



Bullying, Hazing, Abusive Conduct Report and Decision

SCHOOL: Enter school name

Complainant: Enter name Home Address: Enter address

Home/Cell Phone: Enter # Work Phone: Enter # Email: Enter email

Respondent: Enter name Home Address: Enter address

Home/Cell Phone: Enter # Work Phone: Enter # Email: Enter email

Check the box(es) of the conduct investigated:

- Bullying Cyber-Bullying Hazing Abusive Conduct Retaliation

Description of the complaint:

(Provide a brief summary of the incident(s)/conduct described by complainant, including the who, what, when, and where.)

Enter description of complaint

Description of the response:

(Provide a brief summary of the incident(s)/conduct described by the respondent, including any denial, admission, or clarification of allegations found in the complaint.)

Enter description of response

Policies implicated:

(List the specific sections of Nebo School District Policy JDD/GBEA that are alleged to have been violated. List additional policy sections that the conduct, if true, would violate.)

Enter sections and policy

Detailed description of the investigation:

(List dates and times of all interviews and written statements of the victim, respondent, and witnesses. List any video or audio recordings, correspondence, documentation, or other physical evidence reviewed as part of the investigation.)

Enter description of investigation

Findings of fact:

(Weigh the credibility of all evidence and make a determination as to which facts are true. Provide a detailed description of every fact you find to be true based upon a preponderance of the evidence presented.)

Enter facts

Conclusions:

(Make determinations as to which, if any, Nebo School District policies were violated. Indicate whether each allegation was substantiated, unsubstantiated, or inconclusive. For each substantiated allegation, identify specific policy language and describe how the findings of fact constitute a violation.)

Enter conclusions

Recommended actions:

(If not authorized by policy to take necessary actions to address policy violations, make recommendations to the authorized administrator, including recommendations to (1) remedy the effects on the complainant, (2) implement system-wide measures to eliminate the type of conduct that occurred, and (3) impose disciplinary action or other remediation measures to rehabilitate the respondent and deter future violations.)

Enter recommendations

Actions taken:

(If authorized by policy, take necessary actions to address violations, including (1) remedy the effects on the complainant, (2) implement system-wide measures to eliminate the type of conduct that occurred, and (3) impose disciplinary action or other remediation measures to rehabilitate the respondent and deter future violations.)

Enter recommendations

ATTACHMENTS – Please attach written statements and other relevant documents to this Decision

I hereby represent that I conducted the above-referenced investigation in a timely matter, with impartiality, and have made the above determinations to the best of my ability. I further represent that the information provided herein is true, correct, and complete to the best of my knowledge.

Dated this Enter day day of Enter month, 20Enter year

Enter /school/department/district name

Enter name
Enter title

Copies

1. Maintain one complete original at school in investigation file.
2. Submit one complete copy to applicable director.
3. Provide one copy to Complainant (redact unrelated Respondent recommendations).
4. Provide one copy to Respondent (redact Complainant recommendations).