

# NBC says no culture of harassment in its news division



Richard Drew/Associated Press  
In this file photo, Matt Lauer, former co-host of the NBC "Today" television program, appears on set in Rockefeller Plaza in New York.

By DAVID BAUDER  
Associated Press

NEW YORK — NBC News' internal investigation following Matt Lauer's firing says it doesn't believe there is a culture of sexual harassment at the division and that current management wasn't aware of Lauer's behavior until the complaint that doomed him.

But the network says more needs to be done to ensure its more than 2,000 employees can complain about bad behavior and not fear retaliation. To that end, NBC News Chairman Andy Lack says employees will be able to discuss this with people outside the company.

"We cannot change the past," Lack said. "What we can do is learn from it, and try

**'WE CANNOT CHANGE THE PAST. WHAT WE CAN DO IS LEARN FROM IT, AND TRY TO MAKE IT RIGHT.'**

**Andy Lack**  
NBC News chairman

to make it right."

NBC Universal was criticized for turning to its general counsel, Kim Harris, to conduct the investigation and not allow outsiders to examine the culture. Harris' report was primarily concerned with Lauer, and no specific complaints about others were discussed. There was no mention of a former NBC News employee's accusation last month that former "Nightly News" anchor Tom Brokaw made unwanted

advances on her, which he has denied.

NBC said the work of its all-female investigative team was reviewed and approved by two outside firms.

Lauer, the former "Today" show host, was fired in November after it was found he had an inappropriate sexual relationship with another NBC employee. Three additional women subsequently made complaints about Lauer.

Investigators found no evi-

dence that anyone "in position of authority" at NBC News knew that Lauer had sexual relationships with others in the company until the Nov. 27 complaint by a woman about an affair that began at the 2014 Winter Olympics. Two of the four women who complained about Lauer said they believed someone in management knew.

The report said that Lauer, who is married, was flirtatious and engaged in sexual banter

in the office. Several women said that he had complimented them on their appearance in a sexually suggestive way.

Investigators threw cold water on a published report that a button allowed Lauer to lock his office door without getting up from his desk. The button closed the door, but didn't lock it, the report said.

Some of the 68 people interviewed said they were aware of other rumored extramarital affairs in the news division. Most were already known and dealt with; some are being looked into, the report said.

"The investigation team does not believe that there is a widespread or systemic pattern of behavior that violates company policy or a culture of harassment in the News Division," Harris' report said.

