

Dear USA Boxing,

We would first like to point out that this grievance was submitted on 11/22/23, which is outside of the 90-day statute of limitations. We published recordings of Jeannie breaking USA Boxing's rules and violating the code of conduct back in the summer, which was over 6 months ago. She was aware of the posts back then and was aware of them at our previous grievance. In addition to being outside the statute of limitations, Jeannie also didn't follow the Grievance Filing Procedures. Rule 6 says "You must send (via mail or email) a copy of the complaint and related documents to all parties listed in the grievance document." She did not send any copies of the complaint to us. We only received the Grievance Filing Letter from USA Boxing dated 12/21/23, which we didn't receive until December 28th.

In the previous grievance, Jeannie admitted to breaking USA Boxing's weigh-in rule and violating the code of conduct. She is demanding that we take down the documentation of her violations. This is a freedom of speech issue. All recordings were legally obtained, and Jeannie understood she was being recorded. At the time of the meeting with all of Jeannie's cussing, we had already filed a grievance so she should have known that we would likely use such blatant disrespect against her, as is our right. Furthermore, we did not release anything publicly until USA Boxing told us they would not hear the grievance because we did not ask for a proper remedy. At that point, months had passed since our original grievance was filed, and when we finally checked back in, we were told they wouldn't hear anything about the case. We tried to use the appropriate avenues within USA Boxing to handle Ms. Joiner's outrageous behavior, and when USA Boxing failed to do anything, we went public with the information as we had no other means to effect change.

Jeannie is asking USA Boxing to save her from the consequences of her misconduct. Her volunteer position within USA Boxing should not shield her from the natural consequences of her behavior. If anything, she should be held to a higher standard, not get special privileges that aren't afforded to others. Karen videos are all over the internet these days. Surely many of those Karens want their videos taken down, but they can't do anything because it would violate the publishers' constitutionally protected freedom of speech.

Unfortunately, the profane threats Jeannie received were the consequence of her own behavior, speaking about an 8 year Marine Corps Veteran, with an honorable discharge, and the US Marine Corps with such blatant disrespect. We never encouraged anyone to threaten or harm her, we simply showed how she conducts herself. We were even very careful not to "like" any of the comments that alluded to any threat of harm, as we knew that would cross a boundary. We have links to the full videos of the meetings on our website and Jeannie or anyone else is welcome to publish any portion of our conduct during the meetings. We can guarantee you that nothing we said or did in any of the meetings will generate the same response.

Jeannie is also alleging that Clif assaulted her, which is false. We adamantly deny this allegation. Immediately following the altercation at the National Golden Gloves, Clif called 911. After speaking to all parties and witnesses, the police issued a citation to Jeannie and Emily, but determined that Clif was not an active participant in the altercation, which is why they did not issue him a citation. Clif's involvement in the altercation consisted of trying to protect Emily and get Jeannie off Emily as Jeannie was pulling Emily's hair and Emily was pregnant at the time and our kids were scared and crying. Jeannie's written account of the altercation is also inaccurate. It doesn't match Londo's account and let's also note that Londo has now changed his testimony saying he "forgot" that Clif "pushed him into the bathroom" in a separate incident. This is false and we also deny this allegation. Immediately following that encounter, Londo clearly stated in the presence of casino security that Clif did not touch him. Now months later he is changing his story. Integrity is essential here and is the root problem that started everything in the first place. Jeannie's lack of integrity and incompetence culminated in calling Emily a snitch, which USA Boxing refers to as a whistleblower. Jeannie is also a documented liar with low integrity. Among other things, we have videos of her lying about the weigh-in violation and we have a video of her lying about her age.

It's also important to not forget who initiated the assault. It was Jeannie who first made physical contact by punching Emily's phone into her chest. Emily's response was a reasonable and proportional self-defense response to someone who has already told her "I will disrespect you, anytime." The police report states: *This Officer made contact with JOINER, who stated KLINEFELTER wanted to show JOINER "something" on KLINEFELTER's phone. JOINER stated KLINEFELTER made comments, then JOINER pushed the phone at KLINEFELTER in a strike motion.* As a professional adult who is supposed to uphold rules and regulations, Jeannie did not have to make a "strike motion" to return a cell phone to someone's hand.

We would also like to point out that we never claimed that the altercation caused or didn't cause the miscarriage. Please go back and carefully study the wording. Emily was pregnant, Jeannie assaulted her, Emily miscarried. That is the accurate sequence of events, and the pregnancy was relevant because it affected how Clif responded to the situation. We hadn't planned on announcing the pregnancy that early, but it came out during the altercation as Clif let it be known as soon as Jeannie instigated the assault.

USA Boxing placed Jeannie on probation due to her rule and code of conduct violations from October 4, 2023 to January 3, 2024. She has committed at least 2 acts of retaliation during this probation period. The first act of retaliation was interfering with the legitimate sanction of our December show and the second act of retaliation is refusing to approve Emily's request to host an Official's Certification Clinic. Regarding the show, we followed all of USA Boxing's rules and there was no legitimate reason why Tom Reyes couldn't serve as the OIC. Even USA Boxing's new rules only state that the sanction holder cannot be the OIC. Tom was never the sanction holder and was therefore eligible to be the OIC. Tom also had already shadowed

USA Boxing OIC Brian Cosgove in our successful Mortal Combat 2 show that was held in October.

