



PARKS AND RECREATION GRIEVANCE SUBCOMMITTEE

August 13, 2025

CITY 3 BASEMENT - TROST CONFERENCE ROOM - 801 TEXAS AVENUE

3:30 PM

Notice is hereby given that a meeting of the Parks and Recreation Grievance Subcommittee will be conducted on the above time and date.

In compliance with the requirement that the City provide two-way communication for members of the public, members of the public may communicate with the Parks and Recreation Grievance Subcommittee during public comment, and regarding agenda items by calling the following number:

1-915-213-4096 or Toll Free Number: 1-833-664-9267

At the prompt please enter the corresponding Conference ID: 461-195-43#

A quorum of Parks and Recreation Advisory Board members must be present and participate in the meeting.

CALL TO ORDER

AGENDA

1. **Introductory Statement:** Introductory Statements for Grievance Hearing [BC-994](#)
2. **Introduction Reading:** Of the Grievance Subcommittee Hearing Structure [BC-995](#)
3. **Discussion and Action:** On Adoption of staff recommendation to suspend Dora Trillo for three (3) months for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Pablo Caballero, Director, and Enrique Valadez, Recreation Programs Manager [BC-991](#)
4. **Discussion and Action:** On Adoption of staff recommendation to suspend Paris Wall for six (6) months for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Pablo Caballero, [BC-992](#)

Director, and Carlos Rodriguez, Recreation Programs Manager

ADJOURN

NOTICE TO THE PUBLIC

Sign language interpreters will be provided for this meeting upon request. Requests must be made to parksandrecreation@elpasotexas.gov a minimum of 72 hours prior to the date and time of this meeting.

If you need Spanish Translation Services, please email parksandrecreation@elpasotexas.gov at least 72 hours in advance of the meeting.

Posted this 7th day of August 2025 by Alondra Navarrete, Office Manager.

Legislation Text

File #: BC-994, Version: 1

**CITY OF EL PASO, TEXAS
LEGISTAR AGENDA ITEM SUMMARY FORM**

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Introductory Statement: Introductory Statements for Grievance Hearing

Introductory Statement for Grievance Hearings

ENGLISH:

"This Grievance Hearing is the due process method to finalize disputes between parties involved in using parks and recreation parks, facilities, and programs. All participants in this process are strongly encouraged to check their biases at the door, and simply provide a truthful statement as to what occurred in their incident. The Parks and Recreation Advisory Board (Board) and its Subcommittees will hear testimony from anyone wishing to be heard. Once a decision has been rendered by the Board, it is final. The conduct and behavior of participants in this process will be monitored for compliance with the City's established Code of Conduct. Any violations, including contacting or threatening the Board or City Staff with verbal or physical assault will not be tolerated, and evidence provided can subject a person to further suspension in the disciplinary matrix and possible charges being filed. Everyone is encouraged to keep a cool head and allow the process to work."

Declaracion Introductoria para la Audencia de Quejas

SPANISH:

"Esta audiencia de quejas es el método de debido proceso para finalizar los conflictos entre las partes involucradas en el uso de servicios y programas de Parques y Recreacion. A todos los participantes en este proceso se les recomienda dejar sus prejuicios fuera de la audiencia y simplemente enfocarse en dar una declaración veraz sobre los echos. El Consejo Asesor Del Departamento de Parques y Recreacion y sus subcomits escucharán el testimonio de cualquier persona que deseé ser escuchado(a). Una vez que una decision se adopte, por el Consejo Asesor, esta sera definitiva. La conducta y el comportamiento de los participantes en este proceso será monitoreada para que se cumpla de acuerdo con el establecido Código de Conducta de la Ciudad de El Paso. Cualquier violación, incluyendo contacto o amenazas contra el Consejo Asesor y/o personal de La Ciudad de El Paso con agresión verbal o física, no seran toleradas. Pruebas aportadas de tal violacion, pueden resultar en otra suspension de acuerdo a la Matriz Disciplinaria y/o posibles cargos por delito. A todos se les invita a mantener la calma y permitir que este proceso funcione."

Legislation Text

File #: BC-995, Version: 1

**CITY OF EL PASO, TEXAS
LEGISTAR AGENDA ITEM SUMMARY FORM**

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Introduction Reading: Of the Grievance Subcommittee Hearing Structure



Parks and Recreation Department

MAYOR
Oscar Leaser

CITY COUNCIL

District 1
Brian Kennedy

District 2
Dr. Josh Acevedo

District 3
Cassandra Hernandez

District 4
Joe Molinar

District 5
Isabel Salcido

District 6
Art Fierro

District 7
Henry Rivera

District 8
Chris Canales

**INTERIM CITY
MANAGER**
Cary Westin

TO: Parks & Recreation Advisory Board – Grievance Subcommittee
FROM: Pablo Caballero, Director
DATE: July 10th, 2024
SUBJECT: Update to the Parks Grievance Hearing Structure

On July 10, 2024, the Parks & Recreation Advisory Board approved that the Grievance Subcommittee immediately implement the updated Grievance Appeal Structure as described below.

To ensure equitable treatment of all appeals, no more than two (2) appeals shall be scheduled for any meeting. Each appeal will be limited to a process that is broken down as follows:

- Five (5) minutes for Parks Director or designee to outline the incident that led to the suspension
- Five (5) minutes for the appellant to delineate why they feel suspension should be overruled
- Four (4) minutes for Subcommittee discussion

Time for appeals may be extended at the request of the Parks Director and a majority vote of the Subcommittee. Only one (1) time extension for three (3) minutes will be permitted for Parks Staff, the Appellant, and the Subcommittee.

Suspensions will be automatically upheld if the appellant does not attend their scheduled grievance hearing unless the Parks Department is notified twenty-four (24) hours ahead of the scheduled hearing.

Any threatening or abusive language or actions towards staff or Subcommittee members will result in automatic upholding of suspension.

Additionally, and as allowed by law, Grievance Subcommittee members will be sent appeal packets with redactions prior to Grievance Subcommittee meetings.