## THE DAILY ASTORIAN TV SCHEDULE

Evening listings  
FRIDAY—SUNDAY

FRIDAY EVENING													MAY 11	
A	L	6 PM	6:30	7 PM	7:30	8 PM	8:30	9 PM	9:30	10 PM	10:30	11 PM	11:30	
2	KATU	(2) KATU News at 6 (N)		Jeopardy! (N)	Wheel Fortune (N)	Once Upon a Time "Homecoming" (N)	Agent SHIELD "The Force of Gravity" (N)	20/20				KATU News (N)	(35) Jimmy Kimmel	
3	KOMO	(4) KOMO 4 News (N)		Wheel Fortune (N)	Jeopardy! (N)	Once Upon a Time "Homecoming" (N)	Agent SHIELD "The Force of Gravity" (N)	20/20				KOMO 4 News (N)	(35) Jimmy Kimmel	
4	KING	(5) NBC News (N)	KING 5 News	KING 5 News	Evening	Blindspot "Deflection" (N)	Dateline NBC Investigative features are covered.					KING 5 News (N)	(35) Tonight Show	
5	KOIN	(6) KOIN Local 6 (N)	Evening News (N)	Extra	Ent. Tonight	Undercover "Gabby Douglas" (P) (N)	Hawaii Five-0 (N)	Blue Bloods "My Aim Is True" (SF) (N)				KOIN 6 News (N)	(35) Colbert	
6	KIRO	(7) KIRO 7 News (N)	Evening News (N)	KIRO 7 News (N)	Ent. Tonight	Undercover "Gabby Douglas" (P) (N)	Hawaii Five-0 (N)	Blue Bloods "My Aim Is True" (SF) (N)				KIRO 7 News (N)	(35) Colbert	
7	KGW	(8) KGW News at 6:00 p.m. (N)	Tonight Cassidy	Inside Edition	Blindspot "Deflection" (N)	Dateline NBC Investigative features are covered.						KGW News (N)	(35) Tonight Show	
8	KRCW	(3) Modern Family	Modern Family	The Goldbergs	The Goldbergs	Dynasty "Dead Scratch" (SF) (N)	Life "Sleepless Near Seattle" (N)	News at 10 (N)	Friends			Two and a Half	Two and a Half	
9	KOPB	(10) Places to Love	Business (N)	PBS NewsHour (N)		The Coroner "That's the Way to Do It"	Shetland "Raven Black" Pt. 1 of 2	Shetland "Raven Black" Pt. 2 of 2				(05) The Tunnel		
10	KPTV	(12) 6 O'Clock News	Timbers in 30	Family Feud	Family Feud	Meghan Markle A look at the lives of Meghan Markle and Prince Harry. (N)	10 O'Clock News (N)	10 O'Clock News (N)				News (N)	Page Six TV	
11	KPDx	(13) Mike & Molly	Mike & Molly	Big Bang Theory	Big Bang Theory	FOX 12's News (N)	9 O'Clock News (N)	Family Guy	American Dad!			The Game	The Game	
12	KCPQ	(13) Modern Family	Modern Family	Big Bang Theory	Big Bang Theory	Meghan Markle A look at the lives of Meghan Markle and Prince Harry. (N)	Q13 NEWS AT 10 (N)					Most Wanted	The Simpsons	
13	TBS	(20) Family Guy "The Simpsons Guy"	Bob's Burgers	Bob's Burgers	*** Transformers (2007, Action) Megan Fox, Josh Duhamel, Shia LaBeouf.							ELeague		
14	KZJQ	(22) Friends	Friends	Modern Family	Mom	Modern Family	Q13 News at 9 (N)					Two and a Half	Two and a Half	
15	ESPN	(29) (5:00) NBA Basketball Playoffs (L)		NBA Basketball Playoffs (L)								SportsCenter With Scott Van Pelt (N)	SportsCenter (N)	
16	ESPN2	(30) Hey Rookie	Hey Rookie	Hey Rookie	Hey Rookie	SportsCenter (N)	SportsCenter (N)					NBA Basketball Playoffs		
17	NICK	(31) The Loud House	The Loud House	SpongeBob (N)	SpongeBob (N)	*** Happy Feet Two (2011, Family) Robin Williams, Pink, Elijah Wood.	Fresh Prince	Fresh Prince				Friends	Friends	
18	DISN	(32) (55) Jessie (i:20) *** Inside Out (15, Ani) Amy Poehler, Bill Hader, Kaitlyn Dias.		DuckTales (N)	*** Inside Out (15, Animated) Amy Poehler, Kaitlyn Dias.							Raven's Home	Bunk'd	
