

Sexual Harassment Under Title IX
Form of Determination Regarding Responsibility

Complainant:

Respondent:

Date of Decision:

Allegations

[List the allegations potentially constituting Sexual Harassment Under Title IX.]

Procedural Steps Taken

[Provide a description of the procedural steps taken from the receipt of the Formal Complaint to this decision, including any notifications to the parties, interview with the parties and witnesses, site visits, methods used to gather other evidence and hearings held.]

Findings of Fact

[Summarize the evidence considered. List the facts determined to be true.]

Conclusions Regarding District Code of Conduct

[Apply the district's code of conduct to the facts.]

Determination Regarding Responsibility for Sexual Harassment Under Title IX

Based on a preponderance of the evidence, I have found the following *[State whether the Respondent has committed Sexual Harassment under Title IX for each allegation and provide the rationale for the decision.]*

Recommendations Regarding Discipline

[State the discipline that is recommended, if any.]

Other Remedies

[State additional remedies that will be provided to the Complainant, if any.]

Effective Date

[Insert date immediately after deadline to appeal.]

Appeal Rights

The parties may request an appeal of this decision by submitting written notice to the Title IX Coordinator five business days after the Date of the Decision. Appeals can only be made on one of the following basis:

- A. There was a procedural irregularity that affected the outcome;

- B. There is new evidence that was not reasonably available at the time the determination that could affect the outcome of the matter; 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.

For more information on the appeal process, contact the Title IX Coordinator and review Policy ACA.

Decisionmaker