



**Fort Lee School District
Determination of Responsibility**

Date: _____
District Case Number: _____
Complainant: _____
Respondent: _____

On [date], the Fort Lee School District received a Formal Complaint of alleged Title IX violations concerning the Complainant and Respondent identified above.

A. Allegations

[Identify the allegations potentially constituting a violation under the Title IX regulations.]

B. Procedural Steps

[Describe the procedural steps taken from receipt of Formal Complaint through Determination of Responsibility, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and any hearings held.]

C. Findings and Conclusions

After considering the investigative report and relevant evidence weighed in accordance with the preponderance-of-the-evidence standard set forth in District Policy, I hereby make the following findings of fact:

[Describe each finding of fact supporting the determination.]

Applying the relevant District policies, Code of Conduct, and/or other applicable laws to the above findings of fact, I hereby conclude as follows:

[Explain whether the fact findings above do or do not violate the District's Code of Conduct. Include the specific language/provision at issue from the Code of Conduct and identify where that provision is located.]

D. Determination of Responsibility

For the reasons discussed above, I hereby make the following determination(s) of responsibility as to the allegations of the sexual harassment:

[As to each allegation of sexual harassment, state whether you have determined the Respondent to be or not to be responsible. Include your rationale for that determination as to each



allegation.]

E. Disciplinary Sanctions and Remedies

[If Respondent is determined to be responsible for any allegations of sexual harassment, describe any disciplinary sanctions the District will impose on the Respondent. Also describe whether remedies designed to restore or preserve equal access to the district's education program or activity will be provided by the District to the Complainant.]

F. Notice of Right to Appeal this Decision

Either party has the right to appeal this decision under the District's Title IX Grievance Process by filing a written Notice of Appeal with the District's Title IX Coordinator within 10 days of the date of this Determination of Responsibility. Appeals are available for the following reasons only:

- There was a procedural error in the hearing process that materially affected the outcome (Procedural error refers to alleged deviations from school district policy, and not challenges to policies or procedures themselves);
- There is new evidence that was not reasonably available at the time of the hearing and that could have affected the outcome;
- The decision-maker had a conflict of interest or bias that affected the outcome;
- The determination regarding the policy violation was unreasonable based on the evidence before the decision-maker (Appealing on this basis is available only to a party who participated in the hearing); and
- The sanctions were disproportionate to the hearing officer's findings.

This decision and Determination of Responsibility will become final either on the date that the District provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

Signature of Title IX Decision Maker: _____

Date of Decision: _____

This decision was provided to the following persons simultaneously:

- Title IX Coordinator Complainant Complainant's Advisor, if any
- Respondent Respondent's Advisor, if any Other: _____

Method and date of delivery (Check all that apply):



Hard copy Date: _____

Electronic format Date: _____