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UHVXOW RI D VXFFHVVIXO DOWHUQDWDWHLRGLW&W&H&R&V&H&W&L&R&C
FRPPLWPHQWV ZHUH PDGH DV SDUW RI D VHWWOHPHQW DJUHHPH

&RPPLVJLHRIQPHQW UHFKDWHHWWWWPHKQW D
UHFXXLVUHGPHQWRIGU- DQXDU\
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URYLGHLQV&XIFZWWRQWFRHQGMFWOVLRI D
PHG VZDXVEKDLQJRQRHQVSSDUHQWRYLRODWLRQ
/LRQ LQFBPFRQVGDQGHFZLWKHW&HWW&HJW (QIRU
RQ RQIRUFWP&HQV LFRJQDHSUHQGHFIRMLRQDO H
LVSX&RQMHV RQRX&XLRQDZVW&H&W&K&H&W&K&H&X&5&HTX&Q&U&M&H&G
DXWLQRQ WR DGGUHVW WKH DSSDUHQW YLRODWLR

VROXWLDLQFRHGLDWLBDQG&DVVLRQ ZDV KHOG RQ
UHHPHQWKZVVDU&H&R&H&G&W 7IRHU&X&H&P&W&H&V&R&I
DWLRQH&H&V&R&R&R&G &R&R&I&L&Q&P&R&V&R&U&D&W&H&G&U&L&Q&W&K&H
LUPV W&K&W&K&H&R&S&P&H&M&R&R&Q&M&U&R&D&G&H&W&D&H&S&P&H&Q&W&R&I

VRX DJZIRXHQGWE&D&W&D&X&H&R&Q&L&Q&R&B&W&R&W&H&P&H&Q&H&W
UWRD,QROGJK&W&R&K&H&K&B&FWLURQIERDQ&H 15&
H&W&D&R&U&H&Q&F&R&P&S&C&H&W&E&R&I&F&R&W&R&H&W&K&G&I&G&V&D&M&R&Q&I&D&G&W
V&D&N&H&D&V&G&H&U&F&W&I&K&E&H&G&5&Q&Z&M&K&O&H&Q&R&V&I&L&V&P&M&R&U\
KH&D&S&I&S&D&5&H&I&Q&W&O&M&R&V&O&D&U&W&G&R&Q&I&G&V&D&X&Q&X&D&H&G&L&Q&W
D&V&R&F&I&L&D&W&E&V&L&F&U&Y&E&G&S&H&K&O&D&O&W&W&V&7&I&R&Q&R&I&S&Q&V&Z&L&O&O
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3XUVXDQW WR 6HFWLRQ RI WKH \$WRIGHGQHDQ\ \$HVVRIQ ZKRDV
ZLOOXOO\ YLRODVRHVDWHWRHUPSRQVSDRVSUVRYLWLLRODRI WKLVRUG
VXEMHFW WR FULPLQDO SURVHFXVLLRODWHLHQWRIRWKLVLQDVKDVPD
VXEMHFW WKH SHUVRQ WR FLYLO PRQHWDU\ SHQDOW\

\$SDUW IURP WKH DFWLRQV UHTXLUHGGEUWKRIKHDFIDRPHG &HRTXILU
UHVSRQG WR WKLVRHWWHU +RZHVSRQIH\RSOFKORRIVSHUWRLSUHRY
ZLWKLQ GD\VDW WKH IROORZLQJ DG&RUPPLWV&RQ 15IFDLRQJ,SHJ
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,Q DFFRUGDQFH ZLWKR7WOH RI WKH &)5 RI WKH 15&1V
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HOHFWURQLFDOOWIRUQSLXCEOLKHLQV&SBI7ERIPFDQGXIRUQVWVKH 15&1V
\$JHQF\ZLGH 'RFXPHQW \$FFHVVDQG 0DQDJHWHQWH6VWPHVVKH\$105&
:HE VLVKWDW ZZZ QUF JRY UHDGLQJ WPKHIGDPHQWSPD VVLEOH \R
VKRXOG QRW LQFOXGH DQ\ SHUVRQDORQULRYDFKDRW ISW RFDLHEWDPD
DYDLODEOH WR WKH SXEOLF ZLWKRHWVHGOIEMEBQW HQR15RHDPE
RQ LWV :HE KWWS DZ Z QUF JRY UHDGLQJ UP GRFQVROOHFWLRQV

