

Disclaimer: If you are having trouble with viewing the screenshots clearly in this document, downloading the Google Docs app will likely fix the issue.

Introduction

Hi, my name is Hayli, or I go by Kiri if we are mutuals on Instagram. I was employed at Otaku Nation, a local anime store in Tucson that hosts many cosplay, anime, and TCG events, for 9 months until July. As I reflected on my time there after finally being able to leave for a new job, the owner of Otaku Nation's inappropriate behavior towards me and others had a strong negative effect on my mental health. His behavior towards me and employees/customers felt creepy, flirtatious, aggressive, and completely unresponsive to feedback about said behavior. Over time, this behavior made our work environment stressful, mentally/emotionally draining, and very uncomfortable.

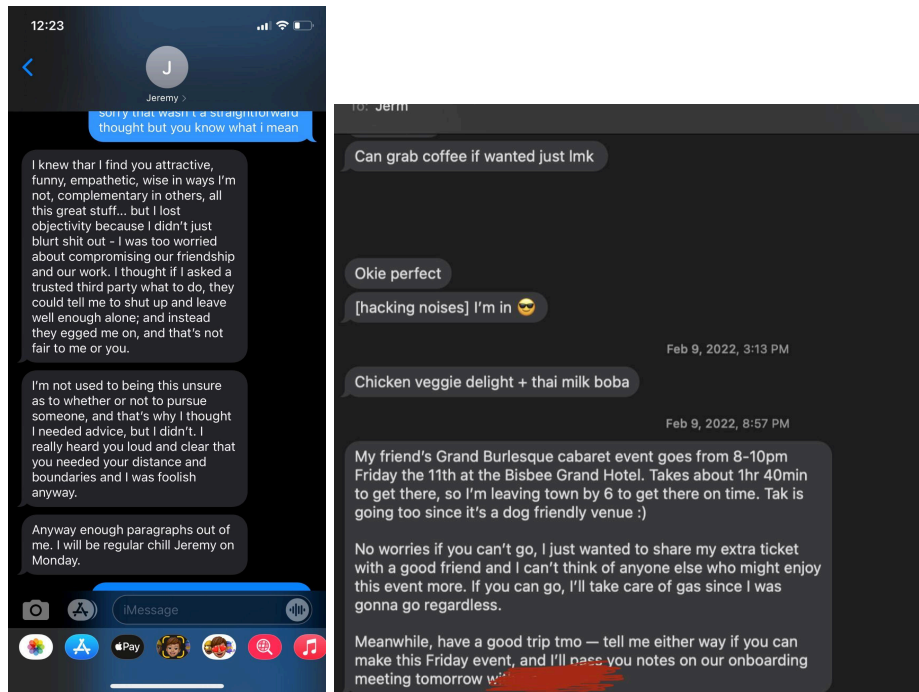
Because of this, I decided to compile this document to share our uncomfortable and stressful experiences involving the owner of Otaku Nation, Jeremy Daniel. His behavior is clearly a pattern that has never been stopped, even when multiple meetings about his inappropriate conduct have occurred. I fear that if nothing is said or done, he will continue this pattern and make more employees and customers feel the same way we did and I am deeply concerned for the safety and comfort of current and future employees, customers, and event attendees. **All statements we have made within this document are our truthful lived experiences.**

Estefani

My name is Estefani and if you frequented Otaku Nation from Dec 2020-Apr 2023 you've probably seen me working behind the desk, sorting cards in the back, or running tournaments. My time at Otaku Nation was one of the most emotionally stressful times of my life and by far the worst work experience I have ever had. Jeremy was not only an unsupportive manager with a horrible work ethic, but I also felt manipulated and uncomfortable by his creepy and passive aggressive actions toward me.

I was hired at Otaku Nation December of 2020. In my first weeks there the job seemed very relaxed and more of a hangout than a professional environment. Jeremy Daniel, the owner, didn't seem to take my position as assistant manager seriously. We would mostly spend the day learning card games or "demo-ing" board games. He would always offer to take me out to lunch, closing the shop for hours. On these lunch breaks he would drink alcohol and encourage me to drink as well. He would make it seem okay to be getting intoxicated before we would return to work. During these first weeks, Jeremy would invite me out after work often. He would constantly text me after work and in one instance showed up to my house uninvited, claiming he "misunderstood" a message. A couple weeks into my employment Jeremy pulled me aside during work hours and began to tell me about how he had feelings for me he couldn't ignore. He told me "there are a lot of things I like about you". When I told Jeremy I was not interested and

did not feel anything romantic towards him it seemed that he understood. Not even a week or so later he came to me during work hours again and stated he needed clarification on my response to his pursuit. "I feel like I didn't understand what you told me". Again, I had to state that I had no romantic interest. This second attempt to pursue me began to raise some concerns, but Jeremy and I had been friends and I assumed my words would resonate and be clear. Jeremy continued to have feelings for me and treated me like a romantic interest rather than an employee.