Pablo Caballero – Director, Parks & Recreation Department
801 Texas Ave, 2nd Floor | El Paso, TX 79901
O: (915) 212-0092 | Email: parksandrecreation@elpasotexas.gov

Legislation Text

File #: BC-991, Version: 1

**CITY OF EL PASO, TEXAS
LEGISTAR AGENDA ITEM SUMMARY FORM**

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Discussion and Action: On Adoption of staff recommendation to suspend Dora Trillo for three (3) months for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Pablo Caballero, Director, and Enrique Valadez, Recreation Programs Manager



PARKS & RECREATION
CITY OF EL PASO

City of El Paso
Parks and Recreation Department

NOTICE OF SUSPENSION

Today's Date: June 25, 2025

Sport/Facility/Program: Jessie Moreno Happiness Senior Center

Location: 563 N. Carolina Dr. El Paso, Texas. 79915

Refused to Sign
on 6-27-2025

Witness

[Signature]
LIVIA ESPINOZA
6/27/25

This letter constitutes written notice that -- Mrs. Dora Trillo -- has
(Name)
been suspended for ----- 3 months ----- for
(Time Period)

violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy for the following action: 1. Verbally abuse a game official (umpire, referee, instructor, or site supervisor), City of El Paso employee, another player, spectator or program participant with intent to cause harm.

2. Engage in aggressive behavior that has resulted in physical violence against another player, game spectator, or program participant.

Appeals of this suspension must be made in writing to the Manager noted below. Appeals must be made within 3 business days of receiving the notice of suspension and should include the following documents:

1. Statement explaining the basis for the appeal.
2. Statements from witnesses.
3. Police Report number (if applicable).
4. Any personal electronic documentation of the incident that is available.

This suspension is effective at 8:00AM on this 25th. day of June, 2025. The suspension prohibits the person above mentioned from being present at any City of El Paso Parks and Recreation events, facilities, and complexes during suspension including the appeal process.

[Signature]

Recreational Services Manager (Signature)

Print Name: Enrique Valadez

Office Phone: (915) 212-1731

E-Mail: ValadezEX@elpasotexas.gov

NICOLAS VALADEZ
[Signature]
6-27-2025

9
To Whom it may Concern;

The notice of suspension
that I received on 6-27-25, I am
appealing it, I never verbally
said any wrong word or words
to anyone! I was the one who
was spoken to aggressive! What
the notice says about causing harm!
No - how can anyone think that.
I have medal Rods on both legs,
from the waist to below the knees!
I had a Mace on my left side!
Surgery on my right shoulder by
Dr. Aghat! How can I do any harm
to anyone! As for my aggressive behavior,
I was just stating my side, but Mr.
Valdez, had me at fault already!
The same with L Luvia,
she also had me at fault!

As for Irene, pushing her Arm on my left side, she did! Without asking, or saying Excuse me, or may I get this material, or are you done - Nothing at all. She just reached ~~on~~ on my left side & yes almost hitting my left eye & yes on my left side! Why would an adult do that without saying something? (little kids do that)

NO I Never, Never, Never said the word "Shut-up" to anyone! Never! I told Marvin & tell Mindy to stop shaking her head; (up & down constantly) that is all I said - !!! yes, I stood up when Mr. Valdez, was talking to me, but in his eyes, I was already, at fault, yes I stood

up & left the room. In
then eyes I was already at
fault. As God is my Witness
I Never said "Shut up to
anyone", and I ~~have~~ did push
her arm on my left side, Not
asking One Word if she could
get an item! A person asks
first if they can get something,
not pushing their arm in to
get something! Why am I at
fault, why doesn't someone
ask ~~there~~ ^{she} why ~~to~~ reached
in, ~~etc~~ without asking first!
Why??

Thank you,
Lora Trillo



Parks and Recreation Department

MAYOR

Renard U. Johnson

To: Ms. Dora Trillo

From: Enrique Valadez, Recreation Programs Manager, El Paso Parks and Recreation Department

CITY COUNCIL

District 1

Alejandra Chávez

Date: June 18, 2025

Subject: Warning Letter

Ms. Trillo,

District 2

Dr. Josh Acevedo

This letter shall serve as a formal warning letter, for disrespectful and inappropriate action towards other Senior participant and the City of El Paso staff assigned at the Jessie Moreno Happiness Senior Center.

District 3

Deanna M. Rocha

The following are the incidents reported:

District 4

Cynthia Boyar Trejo

1. You were rude with another participant by pulling from her hands, arts and crafts supplies provided by Aliviane Program, to be used by all participants, to complete a project, even when the instructions were to share the supplies provided.
2. You used a rude tone of voice and displayed a disrespectful attitude towards the City of El Paso Parks and Recreation staff assigned to supervise the J.M. Happiness Senior Center, when they intended to confer with you in a professional manner, clarifying that the supplies were for the use of everyone.
3. You, in a rude tone of voice, told the Recreation Specialist Mindy Neria, that you were not talking to her and to shut up.

District 5

Ivan Niño

District 6

Art Fierro

District 7

Lily Limón

District 8

Chris Canales

These attitudes are serious and unnecessary and defies the City of El Paso Code of Conduct, disrupt the ambience of respect and harmony and the pleasant environment between the participants and staff at Jessie M. Happiness Senior Citizens Center.

CITY MANAGER

Dionne Mack

The City of El Paso staff are professional employees properly trained to serve and provide a good environment to all our Seniors and deserve respect, as well we should appreciate and value other center members and provide and expect respect.

You must be responsible for your actions. You must, like all the other participants do, in a courteous and respectful manner, speak and ask for the specific service you may need from the volunteers, and abide to the rules, policies and regulations.

Our priority is to maintain at our Senior Centers safe, clean, supervised and pleasant, creating programs and activities that promote an environment full of harmony and respect, improving the quality of life of our Seniors participants. You are welcome to enjoy our center, as well as any other participants.

Please help us to maintain the Center environment pleasant for you and other.

Pablo Caballero – Director, Parks & Recreation Department

801 Texas Ave, 2nd Floor | El Paso, TX 79901

O: (915) 212-0092 | Email: parksandrecreation@elpasotexas.gov





Parks and Recreation Department

MAYOR

Renard U. Johnson

This warning letter will serve as reference for any future situation and will be taken in consideration if any new deviation from the Code of Conduct occurs, resulting in disciplinary actions that may include temporary or permanent suspension

Sincerely,

CITY COUNCIL**District 1**

Alejandra Chávez

District 2

Dr. Josh Acevedo

District 3

Deanna M. Rocha

District 4

Cynthia Boyar Trejo

District 5

Ivan Niño

District 6

Art Fierro

District 7

Lily Limón

District 8

Chris Canales

A handwritten signature in black ink, enclosed in an oval.

