



National Governing Body of DanceSport, Member Organization of the US Olympic Committee,
and the World DanceSport Federation

December 28, 2017

RE: Letter of Reprimand

Ms. Locker,

In accordance with the 2017A USA Dance Bylaws Article III.F.7 USA Dance attempted to informally resolve the administrative complaint filed against you on March 21, 2017 by Wayne and Marie Crowder. As you chose not to provide alternatives to the proposed resolutions an Investigating Officer was appointed and an investigation conducted. The investigative report was submitted to the Executive Committee which reviewed and accepted the Investigating Officer's recommendations which include the following:

- The Executive Committee make a formal finding that there is no evidence to support the allegation that Mr. and Mrs. Crowder colluded to fix results for the Adult Standard event at the 2017 Mid-Atlantic Championships.
- The Executive Committee finds that Ms. Locker's March 13 DSO Report accurately reported Mr. Zinshtein's allegation as it was related to her either by Mr. Calloway or Mr. Zinshtein.
- The Executive Committee finds that Ms. Locker's March 14 DSO Report did not accurately report Mr. Zinshtein's allegations as set forth in the letter attached to the report.
- The Executive Committee finds that Ms. Locker did not violate the Code of Ethics as it existed in March of 2017 through her preparation and publication of the DSO Reports because the Code of Ethics in force at the time arguably did not apply to DanceSport Officials.

This complaint along with the investigation consumed a tremendous amount of USA Dance resources which was a direct result of the public release of unsubstantiated information that by your own admission should have remained confidential. As a USA Dance Governing Council member and a chapter president with a long history of service to the USA Dance organization you should have been well aware of your duties to maintain confidentiality of sensitive information as well as conducting the appropriate due diligence in your duties before distributing unsubstantiated material that could harm the reputation of USA Dance members.

It is clear that your actions contributed to the release of unsubstantiated material and you took no action to correct the publication of this material in social media. Furthermore, you did not direct Mr. Zinshtein in the proper handling of his complaint in accordance to the USA Dance Rulebook. Finally, the published DanceSport Observers



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Report did not accurately reflect the concerns raised by Mr. Zinshtein at the Mid-Atlantic Competition. As a result of these actions the Executive Committee is issuing an official reprimand of your actions and advises you to carefully consider all actions you may take as a representative of USA Dance if you ever hold another USA Dance office. Finally, the Executive Committee will publish the Investigative Report into this complaint.

By Order of the Executive Committee
December 27, 2017