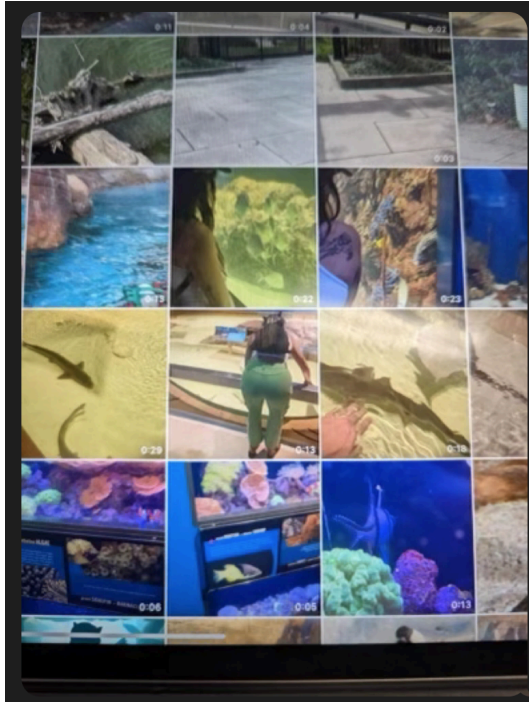


This was only the beginning of the discomfort I felt at Otaku Nation. Jeremy continued to berate my personal number and Instagram account with offers to go out to eat, go out to an event downtown, or send a thread with a ridiculous amount of memes. He would also give me numerous gifts during work hours. It came to a point where I had to tell him that I did not appreciate the gifts and they needed to stop. However, he did not stop gift giving until I had to return an art piece he gave me with a sketched naked woman. I removed him as a follower on Instagram and would leave any messages he sent unopened. I told him that messages to my personal number needed to be business related only. Looking back, this is not a hard boundary someone should have to make with their boss.

Jeremy would constantly invite me out and on trips, making it seem like these were business trips. Our first "business trip" to Los Angeles did not result in any new business or contacts. While we were in Los Angeles we stayed in a shared hotel room with two beds. Jeremy made all the travel plans. Our second "business trip" to GenCon2022 made me extremely uncomfortable. Again, Jeremy made the travel plans and got a shared hotel room with two beds. I made it very clear to Jeremy beforehand that I was incredibly uncomfortable sharing a hotel room. Jeremy promised he would find another room or an alternate sleeping situation to make

sure I was comfortable. When the time of the trip came, there was no change to the sleeping situation. During the entire trip I was highly uncomfortable. I would stay in bed until late in the afternoon and opted out of GenCon events to avoid spending time with him. On an outing to a restaurant, I felt it necessary to let Jeremy know I was still not romantically interested in any way.

He would take an unnecessary amount of photos of me and keep them on his personal phone. There were countless images of myself with low cut shirts and pictures of me from behind.



While I worked at Otaku, myself and my coworkers noticed that Jeremy would treat young femme customers differently than any others in the shop. Myself and other people observed him following young femme individuals around the shop. He would take anything the customer was mildly interested in and aggressively attempt to build a connection. He would not let the customers leave the conversation and would physically follow them around the store. This passed the boundary of simple customer service which made many customers uncomfortable.

If that wasn't enough, he would follow them on Instagram and use the OtakuNationAZ account to attempt to talk to these customers further. He would react to all the selfies these femme individuals would post with hearts or heart eyes. He would also offer to give these customers rides or suggest that he would be out downtown and they should join him. All of these concerns began to build with the employees that were there at the time. Collectively, we came together to initiate an intervention to get Jeremy to stop harassing these individuals. After we all voiced our concerns we were hopeful for change, but Jeremy continued. The discomfort that Jeremy created was not exclusive to customers. Employees, artists, and TCG players at Otaku Nation have all been victims of Jeremy's creepy harassment.

Job Conditions and Concerns > Inbox x



Estefani Florez

Wed, Jun 8, 2022, 12:31 PM ☆

Dear Jeremy, I have been experiencing issues recently with the conditions of my job. Let me start by expressing that I have a strong pa...



Jeremy Daniel

Wed, Jun 8, 2022, 12:34 PM ☆

We will be able to move forward with a wage adjustment by or before EoY. Thank you for all that you do, and for writing out your concer...



Estefani Florez

Tue, Sep 6, 2022, 2:13 PM ☆

Jeremy, I am writing this letter as an update on job conditions and concerns. As of today (September 6, 2022), there has not been progr...

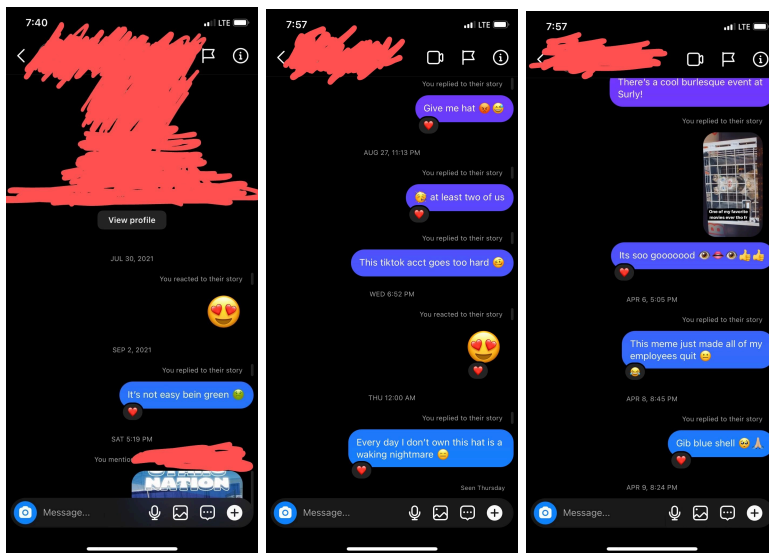


to Jeremy ▾

Jeremy,

I am writing this letter as an update on job conditions and concerns. As of today (September 6, 2022), there has not been progress made in a wage increase since my last email. Job conditions have not significantly improved in regards to support being offered by the owner. As well as workload not being alleviated with an additional hire, which was brought to the attention of the owner months prior. Additional concerns have risen as well. Over the Tucson Comic Con event (September 2-4), I have had multiple customers voice concerns and mention interactions with said owner that have made them uncomfortable. Commenting on physical attributes, offering personal services under the guise of Otaku Nation, and bombardments of text/direct messages. To be associated with an owner who makes femme presenting individuals uncomfortable is incredibly concerning and embarrassing. This needs to stop immediately. Messages on the Otaku Nation instagram should be restricted to business related topics. Attempting to spark personal conversations under the image of Otaku Nation is extremely unprofessional. The potential for us as a business to be seen as predatory is fathomable. It must be understood that making customers uncomfortable causes them to not return and creates a reputation that makes potential new customers and local artists not want to associate with the Otaku Nation brand.

