**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.

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| **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:Start of AY 2023-24 |
| 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 |  |

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| **PROVISION** | **REQUIREMENT** | **DATE (ON OR BEFORE)** | **STATUS** |
| 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 | Submitted |
| 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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| **PROVISION** | **REQUIREMENT** | **DATE (ON OR BEFORE)** | **STATUS** |
| 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 |  |
| 5.A.1.d. | Produce any written responses from female Student-Athletes to Department | 3-Mar-2023 |  |
| 5.A.1.d. | Produce any written responses from female Student-Athletes to Department | 3-May-2023 |  |
| 5.A.1.d. | Produce any written responses from female Student-Athletes to Department | 3-Jul-2023 |  |
| 5.A.1.d. | Produce any written responses from female Student-Athletes to Department | 4-Sep-2023 |  |
| 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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| **PROVISION** | **REQUIREMENT** | **DATE (ON OR BEFORE)** | **STATUS** |
| 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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| **PROVISION** | **REQUIREMENT** | **DATE (ON OR BEFORE)** | **STATUS** |
| 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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| **PROVISION** | **REQUIREMENT** | **DATE (ON OR BEFORE)** | **STATUS** |
| 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 |  |
| 8.B. | Submission of 4th semi-annual report | 31-Jul-2023 |  |
| 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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| **PROVISION** | **REQUIREMENT** | **DATE (ON OR BEFORE)** | **STATUS** |
| 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 |  |
| Appendix A.D.1. | Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes | 1-Jun-2023 |  |
| Appendix A.D.1. | Submission of spreadsheet of Supportive Measures, Remedies, and financial relief provided to Student-Athletes | 1-Sep-2023 |  |
| 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 |  |