



Active 20-30 United States and Canada, Inc.

Dear Alexandria & Cynthia,

Please see below the answers to your questions regarding the follow-up on the announcements the national organization made in April, including conducting an independent investigation, and adopting new policies and procedures aimed at ensuring the safety of all members.

Q1. What was the focus and scope of the independent investigation?

A1. To help ensure the safety of Active 20-30 members, the National Board of Active 20-30 engaged an independent investigator, legal counsel, and other experts to assist it in understanding and addressing the concerns and allegations brought to light about Dominic Foppoli. The national organization also created a mechanism to allow any member to anonymously report incidents of sexual harassment, assault, or other misconduct to the national organization to allow us to better understand whether there were other members within the organization who threatened the safety or well-being of members, or who acted in a manner that was inconsistent with the values and mission of Active 20-30. All tips reported were documented and investigated.

Q2. Has it concluded and, if so, when? If it has concluded, are you able to share any results of the investigation?

A2. In April 2021, the national organization took immediate steps when informed of the allegations against Dominic Foppoli. Active 20-30 U.S. & Canada's Board of Directors expelled Dominic Foppoli from all local, national, and international clubs and events in accordance with California Corporations Code section 7341 and Article IV, Section 10 of the National Bylaws. The Board of Directors determined that Mr. Foppoli's conduct was offensive, unacceptable, and prejudicial to Active 20-30. Upon conclusion of the investigation in June, the Board and a special committee created to address the situation took disciplinary action against several additional members for past conduct the Board and Committee deemed unacceptable. The disciplinary actions included sexual harassment reporting and prevention training, probations, suspensions, and permanent expulsion from the organization.

Q3. What are the new policies, procedures and reporting processes you have adopted to address these issues? How were they created and what is their aim?

A3. On April 19, 2021, the national organization adopted a policy and procedure for reporting and investigating all forms of harassment. We amended, improved, and expanded on our existing harassment policy. You can review the national organization's new policy [here](#).

Q4. What leadership trainings have been provided, or scheduled, to address these issues?

A4. In September-October 2020, the national organization created a diversity, equity, and inclusion (DEI) survey that was sent to all active members throughout Active 20-30 U.S. & Canada. The results showed that our members largely felt included and welcomed. Active 20-30 continues to grow as a diverse organization and is always seeking to improve upon itself. As such, the entire National Board completed the Starbucks/ASU "To Be Welcoming" Diversity training. Our then-National President continued our efforts by encouraging our members across the United States and internationally to participate in this training. In October, she began hosting our monthly Diversity Dialogue discussion groups on Zoom.

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These sessions focused on a different topic of diversity each month and were member led. Topics covered included sexuality bias, gender bias, and racial bias to name a few.

Also, members got together and engaged in solutions-oriented discussions, which helped them grow as leaders to better understand each other, learn to have difficult conversations, and to understand different perspectives, all in a productive and professional way.

The National Board has already hosted a sexual harassment/duty to report training for all club presidents and National Board members. We will continue this training annually in order to ensure every club and every member feels safe in our organization. In addition, the national organization is utilizing an online risk management platform for ongoing training needs.

Q5. Are there any measures that the Santa Rosa club has specifically taken to address these issues/concerns? And/or has National instructed the Santa Rosa club to institute any changes?

A5. The Board of Directors of the Active 20-30 Club of Santa Rosa #50 voted unanimously to expel Dominic Foppoli the day the original article was published by *The Chronicle* on April 8th. Prior to them convening an emergency meeting on April 8th (where their Board unanimously voted to expel Foppoli), the club's Board of Directors suspended Mr. Foppoli on March 29th when hearing of rumors of sexual assault, before knowing the full story of what had transpired prior to *The Chronicle's* investigative report. The Santa Rosa club has taken this situation very seriously, and the club and its leadership has shown their willingness to not only cooperate with our independent investigator in the weeks and months since your initial story, but build awareness to allow their club's leadership and its members to proactively identify and report any instances of concerning behavior or misconduct in the future to avoid a situation like this from ever happening again. The safety and well-being of all their fellow 20-30 members, male and female, remains paramount. Since the April 8th article, the Santa Rosa club has worked diligently in conjunction with the national board on its revision of policies and procedures and training resources for membership.

Also, Roger Hebert from Santa Rosa #50 mentioned that he invited you to attend this year's COVID-safe, drive-thru Back to School Children's Shopping Spree this Saturday, August 7, 2021. This is an event the Santa Rosa club is co-hosting with the women's club in Santa Rosa and the co-ed club in Healdsburg. The clubs will be providing back to school clothes and supplies to over 300 low-income children in our community. If you are interested in attending, Tiffani Montgomery would be happy to show you around, as she will also be in attendance.

Ashley Corbett
Active 20-30 U.S. & Canada
National President 2021-2022

Tiffani Montgomery
Active 20-30 U.S. & Canada
Immediate Past National President 2020-2021