Personally, my passion for the business gets overshadowed by the discomfort and lack of support caused by the owner, Jeremy Daniel.



It has taken too long to come out with this information. This is a result of being manipulated by Jeremy's victim personality. Many of us have felt the power imbalance with Jeremy as a boss and as someone 15+ years older than any of his employees. It personally took me 2 years too long to break from the toxic work relationship. The community I was a part of kept me coming

back but I will no longer support Otaku Nation or Jeremy after the mental and emotional stress he has caused me.

Hayli

The Beginning

Jeremy, the owner of Otaku Nation AZ, interacted with me inappropriately throughout almost the entire time being employed there. Over time, his actions became more flirtatious, with him complimenting my appearance many times. He would also often invite me to do things with him after work. This would happen at least a few times a week for multiple months. From going out to eat, going to an event at his favorite bar, or even going to his house - he would ask me to do things with him outside of work very often. I almost always declined, as it made me uncomfortable, but I obliged a few times because he would often talk about how he was lonely and depressed both to me and on social media.

In addition, he would message me many times a day, acting extremely friendly at times and outright flirtatious at others. He would sometimes accompany these messages with the kind of emojis you'd see someone send their partner - 🥰😍👁️ were the ones he used most frequently. It is extremely unfortunate that most of our interactions outside of work occurred on Snapchat, so I do not have as many screenshots as I could to prove this. One instance I distinctly remember is when he sent me a picture of himself in cosplay, and followed it with a message stating "Do you like it? 👁️". I felt immediately uncomfortable and didn't even know how to reply. On Instagram, he liked every single story post I made for MONTHS. He would also react to any selfies on my story with emojis and compliments (screenshots in the imgur album below). He had me on his close friends story on Instagram, where he would constantly post "me n u" memes (example of one he would definitely post:

<https://i.pinimg.com/originals/86/c6/12/86c612d304adf4a7e9217d57e360c11a.jpg>) with pictures of animals cuddling and such. Anonymous 1 also told me that they had been on his close friends list as well during their time at Otaku Nation, which did not coincide with my time there.

Like Anonymous 1, he also offered for me to live in a room in his house rent free, which I felt was very weird. He showered me with gifts, including a \$200+ scale figure and multiple other figures. On Christmas, he gave myself and my coworkers gifts, then waited for them to leave to give me two additional he was hiding in the back. He made me come work an event (Ganbatte Mini Con) with him in Phoenix completely alone for an 18 hour shift that lasted until around 2 AM the next night. After work most days for months, he would initiate giving me a hug before we went home, which I also did not feel comfortable with but didn't feel assertive or secure enough to say no. One day at work I was recovering from being sick, and said I had a horrible headache, and he patted me on the head. He shared his location with me on Snapchat and had me pinned to the top of his iMessages, which felt eerily similar to how couples do the same thing. These seemingly little things built up over time and made me feel deeply uncomfortable and, honestly, creeped out. In order to cope with the uncomfortable feelings caused by his inappropriate behavior, I kept trying to convince myself that this was just his personality - that he was just a naturally very friendly and touchy person. I eventually realized that he didn't act this

way with anyone else at the time and I learned later that this was a pattern of behavior that had occurred with multiple past employees before I arrived.

Because of his over-friendliness, I thought I could consider him somewhat of a friend even though he was my boss. However, he continued to make me uncomfortable and cross my boundaries multiple times until I realized he was being inappropriate. I also had begun hearing stories from multiple of my coworkers of his inappropriate behavior with staff and customers. I now realize how inappropriate it was that he was attempting to get me to go out with him so often, complimenting me, messaging me constantly, reacting to and liking my stories, and using those emojis with me. I kept telling myself that this was normal, that he was just being friendly and there was nothing weird about it - but all of these actions accumulated over time and really proved that he clearly was trying to pursue me, his employee. Not only is there a significant power imbalance with an employee and their employer, but he is also almost 40 years old - a good 16 years older than me, which I feel also added to the imbalance. An important note here is that he never asked anyone else to go out with him before/after work during this time - it was just me. These outings he proposed were always one-on-one and he never invited anyone else at work to them. He would also often attend these events alone and lament to me about how he was lonely because he had no one to go with, usually right before asking me to go with him.

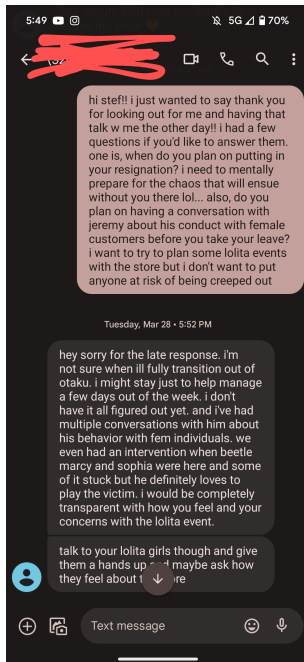
The Worst Incidents

Finally, I'm going to get into the most uncomfortable and frankly traumatizing thing that he did while I was employed at Otaku Nation. One day, he was complaining about his back hurting multiple times. I sympathized with him and told him he should take some painkillers for it. When it was about 10 minutes until we closed, he emphasized that he needed *weight* on his back - that would fix it. He then proceeded to ask me to walk on his back a few times to help with the pain. This immediately made me extremely uncomfortable. However, I was at my workplace, during work hours, and was asked by the person who pays my livelihood - my boss - to walk on his back.

