

Exhibit 16

Witness Interview with [REDACTED]

Case: FAS FAC ANTHRO 05-18-20

Date: October 22, 2020

Time: 1:00 p.m. – 2:00 p.m.

Location: Via Zoom Videoconference

Complainant (“Cp”): Lilia Kilburn, GSAS Student

Respondent (“Rp”): John Comaroff, FAS Professor of African and African American Studies and of Anthropology

ODR: Ilissa Povich (“IP”), ODR Senior Investigator, & Jessica Shaffer (“JS”), ODR Fellow

ODR: [Welcomes Witness. Reviews: ODR, neutral investigators; expectation of confidentiality; prohibition against retaliation; participation voluntary—information ODR may rely on will be shared with both parties.] Any questions?

[REDACTED] No, I’m assuming I know what this about because of an email over the summer. But no questions.

ODR: [Shares pronouns. Invites [REDACTED] to do the same.]

[REDACTED] She, her, and hers.

ODR: [Confirms witness’s name.]

[REDACTED] My given name is [REDACTED]

ODR: What type of work do you do? .

[REDACTED] I’m largely a trauma therapist, anxiety and mood disorders. I specialize in trauma and dissociative disorders. I’ve been doing this a long time, since the beginning of my work over [REDACTED] years ago.

ODR: What type of license do you have?

[REDACTED] Mental Health Counselor. Training beyond that, I’m a psychoanalyst as well. I don’t like to do that anymore. LMHC license.

ODR: You said you’ve been doing this for more than [REDACTED] years?

[REDACTED] I got a license [REDACTED] years ago. I’ve been doing it longer than that. After graduate school, it was [REDACTED] years.

ODR: Sounds liked you have some sense of why we asked to speak with you. Could you share your understanding of why we asked to speak to you?

[REDACTED] I did get an email from [Cp] over the summer asking if I had documentation about what we talked about often. [REDACTED] I don’t have a ton of

documents, because I document, mainly you document in general terms, and [REDACTED]
[REDACTED] There are a few instances where I have a document and a great recollection of what
the theme was in a lot of those talks, [REDACTED]
[REDACTED]

ODR: Has she provided you any information about the investigation itself?

[REDACTED]

ODR: Do you still work with her?

[REDACTED]

ODR: Did Cp provide you any documents?

[REDACTED] No. One email from her—I think I was on vacation so probably August—just said, “What do
you have to document?” I didn’t have a lot. I went through. She told me the period of time. I
recently went through other notes. There were a few references, but I do remember very clearly a
consistent topic. [REDACTED]
[REDACTED]

ODR: Have you read any press accounts?

[REDACTED] I did. I read, I think in the Globe or something, something in the Crimson. It resonated from
what I’ve heard from people in various departments, Anthropology, and [REDACTED]
[REDACTED]

ODR: When you say it “resonated,” what do you recall learning?

[REDACTED] That what I learned from the Crimson, some of the senior professors in Anthropology on the
graduate level were sexually harassing and requiring sexual favors of students in return for
writing recommendations and that there was a lot of this going on. Beyond that, that it was not
a—that it was a prevalent thing in the Department. Two senior people in the department. [REDACTED]

[REDACTED] I read that. It resonated. I thought, "Wow, I heard that. That's interesting," which was more specific than what I heard before. A lot of graduate students are afraid of retaliation and ruining their careers.

ODR: When you say [REDACTED] was there a specific person she identified?

[REDACTED] I didn't write the name down. You keep notes fairly general when you're a therapist.

[REDACTED]

ODR: To the extent possible, it's most helpful to hear about [Cp]'s experience.

[REDACTED]

ODR: Do you recall if you have seen any other press accounts related to this case?

[REDACTED] I don't. I think I saw the Crimson article in the Globe. I don't think I have a full subscription to the Globe, so I googled it because the Anthropology Department [inaudible].

ODR: When did you meet [Cp]?

[REDACTED]

[IP dropped from call, and JS requests brief pause for IP to rejoin.]

[REDACTED]

ODR: [IP rejoins call.] Sorry, my Internet dropped.

[REDACTED]

ODR: [REDACTED]

[REDACTED]

ODR: [REDACTED]

[REDACTED]

ODR: [REDACTED]

[REDACTED]

ODR: [REDACTED]

[REDACTED]

ODR: [REDACTED]

[REDACTED]

ODR: [REDACTED]

[REDACTED]

ODR: Yeah. And do you know why she chose to meet with you?

[REDACTED]

ODR: [REDACTED]

[REDACTED]

[REDACTED] I never expected this would come up as a lawsuit, trying to be as general as you can in your notes.

ODR: Did you happen to know the professor?

[REDACTED] No. I don't know a lot of Harvard professors. I didn't know who they were at all.

ODR: To what extent, if any, did she talk about specific concerns with faculty members?

[REDACTED]

ODR Did any specific incident make her feel unsafe?

[REDACTED]

ODR: Did you understand that it was behavior that [Cp] had experienced or concerns about others?

[REDACTED]

OR: Did you get a sense of timing?

[REDACTED] No, I think what she said to me was I should look through notes in I don't know April 2019 maybe.

ODR: What were the other issues?

[REDACTED]

ODR: Could you describe any ways in which you learned how these behaviors were experiencing impacted her?

[REDACTED]

ODR: Did she talk to you at all about ways she might not be participating at Harvard because of it, avoiding participation at Harvard as a result?

[REDACTED]

ODR: Did she ever talk to you about leaving the PhD program at Harvard?

[REDACTED]

ODR: Did she ever talk about missing particular programs or not going to particular events at Harvard?

[REDACTED]

ODR: Classes, programming at Harvard.

[REDACTED]

ODR: Do you have any documents related to anything we've discussed? If so, would you provide it to ODR?

[REDACTED] I went through notes and thought they might be helpful. Let me minimize you for one second and look for—. This one discussed [REDACTED]

[REDACTED] March 19.

ODR: If you would feel comfortable, sharing that could be information we'd consider. Understand if you provide it and we think we might rely on it, we would send it to both parties.

■ This is [REDACTED] One more, copy of same one. I can send you print outs of those. Or do you have a secure email? How would you like to do that?

ODR: In general people just provide it by email.

■ Okay. I have her initials in the note, not her name.

ODR: For example, we are required to comply with FERPA as a higher ed institution. We would redact from any document you provide us any student identifying information. If what you provide says [Cp initials], we'd redact that.

■ In transmitting via email I need to comply with HIPAA. I can't write her whole name. I will change the name of the file. I'll edit that.

ODR: Do you have any other documents you think might be relevant, such as text messages?

■ No, that was just—we texted about [REDACTED]

ODR: The entries you read, are they dated?

■ I think 3/21 and 3/6.

ODR: 3/21/19 and 3/6/19?

■ Yeah.

ODR: Is there anyone else you recommend we speak with?

[REDACTED]

ODR: Is there any other information that you'd like to share. Do you feel like there is something we should have asked you and didn't?

[REDACTED]

[REDACTED]

ODR: If something else does occur to you that you think might be relevant, please reach out to me or [JS]. There's a small chance, unlikely, that we'd reach out to you with follow-up questions.

[REDACTED] Sure.

ODR: [Reminders on expectation of confidentiality and prohibition on retaliation.]

[REDACTED] confidentiality is my bread and butter. I'll send you the documents.

ODR: [Thanks [REDACTED] for her time. Ends interview.]