



October 8, 2020

Thomas Tucker

Via Email to Igor Raykin (igor@coloradolawteam.com)

Re: Notice of Final Outcome

Dear Dr. Tucker:

I am sending you this letter on behalf of the Board of Education in its capacity as the District Compliance Officer under District Policies AC and AC-R-1 to notify you of the final outcome of the investigation into the September 1, 2020 complaint of discrimination against you ("Complaint").

Due to the nature of the Complaint, the Board retained a third-party investigator to promptly and impartially investigate the allegations. During his investigation, the investigator reviewed District policies and written documentation from the complainant and you. The investigator also interviewed the complainant and you, as well as other witnesses having information relevant to the Complaint.

The investigator found that "though [complainant's] and others' perception of a gender influence in [respondent's] conduct experienced as objectionable or unprofessional appear genuine and advanced in good faith, a violation of the DCSD's Nondiscrimination/Equal Opportunity policy for gender-based harassment is not established under the applicable standard of proof."

Based on these findings, no further action will be taken.

This letter concludes the Board's investigation of the Complaint in accordance with District policy.

Sincerely,

A handwritten signature in black ink that reads 'David Ray'.

David Ray
President, Board of Education

4850-8372-2702, v. 1