Civil Rights & Title IX Office

Annual Report

August 2025-July 2026

Utah State University

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OUR CAMPUS COMMITMENT

Dear Aggie Community,

This report summarizes the Civil Rights & Title IX Office's work during the 2025-26 academic year. As a Utah State University graduate, I care deeply about ensuring this university is a place where students, employees, and visitors can learn, work, and participate free from discrimination and sexual misconduct.

I appreciate the opportunity to serve as interim executive director and Title IX coordinator while the university searches nationally for a permanent leader. I am grateful to work alongside a dedicated team of investigators, case coordinators, and supportive measures specialists who handle complex, sensitive work with skill and care.

This year marked an important milestone for our institution: in September 2025, the U.S. Department of Justice formally concluded its 2020 agreement with USU, determining that the university had met its requirements. The comprehensive systems built under that agreement remain the foundation of our ongoing work.

Throughout the year, our team provided supportive measures and safety assessments to students and employees at USU locations statewide, and we served 10% more students with pregnancy and related-condition accommodations than the year before.

Our work is strengthened by a strong campus culture. In USU's 2025 campus climate survey, more than 95% of responding students said they would support a friend who disclosed sexual misconduct.

My priority during this interim period is to maintain this momentum by focusing on timely and fair processes, consistent service across every USU campus, and close partnership with campus resources. Working together, we will continue to foster a safe and respectful Aggie community.

Courtney White
Interim Executive Director & Title IX Coordinator
Civil Rights & Title IX Office

POLICY

USU's policies and interim procedures 2101, 2102, and 2103 prohibit: (1) discrimination based on a protected class (including race, color, religion, sex, gender identity or expression, sexual orientation, national origin, age [40 and older], disability, or status as a protected veteran); and (2) sexual misconduct (including sexual harassment, sexual assault, relationship violence, sexual exploitation, and sex- based stalking). Policies and procedures can be found at **usu.edu/civilrights-titleix/policies-procedures**.

For resources related to sexual misconduct or discrimination, please visit **sexualrespect.usu.edu** or **usu.edu/civilrights-titleix/discrimination/.**

