



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.

**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:

**-bWfYUgYX GhUZZ]b [** — from one to six employees

**-bWfYUgYX FYgc i fWYg** — 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



**Chancellor's Office** — introduced a new chaperone policy and updated it; focused Title IX training for athletics, UPD, and subsequently all employees; new website content for LGBTQ+

**Timeline of Title IX Audit**

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