

# Complete List of BBC Student Complaints

\*All student names have been changed.

**\*Updated Complaint:** (Added December 6th, 2018)

## Inappropriate Massage - Grooming (Student was 15, her friends were 15 or 16)

At Junior Nationals in 2015, coach Nick would often drop by my hotel room that I shared with teammates. One of my teammates and I mentioned that we had sore shoulders and he quickly offered to massage us in our rooms. He had us lay down on our backs on our beds while he massaged us. Although we had been warned before by other coaches to not be in a room alone with him, we didn't know any better and thought it was okay to do so. One at a time, he laid us down and massaged our backs while keeping up normal conversation. At the time, it didn't occur to us that this behavior was inappropriate because we trusted him.

## Inappropriate Massage - Grooming (Student was 16 - same student as above)

During Junior Nationals 2017, I complained about back pain so coach Nick offered to give me a massage in his room. I accepted his offer, not knowing the potential dangers. I laid on his bed while he massaged me and it seemed very casual but looking back, it was definitely not normal behavior from a coach.

\*Notice that he first does massages in the girls' rooms with multiple girls present, then the following year he invites the one of the girls alone to his room. Gaining a player's trust, gradually pushing boundaries and getting them alone: this is grooming behavior.

**\*Updated Complaint:** (added December 5th, 2018)

## Inappropriate Massage - Grooming and Sexual Misconduct - Letter from a BBC Student (Student was 15)

A couple months before the summer of 2017, Coach Nick offered me a ride home since I didn't have one. I accepted and voiced my concerns about the transition of classes, since I was new to the team. I didn't think this car ride would impact anything in our relationship but as I reflect back on it, I realize I could now see Nick as a friend as well as a coach.

Flash forward to the summer. It was a hot day outside and my friends and I decided to stay at the club instead of walking to a nearby shopping center under the harsh heat. There were only a couple girls and one or two guys left at BBC for lunch break. Coach Nick came around the divider wall while having a conversation with me and my friend and started massaging my friend's neck. She didn't say anything and made slight eye contact with me. He then switched over to my shoulders and said "Wow! You have really tense shoulders! Do you wanna come up to the office so you can actually lay down?" Me being the naïve 15 year old girl I was, I accepted, thinking this was strictly a coach providing for the well-being of his students.

Up in his office, Nick pulled out and set up his massage table, told me to lay down and started to massage my back. He pushed down in my sports bra and asked if I could take it off since it was apparently in the way. I uncomfortably stammered "No" and he resumed massaging. Once he was done he asked me to return the favor. I felt obligated to massage him as well, but when I did, he started moaning and saying "that's the spot." I continued to get massages from him two other times. The last and final time I allowed myself to fall victim to this disgusting hobby was when he told me to flip over to my back, and massaged up my legs to the point where his fingers were under my underwear, massaging my hip. I saw no reason for why he couldn't just massage over my shorts so I blurted for him to stop. It was tense and awkward for a couple seconds but he eventually backed off.

A couple weeks later, Nick texted me if I wanted to come over to his apartment so the massage didn't have to be on a massage table. I politely declined and never accepted his invitations to go back up into his office. At the time, I didn't identify Nick's actions as an overstepping of boundaries. I didn't want it to be a big deal and I didn't want my teammates to think I was the cause for any harm done to their beloved coach. I was scared they would push me away for these

accusations. For those reasons, I've only talked about these experiences in harsh whispers to my close friends and tried to reduce the magnitude of the situation. I didn't think Nick had done this before and I didn't want to be the only one. I realize now that he clearly has a record. This wasn't a one time occurrence. Nick has used his power to take advantage of girls for years and it needs to come to an end. No longer should a little girl become victim to this repulsive and detrimental behavior from the person who is supposed to contribute to her success.

### **Inappropriate Massage - Sexual Misconduct (Student was 16):**

#### **During Training, 2016:**

My teammates and I believed we had to take private lessons from Nick in order to move up to Team 1. It was the only explanation, as some of us who had trained longer with other BBC coaches and had better results were repeatedly denied the position. But new kids who took lessons with Nick got to move up before us. To be honest, I still feel that way. Somehow, I got to move up after Nick gave me a massage...

I heard that Nick has given [two other female students] massages of some sort. I don't like to talk about it, but it also happened to me. In October 2016, Nick gave me a massage because I was in pain from an injury. He brought me to a different room - the upstairs office, so it was weird. He also gave me the option of taking off my clothes and going under a sheet, but I passed on that. We talked about complaints I've had about being unable to move up. Somehow, in that act, he decided to move me up to team one. At first, I was really excited. But once I found out that he's doing this to other girls too, it made me uneasy.