I felt this was way too personal to do between an employee and their employer, but I felt like I could not say no. I also was convincing myself that he just needed help with his back, and that he was asking totally innocently. I obliged, even though I felt extremely weird about it, for the reasons above. After walking on his back a few times awkwardly, he said I could take my shoes off. Again, I told myself he wanted me to take my shoes off because my shoes were hurting his back, and I didn't feel like I could say no at this point since I had already started. I took them off, and walked on his back with no shoes on. I honestly felt nauseated from this experience already, but taking my shoes off made it even more uncomfortable because that can definitely add a sexual aspect to the situation.

If this was a single occurrence, I may have just brushed it off. However, this continued to happen around once a week for 4-5 weeks. Every time, he would complain about his back hurting 10-15 minutes before we closed, and then ask me to walk on his back again. Each time, I'd feel very uncomfortable and weird. I did not want to do it, but the power imbalance at play made me feel like I had no choice but to say yes. What was perhaps the most traumatizing aspect of this situation for me was when, a few times after I'd walked on his back, he would insist on returning the favor by giving me a back or shoulder massage in return. This all would occur within the store during business hours, although it was always on slow days during the

concerned for the comfort of my friends at events. I felt this was important to include because it has timestamps that indicate that his behavior was an ongoing problem that we were concerned about for months and even years for Stef.



Finally, here is an imgur album of the screenshots I could gather from Instagram DMs and text conversations. <https://imgur.com/a/Y2flkGC> (see descriptions on each image for context). **I don't know why this album is flagged as 18+, but there is no NSFW imagery within it.** Again, these do **not even begin to scratch the surface** of how often and the manner in which he would talk to me; most of our conversations occurred on Snapchat, so they are gone forever. I hope these screenshots are enough for you to understand the gist of it.

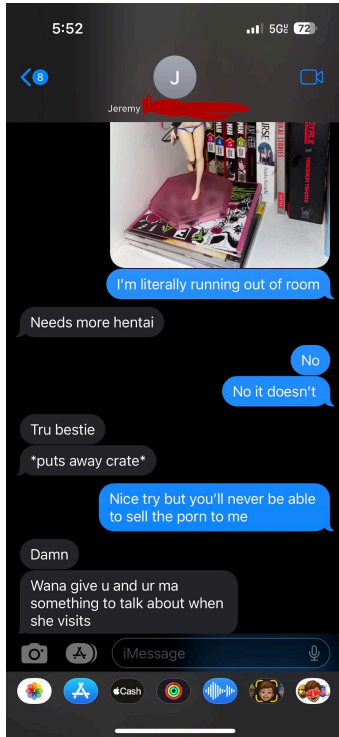
Anonymous 1

I was hired at Otaku Nation around February 2022. I was desperate for a job at that point. First, I'd like to talk about my experience as a customer. One of the first times I went into the shop Jeremy solicited the store's Instagram to me, which I followed. After following the store's Instagram, Jeremy proceeded to follow my personal Instagram with his own personal social media. He then liked a bunch of my posts late at night and sent me a message apologizing blaming it on him being "drunk". As an employee, Jeremy targeted me because I was the only person that was not in a relationship at the time and I am not a very confrontational person. Many of my experiences are similar to Hayli's. I was sent many messages asking me to hang out at multiple bars. At one point I had car trouble and my car was in a shop for a couple weeks. Jeremy offered to drive me from school to work while my car was getting fixed. At first I believed it was a kind gesture but when I asked my coworkers to pick me up or if they offered to pick me up, he would shoot them down so that he was the sole person picking me up and taking me home as well. There were multiple times he expressed interest in my collectibles (which I displayed proudly in my house) as a means to get me to invite him into my house which made me incredibly uncomfortable.

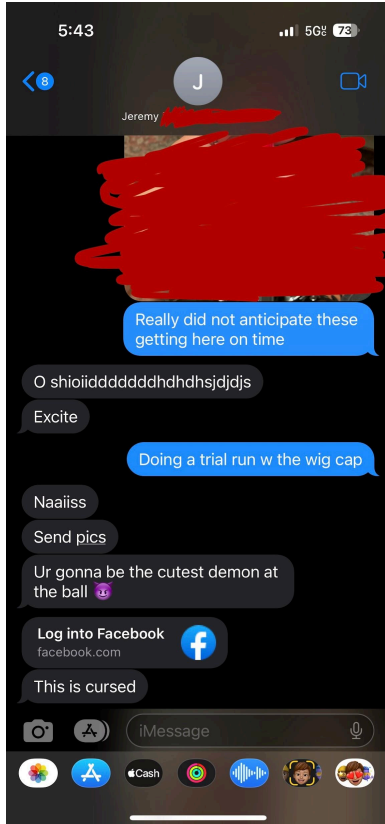
Like Hayli, I was asked multiple times to step on his back without shoes on and he would even massage my back during work hours. After a while, it felt normal to me and Jeremy made it seem like a normal thing because it was between "friends" despite it happening within the store.

The worst incident for me that made me the most uncomfortable was when I went to a queer goth nite at Royal Room. It was my first time at an event like this and I was wearing a very revealing outfit because I knew I was supposed to be in a safe space. Jeremy was there and proceeded to follow me throughout the venue and talk to me despite me being visibly uncomfortable and with a group of 9 other people. There were also many times where he would take unsolicited pictures of me and other coworkers. Some of these pictures were of specific

body parts that were inappropriate such as thighs and cleavage. There was a time during the end of my career at Otaku Nation AZ where I was struggling with my living situation and finding a career after graduating from college. Every time I brought this up to vent he would continuously tell me that I could move in with him which made me very uncomfortable. Although I said no multiple times he would continue to offer me moving in with him and becoming pretty pushy about me staying at ON instead of accepting the salaried job that I had been offered. It got to the point where he tried to bribe me with high value figures.