QUICK FACTS

1,487 INCIDENT REPORTS

-34% from *AY 24-25

855 CASES**

-16% from AY 24-25

25 FORMAL COMPLAINTS FILED

164 RESPONDENT EDUCATION PROVIDED

157 SAFETY ASSESSMENTS COMPLETED

670 SUPPORTIVE MEASURES PROVIDED

406 PREGNANCY ACCOMMODATIONS AND SUPPORT PROVIDED

IN

107 PREGNANCY OR RELATED CONDITIONS CASES

+10% from AY 24-25

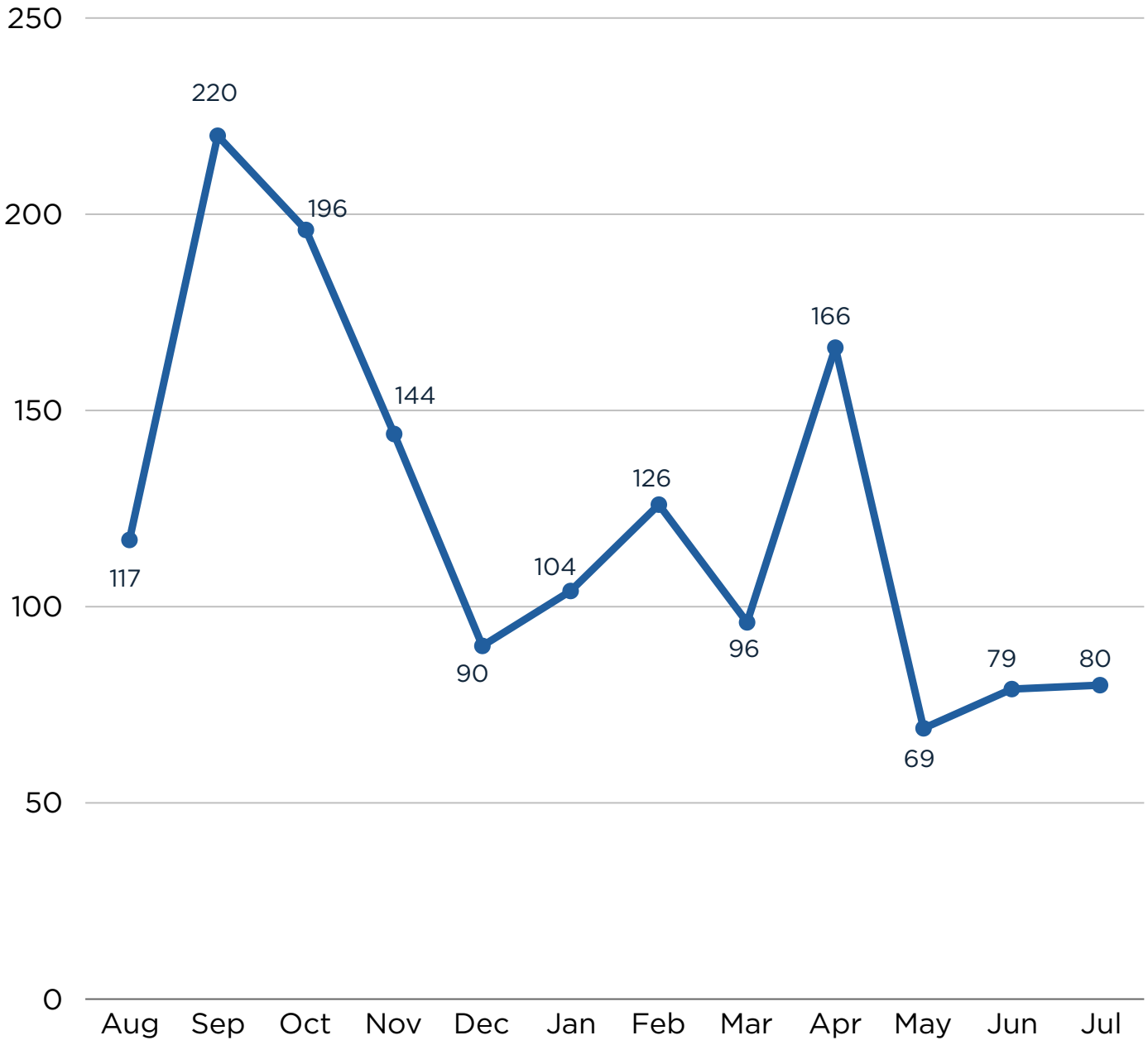
** Academic Year 24-25*

*** 35 cases in this report occurred prior to enrollment, employment, or engaging in an educational program or activity at USU.*

INCIDENT REPORTS TO THE CIVIL RIGHTS AND TITLE IX OFFICE

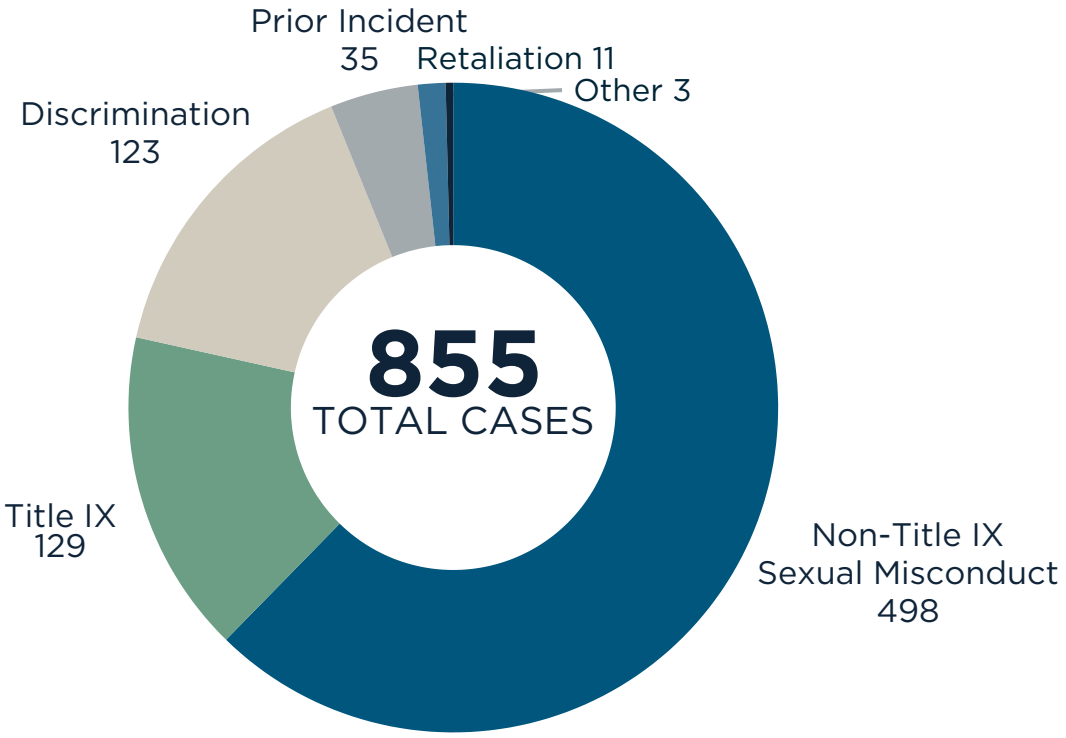
Individuals can report discrimination or sexual misconduct to the Civil Rights & Title IX Office online at usu.edu/civilrights-titleix/report, in person in room 405 of Old Main on the Logan campus, over the phone at 435-797-1266, or via email to titleix@usu.edu or discrimination@usu.edu. The following graphic shows the month to month breakdown of the **1,487 incident reports** received between August 2025 and July 2026.

Incident Reports by Month



CASE TYPES

The Civil Rights and Title IX Office received 1,487 incident reports from August 2025 to July 2026. These incident reports are submitted by reporting employees, students, community members, and others. Individuals can also report anonymously. Reports do not always contain enough information for the Civil Rights and Title IX Office to take action, or due process concerns limit the Civil Rights and Title IX Office's ability to take action. Often there are multiple incident reports submitted to the office about the same incident from different individuals. After accounting for these multiple reports, there were **855 unique cases** from August 2025 to July 2026.



Title IX cases include allegations of sexual misconduct that occur in an employment or education program or activity.

Non-Title IX sexual misconduct cases include allegations of sexual misconduct that occur outside of a USU employment or education program or activity, or misconduct that doesn't meet the standard of sexual misconduct as defined by Title IX, but impact USU employment or education programs or activities.

Discrimination cases are allegations of discrimination based on a protected identity.

Prior incident cases are allegations of misconduct that occurred prior to an individual's participation in a USU employment or education program or activity.

Other cases are incidents reported that are outside the scope of USU's sexual misconduct or discrimination policies, and may be addressed by other university offices (e.g. Human Resources, Student Conduct).

