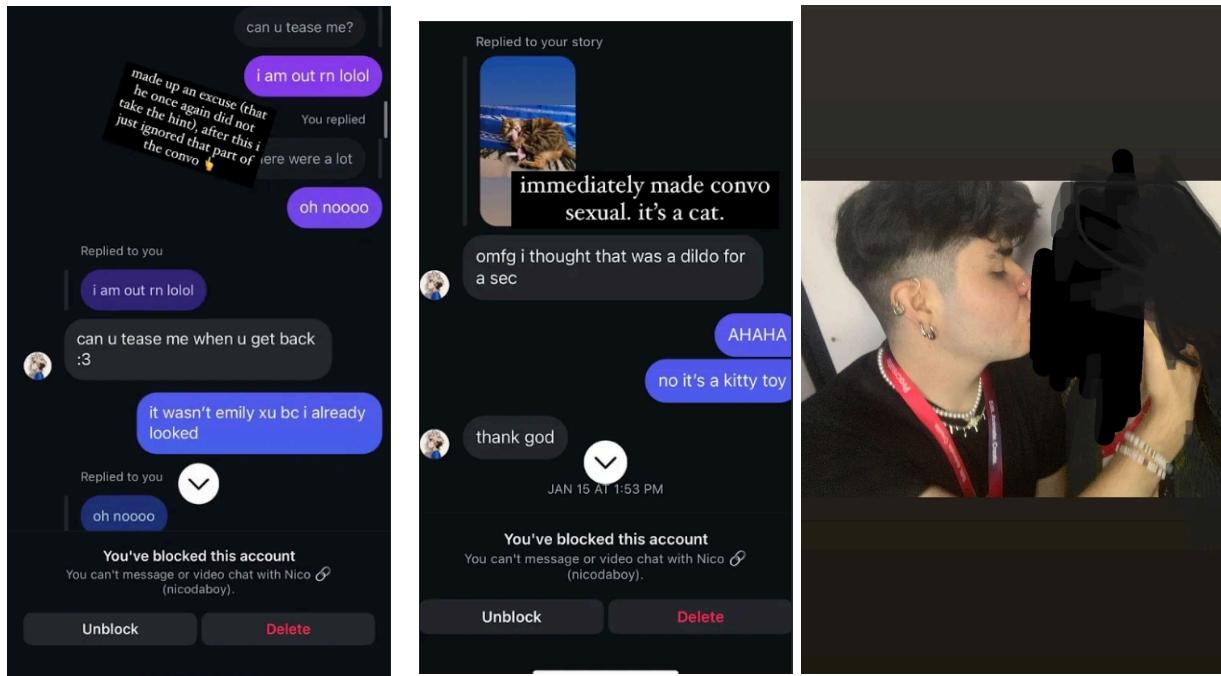
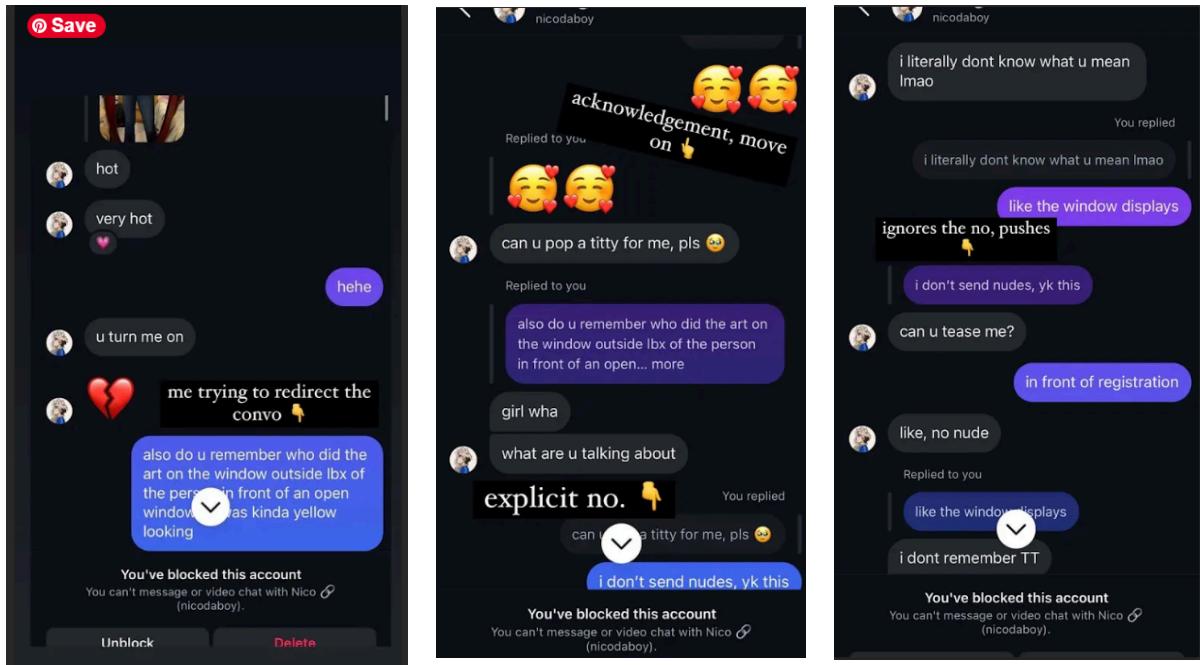
### 3. **Anonymous** (sexual coercion, sexual assault)