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DQ \$'5 PHGLDWLRQ VHVVLRRQ LQ DQ HIIRUW WR UHVROYH WKLV F

,Q UHVSRQVH WR WKH 15&¶V RIIHU ,68¶VHST&HSUWRHFIWVKH2QVH
ODUFK WKH 15& DQG ,68 PHW LQ DQ \$'5 VHVVLRRQ PHHGLDWRHIG E
DUUDQJHG WKURXJK &RUQHOO 8QLYHROXVWLWRFQ ,QKML\$V&SHRFQH&R
LQ ZKLFK D QHXWUDO PHGLDWRU ZLWKQLRWHFVFKHRSDBDWHQJLDX

%)DLOXUH WR FRQGXFWD SK\VLFD F R Q W Q W B U O H Y M H D O F B G
SRVVHVHVG XQGHU WKH OLFHQVH

&)DLOXUH WR SHUPLW DFFHVV WR F B Q V Z B P U H Q D Q G R Q W K H D V F
VXSHUYLVLRQ RI VHQLRU (QYLURQPHQWDSHJHWRQW K O Q G 6DI

')DLOXUH WR FOHDUO\ GRFXPHQW VXWYDQY WR K H P K D Q G R U W K F R U M
SRVWLQJV LQ D GHFRPPLVVLRQHG ODIERQLW K I R X W B S S E I R Y D O

()DLOXUH WR WUDQVIHU UDGLRDF W W L H R Q D R V Q I U L Z K H Q W D X W D Q R U
ZDV REWDLQHG IURP WKH UDGLDWLRQ VDIHW\ RIILFHU

))DLOXUH WR SRVW HDFK DUHD RU U R W R U L Q G Z B Q F B P W K B W H R Z D
OLFHQVHG PDWHULDO H[FHHGLQJ W L D P H W S H F H I T K I Q I W L W \ R
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*)DLOXUH WR SURPLQHQWO\ SRVW D Q F D L G H D Q W B C F B Q W D R B W I K
UDGLRDFWLYH PDWHULDOV DV D FRQWDPLQDWLRQ FRQWURO

- ,)DLOXUH WR HQVXUH WKDW USRPV B Q W V B Ø UFDHG LRUWZ IRW KH
 - IDFLOLW\ ZHUH HYDOXDWHG E\ WKHU QIBG LDRV GRQV M D PHLQ H RSIU
 - DQG PRQLWRULQJ UHTXLUHPHQWV ZWUJN LDUCHVD K DZK IE U H QJ
 - DQG VWRUDJH DUHDV IRU WKHVVH PDWQH UHQV XZHUH J DMXU Y H \ H
 - ZKHQHYHU FKDQJHV ZHUH PDGH LQ WKH QIGL Ø D Q W Q W LHVX \CHRFD
 - ORDERUDWRU\ VXUYH\ IUHTXHQFLHV ZHLDHO G ZLHUJHZ K G Q V H D GRUR
 - RWKHUZLVH VSHFLILHG E\ (QYLURQPHQWDO +HDOWK DQG 6D
-)DLOXUH WR WHVW WKH IXPH KRRGV DW OHDVW DQQXDOO\
- .)DLOXUH WR SHULRGLFDOO\ DW OHDVW S UDQVGHFDVLRQ USHURLJHUZ
 - DQG LPSOHPHQWDWLRQ

Corrective actions taken by Idaho State University include

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UHVXOWV LQ ZULWLQJ WR WKH 15& DLQGHG KHQIGQDSHSURQYHQW
&RQGLWLRQ %

% :LWKLQ GD\ V RI WKH LVVXDQFH GDWBZILWCH&RQWUWBRW
15& IRU DSSURYDO WKH UHVXPp RI RQHQRUZPHRGJHWEKHGLSDW
YDULRXV W\SHV RI OLFHQVHG DFWLWLDIHRDKWY,618DSKHRSUHL
H[SHULHQFH DQG NQRZOHGJH RI SHUFRUPLQJ DFKLWLWRHWID
SHUIRUPLQJ FDXVDO DQDO\VHV DQG GHSYHORSFHQWGRREWK
DXGLW ILQGLQJV DQG WKH FDXVH HYDOXDWLRQV

& 7KH LQGSHQGHQW WKLUG SDUW\ SHUVRQ V ZLOO

:LWKLQ GD\ V RI WKH 15&TV DSSURQDO RFRW&HMKLWQ S
LQGSHQGHQW DXGLW RI 15& OLFHQW&HGLDFWVMLWEHVRDFU
VFRSH SURGXFWLRQ UHVHDFK DQGDWHPDWWHUHLDFOVROUQGDQ
SURYLGH D UHSRUW WR WKH 15& RI WKH LDYFOLWGHLCQWQJV
PLQLPXP WR ``0