19	FAM	(34) (4:00) Free Willy (i:40) *** Casper (1995, Comedy) Bill Pullman, Cathy Moriarty, Christina Ricci.		*** Brave (2012, Animated) Voices of Billy Connolly, Emma Thompson, Kelly Macdonald.								The 700 Club		
20	FMC	(35) (5:00) *** Trainwreck (15, Com) Bill Hader, Amy Schumer.		*** Trainwreck (2015, Comedy) Bill Hader, Colin Hanks, Amy Schumer.								*** Sex Tape (2014, Comedy) Jason Segel, Cameron Diaz.		
21	LIFE	(36) Grey's Anatomy "The Great Pretender"		Grey's Anatomy "Starting at the End"	Grey's Anatomy "The Distance"	Grey's Anatomy "I Feel the Earth Move"	Grey's A. "Don't Dream It's Over"					Grey's Anatomy "With or Without You"		
22	ROOT	(38) (4:00) MLB Baseball Seattle vs Detroit (L)	Post-game	MLB Baseball Seattle Mariners at Detroit Tigers Site: Comerica Park -- Detroit, Mich.								Post-game	NCAA Softball ACC Tournament	
23	FS1	(39) (5:30) NASCAR Truck Racing (L)		MLB Whiparound (L)								UFC "224: Nunes vs. Pennington"	TUF: 27	
24	SPIKE	(43) *** The Rundown (2003, Adventure) Seann William Scott, Rosario Dawson, Dwayne Johnson.		*** John Wick (2014, Action) Keanu Reeves, Bridget Moynahan, Keanu Reeves.								Remember the Titans		
25	HIST	(44) (15) The Office (i:50) The Office "Junior Salesman" (i:25) The Office		*** Horrible Bosses (2011, Comedy) Charlie Day, Jason Sudeikis, Jason Bateman.								Taskmaster (N)	Taskmaster (N)	
26	COM	(45) Ancient Aliens "Russia's Secret Files"		Ancient Aliens "Voices of the Gods"								(05) Ancient Aliens	"The Monoliths"	
27	A&E	(46) (5:00) Live PD		Live PD (i:05) Live PD "Rewind"										
28	TLC	(47) Say Yes-Dress	Say Yes-Dress	Say Yes to the Dress										
29	DISC	(48) BattleBots "The Great 8: Quarter-finals"		BattleBots										
30	NGEO	(49) Outlaw Bikers "Bandito Nation"		Outlaw Bikers "Masters of Mayhem"										
31	TNT	(50) NCIS: New Orleans "Musicians Heal Themselves"		NCIS: New Orleans "Carrier"										
32	USA	(51) (4:20) *** Titanic (1997, Drama) Kate Winslet, Billy Zane, Leonardo DiCaprio.												
33	AMC	(52) Modern Family	Modern Family	Modern Family	Modern Family	Modern Family	Modern Family	Modern Family	Modern Family	Modern Family	Modern Family	Modern Family	Modern Family	
34	FOOD	(53) Diners, Drive-Ins	Diners, Drive-Ins	Diners, Drive-Ins	Diners, Drive-Ins	Diners, Drive-Ins	Diners, Drive-Ins	Diners, Drive-Ins	Diners, Drive-Ins	Diners, Drive-Ins	Diners, Drive-Ins	Diners, Drive-Ins	Diners, Drive-Ins	
35	HGTV	(54) Beachfront Hunt	Beachfront Hunt	Beachfront Hunt	Beachfront Hunt	My Dream Home	My Dream Home	My Dream Home	My Dream Home	My Dream Home	My Dream Home	My Dream Home	My Dream Home	
36	CNN	(57) *** Mission: Impossible - Rogue Nation (2015, Action) Simon Pegg, Jeremy Renner, Tom Cruise.												
37	FNC	(58) Hannity												
38	CNBC	(61) Shark Tank												
39	BRAV	(63) Beverly Hills "Reunion Part 3" Pt. 3 of 3												
40	TCM	(64) (5:00) The Great Train Robbery												
41	SYFY	(65) *** Shaun of the Dead (2004, Horror)												
42	RFD	(162) County Reporter	FarmHer (N)	Chasing-Madison	The Jimmy Dean Show	Rural News (N)	Country's Family Reunion	County Reporter	Chasing-Madison	Time Life Library				