Regarding the Official's Certification Clinic, Jeannie continues to retaliate against Emily by not responding to 3 emails sent to Jeannie starting on December 19th (Jerry Holman, Jamil, Kevin Hope, Shawn Reese, and Rhona were also copied on all emails) requesting approval to host an Official's Certification Clinic on January 14th. Holding Official's Certification Clinics has only helped amateur boxing in Iowa, and is the reason that we traveled to nationals in the first place. Jeannie has no legitimate reason to not approve Emily to conduct another clinic so this can only be taken as retaliation.

This grievance is also part of her retaliation as it only rehashes what the first grievance was supposed to have settled, according to USA Boxing. In Mike Campbell's 12/15/23 email to us, he stated: *"It is our understanding that previous grievances, appeals and litigation have been resolved and that the Iowa Board of Governors has elected Officers for the next term as well. We hope that the past events and relationships can be put to rest and everyone moves forward with a clean slate and working together for what's best for the Coaches & Boxers."* Interestingly and unbeknownst to us, Jeannie had already filed a grievance against us, so USA Boxing was well aware that Jeannie had NOT put past events to rest. We were proceeding as normal, just like we have with all other shows, and it was Jeannie who was rehashing everything, retaliating, and interfering. In no way shape or form is canceling a show, for no good reason, less than 24 hours before the start time, what's best for the coaches and boxers.

USA Boxing's new rulebook and the Code of Conduct for Non-Athletes states: *"If you have an additional code violation during your probation period, you will receive an automatic 30-day suspension from USA Boxing competition, and your 6-month probation period starts over."* Retaliation is prohibited under Safe Sport policy.

USA Boxing also recently published a Whistleblower Policy which states: *No Retaliation: No person who in good faith reports a violation of the Code shall suffer harassment, retaliation or adverse employment consequence. Anyone who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including suspension from membership or termination of employment. This Whistleblower Policy is intended to encourage and to enable people to raise serious concerns with confidentiality within USA Boxing's internal reporting procedures.*

Due to Jeannie's retaliation against us during her probation period, we request that USA Boxing implement the 30-day suspension and restart the probation period following the suspension, as outlined in Appendix C-USA Boxing Code of Conduct for Non-Athletes.

Our witness is Tom Reyes, USA Boxing OIC and Level 2 Official and his statement is attached.

Tom Reyes  
USA Boxing Member ID: 810656  
Email: [REDACTED]  
Phone: [REDACTED]

Now we would like to specifically address each code of conduct rule that Jeannie alleges we have violated:

*Non-Athlete Code of Conduct Rule 1: I will learn and abide by the rules and policies of USA Boxing and the USOPC, including USA Boxing's Safe Sport Policy.*

Allegation denied. We have not committed emotional misconduct, bullying, or harassment as defined in the SafeSport Code.

*Non-Athlete Code of Conduct Rule 2: I will not engage, nor encourage anyone else to engage, in unsportsmanlike conduct, which includes the use of profanity.*

Allegation denied. We never once encouraged anyone to curse or act in an unsportsmanlike manner, we simply published recordings of Jeannie's actual words and behavior.

*Non-Athlete Code of Conduct Rule 3: I will not engage in any sexual abuse, emotional abuse, physical abuse, harassment, bullying, stalking, hazing or similar forms of misconduct towards anyone.*

Allegation denied. We did not engage in emotional or physical abuse, harassment, bullying, stalking or hazing. We only published recordings of Jeannie's misconduct during Golden Gloves meetings. We did not commit physical abuse as it was Jeannie who initiated the physical abuse, as stated in the police report.

*Non-Athlete Code of Conduct Rule 4: I will not engage, nor encourage any boxer to engage, in any behavior which would endanger the health, safety or well-being of any boxer, coach, official, volunteer, spectator or USA Boxing staff member.*

Allegation denied. We never encouraged anyone to threaten or harm Jeannie. We only published recordings of her offensive language and disrespectful behavior while conducting USA Boxing business. Jeannie knew that Emily was recording the meeting as part of her Secretary duties and despite knowing that she was being recorded and that we had access to the recordings, she chose to curse, be disrespectful, and conduct herself in an unprofessional manner, even in the presence of a USA Boxing registered minor athletes (our sons Ivan and Thanos Johnson).

*Non-Athlete Code of Conduct Rule 6: I will not engage, nor encourage anyone else to engage, in verbal or physical threats or abuse aimed at any coach, official, boxer, volunteer, spectator or USA Boxing staff member.*

Allegation denied. We posted videos of Jeannie's verbal abuse and asked for people to sign a petition to get her removed from USA Boxing after USA Boxing dismissed our initial grievance. We never threatened or verbally abused her or encouraged anyone else to do so. Her behavior was so vile that it motivated other patriotic Americans to let her know how they felt about her disrespect of the Marines Corps. We do not condone any of the threats and made a point not to "like" any of the threatening comments. We posted videos of Jeannie's Code of Conduct violations. That is not harassment, bullying, or emotional abuse, it's simply publishing what happened. Clif has not even responded to any of the comments on the Instagram post.

*Non-Athlete Code of Conduct Rule 7: I will not engage, nor encourage others to engage, in the use of offensive or threatening language aimed at any coach, official, boxer, volunteer, spectator, or USA Boxing staff member on any social media sites. Furthermore, I will not knowingly state inaccurate or misleading information about USA Boxing on any social media sites.*

Allegation denied. We simply published what happened, which was Jeannie engaging in offensive and threatening language. Regarding the miscarriage, once again, we published the documented sequence of events that surrounded the assault at the Clarion. The facts are ugly, but that is what happened.

Clif Johnson

Emily Klinefelter