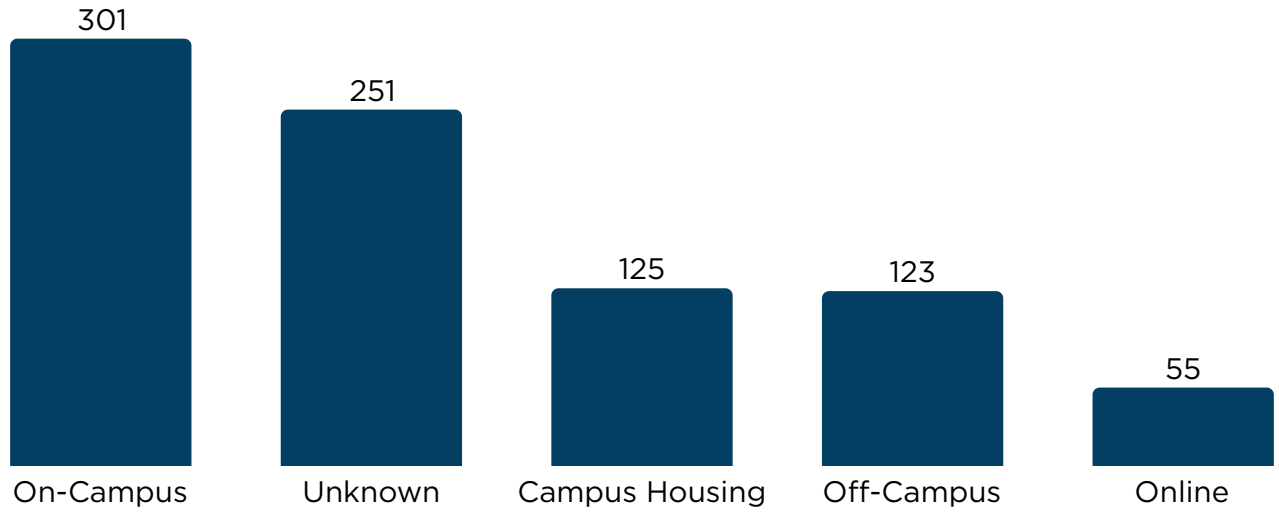
Retaliation cases are allegations of retaliation based on an individual reporting misconduct to the Civil Rights & Title IX Office.

Employment or education program or activity includes locations, events, or circumstances in the United States in which the university has substantial control over both the respondent and the context in which the sexual misconduct occurs. These include all off-campus buildings owned or controlled by a recognized student organization and includes the university's computer and internet networks and digital platforms.

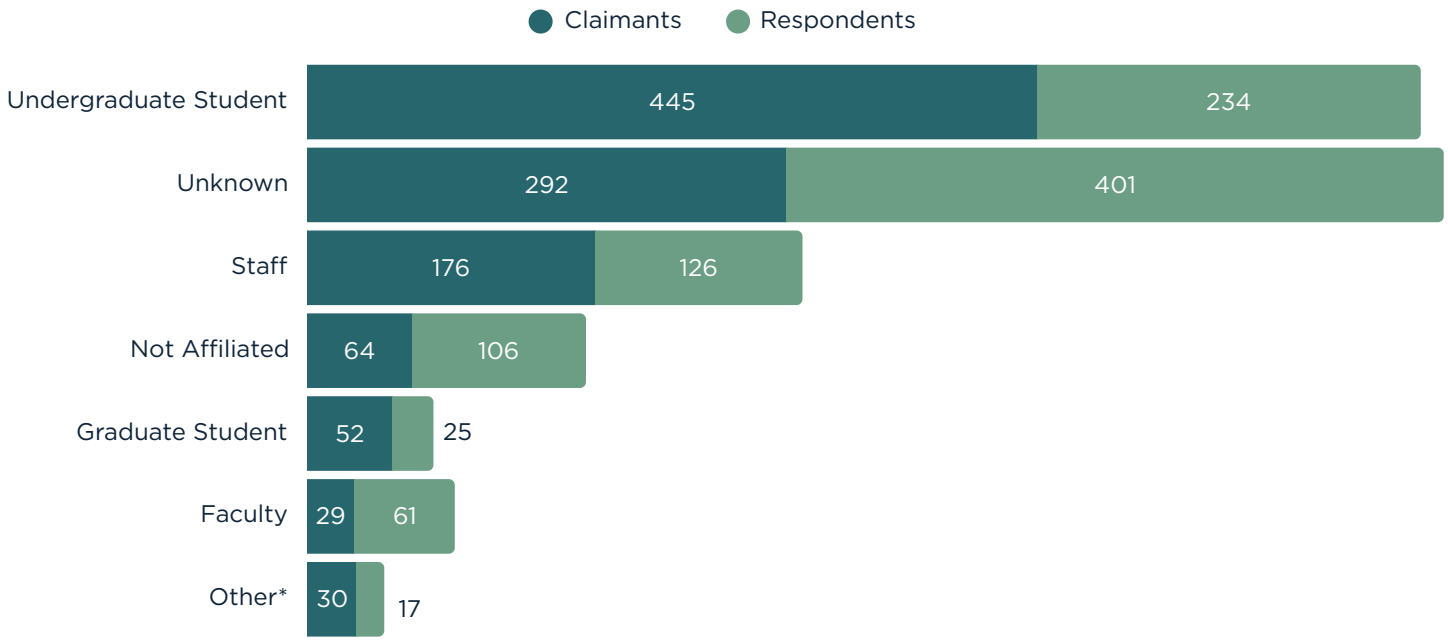
CASE INFORMATION

The information on the following pages includes additional data for the 855 cases opened in academic year 2025-26. This additional information includes locations of alleged discrimination or sexual misconduct, respondent characteristics, claimant characteristics, information about cases involving student and employee respondents, and data about investigations. A “claimant” is the individual or group making the claim or allegation that misconduct occurred; a “respondent” is the person or group accused of misconduct.