In the following picture I was holding a horn that I had ordered for a Power cosplay.



Imgur of any additional receipts not included in this document:

Sofi

I worked officially at Otaku Nation from March 2022 through July 2022 as social media manager and graphic designer. I had known Jeremy for a couple of years previously. I had worked for ON independently on a few projects before being hired officially. In the months preceding my hire the owner was extremely vocal on responding to my Instagram stories and would send memes very late in the night. He would use constant emoji's one would typically use when trying to flirt with someone which I disregarded at the time as him being socially awkward. It would continue on after I was hired until we had multiple meetings about how he would conduct himself inappropriately after business hours.

5:54

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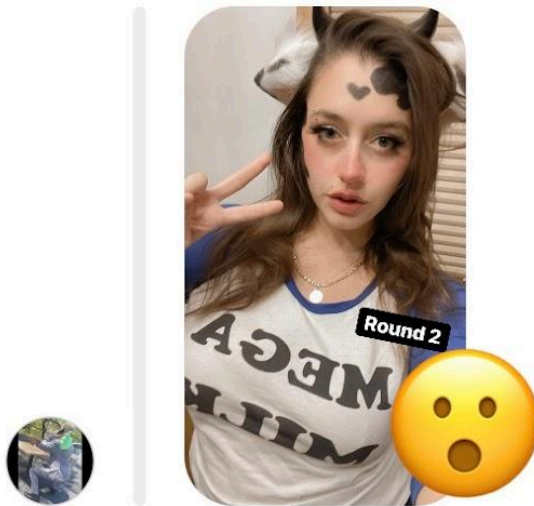


Reacted to your story



OCT 31, 2021

Reacted to your story

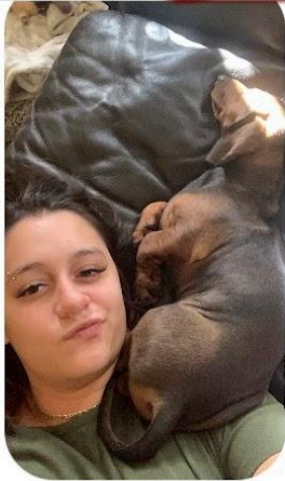


Replied to your story



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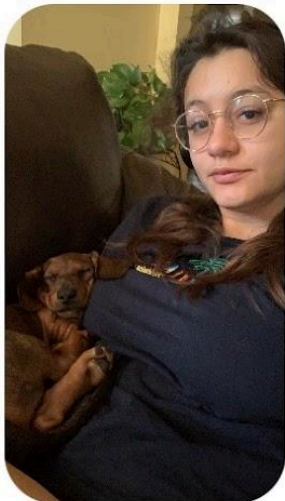
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BEANSSSSSS

FEB 8, 2021

Replied to your story



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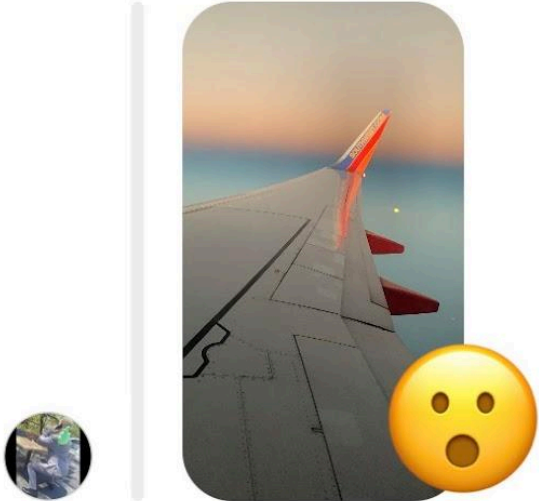


< [Redacted Name]



NOV 30, 2020

Reacted to your story



DEC 16, 2020

Reacted to your story



When I worked in the back room at Otaku Nation I noticed that there was a box under the desk I worked at. I tried to move it but it was very heavy. I saw that the box was unsealed and I looked inside to see dozens of dvds of hentai (anime pornography). I expressed that this made me uncomfortable and asked for it to be moved to the 18+ room or to the owner's home where he handles the nude product that sells online. It took weeks for him to move it out and I had to continue to work with the box until he finally moved it. The picture below is only half of



the dvds.

Liana (I am not a victim of his harassment)

Hello. My name is Liana, many of you may know me from the discord or from events in the Phoenix and Tucson area. I don't socialize super often at these events but I do love chatting with everyone in the server, I have been good friends with Hayli (kiri) for a large portion of my life, and when she landed a job at an anime store she liked I watched her emotions change from

joy and happiness, to fear, and disgust. I heard stories about the things she had to face in regards to the owner of Otaku Nation. I figured the guy was just lonely and saw Hayli as a potential love interest and expressed this extremely poorly as he would coerce her into certain situations she would later vent and break down over. I think the hardest thing with this is, at the time, I didn't truly understand the level of these actions. As an employer you have a position of power over your employees, and when I later heard from former employees that they went through similar experiences, the true colors really started to flow in my brain.

I remember attending his events and watching his behaviors towards employees, from staring at breast cleavage during conversations with employees who are more than 15 years younger than him, to getting visibly upset and angry when he doesn't get his way, getting mad at an employee at an event who was bitten by his dog who he allows to roam and has bitten several employees in the past, yet the dog, is allowed to walk the store and whenever it does decide to bite an employee and to my knowledge never a customer, it is always the fault of the employee in his eyes. I have read through many conversations of this as well, I have not heard the story and accepted it as a complete truth (Though I would be inclined to do so). I have seen the interactions, I have seen the flirty messages as well as the likes and reactions to each story my friend posted.