Enrique Valadez,
Recreation Programs Manager.
Coordinator

Nicolas Valdes
Recreation and Sports

CITY MANAGER

Dionne Mack

Pablo Caballero – Director, Parks & Recreation Department
801 Texas Ave, 2nd Floor | El Paso, TX 79901
O: (915) 212-0092 | Email: parksandrecreation@elpasotexas.gov



City of El Paso
Parks and Recreation Department
Injury/Incident Report
(NON-EMPLOYEE)



Complete this report immediately following any injury/incident and notify the immediate supervisor.
Reports are due to the Parks and Recreation Administrative Office within 2 business days.

Incident Date:	6/18/2025	Incident Time:	9:40	X	AM		PM
Incident Location:	563 N Carolina- Happiness Senior Center						
Person(s) involved:	Dora Trillo, Irene Duran						
Parent's Name (if minor):							
Street Address:	563 N Carolina						
City:	El Paso	State:	Tx	Zip Code:	79915	Phone:	915-212-0435

Type of Injury/ Incident (Continue on Page 2, if more space needed)

Describe What Happened (Continue on Page 2, if more space needed)

Following an incident witnessed by Lluvia between Irene and Dora, Lluvia requested to speak with Dora in her office to address the matter. I was also asked to be present as a witness during the conversation. As the meeting began, I stood behind Lluvia near the office window and listened attentively to the discussion. I occasionally nodded in agreement with the points Lluvia was making. At one point, as I attempted to contribute to the conversation, Dora told me to "shut up" and made a hand gesture for me to go away. She then instructed me to stop nodding my head. I responded that I was simply nodding in agreement with Lluvia's statements. Lluvia continued to explain to Dora that her behavior—specifically yanking stickers away from Irene—was inappropriate, and that there are more appropriate ways to indicate that an item is in use. Dora responded by saying, "Oh no, is she really making a big deal of that?" and "Did she really tell you that?" Lluvia clarified that she had personally witnessed the incident in question.

Action Taken (Continue on Page 2, if more space needed)

EMS Called? Yes ☐ No ☒ Transported to: _____

Police Called? Yes ☐ No ☒ PD Case No.: _____

Witnesses

Check One

Name **Staff** **Other** **Title (if applicable)**

Lluvia Espinoza x Recation Program Supervisor

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Mindy Neria	Rec Specialist		6.18.25

Reviewed

Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Lluvia Espinoza		6.18.25
Division Manager	Enrique Valadez		6/20/25
Assistant Director	VACANT		
Director	Pablo Caballero		7/8/25

Type of Injury/Incident (Continued from first page)**Describe What Happened** (Continued from first page)

At this point, Dora stated that she was only being loud because she has difficulty hearing. Lluvia replied that the volume of Dora's voice was not the issue, but rather her behavior and attitude. As Lluvia attempted to continue the discussion, Dora repeatedly stated, "I wasn't rude." I then attempted to interject and clarify that her defensive demeanor was contributing to the issue. Dora again raised her voice and interrupted, stating, "I'm not talking to you, stop talking so I can talk to her only." Lluvia then addressed Dora, stating that I am her assistant and she would not tolerate any disrespect or inappropriate behavior toward her staff. She emphasized that the intent was simply to help Dora better understand the issue, as her current interpretation seemed inaccurate. Dora subsequently asked if the meeting was concluded and exited the office.

Action Taken (Continued from first page)



City of El Paso
Parks and Recreation Department
Injury/Incident Report
(NON-EMPLOYEE)



Complete this report immediately following any injury/incident and notify the immediate supervisor.
 Reports are due to the Parks and Recreation Administrative Office within 2 business days.

Incident Date:	6/18/2025	Incident Time:	9:40	<input checked="" type="checkbox"/>	AM	<input type="checkbox"/>	PM
Incident Location:	563 N Carolina- Happiness Senior Center						
Person(s) Involved:	Dora Trillo, Irene Duran						
Parent's Name (if minor):							
Street Address:	563 N Carolina						
City:	El Paso	State:	Tx	Zip Code:	79915	Phone:	915-212-0435

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Describe What Happened (Continue on Page 2, if more space needed)			
<p>Following an incident witnessed by Lluvia between Irene and Dora, Lluvia requested to speak with Dora in her office to address the matter. I was also asked to be present as a witness during the conversation. As the meeting began, I stood behind Lluvia near the office window and listened attentively to the discussion. I occasionally nodded in agreement with the points Lluvia was making. At one point, as I attempted to contribute to the conversation, Dora told me to "shut up" and made a hand gesture for me to go away. She then instructed me to stop nodding my head. I responded that I was simply nodding in agreement with Lluvia's statements. Lluvia continued to explain to Dora that her behavior—specifically yanking stickers away from Irene—was inappropriate, and that there are more appropriate ways to indicate that an item is in use. Dora responded by saying, "Oh no, is she really making a big deal of that?" and "Did she really tell you that?" Lluvia clarified that she had personally witnessed the incident in question.</p>			
Action Taken (Continue on Page 2, if more space needed)			
EMS Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Transported to: _____
Police Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	PD Case No.: _____
Witnesses		Check One	
Name	Staff	Other	Title (if applicable)
Lluvia Espinoza	<input checked="" type="checkbox"/>		Recreation Program Supervisor
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Mindy Neria	Rec Specialist		6.18.25
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Lluvia Espinoza		6.18.25
Division Manager	Enrique Valadez		6/19/25
Assistant Director	VACANT		
Director	Pablo Caballero		7/8/25

Type of Injury/Incident (Continued from first page)

Describe What Happened (Continued from first page)