Incident Locations



University Affiliation of Involved Parties

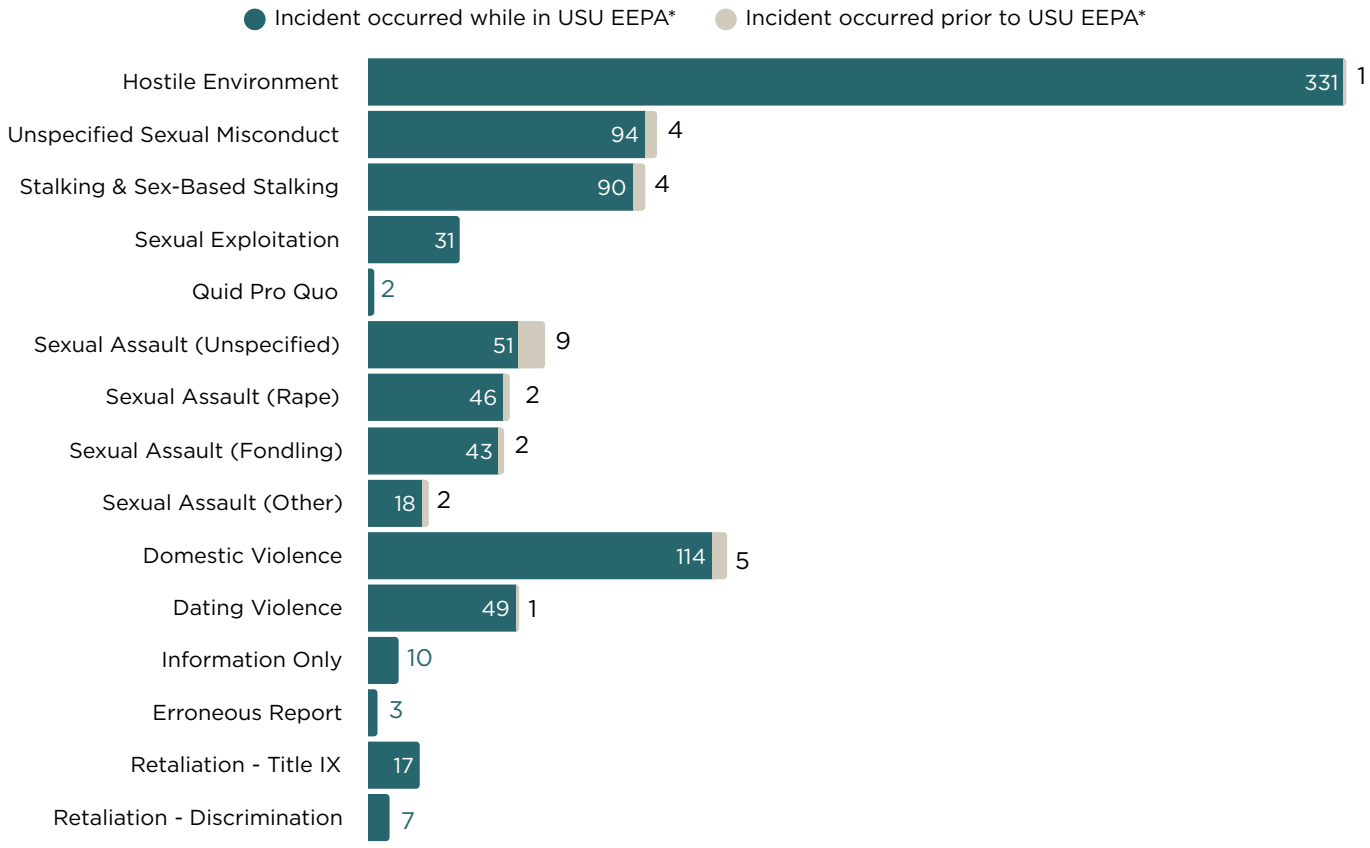


** “Other” includes applicants, program participants, and minors.*

BREAKDOWN OF ALLEGATIONS

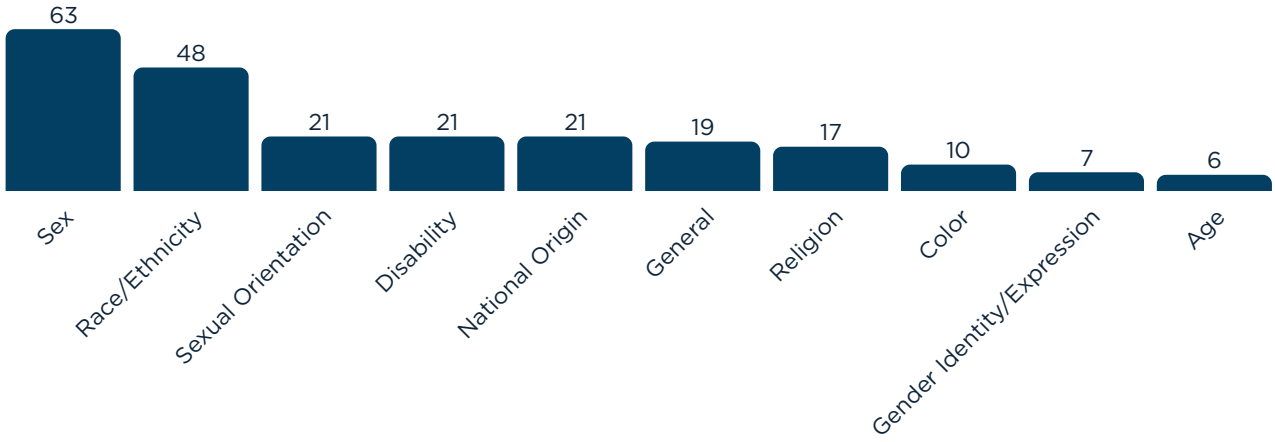
For definitions of allegations, go to the **sexual misconduct terms webpage** or **discrimination webpage**.