The thing that hurts me most with this is I watched my friend say how uncomfortable she would feel and then justify it with that he is just friendly and this is how he behaves, but only towards her? Towards former employees before he started flirting with my friend? I have read more than her chats, and seen more than we can reasonably share in the document, but I feel it important that I shine light on what I've seen, what I've helped my friend vent and break down over for MONTHS. His behavior is not that of a boss, he does not appear to have cultivated a healthy employer and employee dynamic as these actions in my opinion would have never happened otherwise. Going forward I will not take part in a single Otaku Nation event or offer any small platform I have to advocate for them. Rather I will be also sharing this post as these are real feelings, real experiences, real trauma that he has created, and the truth deserves to be shared to not only give everyone involved closure in this aspect, but to also shine a light behind the door of what really happens in that store.

Zoe

Hello, my name is Zoe and I am the event coordinator for Otaku Nation. Let me just preface this by saying how hurt I feel for the other victims. I did not know that my friends and co workers were experiencing such treatment and I am so glad that they have all shared their full stories. Sexual harassment is no joke and isn't okay full stop. If a person does not immediately say yes, it is a no. That being said, I want to talk about my experiences with working at Otaku Nation. I was hired in May of this year. I was first hired as a contractor where he paid me with checks but then I moved on to be an actual employee and my experiences were awful. Let me be clear that I never experienced sexual harassment from Jeremy and it hurts my heart to know that my friends and previous employees have suffered at the hand of him.

Let me get into what I experienced working at Otaku Nation. Jeremy was incredibly difficult to work with professionally on a multitude of levels. Multiple times at big events he tried to leave right after the event ended and try to avoid cleaning up the event that I organized which is incredibly unfair to me when I have poured a lot of time and energy into planning these events. I would be incredibly frustrated with him and tell him that he needs to stay and clean up. But this isn't even the worst of my experiences.

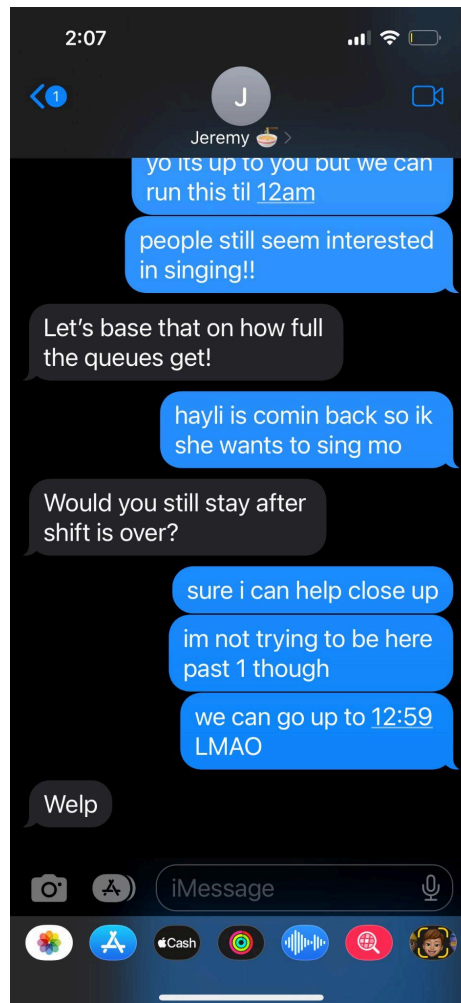
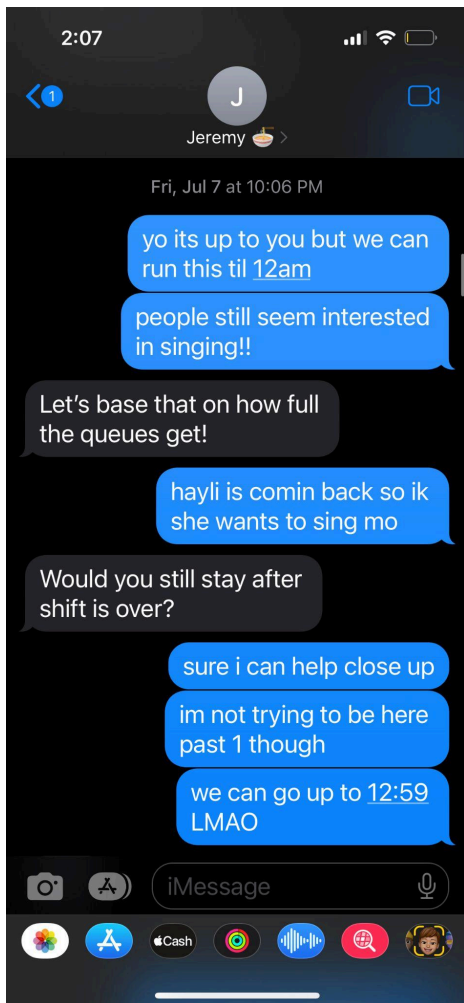
I remember this incident happened at the karaoke event in June. For some context I sustained a traumatic injury to my face because of a dog bite when I was a small child. Thankfully it has completely healed and there is minimal scarring but the emotional scarring I still have not healed from. As an adult I am terrified of dogs. That being said I am scared of Jeremy's dog Tak. I had been told previously that Tak had bitten people and I was always very cautious around his dog. At the karaoke event Tak was there and I think he was definitely overstimulated with loud music and there were a lot of people that night. While taking a break to walk around the store to see if anyone needed help with anything I was returning to my post at the desk in front of the TV and Jeremy was there with Tak and offered a customer and me a treat to give to him. I was originally very hesitant to give him a treat because of my trauma but I felt a little pressured so I completely stepped out of my comfort zone to give Tak a treat. I gave him a treat and tried to step around him but he growled and latched onto my shoe with his mouth. Tak was thrashing around with my foot in his mouth while many people were looking and I completely froze in fear. I remember during that entire encounter Jeremy was just staring at me and did nothing to get his dog off of my foot. I do not remember much after that but I remember Jeremy being very mad at me and blaming me that his dog bit me. I remember after the event that he didn't say anything to me and looked very mad and just drove off. He has not apologized or done anything to help improve Tak's behavior since then. Tak has bitten lots of employees and displayed aggressive behavior towards customers. And two months later I still have not received an apology for his dog hurting me.

