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Subject: Title IX Investigation Partial Dismissal Notice
Date: January 30, 2024 at 5:37 PM
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KG

Please be notified that I have been informed that the respondent of the Title IX gender discrimination complaint currently under investigation has officially resigned from the respondent's current position effective March 31, 2024. According to the Department of Education's Title IX Final Rule:

“Schools may, in their discretion, dismiss a formal complaint or allegations therein if the complainant informs the Title IX Coordinator in writing that the complainant

desires to withdraw the formal complaint or allegations therein, if the respondent is no longer enrolled or employed by the school, or if specific circumstances prevent

the school from gathering sufficient evidence to reach a determination.”

(Summary of Major Provisions of the Department of Education's Title IX Final Rule)

It is within the responsibility of the Title IX Coordinator to exercise discretion on behalf of the Seminary regarding Title IX complaints within the aforementioned provision. In light of the respondent's official resignation, the following allegations within the current Title IX complaint are dismissed including all subparts:

TITLE IX VIOLATION 1:

“My actions and behavior have been interpreted negatively through gender-biased understandings of “appropriate” behavior in the workplace and stereotyped roles of women. I have been expected to display certain stereotypically “feminine” characteristics and behaviors equated with “professionalism,” and am being punished for not performing those behaviors as expected.”

TITLE IX VIOLATION 3:

“Louisville Institute employees have been subjected to “ambivalent sexism” in the workplace, which is expressed in both “hostile” and “benevolent” sexism.”

The formal Title IX investigation continues for the remaining allegations including all subparts:

TITLE IX VIOLATION 2:

“I have been subjected to presumed organizational and professional culture and protocols that reinforce gendered forms of hierarchy, support gender-biased explanations of behavior, and privilege the interpretations of a male supervisor over those of a female employee.”

I am scheduling investigative interviews with those persons whom both the complainant and the respondent have identified as witnesses. You will continuously be informed of each progressive step within the investigation. Please feel free to contact me with questions, concerns, or more information which you deem germane to the investigation.

I am available to you. Peace.



Rev. Kilen K. Gray, D.Min.
(he, him, his)
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