FRQGXFV FDXVDO HYDOXDWLRQV DV QFHGIFGVWRQIGHFDHWF
LVVXH 7KH WKLUG SDUW\ SHUVRQHWKWRIGRORJLHWF DQG
UHFRRPHQG HG FRUHFVLYH DFWLRQV ZLWK ,68 PDQDJHP

UHYLHZ ,68 ZLOO VXEPLW D UHSRUW WVR UHKLH 13 & VZ KW KV W X W
FRUUHFWLYH DFWLRQ SODQ DQG WKRUUWHY WMLYHQ D FVRLGLQLSO
DGGUHVV DQ\ ILQGLQJV

* :LWKLQ PRQWKV DIWHU FRPSOHV 68RZL Q D DSHU IRRUPU E FVQ D Q
HIIHFWLYHQHVV UHYLHZ DQG VXEPLW WKH UHSRUW WR WKH

\$GPLQLVWUDWLYH ,WHPV

+ 7KH 15& DQG ,68 DJUHH WKDW WKH DEFDWHB OLPVHQ D V ZLOO
&RQILUPDWRU\ 2UGHU

, 7KH 15& ZLOO FRQV D WRU\ WZKHG & B D Q B UHFDPOHWH G FVQLRQ ZLV
UHVSHFW WR DQ\ IXWXUH HQIRUFHPHQW DFWLRQV

- ,Q FRQVLGHUDWLRQ RI WKH HOHPHQWVHG HORV H D V H G V D E R D
1RWLFH RI 9LRODWLRQ WR ,68 IRU WKE DSS DQVSHF WLRQ D V M I S
GDWHG -DQXDU\ DQV RIRLV WIRGL F V X I H O D
SHQDOW\

%DVHG RQ WKH FRPSOHWHG DFWLRQV GHQ WVLGH G F D E E M I S L D Q
6HFWLRQ 9 EHORZ WKH 15& DJUHHV WFR QHROWSX E W X R Q D Q D V X I G W R K
DSSDUHQW YLRODWLRQ LGHQWLILHG WLV Q W K H 15 & ¶ V - D Q X D U \

2Q \$SULO ,68 FRQVHQWHG WR U G M X L Z L W M K W X H & R Q I L U
FRPPLWPHQWV DV GHVFULEHG LQ 6HFMULRQ 9 EXHQRKZHU, G D U K R H G W

&RQILUPDWRU\ 2UGHU LV WR EH HIIHFWLWPHXBRQLDOLXJGFLQ WKI
&RQILUPDWRU\ 2UGHU VHWWOHV WKHFWDDWWIHW EDIWZDHOHWKHWSD
KHDULQJ

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, ILQG WKDW ,68¶V DFWLRQV FRPSO,HDVIRY HD VF BPIEQLHSHZLWQ
FRPPLWPHQWV DV VHW IRUWK LQ 6HFWLRQ DQGUFRDFFOXSVDWVXDW
WKHVH FRPPLWPHQWV WKH SXEOLF KHDVXWKHQGGQV LHV\RD UHWKH
IRUHJRLQJ , KDYH GHWHUPLQHG WKDWSWEDMF ,KBPVWRKPDQV PFDG
FRQILUPHG E\ WKLW &RQILUPDWRU\ 2UGHU FRODWHGWRQWVKH DER
&RQILUPDWRU\ 2UGHU LV HIIHFWLWYH XSRQ LVVXDQFH

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\$FFRUGLQJO\ SXUVXDQW WR 6HFWLRQV RI VEKH \$WRPIRF (QHWA
RI DV DPHQGHG DQG WKH &RPPLVLRQ DQGHJXQD5W3BRQWVLQ
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\$:LWKLQ GD\V RI WKH LVVXDQFH GDWRQ RIRWKPHR&RIQWKLRLD
SHUVRQ V VHOHFWHG E\ ,68 ZLOO FRYSOWWH\ DQG SXIEPHQW
UHVXOWV LQ ZULWLQJ WR WKH 15& DLQGHGKHQGDSSURQGHQW

% :LWKLQ GD\ V RI WKH LVVXDQFH GDWH ZILWCH &RQJWUWRV
15& IRU DSSURYDO WKH UHVXPp RI RQHQRLZPHRGJHVKOHGLSDV
YDULRXV W\SHV RI OLFHQVHG DFWLYLWDLQAR DWDY, 618DSZKUR\$WIL
H[SHULHQFH DQG NQRZOHGJH RI SHUFRLOPLQG DFXGLWLWRHWID
SHUIRUPLQJ FDXVDO DQDO\VVH DQG QHSYDORSEHQWGRRQRWK
DXGLW ILQGLQJV DQG WKH FDXVH HYDOXDWLRQV