Nico pressured me into sex. We met up at an event, and only had a few days to hang out. I had previously asked him to back off with the sexual conversations after I was warned by a friend (months ago), which he respected, but as soon as we met up in person it was like a switch was flipped and he went back to making everything sexual. I thought I was fine with it, and let it continue, since he was complimenting me so much, making me feel special, and when that's coming from a person with such a big following it makes you feel good that this person chose /you/ out of anyone else. He weaponised his following in this way, with me and so many others. We met up the first night to just hang out, and he continued making the conversation sexual. I was fine with it to an extent, and established my boundaries around what I would and wouldn't talk about, but again - this is not something someone with such influence should be doing. It is unprofessional, and he wields his power over girls and pretends to be "curious" about their sexual exploits. Right before we found a private spot to chat, he was literally stopped by fans. While we were hanging out, he kept asking if we could kiss, go back to his hotel room, etc. I turned him down again and again, because it felt wrong. We had only seen each other in person for the first time that day, and I knew I had some self respect. I eventually relented and said yes, and we kissed a bit. We went to go get food, and now that he had an inch, he wanted a mile. The entire time he kept trying to touch me under the table, which I said no to again and again. We went to a photobooth and took photographs together (see receipts), and that was that for that night. He made me feel so special

because, this man who has many many fans, spent his entire evening with me. Sure, that evening he kept trying to do more and more sexual things despite my saying no (but eventually relenting), but I told myself it was okay. He liked hanging out with me, and liked spending time with me. I made my decision at the end of the evening, and told him we could have sex, but the night after. I knew it was wrong, hence my hesitancy the entire time, but he kept ramping things up and making me feel like I could ignore the massive red flags. The next night, his friend lent us his hotel room (which - ew), and we did it. I took a pic in his hat in a mirror (see receipts), and the next evening, he got drunk with other industry professionals and started posting stories on his close friends about "shout out to the one who gives the best head". I had never had this happen to me, and I didn't know what to think. I tried to laugh about it, but after showing my mom, she immediately realised how scummy he was, and called him out on it. I felt conflicted, because I knew it was about me and that, once again, made me feel special. I chose to believe him when he had first started making conversations sexual half a year ago and said that he used to hit on girls in the industry, but not anymore, for fear of his reputation, but I was just /so/ hot he couldn't resist. I was operating under the assumption that this was not his normal behaviour, but I was wrong. He lies to afab people, pushes conversations to be sexual under the guise of innocence, and sees them only as potential sexual experiences. He pretends to be interested in friendship, when really, he is only in it for the sex.

<https://www.womenshealth.gov/relationships-and-safety/other-types/sexual-coercion#:~:text=Sexual%20coercion%20is%20unwanted%20sexual.%2C%20landlord%2C%20or%20a%20boss.>

- Screenshots of the conversation below:



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## SEXUAL MISCONDUCT (ONLINE and IN PERSON)

### 4. Anonymous (Industry Professional) \*sexual harassment

I've blanked these out for anon on my part. He asked me about being nonbinary: I thought this was a teaching moment. Turns out his MO is to play dumb so he can turn the conversation sexual:

- Screenshots of the conversation below:

Yeah i was thinking of that  
Oh also  
Ok so  
Hopefully it's not too uncomfortable  
But this whole gender thing is new to me, non binary people are not common at all where I live so i don't know shit about it  
So i wanted to know if you could ask some questions i have  
About that