Misconduct Allegations



Sexual Assault (Other) includes: Sexual Assault with an Object, Sodomy, Incest, and Statutory Rape

Discrimination Allegations

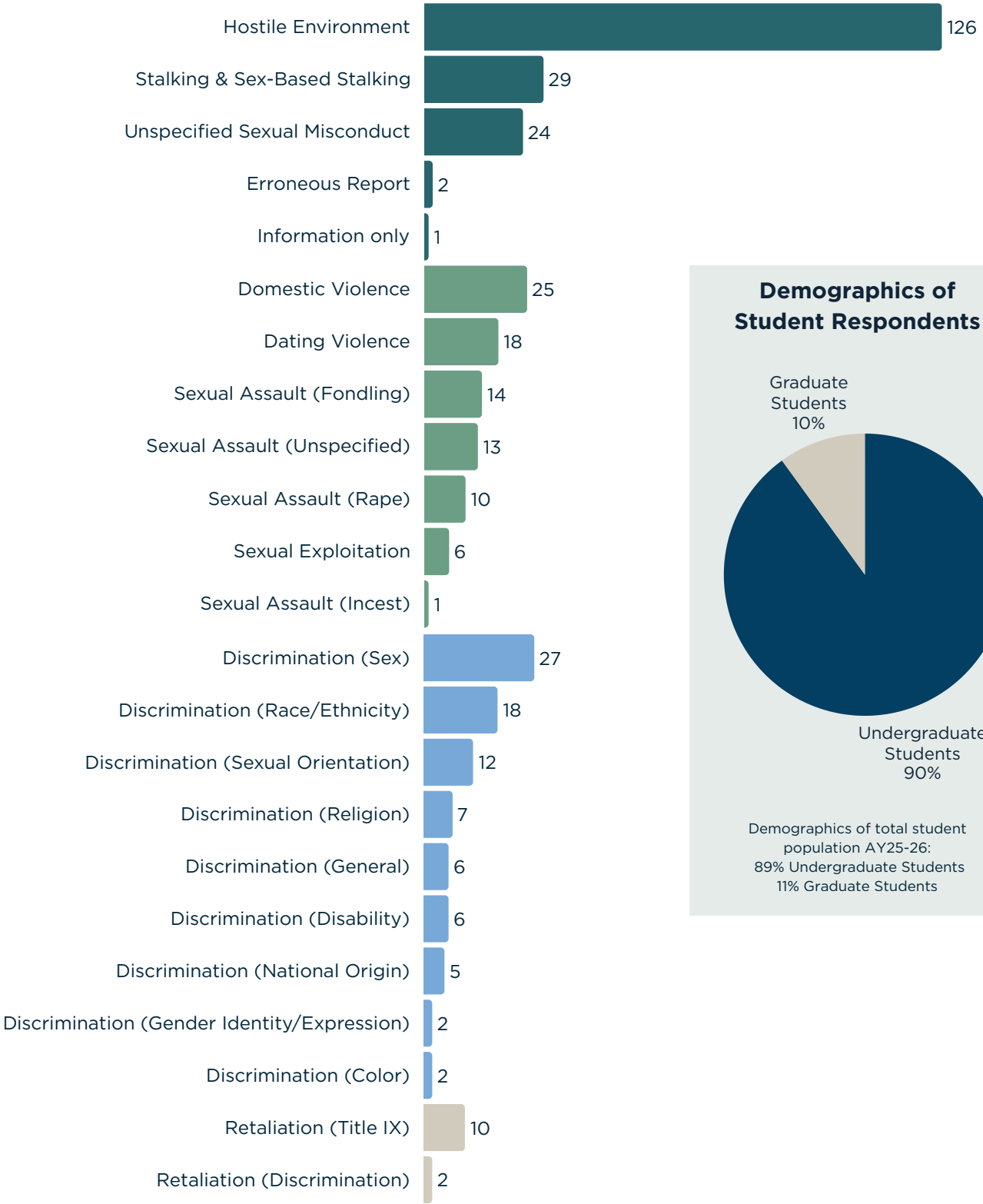


* *Employment or education program or activity (EEPA)* includes locations, events, or circumstances in the United States in which the university has substantial control over both the respondent and the context in which the sexual misconduct occurs. These include all off-campus buildings owned or controlled by a recognized student organization and includes the university's computer and internet networks and digital platforms.

ALLEGATIONS INVOLVING STUDENT RESPONDENTS

Each case may have multiple respondents, and each respondent may have allegedly committed multiple violations of policy. In AY25-26, the 259 student respondents outlined on page 6 were alleged to have committed the **366 policy violations** outlined below.

For definitions of allegations, go to the sexual misconduct terms webpage or discrimination webpage.