SATURDAY EVENING													MAY 12	
A	L	6 PM	6:30	7 PM	7:30	8 PM	8:30	9 PM	9:30	10 PM	10:30	11 PM	11:30	
2	KATU	(2) KATU News at 6	Paid Program	Jeopardy!	Wheel of Fortune	American Idol "Top Seven"						KATU News (N)	(35) HonorWrestle	
3	KOMO	(4) KOMO 4 News (N)		Wheel of Fortune	Jeopardy!	American Idol "Top Seven"						KOMO 4 News (N)	(35) HonorWrestle	
4	KING	(5) (4:00) NHL Hockey Stanley Cup Playoffs	Paid Program	Entertainment Tonight Weekend	Entertainment Tonight Weekend	Ransom "Legacy" (N)	Saturday Night Live (N)	Saturday Night Live (N)				KING 5 News	Sat. Night Live	
5	KOIN	(6) KOIN 6 News (N)	Weekend News (N)	Entertainment Tonight Weekend	Entertainment Tonight Weekend	Ransom "Legacy" (N)	NCIS: LA "This Is What We Do"	48 Hours (N)				KOIN 6 News (N)	(35) Amer.Ninja	
6	KIRO	(7) Weekend News (N)	KIRO 7 News (N)	Entertainment Tonight Weekend	Entertainment Tonight Weekend	Ransom "Legacy" (N)	NCIS: LA "This Is What We Do"	48 Hours (N)				KIRO 7 News (N)	(35) Scandal	
7	KGW	(8) (4:00) NHL Hockey Stanley Cup Playoffs	Paid Program	Health Happiness	Paid Program	Saturday Night Live (N)						KGW News (N)	Sat. Night Live	
8	KRCW	(3) Modern Family	Modern Family	Last Man Standing	Last Man Standing	Friends	Seinfeld	Seinfeld				News at 10 (N)	Pawn Stars	
9	KOPB	(10) British Baking "Continental Cakes"	Travel: Art Wolfe	Stevens' Europe	G. Trekker "Food Hour: Southern China"	Father Brown "The Fire in the Sky"	Doctor Blake "All She Leaves Behind"	10 O'Clock News (N)				AfterLife "Mind the Bugs Don't Bite"		
10	KPTV	(12) ** Just Friends (2005, Comedy) Amy Smart, Anna Farris, Ryan Reynolds.		MasterChef Junior "Pop Up Restaurant"	MasterChef Junior "Grandma Gordon"							Showtime at the Apollo "Week 9"		
11	KPDx	(13) Mike & Molly	Mike & Molly	Big Bang Theory	Big Bang Theory	FOX 12's News (N)	9 O'Clock News (N)					The X-Files "Dreamland II" Pt. 2 of 2	West Coast Wrestling Connection	
12	KCPQ	(13) Big Bang Theory	Big Bang Theory	Big Bang Theory	Big Bang Theory	MasterChef Junior "Pop Up Restaurant"	MasterChef Junior "Grandma Gordon"					News (N)	Most Wanted	
13	TBS	(20) Seinfeld	Seinfeld	Seinfeld	Seinfeld	Big Bang Theory	Big Bang Theory	Big Bang Theory	Big Bang Theory	Big Bang Theory	Big Bang Theory	Full Frontal	The Last O.G.	
14	KZJQ	(22) Modern Family	Modern Family	The Goldbergs	The Goldbergs	Modern Family	Modern Family	Q13 News at 9	Most Wanted	Bones "The Feet on the Beach"	The X-Files "Dreamland" Pt. 1 of 2			
15	ESPN	(29) (5:00) Boxing Top Rank (L)		SportsCenter (N)								SportsCenter (N)	SportsCenter (N)	
16	ESPN2	(30) (5:00) NCAA Softball SEC Tournament (L)		We the Fans "Dallas"								NBA Studio	Boxing Top Rank	
17	NICK	(31) The Loud House	The Loud House	Henry Danger	Henry Danger	Henry Danger (N)	The Adventures (N)	Full House	Full House	Fresh Prince	DuckTales	Friends	Friends Pt. 1 of 2	
18	DISN	(32) *** The Incredibles (04) Voices of Holly Hunter, Craig T. Nelson.		DuckTales	*** The Incredibles (04) Voices of Holly Hunter, Craig T. Nelson.							Bunk'd	Bunk'd	
19	FAM	(34) (4:50) Brave Voices of Kelly Macdonald.		*** Beauty and the Beast (91) Voices of Richard White, Paige O'Hara.										
20	FMC	(35) (5:00) Conviction (10, Bio) Hilary Swank.		(15) *** Conviction (2010, Biography) Sam Rockwell, Minnie Driver, Hilary Swank.										
21	LIFE	(36) Twin Betrayal (2018, Drama) Jen Lilley.		Devious Nanny (2018, Thriller) Olesya Rulin, Antonio Cupo, Michelle Borth.										
22	ROOT	(38) Mariners-Pre-game [MLB Baseball Seattle Mariners at Detroit Tigers Site: Comerica Park -- Detroit, Mich.]												
23	FS1	(39) (5:00) NASCAR Auto Racing Site: Kansas Speedway -- Kansas City, Kan. (L)												
24	SPIKE	(43) (4:00) John Wick *** Remember the Titans (2000, Drama) Will Patton, Wood Harris, Denzel Washington.												
25	COM	(44) (5:00) *** Horrible Bosses (11, Com) Charlie Day, Jason Sudeikis, Jason Bateman.												
26	HIST	(45) Forged in Fire "Jumonji Yari"		Forged in Fire "The Schiavona"										
27	A&E	(46) (5:00) Live PD		Live PD (i:05) Live PD "Rewind"										
28	TLC	(47) Trade Space "Mississippi: Golden Pond"		Trading "Stripes and a Stripper Pole" (N)										
29	DISC	(48) Misfit Garage "57 Corvette, Part 2"		Misfit "Sue's Custom '56 Ford, Part 1"										
30	NGEO	(49) Life and Death Row "Last Gasp"		Forbidden Tomb of Genghis Khan										
31	TNT	(50) (5:30) *** Red 2 (2013, Action) Helen Mirren, John Malkovich, Bruce Willis.		*** Shooter (2007, Action) Michael Peña, Danny Glover, Mark Wahlberg.										
32	AMC	(51) (5:25) *** Twister (1996, Action) Bill Paxton, Jami Gertz, Helen Hunt.		*** I Am Number Four (2011, Action) Timothy Olyphant, Dianna Agron, Alex Pettyfer.										
33	USA	(52) NCIS "Restless"		NCIS "The Penelope Papers"										
34	FOOD	(53) Guy's Grocery Games "Cheesier"		Guy's Grocery Games										
35	HGTV	(54) Property Brothers		Fixer Upper (N)	Fixer Upper	Fixer Upper								
36	FX	(56) (5:00) UFC UFC 224 (L)		*** The Heat (2013, Comedy) Melissa McCarthy, Michael McDonald, Sandra Bullock.										
37	CNN	(57) CNN Special Report "Diana: Chasing a Fairytale"		The Greg Gutfeld Show										
38	FNC	(58) Justice With Judge Jeanine		Madoff "Millions to Billions" Bernie Madoff's Ponzi scheme comes to light.										
39	CNBC	(61) Undercover Boss "Menchie's"		Madoff "Redemptions" The walls start to crumble on Madoff's Ponzi scheme.										
40	BRAV	(63) *** National Lampoon's Vacation (83) Beverly D'Angelo, Chevy Chase.		*** Talladega Nights: The Ballad of Ricky Bobby (06) John C. Reilly, Sacha Baron Cohen, Will Ferrell.										
41	TCM	(64) (5:00) The Fortune Cookie		(15) *** The Running Man (63, Cr) Lee Remick, Felix Aylmer, Laurence Harvey.										
42	SYFY	(65) (5:30) *** Beetlejuice (88) Geena Davis, Michael Keaton.		*** Pirates of the Caribbean: At World's End (2007, Adventure) Orlando Bloom, Keira Knightley, Johnny Depp.										
43	RFD	(162) Opry Encore	Dailey and Vincent	Pawn Stars	Polka Party	Larry's Country "The Malpass Brothers"	Country's Family Reunion	Hee Haw						

