



ALAMO  
COLLEGES  
DISTRICT

## NOTICE OF COMPLAINT, ALLEGATIONS, RIGHT TO ADVISOR, INVESTIGATION WILL PROCEED

February 13, 2023

Mr. William Moravits (B.I. 901191033)

Via email: wmoravits2@alamo.edu

Dear Mr. Moravits:

You are notified that a formal complaint, submitted anonymously by a student, was reviewed by the Talent, Organization & Strategic Innovation office. The complaint has been reviewed and satisfies the jurisdictional requirements so that we will proceed with investigation and processing of the complaint under the College District Civil Rights Process B investigative process in Board Civil Rights Procedure H.1.2.1.

The “complainant” in this case is the person alleged to be the victim of alleged misconduct. The “Respondent” is the person alleged to be the perpetrator of the alleged misconduct. The complainant and respondent are the “Parties” to the formal written complaint. The formal written complaint was submitted by the complainant and it was determined that the allegations warranted investigation.

### Notice of the Allegations in the Formal Complaint

You are hereby being notified of the complaint against you, which alleges that you engaged in or committed misconduct. The specific factual allegations against you are the following:

*--January 19, 2023: The class discussed the difference between liberals and conservatives and how liberals and conservatives chose to serve the community. According to instructor Moravits, conservatives tend to serve in the police and the army, whereas, liberals shy away from serving in the police or the army, except they choose to organize pride parades with 12-year olds jerking off in them. The instructor went on to talk in a disrespectful manner about the LGBTQIA+ community making statements such as:*

- LGBTQIA+ community is riddled with pedophilia
- The "p" in the LGBTQIA+ community stands for pedophilia (on 01/24)

*--The class often deviates from the course materials to controversial topics irrelevant to the class and the instructor instigates the discussion between students, especially those who agree with him. The professor instigates the argument in the class on how he phrases his questions. For instance, when*

*discussing police brutality, he used the case of George Floyd and asked about the justifications for police brutality and examples of legislation that can prevent police brutality. When the students shared their opinions about Floyd's case he said "...and that is why we need police brutality".*

The allegations noticed are the allegations to be investigated per 34 CFR §106.45(b)(2)(i)(B).

#### Notice of the Civil Rights Investigative Process

- (a) The Civil Rights Investigative Process B referenced above is part of the College District's Civil Rights Policy and Procedure, posted on the College District website among Board policies at H.1.2 and H.1.2.1. You should become familiar with the procedure.
- (b) The respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.
- (c) The complaint allegations, noticed above in this letter, will be investigated by two investigators. The parties will be contacted by the investigators and interviewed separately. The respondent will have an opportunity to respond to the formal complaint and allegations and present his/her side of the story. If additional allegations are made during the investigation, the investigators will provide notice of the new allegations to the respondent and give the respondent an opportunity to respond. The investigators also will interview the witnesses named by each party.
- (d) Each party may have an advisor of choice during the grievance proceedings, including the interviews who may be but is not required to be an attorney.
- (e) Each party is required to inform the undersigned of the name and contact information, including email address, of the advisor within two (2) days of selecting the advisor. A party may request through the undersigned that an advisor be appointed.
- (f) After the investigation concludes, each party will have an opportunity to inspect, review, and respond to the evidence gathered in the investigation. Any responses to the investigation evidence will be considered by the investigators who will issue an Investigative Report.
- (g) The parties will have an opportunity to appeal any finding of responsibility on specified grounds and the sanctions and discipline recommended. Recommended sanctions under the Student Code of Conduct or recommended discipline under the Progressive Discipline Procedure for employees may not be imposed until after the appeal deadline expires.
- (h) The Civil Rights procedure cited above, the Student Code of Conduct, and the Progressive Discipline Procedure for employees prohibit knowingly making false statements or knowingly submitting false information during the grievance process.
- (i) Threatening, intimidating, coercing or retaliating against a party, witness or any person named or participating in the grievance process is prohibited and is subject to sanctions, up to including dismissal for students, or discipline, up to and including discharge for employees. In the interim, you are being placed on paid administrative leave and are directed to not to be on campus, except as or if requested to participate in these investigation proceedings. You must remain available to participate in this review.

Any questions may be directed to me.

Sincerely,

*Karen B. Ireland*

Karen B. Ireland, J.D.  
Director of Talent Advocacy and Solutions  
Kireland3@alamo.edu  
210-485-0216  
Alamo Colleges District  
Talent, Organization and Strategic Innovation  
2222 N Alamo St  
San Antonio, TX 78215