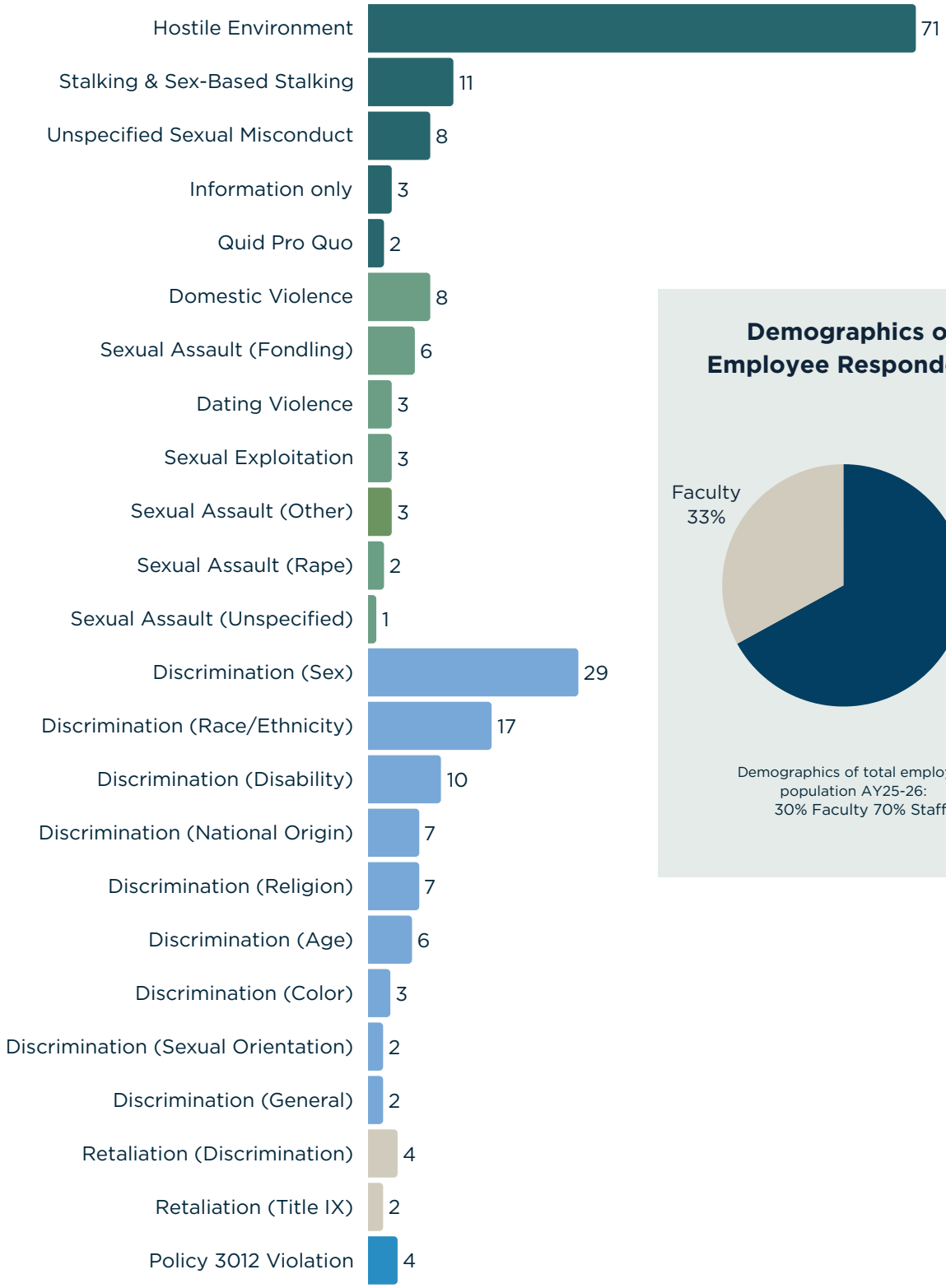
Demographics of Student Respondents

Demographics of total student population AY25-26:
89% Undergraduate Students
11% Graduate Students

ALLEGATIONS INVOLVING EMPLOYEE RESPONDENTS

Each case may have multiple respondents, and each respondent may have allegedly committed multiple violations of policy. In AY25-26, the 187 employee respondents outlined on page 6 were alleged to have committed the **214 policy violations** outlined below.

For definitions of allegations, go to the **sexual misconduct terms webpage** or **discrimination webpage**.

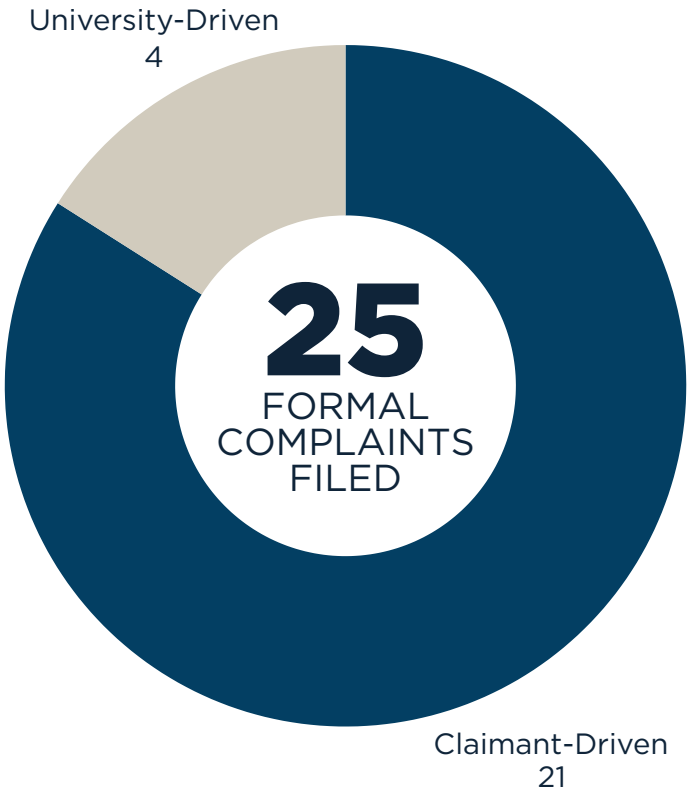


Sexual Assault (Other) includes: Sexual Assault with an Object, Incest, and Statutory Rape

Demographics of Employee Respondents

Demographics of total employee population AY25-26:
30% Faculty 70% Staff

RESOLUTIONS



8 **HEARINGS HELD**

9 **RECORDS REVIEWED IN LIEU OF HEARING**

3 **ALTERNATIVE RESOLUTION AGREEMENTS**

University-Driven Formal Investigation

An investigation of allegations of sexual misconduct undertaken by the university when there is:

- An immediate, significant, or ongoing threat to the physical health or safety of a student, employee, or other individual(s) on one or more of the university's campuses arising from the allegations and /or
- There are allegations that suggest a pattern of sexual misconduct by a student, employee, or third party over whom the university has control and there is no participating claimant.

