

**From:** Sharon Dabney [dabneys@myips.org]  
**To:** Mark Cosand [cosandma@myips.org], William Jensen [jensenw@myips.org]  
**CC:** Tina S. Hester [hesterts@myips.org]  
**Subject:** Title IX Violation  
**Created:** 18-Feb-2016 16:18  
**Delivered:** 18-Feb-2016 16:18  
**Stored:** 20-Feb-2016 01:41  
**Status:**  
**Box Type:** received  
**Folder:** William Jensen > Inbox  
**Message Id:** e70b57065bf92b47a0ad73ff21b97a720000000010d#e70b57065bf92b47a0ad73ff21b97a7200019614f2d5  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)  
image002.png [\[Save\]](#) [\[Open\]](#)  
image003.png [\[Save\]](#) [\[Open\]](#)  
image004.png [\[Save\]](#) [\[Open\]](#)  
image005.png [\[Save\]](#) [\[Open\]](#)  
image001.png [\[Save\]](#) [\[Open\]](#)  
Title IX Confirmation Report (FORM).docx [\[Save\]](#) [\[Open\]](#)  
headers.822 [\[Save\]](#) [\[Open\]](#)

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*A text version of the message is not available. Please refer to TEXT.htm.*

Mr. Cosand,

# Personnel

Personnel

FERPA

Personnel

Personnel

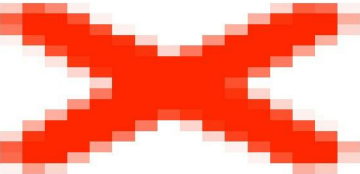
Is this something you can arrange for me?

I will be out of the office on tomorrow, but will return on Monday and am available that afternoon any time after 2:00 pm (and I can come there).

If you have any questions, please let me know.

Thank you,

Shalon



**Shalon Roberson Dabney, PHR** | Coordinator of Employee Relations | **Indianapolis Public Schools** | 120 E. Walnut St, Indianapolis, IN 46204 | (o) 317.226.3625 | (f) 317.226.3873 | [dabneys@myips.org](mailto:dabneys@myips.org) | [www.myips.org](http://www.myips.org) | **Proud to be Public**

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## CONFIRMATION OF REPORT TO TITLE IX COORDINATOR

This information is extremely **CONFIDENTIAL**.  
Any copy must be kept in a secure location under the control of the Building Administrator.

Reporting Student's Name \_\_\_\_\_ Date of Occurrence \_\_\_\_\_

Address \_\_\_\_\_ Telephone No. \_\_\_\_\_

Birth Date \_\_\_\_\_ Age \_\_\_\_\_ Sex \_\_\_\_\_ Race \_\_\_\_\_

School \_\_\_\_\_ Grade \_\_\_\_\_

Primary Guardian's Name \_\_\_\_\_

Address \_\_\_\_\_ Telephone No. \_\_\_\_\_

Specific description of the sex discrimination or sexual harassment:

Action taken by school:

Did the incident occur in school, on school grounds, at school-related activities or on the school bus? ☐ Yes ☐ No

Identity of the person alleged to have been engaged in the sex discrimination or sexual harassment:

Is the alleged perpetrator an IPS employee? ☐ Yes ☐ No Position: \_\_\_\_\_

Is the alleged perpetrator an IPS student? ☐ Yes ☐ No Grade: \_\_\_\_\_

Other? ☐ Yes ☐ No Specify: \_\_\_\_\_

Date Reported: \_\_\_\_\_

IPS Reporter: \_\_\_\_\_

Principal: \_\_\_\_\_

School: \_\_\_\_\_

**FAX TO:**  
Shalon Roberson Dabney  
Title IX Coordinator  
(317) 226-3873

**From:** Mark Cosand [cosandma@myips.org]  
**To:** Sharon Dabney [dabneys@myips.org]  
**CC:** Robyn McCray [mccrayr@myips.org], Luther Bowens [bowensl@myips.org]  
**Subject:** Re: Network Access  
**Created:** 23-Feb-2016 12:50  
**Delivered:** 23-Feb-2016 12:50  
**Stored:** 01-Mar-2016 17:52  
**Status:** read  
**Box Type:** received  
**Folder:** Sharon Dabney > Inbox  
**Message Id:** cc42da0e16a3bf4a93eeda9e834290dc00000000010d#cc42da0e16a3bf4a93eeda9e834290dc00019e31b423  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)  
image002.png [\[Save\]](#) [\[Open\]](#)  
image003.png [\[Save\]](#) [\[Open\]](#)  
image004.png [\[Save\]](#) [\[Open\]](#)  
image005.png [\[Save\]](#) [\[Open\]](#)  
image001.png [\[Save\]](#) [\[Open\]](#)  
headers.822 [\[Save\]](#) [\[Open\]](#)

