



Dr. Cynthia Teniente-Matson, President

Dear Spartan Community,

The U.S. Department of Justice (DOJ) has [notified](#) us that San José State University has fulfilled its obligations under the 2021 Resolution Agreement related to Title IX violations in our Athletics Department. As a result, federal monitoring of the university has concluded, and that the matter has been closed.

This moment is significant, but it is also one that requires reflection. The events that led to the DOJ's investigation represent a painful chapter in our university's history. A group of brave survivors and dedicated advocates had the courage to come forward and make their claims known, and we acknowledge the harm they endured. Their voices paved the way for change, and their persistence has helped ensure a more just and accountable SJSU. We must never forget what led us to this point, even as we recognize the collective efforts that have strengthened our systems, policies, and structures to better protect our campus community from discrimination and ensure accountability.

Since entering the [Resolution Agreement](#) in September 2021, SJSU has fully cooperated with the DOJ's Civil Rights Division and the U.S. Attorney's Office for the Northern District of California, embracing an opportunity to learn, grow, and take action. Throughout this process, the DOJ commended SJSU's "urgent and sustained" implementation of the agreement's remedies. The university has bolstered policies to ensure complaints are properly investigated and resolved in a timely manner, enhanced transparency, expanded resources, and created a culture of responsibility. DOJ's site visits affirmed our commitment, and we remain steadfast in creating an environment of trust and safety for all.

This progress is the result of a university-wide effort. I want to express my sincere gratitude to our dedicated staff, students, and administrators who played a role in this transformation. In particular, the DOJ noted the hard work of our staff in Athletics and the Office of Title IX and Equal Opportunity who have been at the heart of these changes. I also want to recognize Peter Lim, whose leadership and commitment were instrumental in helping SJSU reach this moment of closure with the DOJ. Because of these efforts, our Title IX office is approachable, transparent, and responsive to the needs of our campus community.

While this resolution agreement has come to an end, our responsibility has not. The work of ensuring a safe, supportive, and just university for all continues - and it is a charge we take with the utmost seriousness.

Thank you to each of you who have played a role in shaping a stronger SJSU. Together, we will continue moving forward, guided by our values and our unwavering commitment to safety and fairness.

Sincerely,



Dr. Cynthia Teniente-Matson

President

(She/Her/Ella)

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