Claimant-Driven Formal Investigation

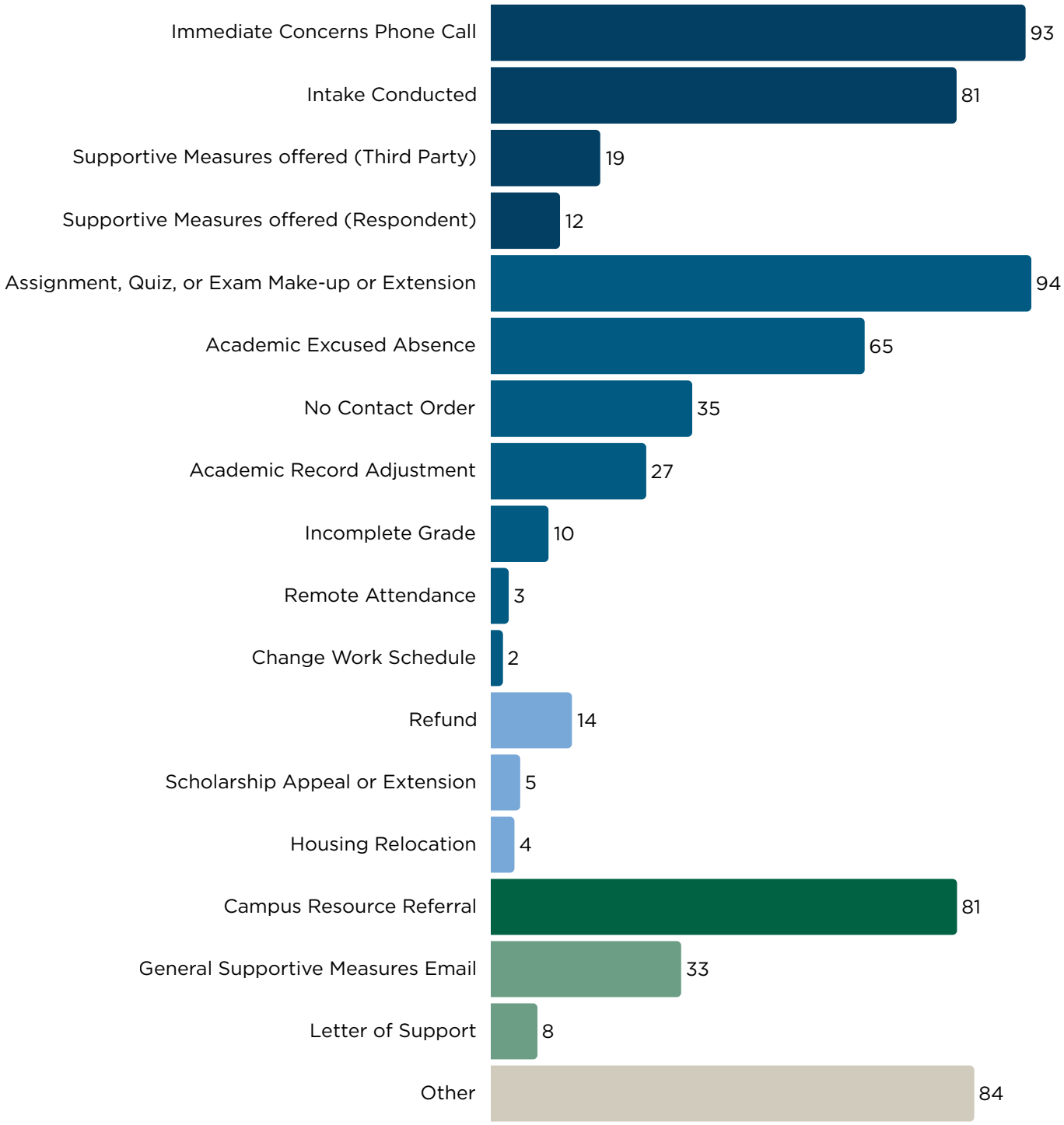
The evidence-gathering process that begins with the filing of the formal complaint by a claimant and ends when the appeal process is complete. This process includes interviewing parties and witnesses, and gathering other relevant evidence, exculpatory and inculpatory.

Hearings require a live proceeding before a hearing officer or panel, while **record reviews** involve a decision based solely on information in the case file. Title IX cases require a hearing, whereas Non-Title IX sexual misconduct cases may proceed by either method.

SUPPORTIVE MEASURES

The Civil Rights and Title IX Office offers supportive measures to individuals who have experienced or are impacted by sexual misconduct or discrimination while at USU. Supportive measures are designed to address an individual's safety and well-being and allow the individual continued access to educational or employment opportunities.