Oh that's fine!  
Yeah go for it

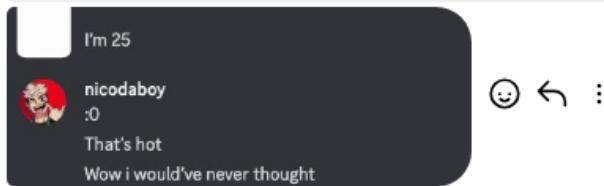
nicodaboy  
Tyyyy  
Ok so  
Talking about sexuality  
If you are non binary, what are you attracted to?  
Boys or girls?  
Or other non binary people

So gender and sexuality are different things 😊  
Gender is what you see yourself as: either male, female, a mix or neither; and sexuality is who you are attracted to  
So nonbinary people can be any sexuality  
I personally am attracted to anyone (edited)  
Boys, girls, transgender individuals, other nonbinary people

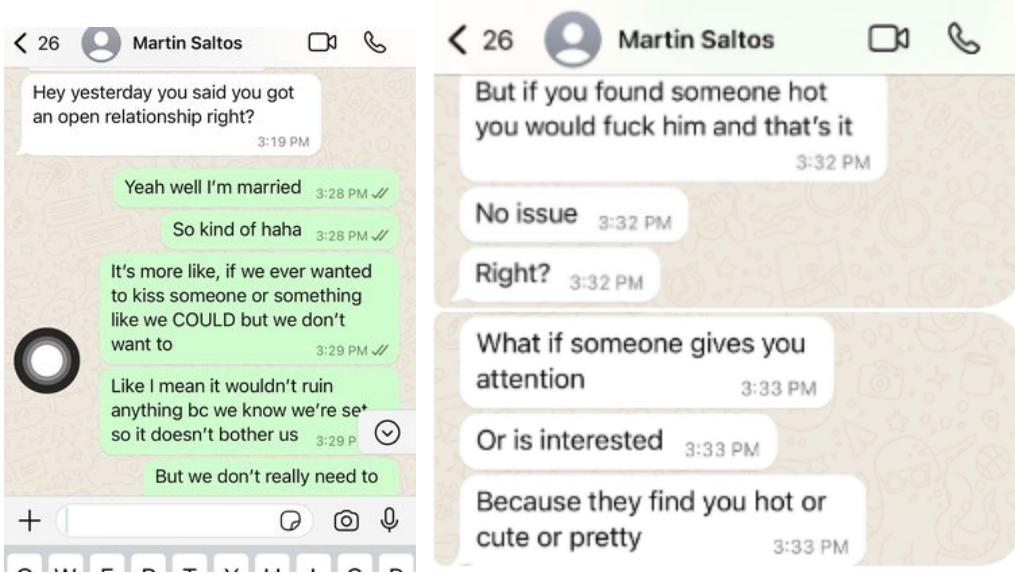
nicodaboy  
Regarding sexual stuff, like actual sexual acts, is there any difference if you're non binary?  
U don't have to answer if u don't want to  
But hbu?

Okay okay  
So  
Like  
Sorry if i sound too invasive or strong or idk  
But penetration for example, is that ok with u?  
Or you're working through it  
Bjs?

When I said I'm older and I don't feel comfortable talking about this he said



- Screenshots of the conversation are below:



## **5. Anonymous**

I first 'met' Nico online when he reached out to me over instagram. He was very friendly for someone that I had never met before. I was sort of excited that someone like him had reached out to me especially because he had such a big following (even though it was substantially smaller at the time). I knew he was going places because of the quality of work he was showing without schooling. I took the relationship that we had over instagram as a way that I would have connections in the industry down the line. We would talk over instagram and he would reply in a sort of flirtatious way and when I told him that I had a boyfriend the flirtatious responses didn't stop. I honestly thought he just had a flirty personality like some people do. But after the news coming out about what he has done to other people I realized that it probably wasn't the case. Nico tends to message people with smaller platforms and flirts with them over messaging apps as well (which is what he did with me) as well as in person. It definitely feels like a situation where someone who has a lot more power than you (because of his clients in the industry and followers on instagram) is using that power to for abuse and harassment. Sort of like what John Lasseter did in the animation industry as well. Even though Nico has a lot less power than John Lasseter did it still feels the same when he takes people that have no credits in the industry and prey on people with little following and hopes of getting into the animation industry

