



FLORIDA STATE UNIVERSITY

ATHLETICS DEPARTMENT



September 1, 2016

Victor Vilorio
8893 Saltcoats Court
Tallahassee, FL 32312

Dear Mr. Vilorio:

This letter serves to officially notify you that Florida State University is suspending you without pay from your position as a Program Director (working title: Strength and Conditioning Coach) in Athletics for thirty (30) days, from September 2, 2016 through October 1, 2016, pursuant to FSU Guidelines for Disciplinary Action, FSU Regulation FSU-4.070. You may return to work on October 2, 2016. This action is based on the following charges, any one of which is sufficient to suspend you under the University's progressive and cumulative disciplinary standards:

Conduct Unbecoming a Public Employee

Drinking on the Job or Reporting to Work Under the Influence of Alcohol

On August 27, 2016, at approximately 5:06 a.m., Tallahassee Police Department (TPD) received a complaint that your vehicle was stopped at a traffic light on the I-10 off ramp at North Monroe Street and had not moved after several green lights. Upon investigation, TPD officers found you asleep at the wheel and were initially unable to wake you. You woke up a few moments later driving your vehicle through the light continuing southbound, onto an embankment, until you were stopped by an officer. While traveling on the embankment, you struck an electronic crosswalk sign with your vehicle. When questioned by the officers, you admitted that you consumed "three big drinks" inside your office on campus. You consented and provided two breath samples which determined your blood alcohol content to be .124 and .125; over the legal limit of .08 to determine intoxication. Based on your driving and own admissions at the scene, you were determined to be intoxicated and were arrested for Driving Under the Influence with Property Damage.

Subsequently, you were questioned about the events leading to your arrest. In your written statement, you explained that the "Showtime" crew had given you a bottle of whiskey to congratulate you for finishing pre-season camp. You further explained that on Friday, August 26, 2016, you and your assistant were working late and at approximately 10:00 p.m. two or three employees from the "Showtime Crew" came to your office. You admitted that you "decided to open the bottle and we began to drink in my office." You stated that you later decided it was not appropriate to "be drinking in my office where other University employees or students could possibly see us" and decided to move to the "Showtime" trailer. You stated that you initially planned to stay at the office all night, but later decided to drive home. You

acknowledged that your conduct was wrong stating, "I realize that this was inappropriate and my decision to drive was a bad decision." Following your statement, you were immediately placed on administrative leave pending further review of the matter.

In evaluating the circumstances of the incident and your behavior, it is evident that your actions represent a gross violation of the University's standards for employee conduct and the expectations of your position, thus subjecting you to the University's Guidelines for Disciplinary Action. As the Strength and Conditioning Coach for Athletics, you serve as a representative of the department and have an influential role with student-athletes. You are in a position of leadership and must demonstrate the ability to make sound decisions both on and off duty. Your behavior represents a clear and direct contradiction to the University's focus on building character, social responsibility, and strong decision making skills within our student-athletes. Your conduct is unbecoming of a public employee and warrants severe consequences. As such, you are suspended for thirty (30) days. A recurrence of a similar nature could result in your dismissal or further evaluation of your continued employment with the University.

If you believe you have a problem with substance abuse you are strongly encouraged to contact a Substance Abuse Professional at the University's Employee Assistance Program at 850-644-2288 to seek free and confidential counseling regarding this incident. In addition, you are encouraged to seek medical treatment. Treatment for substance abuse may be a serious health condition for purposes of the Family Medical Leave Act (FMLA). Please contact Denice Henderson, FMLA Administrator, at 850-644-5051 or dphenderson@fsu.edu, to discuss your eligibility.

This administrative action is independent of any criminal actions that may be filed against you.

I have incorporated by reference the following documents:

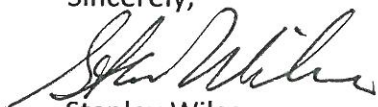
1. Probable Cause Statement, dated August 27, 2016.
2. Written statement provided by you, dated August 28, 2016.
3. Written statement provided by Mark Robinson, dated August 29, 2016.
4. Written statement provided by Richard Rosado Vega, dated August 30, 2016.
5. Memorandum of Understanding acknowledging receipt of *FSU & You Employee Handbook* and Guidelines for Disciplinary Action, dated January 14, 2010.

This action is being taken in pursuant to FSU Regulation FSU-4.070; Regulations of Florida State University; and Section OP-C-7-G6 of the Division of Finance and Administration, Human Resources, Policies and Procedures.

You have the right to appeal to an arbitrator, under the provisions of Section FSU-4.070(9), Regulations of The Florida State University. If you file a Request for Arbitration, it must be received in Human Resources within 14 calendar days after the initial receipt of this notice. The forms for filing a Request for Arbitration are available in the Employee Relations section of Human Resources, Room 6113 University Center (A), Tallahassee, Florida 32306-2410.

Should you have any questions or need further explanation of your appeal rights, please contact Renisha Gibbs, Human Resources, at (850) 850-644-8082.

Sincerely,



Stanley Wilcox

Vice President and Director of Athletics

cc: Employee's Official Personnel File (Viloria, Victor)
Employee & Labor Relations

I acknowledge receipt of this suspension letter.



Victor Vilorio

9/1/16
Date