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*A text version of the message is not available. Please refer to TEXT.htm.*



ID has been done. However network access needs to be cut off.

Sent from my iPhone

On Feb 23, 2016, at 11:32 AM, Shalon Dabney <DabneyS@myips.org> wrote:

Good Morning,

Please deactivate the network and ID badge access of **Shana Taylor** (Counselor) as soon as possible.

Thank you,

Shalon

<image001.png>

**Shalon Roberson Dabney, PHR** | Coordinator of Employee Relations | **Indianapolis Public Schools** | 120 E. Walnut St,  
Indianapolis, IN 46204 | (o) 317.226.3625 | (f) 317.226.3873 | [dabneys@myips.org](mailto:dabneys@myips.org) | [www.myips.org](http://www.myips.org) | **Proud to be Public**

**Follow us on Social Media:**

<image002.png> <image003.png> <image004.png> <image005.png>

**From:** Shalon Dabney [dabneys@myips.org]  
**To:** Mark Cosand [cosandma@myips.org]  
**Subject:** Re: Title IX Violation  
**Created:** 19-Feb-2016 11:29  
**Delivered:** 19-Feb-2016 11:29  
**Stored:** 21-Feb-2016 03:25  
**Status:** read  
**Box Type:** sent  
**Folder:** Shalon Dabney > Sent Items  
**Message Id:** cc42da0e16a3bf4a93eeda9e834290dc0000000010a#cc42da0e16a3bf4a93eeda9e834290dc00019b98bdf  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)

---

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Can she come to the Ed Center or should I come to your building?

Sent from my iPhone

On Feb 19, 2016, at 9:19 AM, Mark Cosand <cosandma@myips.org> wrote:

**FERPA**

will be able to meet with you Monday at 12:30. Thanks

**From:** Shalon Dabney

**Sent:** Thursday, February 18, 2016 4:40 PM

**To:** Mark Cosand <cosandma@myips.org>

**Subject:** RE: Title IX Violation

I am out of town tomorrow. Can you set something up for Monday? The only time I am not available on Monday is from 10:00 am to 12:30 pm.

Thank you,

Shalon

**From:** Mark Cosand

**Sent:** Thursday, February 18, 2016 4:37 PM

**To:** Shalon Dabney <DabneyS@myips.org>

**Subject:** Re: Title IX Violation

I will set up a meeting tomorrow for you. Also,

**Personnel**

FERPA

**Personnel**

**Personnel**

FERPA

**Personnel**

Thanks,

Mark

Sent from my iPhone

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Mr. Cosand,

# Personnel

**Personnel**

**FERPA**

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<image002.png> <image003.png> <image004.png> <image005.png>

<Title IX Confirmation Report (FORM).docx>

**From:** Mark Cosand [cosandma@myips.org]  
**To:** Catherine McMahon [mcmahonc@myips.org]  
**Subject:** Re: High importance  
**Created:** 18-Feb-2016 12:57  
**Delivered:** 18-Feb-2016 12:57  
**Stored:** 21-Feb-2016 18:18  
**Status:** read  
**Box Type:** sent  
**Folder:** Mark Cosand > Sent Items  
**Message Id:** b8cac4f588191b46a96ad9358ae1a9780000000010a#b8cac4f588191b46a96ad9358ae1a97800017d8cbbb6

---

Thank you

Sent from my iPhone

> On Feb 18, 2016, at 12:56 PM, Catherine McMahon <mcmahonc@myips.org> wrote:

>

> done

> \_\_\_\_\_

> From: Mark Cosand

> Sent: Thursday, February 18, 2016 12:55 PM

> To: Catherine McMahon

> Subject: High importance

>

> Please call fmd and deactivate Shana Taylor's badge ASAP! No questions top secret

> Thanks

>

> Sent from my iPhone

**From:** Mark Cosand [cosandma@myips.org]  
**To:** Shalon Dabney [dabneys@myips.org]  
**Subject:** Re: Title IX Violation  
**Created:** 19-Feb-2016 13:16  
**Delivered:** 19-Feb-2016 13:16  
**Stored:** 21-Feb-2016 18:18  
**Status:** read  
**Box Type:** sent  
**Folder:** Mark Cosand > Sent Items  
**Message Id:** b8cac4f588191b46a96ad9358ae1a9780000000010a#b8cac4f588191b46a96ad9358ae1a97800017d8cbbbc  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)

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Sent from my iPhone

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**To:** Shalon Dabney <DabneyS@myips.org>

**Subject:** Re: Title IX Violation

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**FERPA**

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**Personnel**

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<image001.png>

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**To:** Shalon Dabney [dabneys@myips.org]  
**Subject:** Re: Title IX Violation  
**Created:** 18-Feb-2016 16:37  
**Delivered:** 18-Feb-2016 16:37  
**Stored:** 21-Feb-2016 03:25  
**Status:** read  
**Box Type:** received  
**Folder:** Shalon Dabney > Inbox  
**Message Id:** cc42da0e16a3bf4a93eeda9e834290dc0000000010d#cc42da0e16a3bf4a93eeda9e834290dc00019ae53986  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)  
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headers.822 [\[Save\]](#) [\[Open\]](#)

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*A text version of the message is not available. Please refer to TEXT.htm.*

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**Personnel** **FERPA** **Personnel**

Thanks,

Mark

Sent from my iPhone

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**Personnel**

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<Title IX Confirmation Report (FORM).docx>

**From:** Shalon Dabney [dabneys@myips.org]  
**To:** Mark Cosand [cosandma@myips.org]  
**Subject:** RE: Title IX Violation  
**Created:** 22-Feb-2016 17:45  
**Delivered:** 22-Feb-2016 17:45  
**Stored:** 01-Mar-2016 17:51  
**Status:** read  
**Box Type:** sent  
**Folder:** Shalon Dabney > Sent Items  
**Message Id:** cc42da0e16a3bf4a93eeda9e834290dc0000000010a#cc42da0e16a3bf4a93eeda9e834290dc000127767ccc  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)  
Confirmation of Report to CPS (2016)(FORM).doc [\[Save\]](#) [\[Open\]](#)

---

*A text version of the message is not available. Please refer to TEXT.htm.*

Good Evening,

In addition to the Title IX report, I believe a CPS form should be submitted as well. Once it has been completed and you have contacted CPS, please forward me a copy (as well as faxing it to Student Services).

Thank you,

Shalon

**From:** Mark Cosand

**Sent:** Friday, February 19, 2016 1:16 PM

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**Subject:** Re: Title IX Violation

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Sent from my iPhone

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<image001.png>

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<Title IX Confirmation Report (FORM).docx>

# CONFIRMATION OF REPORT TO CHILD PROTECTION SERVICE

This information is extremely CONFIDENTIAL. Any copy must be kept in a secure location under the control of the Building Administrator.

Child's Name \_\_\_\_\_ Birth Date \_\_\_\_\_

Address \_\_\_\_\_ Telephone No. \_\_\_\_\_

Sex \_\_\_\_\_ Race \_\_\_\_\_ School \_\_\_\_\_ Date of Occurrence \_\_\_\_\_

Mother's Name \_\_\_\_\_

Address \_\_\_\_\_ Telephone No. \_\_\_\_\_

Father's Name \_\_\_\_\_

Address \_\_\_\_\_ Telephone No. \_\_\_\_\_

Person with Whom Living (If Other Than Parent) \_\_\_\_\_

Other Children of the Parent / Guardian	Age	Sex	Current Location (if other than home)

Specific description of child's injury, abuse, or neglect :

Did the incident occur in school? ☐ Yes ☐ No

Identify of person(s) alleged to have caused neglect, injury, or abuse: \_\_\_\_\_