& 7KH LQGSHQGHQW WKLUG SDUW\ SHUVRQ V ZLOO

:LWKLQ GD\ V RI WKH 15& V DSSURYDO RFRW&HWHLUDQ S
LQGSHQGHQW DXGLW RI 15& OLFHQVHQGLBFWVMMWEHURDFU
VFRSH SURGXFWLRQ UHVHDFK DQGDWHPDWWHUHLDFOVRLQGDQ
SURYLGH D UHSRUW WR WKH 15& RI WKH LDXFOLXGHLGDVLDJ
PLQLXP REVHUYDWLRQ RI DFWLYLW\ZHRVNHQRZDQJ JHWIDQ
UHFRUGV UHYLHZ UHYLHZ RI WKH UDGHDWDRQ DSSURYDOR
DXWKRULJHG XVHUV DQG WKHLU XVHFRXWLFHQWHIGHPDXGL
SRWHQWLDO ILQGLQJV PXVW EH GLVFHVUWGR ZLOVKRZ686BDVQ
SURYLGH DQ\ DGGLWLRQDO LQIRUPDWERQVGHVU\QU\ IRU
DVVHVVLQJ WKH YDOLGLW\ RI WKH ILQGLQJ

:LWKLQ GD\ DIWHU FRPSOHWLQJ DKKDOXGLW DDEWYRQF
DXGLW ILQGLQJV DQG 15& HQIRUFHPHQWDFWKRQLWVXBRFE
GDWH RI WKH &RQILUPDWRU\ 2UGHU UTRHQ LQGHSDHQGRQW
FRQGXFV FDXVDO HYDOXDWLRQV DV QFHGIFGVWRQIGHFDHQW
LVVXH 7KH WKLUG SDUW\ SHUVRQHWKRIGRORJLHWF DQGW

UHFPPHQQHG FRUUHFWLYH DFWLRQV ZLOWR Z6 86 B DQD JHPH
SURLGH DQ\ DGGLWLRQDO LQIRUPDWLWV ERQV LGHUWVQU\ IRU
DVVHVVLQJ WKH YDOLGLW\ RI WKHLU FDXVDO HYDOXDWLR

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' :LWKLQ GD\V RI UHFHLYLQJ WKH HYDOXDWLRQ\ DSHQVVRQ V

GRFXPHQWV ILOHG E\ LQWHUHVWHG QBYXUQH QW&D H QWE W LPHW
EH ILOHG LQ DFFRUGDQFH ZLWK WKH 1581XV WLOLQJ UXDQHDPH Q5G
DW)5 \$XJXVW 7KH ()LSDQJWS BRSDQW UHWX LUXEPL
VHUYH DOO DGMXGLFDMR MKGRFXWH FDNWV RURLQDLQ PRRSLHV RQ
VWRUDJH PHGLD 3DUWLFLSDQWV PDLQRVQVQEPXQSDSHWKRSM
H[HPSWLRQ LQ DFFRUGDQFH ZLWK WKH SURFHGXUHV GHVFULEHG

7R FRPSO\ ZLWK WKH SURFHGXUDO UWTX LGDHPHSULR UR IW(R) MOK
GHDGOLQH WKH SDUWLFLSDQW VKRHXO URREQ WHD PDLQ KHW2IILFH R
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, ' FHUWLILFDWH ZKLFK DOORZV RUKHSSUWHMLFQSDQWYRUWLRVGLFJ

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KIGRFXPIHQWHWRWKH 15 81Vp@pLOHPRO WKKHUVHDKIDQ&RQVBFQWDSG

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3DUWLFLSDQWV ILOLQJ DGMXGLFDWRIVS3Q7XPEQWRULQHWKLV
GRFXPHQW RQ DOO RWKHU SDUWLFLSDWEX IL)UOWQFJODWVFPDLOGB
WLPH RI GHSRVLW LQ WKH PDLO RSHGLFRKGLHLOLYHSW\HW\UPYDIEQ
GHSRVLWLQJ WKH GRFXPHQW ZLWK W\HGLQRYRGEHHRIVSOPENQHUQ

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CONSENT AND HEARING WAIVER FORM

Idaho State University hereby agrees to comply with the terms and conditions of the
Confirmatory Order arising out of an alternative dispute resolution mediation session on
March 27, 2019, to be issued relating to enforcement action FA-18-153. The Confirmatory