Enrique then informed both of us that he would investigate the incident further and asked if there were any witnesses. I responded that the incident had been captured on our surveillance cameras and that footage could be reviewed. Enrique requested that I inform Lluvia to send him the video footage on Monday upon her return. He also advised Dora that if the investigation finds her complaint to be false, she would face appropriate consequences. Dora then backtracked that her primary concern was not the physical contact but that Irene should not have taken the supplies, as she was not finished using them. Enrique asked me whether the supplies provided by Aliviane were communal. I confirmed that they were, as per standard procedure during every monthly visit from Aliviane. Dora claimed she had not been informed that the supplies were communal. I asked her whether she had attended previous Aliviane arts and crafts sessions, to which she replied yes. Both Enrique and I explained that Aliviane's procedures had not changed and that the supplies have always been communal. Dora reiterated that she did not know they were communal and maintained that Irene should be reprimanded for taking them. Enrique clarified that since the supplies were communal, there would be no grounds for disciplinary action against Irene, but he would still review the incident involving potential physical contact. Enrique then brought up another incident from the same day when Dora was initially brought in to discuss the interaction with Irene. He informed Dora that it was inappropriate for her to tell staff to "shut up" and that she must treat all center staff with respect. Dora asked who had she said that to, and Enrique turned in my direction, stating that she had directed the remark at me during our earlier meeting.

Action Taken (Continued from first page)

(Continuation from above) Dora responded loudly, denying the accusation. She stated that all she said was, "Can you stop shaking your head." Enrique asked me if there were witnesses present. I replied that both Lluvia and I were in the office at the time. At that point, Dora turned to me, pointed her finger, and raised her voice, yelling, "You are a liar!" I calmly responded, "You are welcome to feel like that, but that is what we both understood." Dora continued to raise her voice and repeatedly called me a liar. Enrique concluded the meeting by stating that he would investigate both incidents and determine the appropriate course of action.



City of El Paso
Parks and Recreation Department
Injury/Incident Report
(NON-EMPLOYEE)



PARKS & RECREATION
CITY OF EL PASO

Complete this report immediately following any injury/incident and notify the immediate supervisor.
Reports are due to the Parks and Recreation Administrative Office within 2 business days.

Incident Date:	6/18/2025	Incident Time:	9:40	<input checked="" type="checkbox"/>	AM	<input type="checkbox"/>	PM
Incident Location:	563 N Carolina- Happiness Senior center						
Person(s) Involved:	Dora Trillo and Irene Duran						
Parent's Name (if minor):							
Street Address:	563 N Carolina						
City:	El Paso	State:	Texas	Zip Code:	79915	Phone:	915-212 2336

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Verbal disagreement			
Describe What Happened (Continue on Page 2, if more space needed)			
<p>On Wednesday June 18, 2025 at 9:40am, Aliviane was providing an arts and crafts day for the seniors. Aliviane staff told the seniors doing the crafts that all supplies in the table were for everyone to share to decorate their stuff. Ms. Irene stand up to get more stickers for her craft to be decorated since everything was towards the opposite side of the table from where she was sitting at. As Ms. Irene tried to grab items, Ms. Dora trillo rudely took away the stuff from her hand and told her to leave it there that she cannot get anything because she was not done. Ms. Irene just went away and told aliviane staff that she couldnt get items and Aliviane staff end up getting some for her. Later, I proceed to go to the restroom, when I found Mrs. Irene crying in the restroom for the mentioned incident with Mrs. Dora trillo and Mrs. Irene feeling humiliated infront of people. I Lluvia Espinoza, proceed to talk to Ms. Dora trillo since her attitude was not the appropriate behavior towards another member. I emphasized that all items in the table were for everyone to share as the aliviane members had told everyone.</p>			
Action Taken (Continue on Page 2, if more space needed)			
Notified Supervisor			
EMS Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Transported to: _____
Police Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	PD Case No.: _____
Witnesses	Check One		
Name	Staff	Other	Title (if applicable)
Mindy Neria	X		Recreation Specialist
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Lluvia Espinoza	Recreation Program supervisor		6/18/2025
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor/Coordinator	Nicolas Valdes		6-22-25
Division Manager	Enrique Valadez		6/20/25
Assistant Director	VACANT		
Director	Pablo Caballero		7/8/25

Incident Report

Type of Injury/Incident (Continued from first page)

Ms. Trillo very defensively and rude started responding that she was never rude she just told her to leave the items there because she was not done, and she never heard aliviane said anything about sharing. I proceed to explain to her that as mentioned by the aliviane staff everything was to be shared. As I keep explaining her, she continued with a rude and disrespectful behavior towards us. Mindy Neria tried to explain to her as well the situation, but when she tried talking, Ms. Trillo told her that she was not talking to her that if she can please shut up and stop nodding her head. I replied back to her telling her that we were just trying to explain to her in the best possible way that things needed to be share but I was not going to allow any disrespectful behavior or attitude towards a staff or any member of the center, that Ms. Neria is my assitant and she needs to respect her. Ms. Trillo in a rude way again said " I'm not being rude I'm just loud because of my hearing disability", after mentioning that she just stand up and said she was leaving. After reviewing the surveillance cameras, I got to see that Mrs. Dora trillo did not only proceed to be rude with Mrs. Irene but with Mrs. Maria Portillo as well. Mrs. Dora made the same action with Mrs. Maria Portillo by taking away in a rudely manner her stuff, and where you can see that they had a verbal dissagrement against each other after the fact.

Describe What Happened (Continued from first page)**Action Taken** (Continued from first page)

Incident Statement

Date of Report: 6.20.2025

Reported By: Mindy Neria

Location: Happiness Senior Center- 563 N Carolina Dr, 79915

Individuals Involved: Dora Trillo, Enrique Valadez, Mindy Neria

Date/Time of Incident: 6.20.2025 at 12:30 PM

Type of Incident: Participant Conflict Allegation

Incident Summary:

On 6.20.2025, I was called into the office by Enrique to discuss an incident that had occurred earlier in the week involving Dora and another participant, Irene.

Before the discussion could formally begin, Dora entered the office independently, stating she had a complaint regarding participant Irene. Enrique proceeded to read a written complaint Dora had previously submitted to me earlier that day. In her complaint, Dora alleged that Irene nearly struck her in the left eye and brushed against her left breast—where she has had a mastectomy—while retrieving arts and crafts supplies.

