

**Resolution Agreement between the United States of America and San José State University****Executed September 21, 2021**

*Below are the terms of the Resolution Agreement with the Department of Justice with the status shown in the far right column. On occasion, deadlines are revised and may not match the dates that were initially published by campus and the department.*

PROVISION	REQUIREMENT	DATE (ON OR BEFORE)	STATUS
1.B.	Submission of overview of revised campus Title IX Office structure and funding for Title IX Office	20-Dec-2021	Submitted
1.B.	Department to provide feedback on the proposed revised overview of campus Title IX Office structure and funding	3-Feb-2022	Submitted
1.C.	Department to provide recommendation on additional staffing or resources, if necessary, based on the Title IX Office's timeliness and responsiveness	1-Aug-2022	Extended: December 2023
2.B.	Submission of documentation demonstrating updated notice of nondiscrimination has been posted on web-based locations	21-Oct-2021	Submitted
2.B.	Department to provide any feedback on updated notice of nondiscrimination posted to all web-based locations	5-Nov-2021	Submitted
2.C.	Submission of documentation demonstrating that an updated notice of nondiscrimination has been included in all publications and locations identified in provision 2.A.	6-Dec-2021	Submitted
3.H.	Submission of revised implementation procedures and internal operating protocols published on SJSU Title IX Webpage	20-Dec-2021	Submitted
3.H.	Department to provide feedback on revised implementation procedures and internal operating protocols	18-Feb-2022	Submitted
3.I.	Submission of links to digital versions of the internal operating protocols, as well as written confirmation that SJSU has implemented the following: (1) the establishment of the Case Management System in accordance with provision 3.B.; (2) the establishment of the internal operating protocols described in provisions 3.D. and 3.E.; and (3) any updates, as appropriate, to the campus sources outlined in provision 3.G.	CONDITIONAL	
4.G.	Confirmation of appropriate staffing for student support services, in accordance with 4.A.	19-Jan-2022	Submitted
4.G.	Submission of drafts or revisions of Informational Materials and updates to Main SJSU Website, SJSU Title IX Webpage, and SJSU Athletics Website	19-Jan-2022	Submitted
4.G.	Department to provide any feedback on proposed drafts or revisions of Informational Materials and updates to the Main SJSU Website, SJSU Title IX Webpage, and SJSU Athletics Website	21-Mar-2022	Submitted
4.H.	Publication of a notice on Main SJSU Website and SJSU Title IX Webpage, the President's Blog, and via email to all Students and Employees that all Informational Materials are available in the Title IX Office and on the Title IX Webpage	CONDITIONAL	Submitted

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4.H.	Submission of documentation demonstrating that the University has published notice to Students and Employees about the availability of the Informational Materials (to include, copies of, or links to, the Informational Materials)	CONDITIONAL	
4.I.	Submission of copies of any updated or revised Informational Materials	16-Nov-2022	Submitted
4.I.	Submission of confirmation that links to CSU system wide policies and grievance procedures have been distributed to Students and Employees	16-Nov-2022	Submitted
4.I.	Submission of confirmation that links to CSU system wide policies and grievance procedures have been distributed to Students and Employees	15-Nov-2023	
4.I.	Submission of copies of any updated or revised Informational Materials	15-Nov-2023	
4.I.	Submission of confirmation that links to CSU system wide policies and grievance procedures have been distributed to Students and Employees	19-Nov-2024	
4.I.	Submission of copies of any updated or revised Informational Materials	19-Nov-2024	
5.A.1.a.	Initiate approved communication to female Student-Athletes	29-Nov-2021	Submitted
5.A.1.b.	Submission of draft of communication to be sent to female Student-Athletes	21-Oct-2021	Submitted
5.A.1.b.	Department to provide feedback on the draft communication to be sent to female Student-Athletes	5-Nov-2021	Submitted
5.A.1.c.	Post a link to approved communication on SJSU Title IX Webpage and alumni website	CONDITIONAL	
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	29-Dec-2021	Submitted
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	28-Feb-2022	Submitted
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	28-Apr-2022	Submitted
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	28-Jun-2022	Submitted
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	29-Aug-2022	Submitted

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5.A.1.d.	Produce any written responses from female Student-Athletes to Department	31-Oct-2022	Submitted
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	3-Jan-2023	Submitted
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	3-Mar-2023	Submitted
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	3-May-2023	Submitted
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	3-Jul-2023	Submitted
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	4-Sep-2023	Submitted
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	6-Nov-2023	
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	8-Jan-2024	
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	8-Mar-2024	
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	8-May-2024	
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	8-Jul-2024	