\*Nick clearly knows what students value and disturbingly, he uses his power to reward or punish his students however he likes. This lack of transparency and using what players value to manipulate them is misuse of power. Giving a long-awaited Team 1 position to a student during a one-on-one massage where he even asked if she wanted to take her clothes off? No wonder students are confused about what it takes to move up to Team 1, not to mention how inappropriate this whole encounter was in itself.

### **Grooming Behavior (Student was 15):**

#### **Text messages from Nick to a student, 2011:**

"I miss your feisty butt :P" (after a conversation with students about him liking feisty girls)

"I like feisty girls, like you" (after a minor argument)

"We should play late because [my girlfriend] is gonna be gone all night"

#### **Later that same night, at 11pm:**

"Call me or drop by if you have a chance" (referring to his apartment)

\*Targeting a victim, gaining access to athletes outside of training, and isolating the child are defining features of grooming, which can lead to sexual abuse. The private nature of texts is especially dangerous. How would you feel if your 15 year old child received texts about her "feisty butt"? What kind of coach invites a child to over alone at 11pm?

### **Harassment and Discrimination (said to various students):**

#### **Comments by Nick during Training, 2012:**

"I don't like Indian girls' calves. They're too thin. I like Asian girls' calves because they're more muscular, like yours."

"Korean girls are hot, but don't go for them because they're high maintenance. Go for Taiwanese girls."

\*BBC students come from diverse backgrounds, and Nick openly discriminates against students of certain backgrounds, in an inappropriate way. Hearing comments about Nick's taste in legs or "hotness" of your race or against your race, especially as a child, is harassment.

### **Grooming, emotional and sexual misconduct - Letter from a former student, BBC staff member (16-20 years old)**

Nick has repeatedly violated appropriate boundaries for a coach to student or for a senior colleague. He seems to think it's ok to touch me, and to talk either suggestively or explicitly about sexual subjects with people both in his charge and often close to half his age. I have received this behavior myself, and witnessed it towards numerous other young female co-workers in my time at BBC.

When I was 16 or 17, Nick invited me over to his new condo to show me around. His girlfriend was out of town and I was to go alone, but I trusted him as a coach and as someone I wanted to show good work to, so I agreed. He picked me up from BBC and drove me to his new place. He gave me a tour, and when we got to the bedroom, he pointed at the bed and said "This is where the magic happens" with a nervous laugh. I was simply confused because I was a rather sheltered teenager and didn't pick up on his sexual innuendo. We went to the living room, he sat me on the couch and put on some music, then sat down next to me and put his arm around me. His hand ended up resting against the side of my butt. I had no idea what to do because I was very confused and shocked at that point, so we ended up staying like that for a while until he had to go teach a class. This was one of the first distressing interactions I had with him, and I think he found that interaction as an excuse to treat me that way and talk to me in increasingly inappropriate ways, so behavior like this continued for 3-4 years. Conversations with him could end up going into completely uncalled-for territory. In one interaction, I mentioned to him and [coworker] that my senior prom was coming soon. His response was to tell me how he almost had a threesome on his prom night, which was way out of line and uncomfortable.

One day in the summer I wore shorts and a tank top to work, and was working with a girl who dressed more conservatively. Nick came into the office and told my coworker suggestively that she should dress more like me in this weather.

When I was 17, on a particular night after work I was in an incredibly dark state of mind, and Nick offered to talk to me about it. He took me upstairs, sat next to me against the wall on the ground in the dark, and put his arm around me.

When I was 18, one day I wore a dress with cut-out shapes around the waist. When he saw me, he came up to me saying, "Oh, nice dress", and then put his finger inside the cut-out, and tugged the fabric and leaned in as if he was trying to see down it.

When I was 20, one day I was talking to him once at the front door, and a 16-year-old walked through the door in short shorts. He paused mid-conversation for probably 5-10 seconds to look up and down her legs before continuing talking. I would also often see him visibly and obviously check out my body when I walked past.

Whenever girls in the office talk about their significant others, Nick becomes sulky. When he was in a relationship, he would constantly bad-mouth his girlfriend to me and others, and talk about how marriage would suck, and how he wanted to get back to the dating scene. When he and his girlfriend finally parted, he frequently asked the young female workers in the office if they had any friends who wanted to date.

Overall in that 3-4 year period, his treatment of me and others eroded my trust and self-esteem and has significantly affected my personal relationships and mental health.

### **Other Incidents of Sexual Harassment:**

#### **At the hot tub, during Manhattan Beach Tournament, 2011 (Student was 15):**

I was sleeping on the bench and Nick was staring at the birthmark on my butt, as noticed by my teammates. Later, when everyone was swimming, Nick demanded that I get out of the water (which would make me turn my backside toward him) to turn on the hot tub, even after I repeatedly refused due to feeling self-conscious of his staring at my birthmark.

Thankfully my teammate noticed how uncomfortable I looked and he went to do it instead. I felt extremely self-conscious afterward and didn't want to enter the water for the rest of the tournament.

