



International Gay Rugby
71 Holland Road,
West Ham,
London,
E15 3BP,
United Kingdom.

4th February 2020

Daryl L. Avery
4104 13th Pl, N.E.
Washington, D.C. 200017-2601
USA

Dear Mr. D. Avery,

In response to your letter received on 3rd February 2021, the IGR executive committee has considered its content, we would like to clarify a few statements and propose a path forward.

The removal of access for Dr. Ventura from IGR platforms was due to the threat of legal action, I informed Dr. Ventura of the decision by the executive committee, at the time he agreed that the action was appropriate and thanked me for the clear communication.

I suggested the timeline so that we can bring this matter to a conclusion within a reasonable amount of time, neither party wants this to continue longer than necessary. The executive committee has an organisation to run, as they are elected to make decisions and act on behalf of the IGR Board of Directors. The current executive committee acts in good faith and with honesty, if you have evidence to the contrary, I welcome you to present it to me. Also, the actions you described in your letter we received in July 2020 were not carried out by the current executive committee.

As previously stated, IGR will not meet the Dr. Ventura's demands laid out in previous correspondence. Due to Dr. Ventura's recent actions petitioning people outside the process, the current IGR executive committee does not feel that a reconciliation process can be entered into in good faith. However, should Dr. Ventura wish to suggest a way forward in response to this letter we will consider it.

In the spirit of reconciliation, we would like to offer Gus Ventura an alternative to a lengthy formal process. The IGR executive committee would like to invite Dr. Ventura back to being a constructive member of the IGR community, a community he has given so much time and effort to, and leave the disagreements in the past. The current executive committee has made huge efforts to develop the organisation, with our anti-discrimination working group making great strides forward.

Should Dr. Ventura wish to return to being a member of our community, he will have access to our social media platforms. Dr. Ventura, the same as all IGR social media platform users, will have to abide all IGR social media rules when using the platforms. Dr. Ventura, as with all members of IGR member clubs, will have to comply with the organisation's constitution and by-laws.

To accept this offer, Dr. Ventura should send a reply to this letter detailing that he wishes to rejoin the IGR community and acknowledge that the grievances he raised in the grievance letter sent in July 2020 are closed, and will not be pursued further. In the spirit of a successful future relationship, it is expected that neither party will discuss the grievances or this agreement further with outside parties. In a joint statement to the Board of Directors, the IGR executive committee and Dr. Ventura will state that an agreement has been reached, the matter is closed and no further statement shall be made on the matter.

I look forward to your response. Should no response be received by Wednesday 3rd March 2021, then we shall consider the matter closed.

Yours Sincerely

A handwritten signature in black ink, appearing to read 'KAG', with a horizontal line extending to the right.

Karl Ainscough-Gates
Chair, International Gay Rugby

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