## **6. Anonymous**

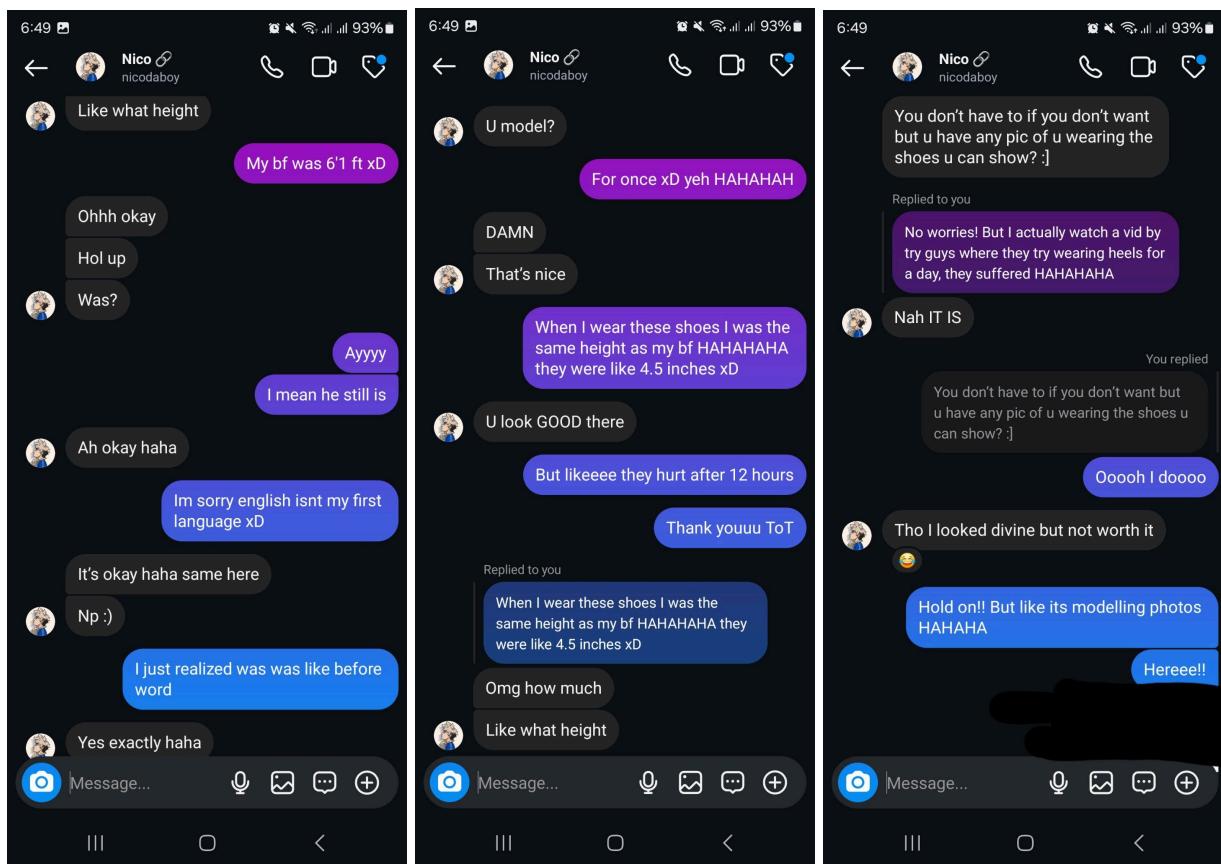
"Throughout many of our conversations in dms, he would take my innocent messages and try to make them sexual.

We were having a regular conversation when he would bring up topics that had sexual undertones. I never picked up on his innuendos and was completely oblivious to what he was insinuating. And I didn't know what he meant by these terms until a friend told me.

He made weird comments about my age, even when we first talked on discord. He tried to ask me out and after I rejected him, he commented how he thought I was a minor."

