

**UNIVERSITY LETTERHEAD**

**NOTE: [Bracketed language is required]**

**HEARING PANEL DECISION**

COMPLAINANT:  
RESPONDENT:  
DATE OF HEARING:

On DATE, a Hearing was held in accordance with Section 600.030 of the University of Missouri Collected Rules and Regulations on a Formal Complaint filed by Complainant [NAME] (hereafter “Complainant”). Complainant has alleged that Respondent [NAME] (hereafter “Respondent”) engaged in conduct constituting sexual harassment in an education program or activity in violation of Section 600.020 Sexual Harassment under Title IX of the University of Missouri Collected Rules and Regulations. After consideration of the testimony and evidence presented, the Hearing Panel, by majority vote, [CHOOSE ONE: (determined by a preponderance of the evidence)(was not able to determine by a preponderance of the evidence)] that Respondent violated Section 600.020 of the University of Missouri Collected Rules and Regulations.

The Title IX Hearing Panel, which was selected in accordance with Section 600.030 of the Collected Rules and Regulations, consisted of two panelists – NAME and NAME, and the Hearing Officer – NAME.

**SECTION I  
ALLEGATIONS**

In the Formal Complaint, Complainant alleged the following: [Add from Notice of Allegations document. Should identify allegations potentially constituting sexual harassment, as defined by 600.020.]

**SECTION II  
TITLE IX RESOLUTION PROCESS AND APPLICABLE POLICIES**

Respondent is alleged to have violated the following provisions of Section 600.020 of the Collected Rules and Regulations: [Add from Notice of Hearing document.]

**SECTION III  
PROCEDURAL HISTORY AND FACTUAL RECORD**

**The following procedural steps were taken in this matter:**

A Formal Complaint was received by the Title IX Coordinator on [date].

A Notice of Allegations was sent to the Parties as follows:

To Complainant on [date] via [manner of delivery of Notice of Allegations].

To Respondent on [date] via [manner of delivery of Notice of Allegations].

**Notifications to the Parties**

[Add from Investigative Report.]

**The following interviews were conducted with Parties and Witnesses:**

[Add from Investigative Report.]

**The following Site Visits were made:**

[Add from Investigative Report.]

**The following Methods were Used to Gather Other Evidence:**

[Add from Investigative Report.]

**The following Hearing(s) were Held:**

[Date of Hearing(s).]

## **SECTION IV**

### **FINDINGS OF FACT**

In support of the determination set forth above, the Hearing Panel makes the following findings of fact:

## **SECTION V**

### **CONCLUSIONS REGARDING THE APPLICATION OF UNIVERSITY POLICIES TO THE FACTS**

The Hearing Panel concludes that, based on the findings of fact, the Respondent is **(not)(responsible)** for a violation of University Policy, as follows [list policy or policies]:

[Set forth the policy at issue; if the Respondent is found to have violated some policies and not others, set forth clearly those policies found to have been violated and those not found to have been violated]

## **SECTION VI**

### **FINDINGS AND REASONING**

The evidence established [state rationale for result as to each allegation...]

## **SECTION VII**

### **SANCTIONS AND REMEDIAL ACTIONS**

**(Use this section only if finding(s) of responsibility)**

#### **Sanctions**

Pursuant to CRR 600.030, sanctions may be imposed where a finding of responsibility is rendered against a Respondent for a violation of CRR 600.020. Considering the totality of the circumstances, the following sanction(s) are imposed:

[LIST SANCTION(S) IMPOSED, if any]

#### **Remedial Actions**

Remedial actions may also be imposed to address the effects of the violation(s) on the Complainant. Considering the totality of the circumstances, the following remedial actions (s) are imposed:

[LIST REMEDIAL ACTION(S) IMPOSED if any.]

**SECTION VIII  
OPTION TO APPEAL**

Either Party may appeal this decision within five (5) business days of the date of delivery of this Decision. You may submit an appeal based on one or more of the following grounds:

- a) A procedural irregularity that affected the outcome (e.g., material deviation from established procedures, etc.);
- b) To consider new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
- 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 the matter; or,
- d) The sanctions fall outside the range typically imposed for this offense, or for the cumulative conduct record of the Respondent.

The Appeal procedure under section 600.030 of the University of Missouri Collected Rules and Regulations is located in section 600.030(U); a copy of section 600.030 is included with this decision.

All requests for appeal must be submitted in writing to the Equity Resolution Appellate Officer within five (5) business days of the delivery of this decision. The Equity Resolution Appellate Officer in this matter is [NAME] and can be reached via email at [INSERT EMAIL ADDRESS].

Signed,

NAME, Hearing Officer on behalf of the  
Hearing Panel