Another instance of Jeremy completely mishandling issues occurred at another karaoke event this time it was the July one. Very last minute he decided to change a lot of things about the event without telling me which made me frustrated. Then during the event I messaged him about extending it until 12am because there was quite a large crowd of people and I was glad to extend the event with Jeremy's approval. As you can see by his reply "Let's base that on how full the queues get!" I thought that he was cool with extending the event so we did. Then about an hour later I had noticed Jeremy was staring at me so I had a gut feeling to check Homebase (our app that we use to clock in/clock out) on my phone and noticed I had been clocked out. After the event ended I approached him and let him know how upset I was that he had clocked me out without telling me. Even though I was only clocked out 30 minutes early, I was infuriated he even attempted to do that to me as my employer. I eventually got him to correct the time but the fact that this event happened in the first place was pretty upsetting and incredibly illegal.

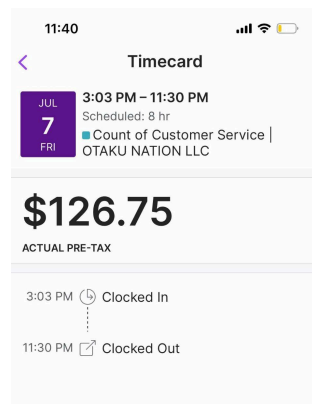
Aside from all of the things I experienced as an employee, I am an administrator for his discord server and I can see the audit log. I get so much second hand embarrassment reading how he handled this situation in the discord. I have included screenshots of him attempting to pretend to be unaware after he deleted Hayli's original message sharing this document.

To wrap things up I very much enjoyed my job as the event coordinator but after hearing everyone else's experiences I need to leave the environment that he has created. I truly did enjoy this community and it really hurts knowing all of the harm he has caused.

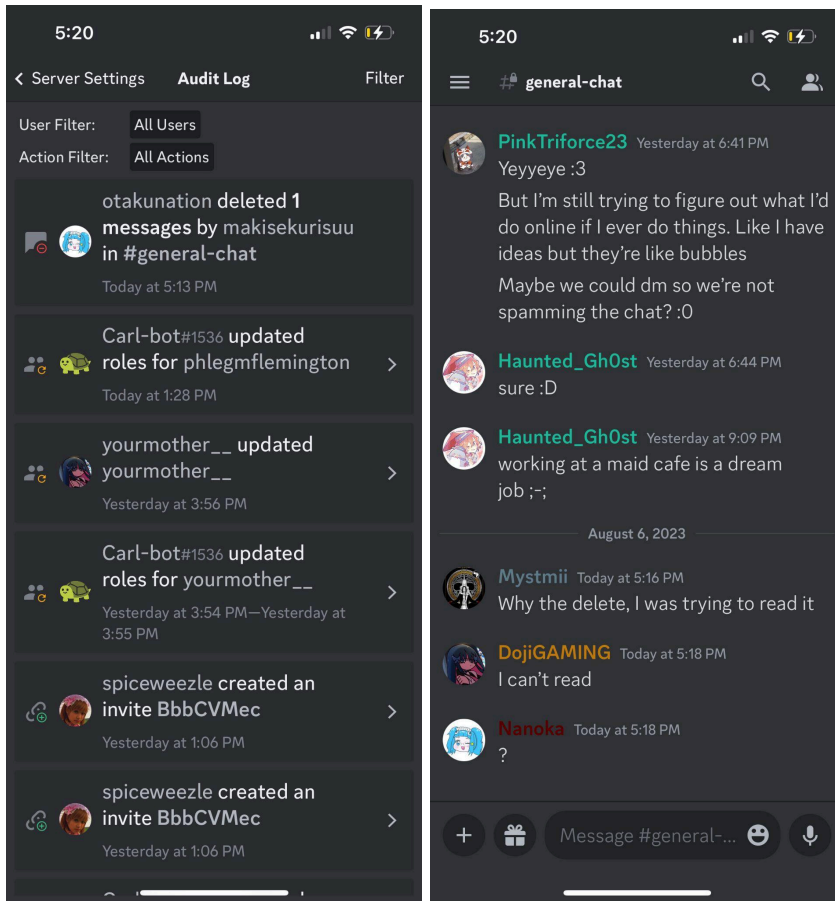
Screenshots of our text message conversation about extending the July 7th karaoke event.



Screenshot of me being clocked out without my knowledge.



Screenshots of Jeremy pretending to be unaware in the Otaku Nation Discord server



Jeremy's response after the Discord blowing up with the information

6:41

5G 44

332

general-chat



Nanoka Today at 6:21 PM

I need to address my past behaviors, and sadly I anticipated this day was coming. I do not believe that my business discord was the appropriate forum for it, but I am willing to address it anyway.

For how I have made others feel in the past, I am eternally embarrassed, and I cannot, in the end, blame my mental health for this. Unfortunately, coming to terms with those I have made uncomfortable in the past was not enough, and I must apologize in a public forum for my actions.