SUNDAY EVENING													MAY 13	
A	L	6 PM	6:30	7 PM	7:30	8 PM	8:30	9 PM	9:30	10 PM	10:30	11 PM	11:30	
2	KATU	(2) (5:00) American Idol "Top Five" (L)		America's Funniest Home Videos (N)		American Idol "Top Five"						KATU News (N)	(35) Castle	
3	KOMO	(4) (5:00) American Idol "Top Five" (L)		KOMO 4 News Primetime (N)		American Idol "Top Five"						KOMO 4 News (N)	(35) Full Measure	
4	KING	(5) KING 5 News	KING 5 News	Genius Junior (N)		Genius Junior "Hope for the Future" (N)	Timeless "The General" (N)	Timeless "Chinatown" (SF) (N)				KING 5 News (N)	(35) In Depth	
5	KOIN	(6) KOIN 6 News (N)	Weekend News (N)	60 Minutes		Instinct "Long Shot" (N)	NCIS: Los Angeles "Venganza" (N)	Madam Secretary "Protocol" (N)				KOIN 6 News (N)	(35) Game On	
6	KIRO	(7) Weekend News (N)	KIRO 7 News (N)	60 Minutes		Instinct "Long Shot" (N)	NCIS: Los Angeles "Venganza" (N)	Madam Secretary "Protocol" (N)				KIRO 7 News (N)	(35) Sports Sunday	
7	KGW	(8) Inside Edition	Straight Talk	Genius Junior (N)		Genius Junior "Hope for the Future" (N)	Timeless "The General" (N)	Timeless "Chinatown" (SF) (N)				KGW News (N)	(35) Sports Sunday	
8	KRCW	(3) Modern Family	Modern Family	The Goldbergs	The Goldbergs	Two and a Half	Two and a Half	Two and a Half	Two and a Half	News at 10 (N)	Pawn Stars	Pawn Stars	Elementary	
9	KOPB	(10) Oregon Art Beat	Oregon Guide	Place Call Home "When You're Smiling"		Masterpiece Classic "Little Women" (N)	(05) Masterpiece Classic "Unforgotten" (N)	(35) Last Tango in Halifax				On Story		
10	KPTV	(12) Family Feud	Family Feud	Bob's Burgers	Bob's Burgers (N)	The Simpsons (N)	Brooklyn 99 (N)	Family Guy (N)	Bob's Burgers (N)	10 O'Clock News (N)		News (N)	In Depth	
11	KPDx	(13) Mike & Molly	Mike & Molly	Big Bang Theory	Big Bang Theory	FOX 12's 8 O'Clock News on PDX-TV	Brooklyn 99 (N)	Family Guy (N)	Bob's Burgers (N)	Rookie Blue		Blue Bloods "Not Fade Away"		
12	KCPQ	(13) Modern Family	Modern Family	Bob's Burgers	Bob's Burgers (N)	The Simpsons (N)	Brooklyn 99 (N)	Family Guy (N)	Bob's Burgers (N)	News (N)	Q It Up Sports	News (N)	Elementary	
13	TBS	(20) We're the Millers Jason Sudeikis.		Big Bang Theory	Big Bang Theory	Big Bang Theory								