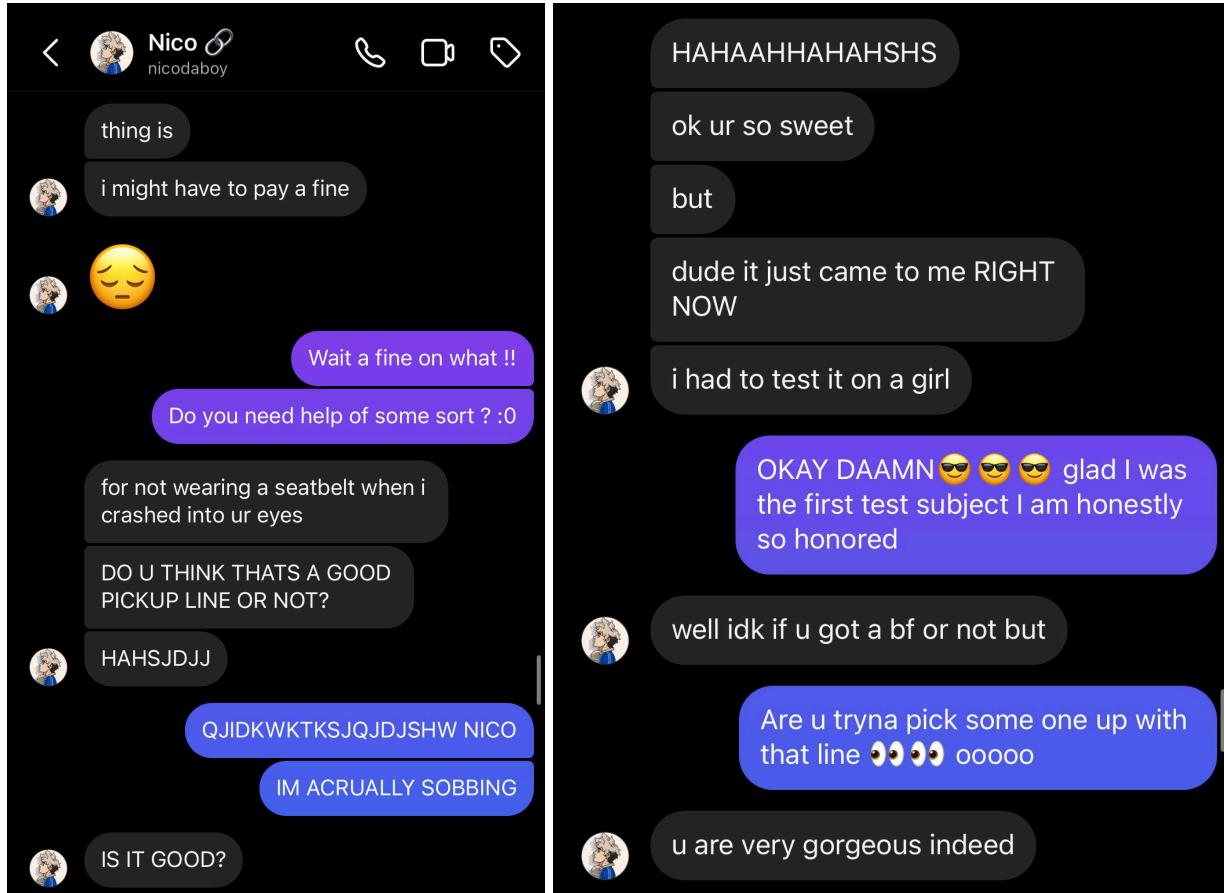
## 7. Anonymous

Hello, I have a story to share. I brushed off this convo that happened from 2022 because I thought we were just happily talking about something but it turns out that he was somehow flirting with me. He was also subtly asking for my feet pics but I sent him my modelling photo instead (which my body is covered from head to toe) and he corrected me with my sentence about the "was" about my partner like will he attack me more if I don't have my partner anymore?? Idk but after correcting him about it, the convo felt so weird still even when I mentioned that I have a bf. After that weird convo, I'm just glad I'm densed because he never went for it again and we would just do small talks about art appreciation but I still find it weird why would he talk that way



