



**U.S. Department of Justice**

*Civil Rights Division  
Educational Opportunities Section*

*United States Attorney  
District of Utah*

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DJ 169-77-25  
USAO 201700003

Educational Opportunities Section  
4 Constitution Square  
150 M Street, N.E., Rm. 10.1125  
Washington, D.C. 20002

May 6, 2024

**By Electronic Mail**

Elizabeth R. Cantwell  
President  
Utah State University  
Old Main Hill  
Logan, Utah 84322  
[elizabeth.cantwell@usu.edu](mailto:elizabeth.cantwell@usu.edu)

Re: February 12, 2020 Settlement Agreement between the United States of America and Utah State University

Dear President Cantwell:

We are writing today about an additional extension of the February 12, 2020 Settlement Agreement (“Agreement”) entered into by the United States Department of Justice (the “Department”) and Utah State University (the “University” or “USU”) (collectively, the “Parties”). In summary, the Agreement requires the University to revise and implement new policies and to create and implement annual training for USU students and employees. The Agreement also requires additional training tailored to leaders of USU student groups, student-athletes, and members of recognized fraternities and sororities, as well as additional training tailored to USU Police, the Office of Equity, and all other employees involved in the Title IX Grievance Process.

In July 2020, the Department and the University agreed to an [extension](#) of the compliance monitoring period by a semester in light of circumstances outside of the Parties’ control, including the COVID-19 pandemic and amendments to the Department of Education’s regulations governing Title IX. The Parties then worked together in good faith to negotiate revised policies on reporting employees and sexual misconduct. The Parties also cooperated to

develop approved training and information materials through an iterative process.<sup>1</sup>

On February 10, 2023, USU published final DOJ-approved sexual misconduct policies and procedures. In fall 2023, USU began implementing DOJ-approved informational materials and training materials related to the sexual misconduct policies and procedures, pursuant to modified compliance deadlines agreed to by the Parties under Section IX.D of the Agreement.

To allow the Parties sufficient time to continue to work together to ensure USU's policies and procedures and training requirements are fully implemented, the Parties agree to extend the Agreement through the 2024–2025 academic year. Consistent with Section X.A. of the Agreement, the Agreement will be in effect through the 2024-2025 academic year and will not terminate until at least 60 days after the Department has received USU's May 31, 2025 monitoring report. All deadlines in the Agreement for distributing revised policies, procedures, and informational materials, and for implementing DOJ-approved student and employee trainings, will apply for the 2023-24 and 2024-25 academic years.

The Parties also agree that the University will continue to submit monitoring reports to the Department during the term of the Agreement, with the final monitoring report due on May 31, 2025. The Parties agree to make good faith efforts to review, respond, and resolve all feedback on the May 31, 2025 monitoring report within 60 days of USU's submission of the report. The Department will continue monitoring implementation of the Agreement and will work collaboratively with the University until the expiration of the Agreement.

This letter does not relieve the Parties of any of substantive obligations under the Settlement Agreement. The Department appreciates the University's commitment to providing working and learning environments free from sexual harassment and USU's ongoing efforts to improve its prevention of and response to sexual harassment. We look forward to continuing to work together on this effort.



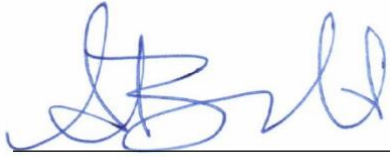
Date: May 6, 2024

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Trial Attorneys  
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U.S. Department of Justice

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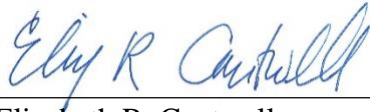
<sup>1</sup> During this period of good faith engagement, USU published revised policies and procedures incorporating feedback from the Department. USU also provided annual training to students, employees, and all relevant student groups and offices.



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Amanda Berndt  
Assistant United States Attorney  
District of Utah

Date: May 6, 2024



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Elizabeth R. Cantwell  
President  
Utah State University

Date: May 20, 2024



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Cody Carmichael  
Title IX Coordinator  
Utah State University

Date: May 20, 2024