

**NOTICE OF MANDATORY DISMISSAL
LOUISVILLE PRESBYTERIAN THEOLOGICAL SEMINARY
TITLE IX**

Tuesday, August 27, 2024

Aimee Moiso, Ph.D.,
Associate Director of the Louisville Institute
Louisville Presbyterian Theological Seminary

Sent via email only to: amoiso@louisville-institute.org

RE: Title IX Case No. SM001 - Investigation Update and Notice of Dismissal

Dr. Moiso:

On December 6, 2023, you filed a written Formal Complaint. You are/were employed as the Associate Director of the Louisville Institute at Louisville Presbyterian Theological Seminary (“the Seminary”). From September 2023 to December 2023, you were supervised by Dr. Ewin I. Hernandez (then Director of the Louisville Institute). During this period, you allege Dr. Hernandez engaged in prohibited conduct. You further allege that as an organization/entity, the Seminary engaged in prohibited conduct during that time.

APPLICABLE POLICY & DETERMINATION

In accordance with the Seminary's *Title IX Sexual Harassment Policy* (“the Policy”), on December 8, 2023, a formal notice of investigation was emailed to you by Rev. Kilen K. Gray, initiating an investigation. An investigation commenced per your request and based on the information available at the time. We have now obtained information that no longer supports the Title IX Office’s authority to continue this investigation and must mandatorily dismiss the matter. It has been determined that the conduct alleged does not constitute prohibited conduct covered under and as defined in the Policy. Specifically, the conduct alleged, even if true, does not constitute dating violence, domestic violence (on the basis of sex), stalking (on the basis of sex), or sexual assault, nor does the conduct alleged constitute *quid pro quo* sexual harassment. It has also been determined that the conduct alleged, even if true, does not constitute sexual harassment that is sufficiently severe, pervasive, and objectively offensive to deny you continued access to your employment as defined under Title IX. The Policy requires the Seminary to dismiss a formal complaint if the alleged conduct, even if true, would not constitute sexual harassment as defined in the Policy. Lastly, no named Respondent that the Seminary exercises substantial control over is a party to this matter. The Policy requires a respondent to be a named individual and does not grant the Seminary’s Title IX Office authority to investigate allegations against entities or organizations.

Based on the totality of the information obtained during the investigation, the investigation will cease, and the Title IX Office is required to dismiss the Formal Complaint dated December 6, 2023. While the information alleged does not meet the Policy's definition of Title IX-covered sexual harassment, it may violate other Seminary policies, including but not limited to human resources, equal opportunity, and/or other policies, procedures, and guidelines. I recommend, with your permission, that the Office of Human Resources be invited to review the information obtained (if it has not already) and determine any appropriate next steps.

RIGHT TO APPEAL

You may appeal this dismissal by sending me an email outlining the grounds for your appeal and an explanation as to why you believe the appeal should be granted. An appeal must be filed within five (5) business days or on or before Tuesday, September 3, 2024. If I receive an appeal, I will notify appropriate parties (if any) of the appeal and their opportunity to respond to the appeal within five (5) business days. I will send that notice within one (1) business day of receiving an appeal. You will then be notified of the appeals officer's decision within ten (10) business days.

If you have any questions, please contact me at bbowers@grandriversolutions.com.

Sincerely,

Blaze Bowers, J.D.
bbowers@grandriversolutions.com
Single-matter, Acting Title IX Coordinator