To clarify the severity of the physical contact, Enrique asked Dora whether the contact was an intentional hit with the elbow or more of an incidental touch. Dora responded that it felt more like a brush as Irene retracted her arm, but emphasized that it was still painful.

At that point, I asked Dora for confirmation, stating, "Just to make sure, you're saying this happened on your left-hand side?" Dora confirmed again, stating that it was indeed her left side that was affected.

Enrique then informed both of us that he would investigate the incident further and asked if there were any witnesses. I responded that the incident had been captured on our surveillance cameras and that footage could be reviewed. Enrique requested that I inform Lluvia to send him the video footage on Monday upon her return. He also advised Dora that if the investigation finds her complaint to be false, she would face appropriate consequences.

Dora then backtracked that her primary concern was not the physical contact but that Irene should not have taken the supplies, as she was not finished using them. Enrique asked me whether the supplies provided by Aliviane were

communal. I confirmed that they were, as per standard procedure during every monthly visit from Aliviane.

Dora claimed she had not been informed that the supplies were communal. I asked her whether she had attended previous Aliviane arts and crafts sessions, to which she replied yes. Both Enrique and I explained that Aliviane's procedures had not changed and that the supplies have always been communal. Dora reiterated that she did not know they were communal and maintained that Irene should be reprimanded for taking them. Enrique clarified that since the supplies were communal, there would be no grounds for disciplinary action against Irene, but he would still review the incident involving potential physical contact.

Enrique then brought up another incident from the same day when Dora was initially brought in to discuss the interaction with Irene. He informed Dora that it was inappropriate for her to tell staff to "shut up" and that she must treat all center staff with respect. Dora asked who had she said that to, and Enrique turned in my direction, stating that she had directed the remark at me during our earlier meeting.

Dora responded loudly, denying the accusation. She stated that all she said was, "Can you stop shaking your head." Enrique asked me if there were witnesses present. I replied that both Lluvia and I were in the office at the time.

At that point, Dora turned to me, pointed her finger, and raised her voice, yelling, "You are a liar!" I calmly responded, "You are welcome to feel like that, but that is what we both understood." Dora continued to raise her voice and repeatedly called me a liar.

Enrique concluded the meeting by stating that he would investigate both incidents and determine the appropriate course of action.

Mindy Neria

June 18, 2025²²

This happened on June 18, 2025 at
Jessie Moreno Senior Center. The
Center was given ~~more~~ activities to do.
I was sitting doing my project,
when Irene pushed her Right
arm, next to me (left side) & wanted
to get some items I was working
on; she did not even ask if she
could get the items, as ~~can~~^{am} I using
them. Nothing, she just pushed her
right arm, almost hitting my left
~~eye~~ eye, & striking my left side
where I had a Mastectomy! I
immediately said "No, I'm still
using the items, & you didn't even
ask if you ~~can~~ could get them."
As she took her right arm back, she
did hit my left side. She just turned
& left. I want to put a complaint on
her for acting that way!

Dora Trillo

Legislation Text

File #: BC-992, Version: 1

**CITY OF EL PASO, TEXAS
LEGISTAR AGENDA ITEM SUMMARY FORM**

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

Discussion and Action: On Adoption of staff recommendation to suspend Paris Wall for six (6) months for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy. - Pablo Caballero, Director, and Carlos Rodriguez, Recreation Programs Manager



PARKS & RECREATION
CITY OF EL PASO

City of El Paso
Parks and Recreation Department

NOTICE OF SUSPENSION

Today's Date: 7/2/2025
Sport/Facility/Program: The Beast Community Center
Location: 13501 Jasson Crandall

This letter constitutes written notice that Paris Wall has been suspended for Six months (Eligible to be back on January 2, 2026) for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy for the following action: Engage in aggressive behavior that has resulted in physical violence against another player, game spectator, or program participant.

Appeals of this suspension must be made in writing to the Manager noted below. Appeals must be made within 3 business days of receiving the notice of suspension and should include the following documents:

1. Statement explaining the basis for the appeal.
2. Statements from witnesses.
3. Police Report number (if applicable).
4. Any personal electronic documentation of the incident that is available.

This suspension is effective at 8:00AM on this 2nd day of January, 2025. The suspension prohibits the person above mentioned from being present at any City of El Paso Parks and Recreation events, facilities, and complexes during suspension including the appeal process.


Recreational Services Manager (Signature)

Print Name: Carlos Rodriguez
Office Phone: (915) 212-1730
E-Mail: rodriguezca@elpasotexas.gov

Navarrete, Alondra

From: Rodriguez, Carlos A.
Sent: Wednesday, July 30, 2025 4:25 PM
To: Navarrete, Alondra
Cc: Caballero, Pablo E.
Subject: FW: Paris Wall & Danae Gonzalez Suspension Appeal | Monday June 30th, 2025
Attachments: Danae Gonzalez Statement.pdf; Keyshaun Lawrence Statement.pdf; Bryce Prather Statement.pdf; Jouk Mayan Statement.pdf; Incident-06.30.2025.pdf; Incident- Paris Wall.pdf; Suspensions-07.02.2025.pdf

Hi, Alondra.

Please see appeal request from Mr. Paris Wall for an incident that occurred at the Beast on 06.30.2025. I had a meeting with Mr. Wall to discuss the suspension., but was decided to keep the suspension.

Please let me know if the appeal will proceed, so I can informed Mr. Wall.

I also, have video surveillance of the incident, I will share.

Attached are statements from Mr. Paris Wall

1. Danae Gonzalez Statement
2. Keyshaun Lawrence Statement
3. Bryce Prather Statement
4. Jouk Mayan Statement

I have submitted the following

1. Incident Reports 06.30.2025
2. Incident Paris Wall
3. Suspension- 07.02.2025
4. Video of incident

Please let me know if anything missing.

Respectfully,
Carlos Rodriguez
Recreation Programs Manager
915-212-1730

From: Paris Wall <[REDACTED]>
Sent: Monday, July 7, 2025 9:44 AM
To: Rodriguez, Carlos A. <rodriguezca@elpasotexas.gov>
Subject: Paris Wall & Danae Gonzalez Suspension Appeal | Monday June 30th, 2025

You don't often get email from [REDACTED]. [Learn why this is important](#)

CAUTION: This email originated from outside of the City of El Paso. Do not click links or open attachments unless you recognize the sender and know the content is safe. If suspicious, use **Phish Alert** or forward to SpamReport@elpasotexas.gov.