## 8. Anonymous

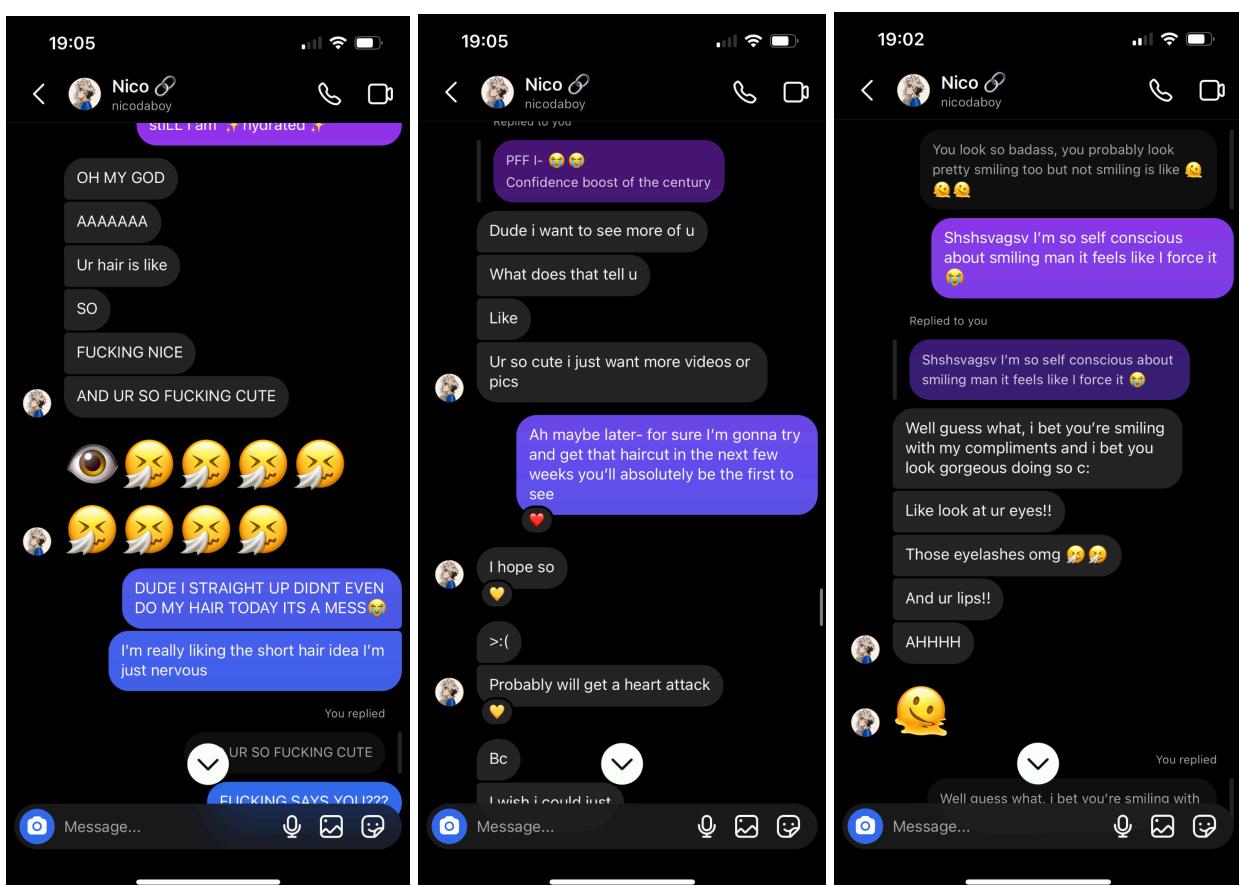
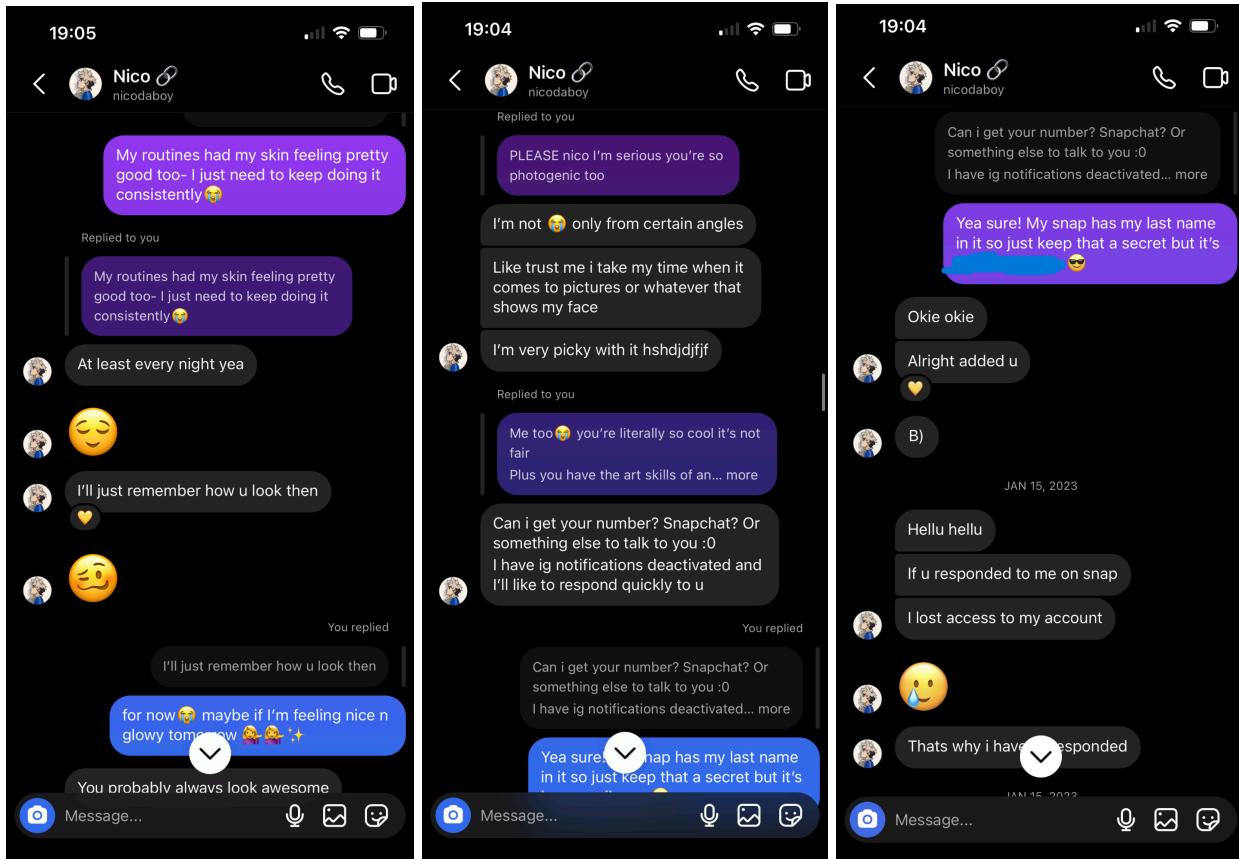
Unwanted/strange advances. Clearly knew I was 18 years old, I had it at my bio at the time.

