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Trigger Warning: This letter contains important information that describes sexual harassment by a former SJSU employee.

Dear [NAME],

My name is Skip Bishop, and I am the Title IX and Gender Equity Officer at San José State University (SJSU or the university).

I am writing to you because our records indicate that you were a member of an SJSU athletics team when former employee Scott Shaw was one of several athletic trainers who treated student-athletes. This letter provides information related to Scott Shaw and describes reporting options and resources available to you.

In 2009, SJSU received allegations that Scott Shaw had sexually harassed student-athletes during physical therapy treatment. SJSU investigated those allegations, and, in 2010, the investigator determined that the trainer had not violated university policy.

In 2019, the university reopened the investigation into the 2009 allegations. This investigation concluded that the trainer's conduct, both in 2009 and in more recent reports, constituted sexual harassment in violation of university policy. The Civil Rights Division of the United States Department of Justice (DOJ) conducted a separate investigation under Title IX of the Education Amendments of 1972 (Title IX) and entered into a [Resolution Agreement](#) with the university. The trainer resigned during the course of both investigations.

We deeply apologize to our student-athletes and to their families who entrusted us with their safety and well-being. SJSU is working to take concrete steps so that such behavior never again occurs, including increasing Title IX training on campus. We are committed to learning from the past and are working in partnership with the DOJ through the Resolution Agreement to strengthen our response to complaints of sex discrimination and harassment.

We are reaching out to current and former student-athletes, like yourself, who may have interacted with Scott Shaw. We want to inform you of the recent investigations and to advise you of the reporting options and resources available if you experienced conduct that may have constituted sexual harassment by Scott Shaw.

Sexual harassment is unwelcome verbal, nonverbal or physical conduct of a sexual nature that creates a hostile environment, including being touched in an intimate area without consent. Sexual harassment violates university policy.

If you interacted with Scott Shaw while you were a student-athlete and you believe you experienced conduct that may constitute sexual harassment, I encourage you to report the conduct to me as soon as possible, but no later than November 29, 2022 at titleixoutreach@sjsu.edu, 408-924-7289 (voice) or 916-230-6159 (text only). By that date, you may also request that SJSU investigate to determine whether the reported conduct constitutes a violation of applicable university policies. Please know that making a report does not obligate you to participate in an investigation. Also please know that if you have questions or are unsure about whether particular conduct may have violated university policy, you may contact me directly. You also have the right to make an anonymous report. However, SJSU's response may be limited if information contained in the report is insufficient to verify violation(s) of applicable university policies.

If you make a report alleging a violation of the university's Title IX policy [[CSU Executive Order 1096 \(rev. 10/12/21\)](#)] and choose to participate in an investigation, you are entitled to support. Supportive measures may include individual or group counseling services offered or contracted by SJSU, or support during an investigation from a survivor advocate employed or retained by SJSU. Supportive measures are tailored to your needs and will be discussed with you if you request them.

If your allegations are investigated and SJSU determines that the former trainer sexually harassed you, you will also be entitled to remedies. Possible remedies include:

- Access to 12 counseling sessions offered through SJSU (free of charge, delivered in-person or via remote tele-health methods) during a 12-month period.
- Referral assistance to identify alternative or continuing psychological counseling (through self-pay or insurance).
- Access to meet with an SJSU career counselor.
- The opportunity to retake an academic course through SJSU Open University (free of charge) for any course at SJSU where you received a D or F or withdrew from the course due, in whole or in part, to the former trainer's conduct. This remedy also includes access to professional academic advising resources while enrolled in the course.]

We care about the well-being of all members of the SJSU community, and we welcome and value hearing student and alumni voices as we take necessary next steps to improve our Title IX processes and rebuild trust with the community.

Please do not hesitate to contact me at titleixoutreach@sjsu.edu, 408-924-7289 (voice) or 916-230-6159 (text only) if you have any questions about Title IX, [SJSU's investigations](#), the [Resolution Agreement](#) reached with the DOJ, or if you wish to file a report. If you have any questions about the DOJ's investigation or the Resolution Agreement, you may also contact the DOJ directly via email at Community.SJSU@usdoj.gov or by phone at 1-833-591-0289.

We look forward to moving forward together. Please know that we are committed to your health and welfare. To ensure you receive supportive measures or remedies, please make a report to me by November 29, 2022.

William "Skip" Bishop (He/Him/His)
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