Is he/she an IPS employee? ☐ Yes ☐ No Position \_\_\_\_\_

Is he/she an IPS student? ☐ Yes ☐ No Grade \_\_\_\_\_

Alleged Perpetrator's address if other than parent: \_\_\_\_\_

Description of any known previous injuries, abuse, or neglect:

Report made to (Agency): **Child Protection Service @ 1-800-800-5556 or 317-232-1054**

(Name of CPS Person Taking Report)

(Date Reported)

(IPS Reporter)

Fax to : **Student Services Department at (317) 226-3665**

(Principal)



**From:** Sharon Dabney [dabneys@myips.org]  
**To:** Mark Cosand [cosandma@myips.org], William Jensen [jensenw@myips.org]  
**CC:** Tina S. Hester [hesterts@myips.org]  
**Subject:** Title IX Violation  
**Created:** 18-Feb-2016 16:18  
**Delivered:** 18-Feb-2016 16:18  
**Stored:** 21-Feb-2016 03:25  
**Status:** read  
**Box Type:** sent  
**Folder:** Sharon Dabney > Sent Items  
**Message Id:** cc42da0e16a3bf4a93eeda9e834290dc0000000010a#cc42da0e16a3bf4a93eeda9e834290dc000127767cb8  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)  
image002.png [\[Save\]](#) [\[Open\]](#)  
image003.png [\[Save\]](#) [\[Open\]](#)  
image004.png [\[Save\]](#) [\[Open\]](#)  
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image001.png [\[Save\]](#) [\[Open\]](#)  
Title IX Confirmation Report (FORM).docx [\[Save\]](#) [\[Open\]](#)

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Mr. Cosand,

# Personnel

**Personnel**

FERPA

**Personnel**

**Personnel**

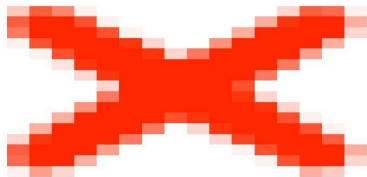
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Shalon

A large, pixelated red 'X' mark used to redact the signature of Shalon Roberson Dabney.

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Four pixelated red 'X' marks used to redact social media links.



## CONFIRMATION OF REPORT TO TITLE IX COORDINATOR

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Reporting Student's Name \_\_\_\_\_ Date of Occurrence \_\_\_\_\_

Address \_\_\_\_\_ Telephone No. \_\_\_\_\_

Birth Date \_\_\_\_\_ Age \_\_\_\_\_ Sex \_\_\_\_\_ Race \_\_\_\_\_

School \_\_\_\_\_ Grade \_\_\_\_\_

Primary Guardian's Name \_\_\_\_\_

Address \_\_\_\_\_ Telephone No. \_\_\_\_\_

Specific description of the sex discrimination or sexual harassment:

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Did the incident occur in school, on school grounds, at school-related activities or on the school bus? ☐ Yes ☐ No

Identity of the person alleged to have been engaged in the sex discrimination or sexual harassment:

Is the alleged perpetrator an IPS employee? ☐ Yes ☐ No Position: \_\_\_\_\_

Is the alleged perpetrator an IPS student? ☐ Yes ☐ No Grade: \_\_\_\_\_

Other? ☐ Yes ☐ No Specify: \_\_\_\_\_

Date Reported: \_\_\_\_\_

IPS Reporter: \_\_\_\_\_

Principal: \_\_\_\_\_

School: \_\_\_\_\_

**FAX TO:**  
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Title IX Coordinator  
(317) 226-3873

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**To:** Mark Cosand [cosandma@myips.org]  
**Subject:** RE: Title IX Violation  
**Created:** 22-Feb-2016 17:45  
**Delivered:** 22-Feb-2016 17:45  
**Stored:** 23-Feb-2016 19:04  
**Status:** read  
**Box Type:** received  
**Folder:** Mark Cosand > Inbox  
**Message Id:** b8cac4f588191b46a96ad9358ae1a9780000000010d#b8cac4f588191b46a96ad9358ae1a978000184e5b0f0  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)  
Confirmation of Report to CPS (2016)(FORM).doc [\[Save\]](#) [\[Open\]](#)  
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Child's Name \_\_\_\_\_ Birth Date \_\_\_\_\_