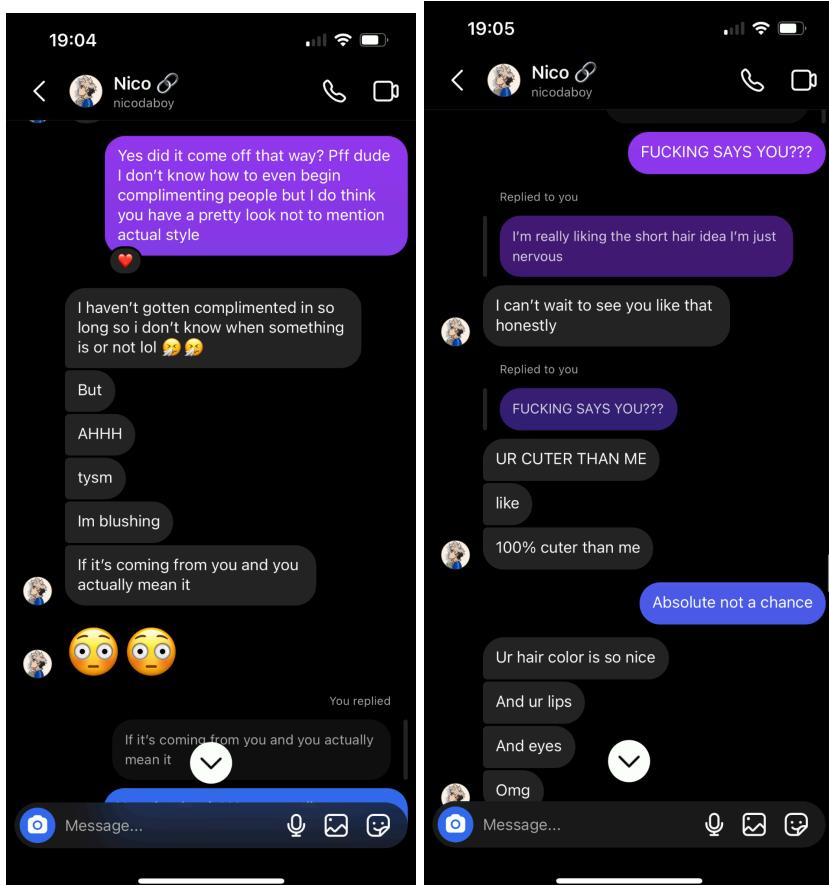
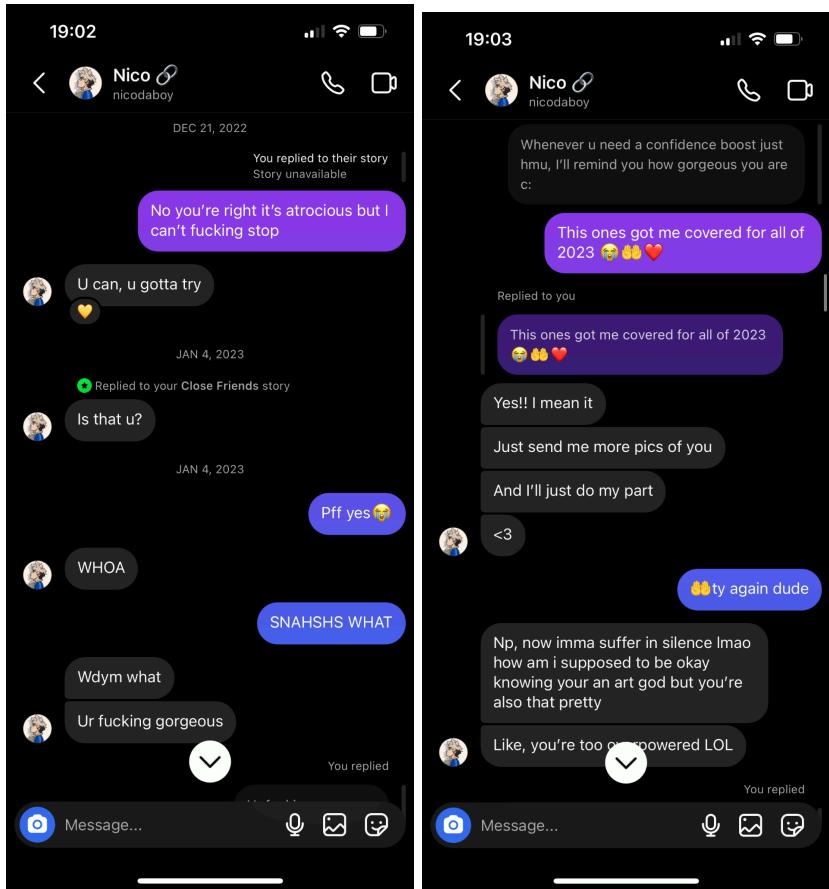