As a business owner and manager, it is my responsibility to not blur or even to appear to blur the boundaries between friendship and authority. When these issues have been brought up in the past, I have learned how others were affected by my casual and cavalier demeanor and worked to improve upon it. Those who work with me currently can attest to this. Regardless of what the nature of my friendships were with others, it is my responsibility as a business owner to make those boundaries clear.

Going forward, I want to make it clear that it is

6:41

5G 44

332

general-chat



end, blame my mental health for this. Unfortunately, coming to terms with those I have made uncomfortable in the past was not enough, and I must apologize in a public forum for my actions.

As a business owner and manager, it is my responsibility to not blur or even to appear to blur the boundaries between friendship and authority. When these issues have been brought up in the past, I have learned how others were affected by my casual and cavalier demeanor and worked to improve upon it. Those who work with me currently can attest to this. Regardless of what the nature of my friendships were with others, it is my responsibility as a business owner to make those boundaries clear.

Going forward, I want to make it clear that it is my intent to demonstrate beyond a shadow of doubt that I can be counted upon to make others feel safe and welcome in this community.

Any with further concerns may always ask me in person or DM me. I sincerely hope that you are all willing to believe that someone can become a healthier and better person over time.

Responses from the community after the Doc releasing

6:34

📶 LTE 🔋



JUN 30, 2022

You replied to their story



5:45 PM

Hey! I'm so sorry for what has happened to you! My heart breaks for you and I will be pulling my stuff from Otaku Nation. I'm glad you got away and what's even more crazy when I began selling stickers there my friend warned me about Jeremy being creepy, too! Just feel awful for all the people who did this to..



it's always better late than never

6:33

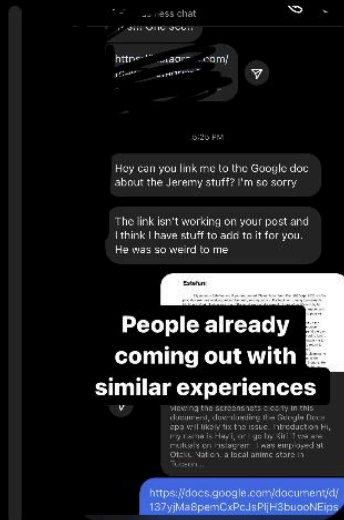
LTE



i ended up getting my shit charmed up
haha i can't do extendos tho 🙄

6:31 PM

Replied to your story



i have my fair share of uncomfortable
experiences with that dude too. i'm so

5:49



Business chat



... One sec...

<https://www.instagram.com/...>



5:25 PM

Hey can you link me to the Google doc about the Jeremy stuff? I'm so sorry

The link isn't working on your post and I think I have stuff to add to it for you. He was so weird to me

Estefani

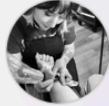
My name is Estefani and if you frequented Otaku Nation from Dec 2020-Apr 2023 you've probably seen me working behind the desk, sorting cards in the back, or running tournaments. My time at Otaku Nation was one of the most emotionally stressful times of my life and by far the worst work experience I have ever had. Jeremy was not only an unsupportive manager with a horrible work ethic, but I also felt manipulated and uncomfortable by his creepy and passive aggressive actions toward me.

I was hired at Otaku Nation December of 2020. In my first weeks there the job seemed very relaxed and more of a hangout than a professional environment. Jeremy Daniel, the owner, didn't seem to take my position as assistant manager seriously. We would mostly spend the day learning card games or "demo-ing" board games. He would always offer to take me out to lunch, closing the shop for hours. On these lunch breaks he would drink alcohol and encourage me to drink as well. He would make it seem okay to be getting intoxicated before we would return to work. During these first weeks, Jeremy would invite me out after work often. He would constantly text me after work and in one instance showed up to my house uninvited, claiming he "misunderstood" a message. A couple weeks into my employment Jeremy pulled me aside during work hours and began to tell me about how he had feelings for me he couldn't ignore. He told me "there are a lot of things I like about you". When I told Jeremy I was not interested and

Our Experiences with Otaku Nation

Disclaimer: If you are having trouble with

12:40



Dhaevis

5 hours ago



7:58



SYD

_sydnielynn



It's me I'm both :/



Same 😓

5:37 AM

Replied to your story



DANIEL WAS ONE OF MY TEACHERS IN HIGH SCHOOL. HE WAS THE ABSOLUTE WORST. He made all of us join a Facebook group (minors interacting with a teacher online???) he made me severely uncomfortable. The one time I went into Otaku, I saw him behind the counter and immediately walked out.



7:01



Kiri

kiri_hime



YESTERDAY 6:04 PM

hi stef! i hope you're doing well. i no longer work at otaku nation but i am deeply concerned still for how jeremy acts towards femme employees and customers, and have some experiences of my own that i now realize were sexual harassment, similar to what you experienced. he recently hired a 17 year old and also employs one of my closest friends and has done multiple things to make her uncomfortable too. i honestly fear for the safety of everyone who works there because his actions honestly have become predatory at times. i was wondering if you were willing to go on record with your experiences if i were to publicly call him out. i feel as if he has gotten away with this for too long and he will continue to do it if no one is aware of what he is doing. it is completely up to you and if you would like to be kept out of it i won't even mention you or your experiences. or

2:35



IZZI~
d1gitalism



thank you for putting everything out there about his behavior. i learned that it wasn't just me being unsure of who he really is.

i always thought he was just a "quirky hip adult that's just cool with younger folks" but he really isn't. he's just inappropriate.

i had a hard time accepting that, since i always felt like i was wrong and he used to tell me he was neurodivergent and that he couldn't read social cues.

when i told him i felt like he was trying to get with me by inviting me to boba after build days and things like that (which made me very uncomfortable and panicky trying to find an excuse not to) he told me he had this specific sexuality that doesn't allow him to form crushes unless the other person shows affection first? it was weird but i