Address \_\_\_\_\_ Telephone No. \_\_\_\_\_

Sex \_\_\_\_\_ Race \_\_\_\_\_ School \_\_\_\_\_ Date of Occurrence \_\_\_\_\_

Mother's Name \_\_\_\_\_

Address \_\_\_\_\_ Telephone No. \_\_\_\_\_

Father's Name \_\_\_\_\_

Address \_\_\_\_\_ Telephone No. \_\_\_\_\_

Person with Whom Living (If Other Than Parent) \_\_\_\_\_

Other Children of the Parent / Guardian	Age	Sex	Current Location (if other than home)

Specific description of child's injury, abuse, or neglect :

Did the incident occur in school? ☐ Yes ☐ No

Identify of person(s) alleged to have caused neglect, injury, or abuse: \_\_\_\_\_

Is he/she an IPS employee? ☐ Yes ☐ No Position \_\_\_\_\_

Is he/she an IPS student? ☐ Yes ☐ No Grade \_\_\_\_\_

Alleged Perpetrator's address if other than parent: \_\_\_\_\_

Description of any known previous injuries, abuse, or neglect:

Report made to (Agency): **Child Protection Service @ 1-800-800-5556 or 317-232-1054**

\_\_\_\_\_  
(Name of CPS Person Taking Report)

\_\_\_\_\_  
(Date Reported)

\_\_\_\_\_  
(IPS Reporter)

Fax to : **Student Services Department at (317) 226-3665**

\_\_\_\_\_  
(Principal)



**From:** Mark Cosand [cosandma@myips.org]  
**To:** Catherine McMahon [mcmahonc@myips.org]  
**Subject:** High importance  
**Created:** 18-Feb-2016 12:55  
**Delivered:** 18-Feb-2016 12:55  
**Stored:** 21-Feb-2016 18:18  
**Status:** read  
**Box Type:** received  
**Folder:** Mark Cosand > Sent Items  
**Message Id:** b8cac4f588191b46a96ad9358ae1a97800000000010a#b8cac4f588191b46a96ad9358ae1a97800017d8cbbb5  
**Attachments:** headers.822 [\[Save\]](#) [\[Open\]](#)

---

Please call fmd and deactivate Shana Taylor's badge ASAP! No questions top secret

Thanks

Sent from my iPhone

**From:** Shalon Dabney [dabneys@myips.org]  
**To:** Luther Bowens [bowensl@myips.org], Robyn McCray [mccrayr@myips.org]  
**CC:** Mark Cosand [cosandma@myips.org]  
**Subject:** Network Access  
**Created:** 23-Feb-2016 11:32  
**Delivered:** 23-Feb-2016 11:32  
**Stored:** 01-Mar-2016 17:51  
**Status:** read  
**Box Type:** sent  
**Folder:** Shalon Dabney > Sent Items  
**Message Id:** cc42da0e16a3bf4a93eeda9e834290dc00000000010a#cc42da0e16a3bf4a93eeda9e834290dc000127767cd4  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)  
image002.png [\[Save\]](#) [\[Open\]](#)  
image003.png [\[Save\]](#) [\[Open\]](#)  
image004.png [\[Save\]](#) [\[Open\]](#)  
image005.png [\[Save\]](#) [\[Open\]](#)  
image001.png [\[Save\]](#) [\[Open\]](#)

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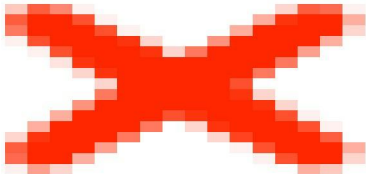
*A text version of the message is not available. Please refer to TEXT.htm.*

Good Morning,

Please deactivate the network and ID badge access of **Shana Taylor** (Counselor) as soon as possible.