## 9. Anonymous (MINOR)

\*Interaction with a minor + suggestive language

On Instagram he reached out after I posted a story including my new bleached hair. Called me cute, talked about how pretty my lips and eyes were, told me about how much he wanted to just grab and squeeze me- I was 17 and he was 21 and he was well aware. He asked for my Snapchat and asked to "see more of me" and repeatedly asked for pictures of me. I brushed it off at the time and looking back it's actually disgusting.





### 10. **Anonymous** (Industry Professional)

I became acquainted with Nico in 2022 before he “blew up” online. He seemed nice, so I felt comfortable opening myself up to a digital friendship with him. We DMed over Instagram and Discord on and off, and pretty quickly he started sending flirtatious messages to me. For instance, during a fashion-related conversation we had in late 2022, Nico said to me: “dude you look too good;-;”, “I really love your style, ur hella pretty”, and “sorry I don’t mean to be creepy I just don’t know how else to say it”. He told me to let him know if his comments made me uncomfortable, and that “complimenting girls be hard these days”, which I can only describe now as extremely telling. In spring of 2023, I posted a selfie (since I’d gotten my hair cut/colored) on my private Instagram story to which he replied with three praying emojis, as if to imply he was worshiping me. I tried to brush it off with an “LMAO”, I didn’t want him to think I had any feelings for him beyond the platonic. Fortunately, my conversations with Nico never became sexual. He only ever flirted with me, but it happened enough times to make me feel uneasy. This behavior stopped after he found out that I had a girlfriend, and he resigned me to the periphery of his network.

### 11. **Anonymous** \*sexual harassment

Nico sexually harassed me in different ways, even with him knowing im off limits and me meeting him under the pretense of creating a productive professional friendship. I won't share what he did to me to protect my identity from him.

its like every new person i met in his circle has new stories to tell about how his behaviour targeted them, whether big or small. most ppl ik try to strategically avoid him online and in person

I hope he learns to become a better person, and understands that he should move on, learn to treat the current people in his life better, and let those he hurt heal.

### 12. **Anonymous Seneca Students (Multiple POV)** \* Misogynistic behavior and objectifying women with other men

“I have witnessed/been told by Nico that he and his friend Benny stand at the school building’s various entrances for the sole purpose of picking up women, constantly during the summer semester. They would publicly boast about their “body count” and detail how many women they were able to pick up that day.”

**"During the first year, they would tell nearby classmates including me that they would be going out to a nearby mall to go pick up girls, and later in the day come back and disrespectfully detail their encounters often with concerning or degrading language. "**

**"I had heard Nico and Benny boast about their body count at an animation conference. His interactions with Asian woc always had an underlying intent of pursuing sexual relations and when turned down or told they are in prior relationships he still wouldn't stop. He would use his industry connections to threaten people. Its disgusting."**

**If you or someone you know is experiencing something similar, please reach out and refer to the resources section of this document.**

**Look out for the community as an ally. Refer to the resources and readings section, research for yourself, and actively advocate against sexual and gender-based violence. Animation and learning should ALWAYS stay a safe space for all. This can only be done if we as individuals band together collectively.**