**At the beach volleyball courts, during Manhattan Beach Tournament, 2011 (Student was 15):**

While playing volleyball, Nick tackled me to the ground and lay on top of me. I felt very uncomfortable and tried to call my friend to come over. I stopped playing after that because I felt too uncomfortable.

\* Placing scrutiny on student's bodies, unwelcome physical contact and making sexual jokes are sexual harassment according to SafeSport. In fact, overnight travel is the single biggest factor for sexual abuse. I myself have seen Nick spend a lot of unsupervised time with students during away tournaments. This is unprofessional and a risk to students.

**Impact of Nick's Coaching Style on the BBC Team Environment – Letter from a former student:**

For years, badminton served as an outlet for my fears and insecurities— as a cheesy as this sounds, on the court, I was invincible. I loved the sport as it challenged me to be a better and more compassionate version of myself. It taught me how support from one's peers and mentors could push an individual to achieve extraordinary things. I'm not saying that I was an outstanding badminton player — I was far from it — but, with the support of my coaches and teammates, I accomplished things I never thought possible. For me, badminton laid the foundation for growth in self-appreciation and confidence.

Under coach Nick, I lost the confidence that I had spent years building. His sexism was evident in the way that he degraded women— I was seen as incompetent and void of potential, and thus treated as such. He made me loathe going to training as I often felt so inferior that I was constantly on the brink of tears. With time, he began to make me hate a sport I'd once adored and had sworn to never despise.

His disregard for women has fostered a youth program that shares his views. Once a Bellevue badminton junior team that was inviting and supportive of all athletes, despite their skill levels, now stands a group of individuals who loathe those who are more accomplished and fail to understand the importance of compassion. Girls find that their male counterparts refuse to train with them, seeing them as "bad" and thus unworthy of the effort. Even when female athletes are allowed to train with the "boys", they're met with little to no enthusiasm by their male peers. Instead of maintaining a high level of training, male badminton players goof off, essentially preventing female athletes access to any forms of quality training. Coach Nick has ultimately created a junior program that punishes female athletes simply for the fact that they aren't male.

**6 Years of Breached Boundaries and Abuse of Power - Letter from a Former Student**

I had grown up spending so much of my life at BBC that it became my second home – it was a community of people I had become comfortable with and gotten to know really well. So, when Nick joined BBC as a coach in 2011, we naturally tried to get to know him better. However, over time his friendliness started to push the boundaries of what was appropriate as he felt more comfortable around us. It went unnoticed at first – just holding his hands on our waists a couple seconds longer, or commenting on our bodies. Then, it became inappropriate stretching, massages, prolonged staring, flirty texts and uncomfortably intimate conversations. I saw him treat other girls like this as well, even other female coaches. But what could I do? He was my coach in a sport that I have loved my entire life. It was a lose-lose situation and if everyone else put up with his behavior, I could too...

But then one time I saw him being way too touchy with a young girl, at most 15 years old. And it was appalling to me that he has gotten away with this extremely disturbing behavior for over 6 years. No one who is flirting with girls who are significantly underage should be allowed to hold any sort of power over them. His abuse of power allows him to continually act this way and never get held responsible for his actions. It truly saddens me to think of how many children, particularly girls, have been affected by Nick. Through all the classes he coaches, he could easily detriment the mental

health of a young girl through his body-shaming comments and inappropriate advances, particularly when coming from an authority figure that should be respected and admired. This is so long overdue and I am relieved to think of the possibility that after all these years I might possibly feel comfortable and safe at BBC again.

### **OTHER REASONS JINADASA SHOULD NOT BE COACHING CHILDREN - Emotional Misconduct:**

#### **During training, 2012 (Student was 17):**

During training one time while we were all doing the “inchworm stretch”, Nick said ‘Whoa, those are really tiny shorts Jane’. I couldn’t believe he made a comment like that - basically calling me too big for my shorts - and drew attention to my butt in front of all my teammates. I felt exposed, embarrassed and self-conscious for the rest of training.

#### **During training, 2013 (Student was 16):**

There was a period when I struggled with my stroke, which made it hard for me to smash. Nick got mad at me and he stood right behind me while I was hitting, asking repeatedly “Why can’t you hit? Why can’t you swing right?” I was thinking: well I don’t know, shouldn’t I be asking *you*? He then made me practice defense by myself against 3 teammates, making me lift shorter and higher, until it was impossible for me to return any shots. All my teammates saw. It was so humiliating that I started to hate training and quit.

\*\*\* Making demeaning comments about weight and embarrassing a child in front of their peers can be extremely damaging to their self-esteem. Repeatedly targeting body size/shape and picking on them in front of their peers can be considered emotional misconduct.