Dear Mr. Carlos,

I am writing to formally appeal Danae Gonzalez and I's suspension from The Beast Recreation Center following the incident on June 30, 2025. First and foremost, I take full accountability and responsibility for my actions. I understand how the video footage may look, and I acknowledge that rushing and striking the individual was not the appropriate response, even though my intentions were to protect a teammate.

In that moment, I reacted instinctively after Danae was physically shoved following repeated verbal harassment, including gender-based insults. As someone with a fiancée, a sister, and a son, I believe defenseless people should never be threatened or harmed. While there was trash talking on both sides, I feel strongly that Danae should not face suspension simply for standing up for herself verbally after being called offensive names.

I understand and respect The Beast's policies on fairness and discipline, but I believe the full context should be considered. Over 20 people witnessed the escalating hostility leading up to the incident, which resolved quickly without any serious injuries or ongoing threats. I have already apologized directly to the individual I confronted, explaining that while I felt the shove was wrong, my response was not the right way to handle it.

I take great pride in my role within our community and am deeply embarrassed by my actions. I have never been suspended from any program or facility as an adult, and I sincerely regret how things unfolded. I respectfully request reconsideration of the six-month suspension, as I believe it is disproportionate given the circumstances and my history of positive involvement at The Beast.

Thank you for your time and consideration.

Sincerely,

Paris K. Wall
House 4 Athlete
Sports Performance Specialist
[REDACTED]

"Some days may be hard, but everyday is good."



City of El Paso
Parks and Recreation Department
Injury/Incident Report
(NON-EMPLOYEE)



PARKS & RECREATION
 CITY OF EL PASO

Complete this report immediately following any injury/incident and notify the immediate supervisor.
Reports are due to the Parks and Recreation Administrative Office within 2 business days.

Incident Date:	7/2/2025	Incident Time:	9:00	<input checked="" type="checkbox"/>	AM	<input type="checkbox"/>	PM
Incident Location:	The Beast Basketball						
Person(s) Involved:	T'Affalous & T'Var						
Parent's Name (if minor):							
Street Address:	13501 Jason Cr.						
City:	El Paso	State:	Tx	Zip Code:		Phone:	915-263-9191

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Provided code of conduct and informed of possible suspension to two participants involved on an altercation on 6-30-25			
Describe What Happened (Continue on Page 2, if more space needed)			
Please refer to the next page.			
Action Taken (Continue on Page 2, if more space needed)			
Talked to all four individuals involved in the fight. Provided code of conduct to all of them. Three out of the four participants did not sign the code of conduct. Will be suggesting a suspension based on the matrix of 6 months.			
EMS Called?		Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Transported to:			
Police Called?		Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
PD Case No.:			
Witnesses		Check One	
Name	Staff	Other	Title (if applicable)
Amilcar Galindo	x		Community Center Supervisor
Angel Espinoza	x		Recreation Leader
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Ricardo Reynaga	Comm Center Sup.		7/2/2025
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Linda Hammonds		7.3.2025
Division Manager	Carlos Rodriguez		7/3/2025
Assistant Director	VACANT		
Director	Pablo Caballero		



City of El Paso
Parks & Recreation Department
Code of Conduct



Recreation programs in this community are made possible by a significant commitment of financial and human resources. The benefits a participant derives from this investment depends very much on the participant's attitude toward the program and the participant's adherence to high standards of behavior.

The Participants Code of Conduct that follows is the Department's specific response to requirements set by the Texas Department of Protective and Regulatory Services. The law requires Parks and Recreation Department officials to define misconduct that could lead to specific disciplinary consequences. This code provides information and directions to participants regarding standards of behavior as well as consequences of misconduct.

Each participant is expected to do the following:

- Demonstrate courtesy even when others do not.
- Behave in a responsible manner, always exercising self discipline.
- Respect the rights and privileges of other participants and City staff.
- Respect the property of others, including City property and facilities.
- Cooperates with or assists the City staff in maintaining safety, order and discipline.

Unacceptable behaviors include the following:

- Being involved in an instance of any form of insubordination.
- Failure to conform to all city rules.
- Use of profanity, vulgar language or obscene gestures.
- Defacing/damaging city property or the property of others.
- Engaging in inappropriate physical or verbal contact and/or gang activity.
- Running, pushing, shoving, littering, throwing objects (which is not part of a supervised activity).
- Producing loud, rude or unnecessary noises.
- Incidents involving drugs, alcohol, weapons.

Persons behaving in unacceptable manners as listed above may face the following discipline options:

- Conference with staff and person involved in misbehavior.
- Conference with staff and Parent/Legal Guardian, when appropriate.
- If a parent/Legal guardian refuses to attend the conference concerning a minor or the person remains disruptive, the person may be restricted from the program.
- Suspension from participation in program(s)
- Restitution, when appropriate.
- Notification of outside agencies and/or police when appropriate.
- Acts of misbehavior of a violent nature will result in automatic suspensions.

Name: Paris Signature: _____ Date: _____

This Code of Conduct applies to all persons participating in anyway in any Parks and Recreation Programs.

City of El Paso, Parks & Recreation, 801 Texas Ave, El Paso, Texas 79901
 (915) 212-0092

Revised 02-3-2023

Declined to sign
RR
7-2







City of El Paso
Parks and Recreation Department
Injury/Incident Report
(NON-EMPLOYEE)



PARKS & RECREATION
 CITY OF EL PASO

Complete this report immediately following any injury/incident and notify the immediate supervisor.
 Reports are due to the Parks and Recreation Administrative Office within 2 business days.

