

This timeline displays events pertaining to SJSU's Title IX program and includes the Department of Justice (DOJ) investigation as well as external reviews done by the California State Auditor (CSA) and law firm Cozen O'Connor.

First timeline — The DOJ and SJSU's Former Athletic Trainer (AT) + SJSU's Title IX Office

- 2009-2010
 - Campus Investigation #1 — SJSU's Human Resources investigates reports that AT fondled athletes during treatments — insufficient evidence; SJSU does not have a Title IX Office; all reports against employees handled by Human Resources
- 2015
 - SJSU establishes a Title IX Office within the Division of Administration and Finance
- 2016
 - Title IX Office moves under the Office of Diversity, Equity and Inclusion
- December 2019
 - Campus Investigation #2 — Under President Papazian, SJSU engages an external investigator to reinvestigate the reported conduct
- June 2020
 - The DOJ learns of the reported conduct and initiates a review of SJSU's Title IX program
- September 2020
 - AT resigns from SJSU
- October 2020
 - Title IX Office moves into the Division of Institutional Affairs
- April 2021
 - Campus Investigation #2 is completed and evidence is sufficient
- September 2021
 - DOJ investigation is completed and SJSU's Title IX program is deemed inadequate. SJSU signs a Resolution Agreement with the DOJ, committing to enhancing its Title IX program (*see below)
- November 2021
 - SJSU reaches a civil settlement with former student-athletes harmed by AT
- March 2022
 - AT criminally charged

DOJ oversight continues until September 2025.

*From July 2021 through May 2023, the SJSU Title IX Office has:

- **Increased Staffing** — from one to six employees
- **Increased Resources** — retained Cozen O'Connor to assess the Title IX program; launched a new campus marketing campaign and subsequently expanded it; upgraded office location; launched a new website; increased training to all staff

- **Improved Services** — introduced a new chaperone policy and updated it; focused Title IX training for athletics, UPD, and subsequently all employees; new website content for LGBTQ+

Second timeline — Additional External Reviews of SJSU’s Title IX Program

- March 2022
 - Cozen O’Connor hired by CSU Board of Trustees to assess all 23 campus Title IX (and Discrimination, Harassment and Retaliation - DHR) programs
- June 2022
 - Joint Legislative Audit Committee approves request for California State Auditor (CSA) audit
- August 2022
 - Cozen starts interviews at SJSU
- October 2022
 - CSA begins audit at SJSU
- December 2022 - April 2023
 - Cozen survey is opened — 1,447 submissions from SJSU; additional campus interviews and listening sessions are held
- March 2023
 - CSA states there are no campus-specific recommendations but there will be CSU Chancellor’s Office level recommendations
- April 2023
 - SJSU forms its Campus Implementation Team (CIT); Cozen holds meetings with all 23 CITs from across the CSU
- May 2023
 - First draft of CSA audit shared with SJSU; Cozen to give findings to CSU Board of Trustees
- June 2023
 - Cozen to give findings to SJSU and explain to CIT how to implement its findings
- July 2023
 - CSA public report issued