Thank you,

Shalon



**Shalon Roberson Dabney, PHR** | Coordinator of Employee Relations | **Indianapolis Public Schools** | 120 E. Walnut St,  
Indianapolis, IN 46204 | (o) 317.226.3625 | (f) 317.226.3873 | [dabneys@myips.org](mailto:dabneys@myips.org) | [www.myips.org](http://www.myips.org) | **Proud to be Public**

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**From:** Sharon Dabney [dabneys@myips.org]  
**To:** Mark Cosand [cosandma@myips.org]  
**Subject:** Re: Title IX Violation  
**Created:** 19-Feb-2016 11:29  
**Delivered:** 19-Feb-2016 11:29  
**Stored:** 21-Feb-2016 18:17  
**Status:** read  
**Box Type:** received  
**Folder:** Mark Cosand > Inbox  
**Message Id:** b8cac4f588191b46a96ad9358ae1a9780000000010d#b8cac4f588191b46a96ad9358ae1a97800017d8cc0ba  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)  
headers.822 [\[Save\]](#) [\[Open\]](#)

---

*A text version of the message is not available. Please refer to TEXT.htm.*

Can she come to the Ed Center or should I come to your building?

Sent from my iPhone

On Feb 19, 2016, at 9:19 AM, Mark Cosand <cosandma@myips.org> wrote:

**FERPA** will be able to meet with you Monday at 12:30. Thanks

**From:** Shalon Dabney

**Sent:** Thursday, February 18, 2016 4:40 PM

**To:** Mark Cosand <cosandma@myips.org>

**Subject:** RE: Title IX Violation

I am out of town tomorrow. Can you set something up for Monday? The only time I am not available on Monday is from 10:00 am to 12:30 pm.

Thank you,

Shalon

**From:** Mark Cosand

**Sent:** Thursday, February 18, 2016 4:37 PM

**To:** Shalon Dabney <DabneyS@myips.org>

**Subject:** Re: Title IX Violation

I will set up a meeting tomorrow for you. Also, **Personnel** **FERPA** **Personnel**

**Personnel** **FERPA**  
**Personnel**

Thanks,

Mark

Sent from my iPhone

On Feb 18, 2016, at 4:18 PM, Shalon Dabney <DabneyS@myips.org> wrote:

Mr. Cosand,

# Personnel

Personnel

FERPA

Personnel

Personnel

Is this something you can arrange for me?

I will be out of the office on tomorrow, but will return on Monday and am available that afternoon any time after 2:00 pm (and I can come there).

If you have any questions, please let me know.

Thank you,

Shalon

<image001.png>

**Shalon Roberson Dabney, PHR** | Coordinator of Employee Relations | **Indianapolis Public Schools** | 120 E. Walnut St, Indianapolis, IN 46204 | (o) 317.226.3625 | (f) 317.226.3873 | [dabneys@myips.org](mailto:dabneys@myips.org) | [www.myips.org](http://www.myips.org) | **Proud to be Public**

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<image002.png> <image003.png> <image004.png> <image005.png>

<Title IX Confirmation Report (FORM).docx>

**From:** Mark Cosand [cosandma@myips.org]  
**To:** Shalon Dabney [dabneys@myips.org]  
**Subject:** RE: Title IX Violation  
**Created:** 19-Feb-2016 09:19  
**Delivered:** 19-Feb-2016 09:19  
**Stored:** 21-Feb-2016 03:25  
**Status:** read  
**Box Type:** received  
**Folder:** Shalon Dabney > Inbox  
**Message Id:** cc42da0e16a3bf4a93eeda9e834290dc0000000010d#cc42da0e16a3bf4a93eeda9e834290dc00019b8d6351  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)  
headers.822 [\[Save\]](#) [\[Open\]](#)

---

*A text version of the message is not available. Please refer to TEXT.htm.*

#xD;

**FERPA**

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12:30. Thanks

**From:** Shalon Dabney

**Sent:** Thursday, February 18, 2016 4:40 PM

**To:** Mark Cosand <cosandma@myips.org>

**Subject:** RE: Title IX Violation

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Shalon

**From:** Mark Cosand

**Sent:** Thursday, February 18, 2016 4:37 PM

**To:** Shalon Dabney <DabneyS@myips.org>

**Subject:** Re: Title IX Violation

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**Personnel**

**FERPA**

**Personnel**

**Personnel**

**FERPA**

**Personnel**

Thanks,

Mark

Sent from my iPhone

On Feb 18, 2016, at 4:18 PM, Shalon Dabney <DabneyS@myips.org> wrote:

Mr. Cosand,

**Personnel**



Personnel	Is this something you can arrange for me?
-----------	---

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<image001.png>

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<image002.png> <image003.png> <image004.png> <image005.png>

<Title IX Confirmation Report (FORM).docx>

**From:** Catherine McMahon [mcmahonc@myips.org]  
**To:** Mark Cosand [cosandma@myips.org]  
**Subject:** Re: High importance  
**Created:** 18-Feb-2016 12:56  
**Delivered:** 18-Feb-2016 12:56  
**Stored:** 21-Feb-2016 18:17  
**Status:** read  
**Box Type:** received  
**Folder:** Mark Cosand > Inbox  
**Message Id:** b8cac4f588191b46a96ad9358ae1a9780000000010d#b8cac4f588191b46a96ad9358ae1a97800017d8cc09d  
**Attachments:** headers.822 [\[Save\]](#) [\[Open\]](#)

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done

---

**From:** Mark Cosand  
**Sent:** Thursday, February 18, 2016 12:55 PM  
**To:** Catherine McMahon  
**Subject:** High importance

Please call fmd and deactivate Shana Taylor's badge ASAP! No questions top secret  
Thanks

Sent from my iPhone

**From:** Mark Cosand [cosandma@myips.org]  
**To:** Shalon Dabney [dabneys@myips.org]  
**Subject:** RE: Title IX Violation  
**Created:** 19-Feb-2016 09:19  
**Delivered:** 19-Feb-2016 09:19  
**Stored:** 21-Feb-2016 18:18  
**Status:** read  
**Box Type:** sent  
**Folder:** Mark Cosand > Sent Items  
**Message Id:** b8cac4f588191b46a96ad9358ae1a97800000000010a#b8cac4f588191b46a96ad9358ae1a9780000d7f15259  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)

---

*A text version of the message is not available. Please refer to TEXT.htm.*

**FERPA**

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12:30. Thanks

**From:** Shalon Dabney**Sent:** Thursday, February 18, 2016 4:40 PM**To:** Mark Cosand <cosandma@myips.org>**Subject:** RE: Title IX Violation

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Shalon

**From:** Mark Cosand**Sent:** Thursday, February 18, 2016 4:37 PM**To:** Shalon Dabney <DabneyS@myips.org>**Subject:** Re: Title IX Violation

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**Personnel FERPA****Personnel****Personnel****FERPA****Personnel**

Thanks,

Mark

Sent from my iPhone

On Feb 18, 2016, at 4:18 PM, Shalon Dabney <DabneyS@myips.org> wrote:

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**Personnel**

Personnel	Is this something you can arrange for me?
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Shalon

<image001.png>

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<Title IX Confirmation Report (FORM).docx>

**From:** Sharon Dabney [dabneys@myips.org]  
**To:** Luther Bowens [bowensl@myips.org], Robyn McCray [mccrayr@myips.org]  
**CC:** Mark Cosand [cosandma@myips.org]  
**Subject:** Network Access  
**Created:** 23-Feb-2016 11:32  
**Delivered:** 23-Feb-2016 11:32  
**Stored:** 23-Feb-2016 19:04  
**Status:** read  
**Box Type:** received  
**Folder:** Mark Cosand > Inbox  
**Message Id:** b8cac4f588191b46a96ad9358ae1a9780000000010d#b8cac4f588191b46a96ad9358ae1a978000186ab5989  
**Attachments:** TEXT.htm [\[Save\]](#) [\[Open\]](#)  
image002.png [\[Save\]](#) [\[Open\]](#)  
image003.png [\[Save\]](#) [\[Open\]](#)  
image004.png [\[Save\]](#) [\[Open\]](#)  
image005.png [\[Save\]](#) [\[Open\]](#)  
image001.png [\[Save\]](#) [\[Open\]](#)  
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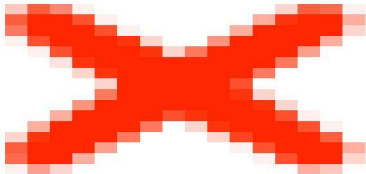
*A text version of the message is not available. Please refer to TEXT.htm.*

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Thank you,

Shalon



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