Incident Date:	7/16/2025	Incident Time:	11:30	<input checked="" type="checkbox"/>	AM	<input type="checkbox"/>	PM
Incident Location:	The Beast						
Person(s) involved:	Paris Wall						
Parent's Name (if minor):							
Street Address:	13501 Jason Cr.						
City:	El Paso	State:	Tx	Zip Code:		Phone:	

Type of Injury/Incident (Continue on Page 2, if more space needed)			
Meeting with Paris Wall in regards to suspension			
Describe What Happened (Continue on Page 2, if more space needed)			
<p>Paris Wall requested a conference to go over suspension. Meeting was scheduled for 7-16 with Paris Wall and Danae. Only Paris showed up to the meeting. Paris advised that Danae was not able to assist due to her being at a funeral. Carlos advised that he could only go over his case and proceeded to mention that the suspension would not be removed since Paris was involved in a fight. Carlos still advised that he could appeal at a grievance board. Mr. Rodriguez concluded the session to which Paris inquired if that was it, Carlos confirmed and Paris replied "No offense, but this could have been an email." Paris stood up and left the conference room.</p>			
Action Taken (Continue on Page 2, if more space needed)			
Conference with Paris Wall at The Beast			
EMS Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Transported to: _____
Police Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	PD Case No.: _____
Witnesses		Check One	
Name	Staff	Other	Title (if applicable)
Abel Calderon	x		Program Supervisor
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Ricardo Reynaga	Comm Center Sup.		7/17/2025
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Linda Hammonds		
Division Manager	Carlos Rodriguez		
Assistant Director	VACANT		
Director	Pablo Caballero		



City of El Paso
Parks and Recreation Department
Injury/Incident Report
(NON-EMPLOYEE)



Complete this report immediately following any injury/incident and notify the immediate supervisor.
Reports are due to the Parks and Recreation Administrative Office within 2 business days.

Incident Date:	6/30/2025	Incident Time:	10:30	<input checked="" type="checkbox"/>	AM	<input type="checkbox"/>	PM
Incident Location:	The Beast Basketball						
Person(s) involved:	To be identified						
Parent's Name (if minor):							
Street Address:	13501 Jason Cr.						
City:	El Paso	State:	Tx	Zip Code:		Phone:	

Type of Injury/ Incident (Continue on Page 2, if more space needed)			
Fight during open gym and individual kicking basketball toward lamps			
Describe What Happened (Continue on Page 2, if more space needed)			
<p>At approximately 10:30 AM, a group of open gym users were playing basketball. Video footage shows a young woman, appearing to be in her early 20s, body-slammng another player—a tall male also in his 20s. The male player called the foul, but it appears that no one acknowledged it. Visibly frustrated, he kicked a basketball toward the ceiling, striking a ceiling light fixture.</p> <p>The game continued, and at one point, the male player pushed the female player in response to the earlier incident. In retaliation, a teammate of the female player punched the male player who had pushed her. The altercation was quickly broken up by other players, and the game resumed briefly for a few more minutes.</p>			
Action Taken (Continue on Page 2, if more space needed)			
Recorded incident, Angel Diaz tried to collect names with no success. Will be recommending suspension for all participants involved on incident.			
EMS Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Transported to: _____
Police Called?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	PD Case No.: _____
Witnesses		Check One	
Name	Staff	Other	Title (if applicable)
Angel Diaz	x		Recreation Leader
Angel Espinoza	x		Recreation Leader
Employee Completing Injury/Incident Report			
Employee Name (print)	Title	Signature	Date
Ricardo Reynaga	Comm Center Sup.		6/30/2025
Reviewed			
Reviewer	Employee Name (print)	Signature	Date
Site Supervisor / Coordinator	Linda Hammonds		6-30-25
Division Manager	Carlos Rodriguez		
Assistant Director	VACANT		
Director	Pablo Caballero		

I, Bryce Prather, am submitting this statement regarding the incident involving Paris and the individuals known as the “Twins” during a basketball game at The Beast Recreation Center on the morning of June 30th.

From the moment the Twins arrived, they attempted to dictate the rules of the game. We all agreed to their requests because we were not there to be overly competitive—our primary goal was simply to get some cardio and enjoy playing basketball together.

Typically, when players become overly competitive or start talking trash, I take on the responsibility of guarding them. That day, once the Twins began making hostile comments about foul calls—specifically saying things like “none of us are going to the league” and that we weren’t good enough to call fouls—I began defending one of them, not out of anger, but to demonstrate in a competitive sense that we were capable players.

Once Paris, Danae, and I started playing more assertively, it became clear we were outplaying them. We won three or four games in a row, including the first game against them. By the time they returned to the court, tensions were already high.

The initial disagreement arose when Jouk called a foul, which one of the Twins disputed, saying Jouk was “too big” to be calling fouls like that. In the following possessions, the Twins began repeatedly calling fouls themselves—four times in a row on shots with little or no contact—apparently to make a point. Even then, Paris kept everyone calm, telling us to respect their calls, give them the ball back, and reminding us we were still leading comfortably. He consistently maintained a positive, composed attitude, encouraging everyone to relax and avoid escalation.

As the game progressed and the score became more lopsided, the Twins’ frustration grew. During one possession, Danae slid over to play legal defense, and the Twin she was guarding didn’t like it. He stepped back, ran toward her, and shoved her forcefully. From my vantage point, I saw Paris immediately respond by running over and striking the individual who had just pushed Danae. Within seconds, the situation ended, and we attempted to resume play.

After the incident, Paris stood calmly at the top of the key with both Twins in front of him. He did not appear aggressive or fearful; he simply wanted the situation to be over. He continued telling everyone to relax and deescalate.

In my opinion, the suspension imposed on Paris is unfair. He acted solely to protect Danae after she was physically attacked. Paris has never shown violent behavior. He is a respected presence in our basketball community—someone who loves and respects the game, provides mentorship to younger players, and brings positivity to every session.

Suspending Paris for six months, especially during a period when many of us college players are home and looking to train, will only hurt the growth of basketball in our community. He is an important part of this environment, both as a player and a leader who embodies respect and passion for the game.

This statement reflects my firsthand observations and honest perspective on the events that occurred.

As we do most Mondays when the gym is empty, we began our morning with a shooting workout. On this particular Monday, we stayed later than usual because more people started arriving. Seeing that we had enough players for a full game, we decided to end our workout early and play some basketball together.