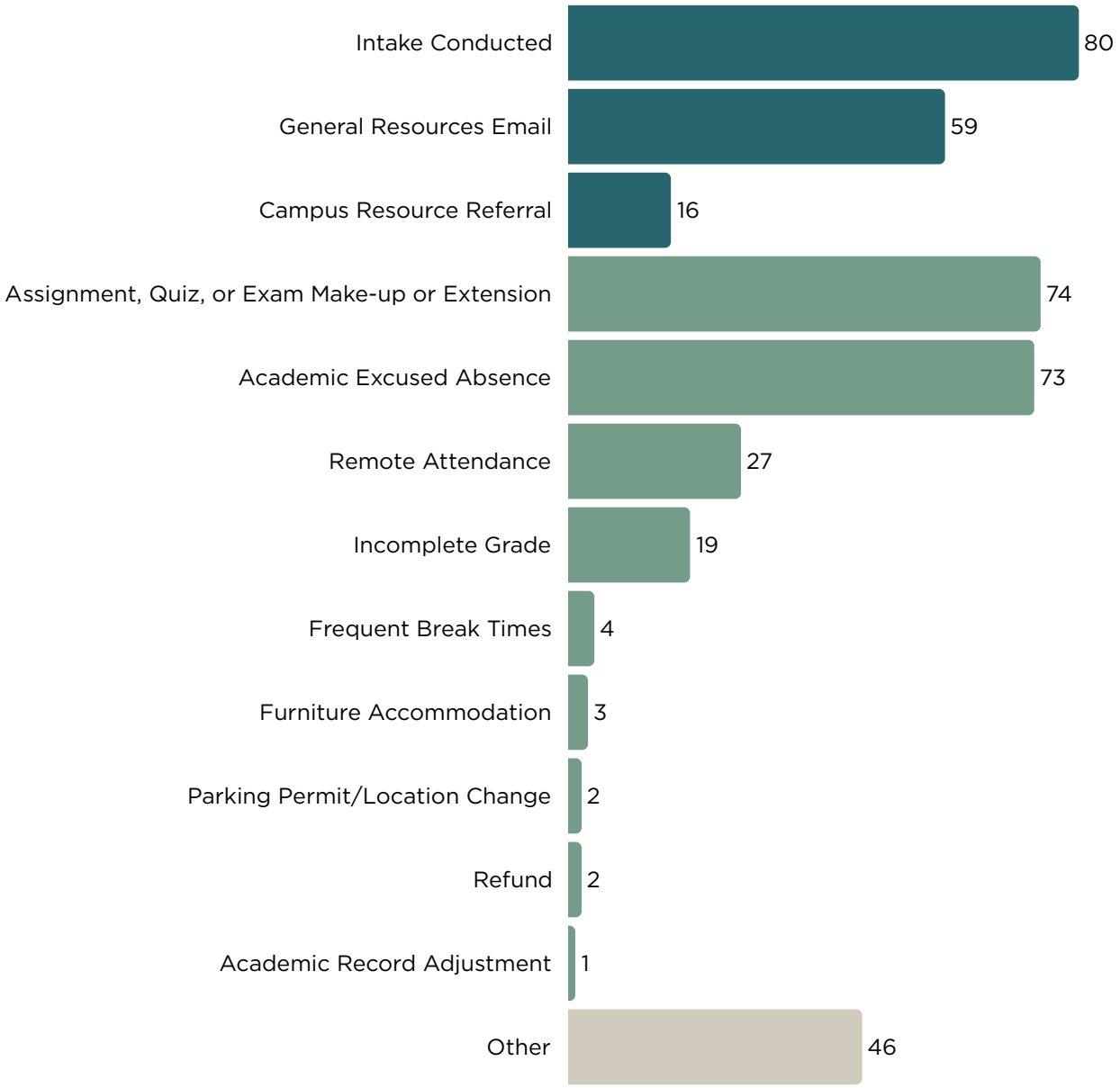
USU's supportive measures team coordinated **670 supportive measures** across all Utah State University locations during the academic year 2025-2026.



PREGNANCY AND RELATED CONDITIONS (PRC) ACCOMMODATIONS

The Civil Rights and Title IX Office offers pregnancy and related conditions accommodations to applicable students while at USU. Pregnancy and related conditions accommodations are designed to address an individual's well-being and allow the individual continued access to educational opportunities.

USU's Supportive Measures team offered accommodations to **107 students** with a pregnancy or related condition. They coordinated **406 accommodations** across all Utah State University locations during the academic year 2025-2026.



NOTICE OF NON-DISCRIMINATION

In its programs and activities, including in admissions and employment, Utah State University does not discriminate or tolerate discrimination, including harassment, based on race, color, religion, sex, national origin, age, genetic information, sexual orientation, gender identity, disability, status as a protected veteran, or any other status protected by University policy, Title IX, or any other federal, state, or local law.

Utah State University is an equal opportunity employer and does not discriminate or tolerate discrimination including harassment in employment including in hiring, promotion, transfer, or termination based on race, color, religion, sex, national origin, age, genetic information, sexual orientation, gender identity, disability, status as a protected veteran, or any other status protected by University policy or any other federal, state, or local law.

Utah State University does not discriminate in its housing offerings and will treat all persons fairly and equally without regard to race, color, religion, sex, familial status, disability, national origin, source of income, sexual orientation, or gender identity. Additionally, the University endeavors to provide reasonable accommodations when necessary and to ensure equal access to qualified persons with disabilities.

In all circumstances, Utah State University follows state and federal laws related to sex-segregated spaces.

The following individuals have been designated to handle inquiries regarding the application of Title IX and its implementing regulations and/or USU's non-discrimination policies:

Courtney White
Interim Executive Director & Title IX Coordinator
Civil Rights & Title IX Office
titleix@usu.edu
435.797.1266 | Old Main Rm. 405
1475 Old Main Hill, Logan, UT 84322

For more information regarding non-discrimination, please visit crtix.usu.edu, or contact:

U.S. Department of Education
Denver Regional Office
303.844.5695 | OCR.Denver@ed.gov

U.S. Department of Education
Office of Assistant Secretary for Civil Rights
800.421.3481 | OCR@ed.gov


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