# MPSB Determination on Appeal

[to be delivered simultaneously to both Complainant and Respondent] [date]

Dear [party name]:

I have carefully considered the appeal filed by [name of appealing party], challenging the written decision on the complaint of sexual harassment made by [complainant’s name] against [respondent’s name].

Based on my review of this matter, it is my determination that the decision should be [affirmed – OR- reversed – OR – modified as follows… - OR – this matter should be remanded back to the investigator or decision-maker to take the following actions…]. I reached this determination [for the following reason(s)

* brief description of rationale]. Pursuant to District policy, this decision is final and is not subject to further appeal.

Retaliation against any individual who files or otherwise participates in bringing a complaint is strictly prohibited under federal and state law, as well as District policy. Founded acts of retaliation will result in disciplinary action up to and including termination. Any individual who believes they have been retaliated against for participation in this process should report any concerns immediately to the

Title IX Coordinator.

Sincerely,

[Name and Title of Appeal Decision-Maker]