For the first 15 to 20 minutes, everything was peaceful and enjoyable. We were playing friendly, competitive pick-up basketball. However, things changed once the “Twins” arrived. From the moment they walked in, they began making comments about how we should be playing, what the rules should be, and what score we should play to—none of which matched the facility’s posted rules. Their demeanor was immediately hostile and gave the impression they believed they had more authority because they frequented The Beast more often.

Throughout this, Paris kept reminding everyone to stay calm and focus on playing basketball, telling us to let them say what they wanted and not let it escalate. His efforts to neutralize the situation were constant and very comforting.

I am signed to play collegiate basketball at Lamar College this fall. I play defense aggressively, but I have never been a dirty player or someone with poor character. During the game, I played hard defense and did not want to lose. I made legal body contact a few times, but I believe one of the Twins was uncomfortable with a female player playing physical defense against him. Despite this, I stand by the fact that my actions were not malicious or outside the bounds of competitive play.

After the Twins began making disrespectful comments and calling me names, I stayed as level-headed as possible, supported by my teammates. There was a moment when I approached one of the Twins after being repeatedly called out of my name, but Paris and my teammates quickly separated us, and we returned to playing basketball.

While the game was competitive and physical—sometimes with hard screens and slight bumps—nothing we did was malicious or outside what happens in a real game.

At one point, after routine body contact, I was walking away when one of the Twins suddenly ran up behind me and pushed me forcefully. I was shocked by the shove but saw Paris rush to defend me immediately. The confrontation that followed lasted around 10 seconds before it began to resolve.

Afterward, we didn’t exchange insults or continue the conflict. Although we were frustrated and disappointed, we made no further attempts to escalate the situation. We tried to move on and keep playing, viewing it as something that got out of hand quickly despite our best efforts to de-escalate.

Paris especially worked hard to keep things calm throughout the morning, even allowing the Twins foul calls they didn’t deserve and giving them possession on questionable plays just to keep the peace. Unfortunately, it felt like they interpreted that kindness as weakness, which contributed to the situation spiraling out of control.

I take full accountability for my own actions and acknowledge that I could have shown more self-discipline instead of engaging verbally with them, even though they were being disrespectful to me from the start.

Danae Gonzalez

Witness Statement of Jouk Mayan

To: Parks and Recreation Department

From: Jouk Mayan

I, Jouk Mayan, am providing this statement regarding the incident that occurred during a basketball game at the Beast Recreation Center on Monday.

We were already playing basketball after completing a 45-minute shooting workout. At that point, two young men—hereinafter referred to as the “Twins”—entered the gym and wanted to start playing. In order to include everyone, we agreed to stop our half-court workout so that we could all play full-court basketball together.

From the beginning of the game, there were disagreements over foul calls. The Twins frequently called random fouls on nearly every possession when they drove to the basket. Throughout this time, Parris remained calm and repeatedly told everyone, including the Twins, to respect the calls and simply give the ball up so the game could continue peacefully.

As play continued, the Twins’ behavior became increasingly aggressive and confrontational. Danae began guarding one of the Twins closely, playing solid defense without fouling, pushing, or engaging in any unsportsmanlike conduct. From my perspective, and from the perspective of others present, her defense was entirely legal.

After initial contact on defense, one of the Twins began threatening Danae, using inappropriate language, and implying that he would retaliate physically if she made contact again. Parris continued to de-escalate the situation by telling everyone to calm down and that the arguing was unnecessary.

A few possessions later, Danae again played defense on the same Twin, making legal contact without any malicious intent. In response, the Twin wound up, stepped back, and ran at Danae, pushing her aggressively. At that point, Parris stepped in to defend Danae and struck the individual who had pushed her.

After this altercation, the situation deescalated immediately; we did not continue the confrontation, threaten further violence, or attempt to pursue the Twins outside. We simply tried to resume playing, but the energy and negativity from the incident made it impossible to continue, so everyone left the gym.

This statement is true and reflects what I witnessed firsthand.

On Monday morning, we arrived at The Beast and began a 45-minute to one-hour shooting workout. As the workout was ending, more people arrived and wanted to start a full-court game. Since we were only using half the court, we agreed to end our workout so that everyone could play together.

Initially, all the games were peaceful and calm. However, everything changed when the “Twins” arrived. They immediately began trying to dictate how we played, including specific rules and scoring. While some of us initially argued, Paris stepped in to calm everyone down, reminding us that it was just a game and we were there to enjoy basketball.

Danae was playing competitively, but from my perspective and the perspective of everyone else present—including some of the people on the opposing team—she did nothing outside of normal, competitive play. She played aggressively, but never disrespectfully or with any intent to harm. She did confront the Twins verbally by asking who they were talking to and why they were speaking to her in a disrespectful way, which could have come off as aggressive, but was understandable given the slurs and derogatory comments directed at her because of her gender.

Throughout this, Paris continued to calm everyone down, separating Danae from the Twins to deescalate the situation so we could keep playing.

A few possessions later, one of the Twins threatened Danae by saying, in effect, that the next time she played defense on him, he would put his hands on her to “teach her a lesson.” Everyone present was shocked, as Danae had done nothing to warrant that reaction. It seemed their frustration stemmed from the fact that our team, including Danae, was winning and they were embarrassed that a female player wasn’t backing down.

The Twins began calling multiple questionable fouls in a row—two or three possessions consecutively—to prove a point after one foul call on the other end. This behavior seemed rooted in their frustration over the fact that we were outplaying them.

Eventually, Danae continued to play solid defense, and we witnessed one of the Twins wind up and shove her with enough force to send her off balance across the court. Reacting instinctively to protect Danae, Paris immediately ran to her defense and struck the Twin who had pushed her.

I believe that if it were my own sister or mother in that situation, I would want someone like Paris there to stand up for them. I do not believe Paris acted out of malice; rather, he reacted to someone physically attacking a female player.

After the incident, the problem deescalated. We were able to continue playing basketball relatively normally despite ongoing trash talk from the Twins. Importantly, Paris remained calm, standing at the top of the key, speaking to them without hostility—even while both Twins stood in his face after the altercation.

I believe Paris's actions demonstrate his character as someone who cares about others and wants to maintain a safe, respectful environment. Suspending him for this incident seems excessive and unjust given that he was defending a teammate who was being physically threatened and attacked.

Signed:

Keyshaun Lawrence