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5.A.1.d.	Produce any written responses from female Student-Athletes to Department	9-Sep-2024	
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	12-Nov-2024	
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	13-Jan-2025	
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	13-Mar-2025	
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	13-May-2025	
5.A.1.d.	Produce any written responses from female Student-Athletes to Department	14-Jul-2025	
5.B.2.	Confirmation of expression of appreciation for Employee A's efforts to protect Student-Athletes from Sexual Harassment	21-Oct-2021	Submitted
5.D.4.	Department to provide feedback on the Sports Medicine and Athletics Training Chaperone Policy	21-Oct-2021	Submitted
5.D.4.	Department to provide feedback on Informational Materials summarizing the Chaperone Policy	21-Oct-2021	Submitted
5.D.6.	Submission of proposed changes to the Athletic Training Program's policies, practices, procedures, and coordination protocols with Student Health Center	19-Jan-2022	Submitted
5.D.6.	Department to provide feedback on proposed changes to the Athletic Training Program's policies, practices, procedures, and coordination protocols with Student Health Center	7-Mar-2022	Submitted
6.H.	Submission of detailed overview of all required training	19-Jan-2022	Submitted
6.H.	Department to provide feedback on overview of all required training	7-Mar-2022	Submitted
7.A.2.	Submission of proposed campus-wide survey questions and assessment methodology for AY 2023- 24	CONDITIONAL	

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7.A.2.	Department to provide feedback for AY2023-24 campus-wide survey (SJSU must resubmit for review if Department offers proposed changes)	CONDITIONAL	
7.A.3.	Submission of report outlining campus-wide survey results and recommendations to remedy any identified concerns	CONDITIONAL	
7.B.1., 7.B.3.	Submission of proposed Student-Athlete survey questions and assessment methodology for AY 2021-22	CONDITIONAL	
7.B.1., 7.B.3.	Submission of proposed Student-Athlete survey questions and assessment methodology for AY 2023-24	CONDITIONAL	
7.B.3.	Department to provide feedback for AY 2021-22 Student-Athlete survey (SJSU must resubmit for review if Department offers proposed changes)	CONDITIONAL	
7.B.3.	Department to provide feedback for AY 2023-24 Student-Athlete survey (SJSU must resubmit for review if Department offers proposed changes)	CONDITIONAL	
7.B.4.	Submission of report outlining AY 2021-22 Student-Athlete survey results and recommendations to remedy any identified concerns	CONDITIONAL	
7.B.4.	Submission of report outlining AY 2023-24 Student-Athlete survey results and recommendations to remedy any identified concerns	CONDITIONAL	
7.C.1., 7.C.3.	Submission of proposed SJSU Athletics Employees survey questions and assessment methodology for AY 2021-22	CONDITIONAL	
7.C.1., 7.C.3.	Submission of proposed SJSU Athletics Employees survey questions and assessment methodology for AY 2023-24	CONDITIONAL	

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7.C.3.	Department to provide feedback for AY 2021-22 SJSU Athletics Employees (SJSU must resubmit for review if Department offers proposed changes)	CONDITIONAL	
7.C.3.	Department to provide feedback for AY 2023-24 SJSU Athletics Employees survey (SJSU must resubmit for review if Department offers proposed changes)	CONDITIONAL	
7.C.4.	Submission of report outlining AY 2021-22 SJSU Athletics Employees results and recommendations to remedy any identified concerns	CONDITIONAL	
7.C.4.	Submission of report outlining AY 2023-24 SJSU Athletics Employees survey results and recommendations to remedy any identified concerns	CONDITIONAL	
8.B.	Submission of 1st semi-annual report	3/31/2022 (revised)	Submitted
8.B.	Submission of 2nd semi-annual report	1-Aug-2022	Submitted
8.B.	Submission of 3rd semi-annual report	28-Feb-2023	Submitted
8.B.	Submission of 4th semi-annual report	31-Jul-2023	Submitted
8.B.	Submission of 5th semi-annual report	31-Jan-2024	
8.B.	Submission of 6th semi-annual report	31-Jul-2024	
8.B.	Submission of 7th semi-annual report	31-Jan-2025	
Appendix A.C.1.	Payment of financial relief (\$125,000) to each current or former student-athlete or employee who participated in SJSU's 2009-10 or 2020-2021 investigations and/or who participated in the Department's Title IX investigation and who alleged during these investigations that they were sexually harassed by the Athletic Trainer; these individuals completed and submitted the release and tax forms prior to the agreement's execution	22-Nov-2021	Submitted
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	1-Mar-2022	Submitted

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Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	1-Jun-2022	Submitted
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	1-Sep-2022	Submitted
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	1-Dec-2022	Submitted
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	1-Mar-2023	Submitted
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	1-Jun-2023	Submitted
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	1-Sep-2023	Submitted
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	1-Dec-2023	
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	1-Mar-2024	
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	3-Jun-2024	
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	3-Sep-2024	
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	3-Dec-2024	
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	3-Mar-2025	
Appendix A.D.1.	Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes	3-Jun-2025	