

NOTICE OF DETERMINATION

[TO BE PROVIDED TO BOTH PARTIES, SIMULTANEOUSLY]

I. IDENTIFICATION OF ALLEGATIONS

[List allegations as they appear in the Formal Complaint and the Initial Notice of Complaint. Include any additional allegations that were discovered in the course of the investigation. Specifically address how these allegations relate to the definition of sexual harassment in the grievance procedure.]

II. PROCEDURAL STEPS

[Describe the steps that the Investigator followed, per the investigation report. Include notifications to parties, dates of interviews with parties and witnesses, other methods used to gather evidence, etc.]

III. FINDINGS OF FACT

[Include facts that support each finding, cross-referenced in investigation report, other evidence, parties' written responses to their review of the evidence, parties' written responses to the investigation report, and answers to parties' written questions].

IV. CONCLUSIONS REGARDING THE APPLICATION OF THE [SCHOOL/DISTRICT]'S CODE OF CONDUCT TO THE FACTS

[Include relevant language from code or policies.]

V. RESULTS AS TO EACH ALLEGATION

[State whether each allegation is substantiated or not. Provide an explanation as to why each allegation in the Complaint was or was not substantiated.]

[If any allegations are substantiated, state what discipline will be imposed on the respondent and/or whether the complainant will be provided with any remedies to restore or preserve equal access to the [School/District's] education program or activity].

VI. APPEAL

You have the right to appeal this determination within [NUMBER OF DAYS], subject to the Appeal provisions of the [School/District's] Title IX grievance process. Any appeal

must be made in writing, and filed with [APPEAL DECISION-MAKER]. The grounds on which you may appeal are as follows:

- a. A procedural irregularity affected the outcome of the complaint;
- b. New evidence that was not reasonably available at the time the determination was made has come up and would affect the outcome of this complaint; or
- c. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of this complaint.

Appeals on any other grounds will be dismissed. If you do not appeal in writing within [NUMBER OF DAYS], the appeal will be deemed waived.

NOTE: THE PURPOSE OF THIS TEMPLATE IS MERELY TO HIGHLIGHT THE REQUIRED COMPONENTS OF A DECISION. NOTHING IN THIS TEMPLATE SHOULD BE TAKEN AS ADVOCATING FOR OR AGAINST COMPLAINANTS OR RESPONDENTS IN GENERAL, OR ANY INDIVIDUAL COMPLAINANT OR RESPONDENT. DECISION-MAKERS USING THIS FORM MUST HAVE UNDERGONE THE REQUIRED TITLE IX TRAINING REGARDING COMPLETION OF THE ABOVE-LISTED SECTIONS

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