### **OTHER REASONS JINADASA SHOULD NOT BE COACHING CHILDREN - Poor sportsmanship during tournaments**

#### **During LABC Tournament, 2013 (Student was 15 or 16):**

We were all watching a U17 singles match, which had no umpire. When our teammate’s opponent made some line calls that Nick disagreed with, he said to her: “Stop trying to win by cheating. You’re a cheater.” The opponent started crying.

#### **During Washington State Closed Tournament, 2013 (Student was 15 or 16):**

I was playing against Nick in the singles finals match. I was clearly the underdog and he was going to win. But throughout the match, whenever I played a bad shot, he would purposefully smash and net-kill it at my face and body. I tried to dodge, but 3-5 of them hit me. People in the audience were shocked.

#### **During JIT Tournament, 2014 (Student was 16 or 17):**

During a match, Nick argued with the umpire, who then called over the tournament referee. After the umpire told the referee what happened, the referee warned Nick: “If you talk to my umpires like this, I’ll have you removed from the tournament.”

#### **During JIT tournament, 2013 (Student was 15 or 16)**

Nick was trying to coach a BBC player, but there was already another BBC coach present. Per the rules, there’s only one allowed at a time, so the opposing team’s coach asked the umpire to ask him to leave. After being asked to leave the court, Nick appeared upset and walked to the audience on the opponent’s side to talk to the opponent’s parent. \*This opponent used to be Nick’s student. The following conversation ensued:

**Nick:** “Jane improved a lot!”

**Opponent’s mother** (surprised by the praise): “Well she’s still got a lot to learn!”

**Nick** (immediately responds) : “Yeah, I was just kidding.”

\*During a normal singles game, it is unusual to hit the player even once without an apology. Hitting the opponent, a child, 3-5 times from smashes and net-kills without apologizing is clearly intentional. Calling opponents “cheater”,

receiving warnings from referees, insulting a woman's child...This isn't the way I would want a BBC staff member to behave. It's not a good role model for the kids and I've never seen other coaches act this way at tournaments.

**\*End of Compiled Student Complaints**

**Note:** Team USA requires all USAB coaches to take a "SafeSport" training course to become a certified coach. In the training course, harassment, sexual misconduct and grooming are defined. If Nick completed this training as every USAB coach is required to, he *knows* that he's been violating the SafeSport Code.

**USAB SafeSport Program and SafeSport Handbook (Includes info from the training course in PDF):**

<https://www.teamusa.org/usa-badminton/resources/safe-sports-program>

**SafeSport Training Course:**

<https://training.teamusa.org/store/details/1>

**\*The info sheet below has excerpts from the SafeSport Training Course**

## SafeSport Training Course Info Sheet

### **Power: Coach-athlete relationships are built on trust and power**

Coaches have the power to give or take away something the athlete values  
Who makes the team, gets playing time and a starting position

### **Signs of Misuse of Power: Sport is a high-risk environment for abuse**

Coach seeks trust from athlete and parent  
Gains access to athlete outside of training and pushes limits of appropriate behavior  
Coach learns what the athlete values and provides something of value  
Misuse of trust and power enables abuse

### **Grooming Behavior: Targeting a victim for abuse**

Shows genuine interest in the athlete  
Coach learns what the athlete values and gains trust  
Begins giving gifts and extra attention, recognizes and fills needs  
Isolates the child and sexualizes the relationship - maintains control

### **Sexual misconduct: Predators create unsupervised contact (one-on-one time) to target an athlete**

Overnight travel is the single biggest factor for sexual abuse  
Predators use text messages for privacy, confuses child through talking and texting privately  
A predator can use these off-the-field social events to groom  
Evidence of abuse is rare because athletes rarely disclose abuse  
Children have limited understanding of sexuality and sexual abuse, they fear being a victim.

### **Harassment: Unwanted, offensive and intrusive behaviors**

Linked to discrimination against a particular group based on gender, race, ethnicity, religion etc

### **Sexual Harassment: \*57% of athletes have been sexually harassed in sport**

Conduct that creates an inappropriate or hostile environment  
Repeatedly making sexually oriented comments, jokes, or innuendos

### **Emotional misconduct: Sustained, repeated verbal acts: most common type of emotional misconduct.**

Includes inappropriate comments about weight, and public humiliation of students.

### **Ramifications: Emotional and physical impact of the victim**

Criminal or civil liability if not reported properly  
Players follow the lead of their coaches

“It’s not just the target individual who is affected by this. The entire team will be affected. The whole team picks up on those behaviors and there will be fears, trepidations built into the team as a result”

### **Barriers to reporting: Club culture, lack of response, and tolerating violations enable abuse**

**Responding and Reporting:** Protect athletes by disrupting, sharing and reporting. Suspicions or allegations of child abuse should be reported to you club and the proper law enforcement authorities. It is not your responsibility to investigate allegations.