



**STUDENT CONDUCT &  
ETHICAL DEVELOPMENT  
ANNUAL REPORT  
2024-2025**



Phone:  
**408-924-5985**

Email:  
**studentconduct@sjsu.edu**

[sjsu.edu/studentconduct](https://sjsu.edu/studentconduct)



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# Mission

Student Conduct and Ethical Development promotes fairness and consistency in the administration of the student conduct process while supporting a safe and inclusive living and learning environment. Student Conduct and Ethical Development commits to the principles of empathy, ethics, equity, integrity, and respect.

# Philosophy

The Student Conduct process at San José State University (SJSU) is intended to support the mission of the institution through educating students about the behaviors that contribute to fostering a community where personal and academic success can occur. SJSU is committed to maintaining a safe, healthy living and learning environment for students, faculty, and staff. Students are expected to make everyday actions that embody the Student Conduct & Ethical Development values of excellence, learning, integrity, community and civic engagement.

Students who engage with the Office of Student Conduct and Ethical Development at San José State University:

- Will be able to articulate SJSU's community expectations and standards of behavior that are contained in the Student Code of Conduct and the Academic Integrity policy.
- Will be able to reflect, understand, and explain how their actions impact their personal and educational goals.
- Will be able to reflect, understand, and explain how their actions impact SJSU and the larger community.
- Will be able to identify and articulate their personal values, and understand the role their values play in their decision-making.
- Will demonstrate an understanding of the role their values play in decision-making by developing action steps and strategies for the future.
- Will demonstrate their understanding of community expectations and standards of behavior, the impact of their actions on their personal and educational goals, as well as the SJSU and the larger community, by completing remedial and educational sanctions.

# Our Team

Due to vacancies in other areas of the Dean of Students cluster during Spring 2025, members of the Student Conduct & Ethical Development Team served in other Interim capacities. This prompted the need for additional temporary support in the role of two Case Coordinators.

**Alexandra  
Froehlich  
Hankinson**

Director of Student Conduct & Ethical Development

Associate Director of Student Conduct & Ethical Development

**Mira  
Hutton**

**Alec  
Mathews**

Associate Director of Student Conduct & Ethical Development

Assistant Director of Student Conduct & Ethical Development

**Jennifer  
Angel**

**Vanessa  
Smith**

Case Coordinator & Administrative Analyst (1 Year Reassignment)

Case Coordinator & Administrative Analyst (6 Month Temporary Role)

**Andrea  
Cabrera-  
Sanchez**

**UHS  
Conduct  
Staff**

Non-Direct Reports Collaborative Partners

# 2024-2025 Integrated Plan

Student Affairs departments created Integrated Plans to highlight their impact to campus. Student Conduct & Ethical Development focused on ensuring processes were fair & consistent through improving outreach, education, and clarification.



## GOAL 1

To develop Students' commitment to, and understanding of, SJSU's community expectations and standards of behavior.

## GOAL 2

To ensure the process is fair, equitable, consistent, and in accordance with the guidelines of 1098, Title IX, 17-5, other laws, FERPA, and Due process.



## OUTCOME 1

Articulate and educate community on expectations, policies & procedures.

## OUTCOME 2

Increase the number of confident, qualified & trained Hearing Officers.

## OUTCOME 3

Equity focus on impacting referrals of cases.



## METHOD 1

Track website and outreach efforts including events & flow charts.

## METHOD 2

Increase and assess sanctions.

## METHOD 3

Targeted outreach and training, including digital resources for Hearing Officers.

## METHOD 4

Collaborate with stakeholders to identify circumstances of referrals.

The forthcoming annual report will detail the efforts initiated and the assessment conducted based on the aforementioned integrated plan. The collection of baseline data on website usage has been excluded. Additionally, during the 2024-2025 period, the office produced a video to explain the Student Conduct Process and collaborated with IT to refine the webpage language.

# Overview

Student Conduct & Ethical Development (SCED) is tasked with overseeing and implementing CSU Executive Order 1098 at San José State University, in order to uphold the Student Code of Conduct, the Academic Integrity Policy, and the Student Organization Code of Conduct. We have 4 staff members in our office, as well as 2 additional staff members in university housing. Collectively we processed approximately 3,000 to 4,000 cases per academic year encompassing university housing - making us one of the largest conduct teams in the CSU system with one of the highest caseloads. In addition to managing our current caseload, we have a number of goals towards developing supportive and sustainable practices that allow us to ensure that our campus meets the requirements of CSU Executive Order 1098 in a way that works for our unique campus.



1

## Student Conduct

Procedures that San José State University follows in student cases and informs students of their rights and responsibilities when they are alleged to have violated the Student Conduct Code.

2

## Academic Integrity

Procedures that San José State University follows for cheating and plagiarism.

3

## Student Organization Code of Conduct

Procedures that San José State University follows for student organization policy violations.

4

## UHS Licensing Agreement Violations

Procedures that San José State University follows for students living in University Housing that violate their rules.

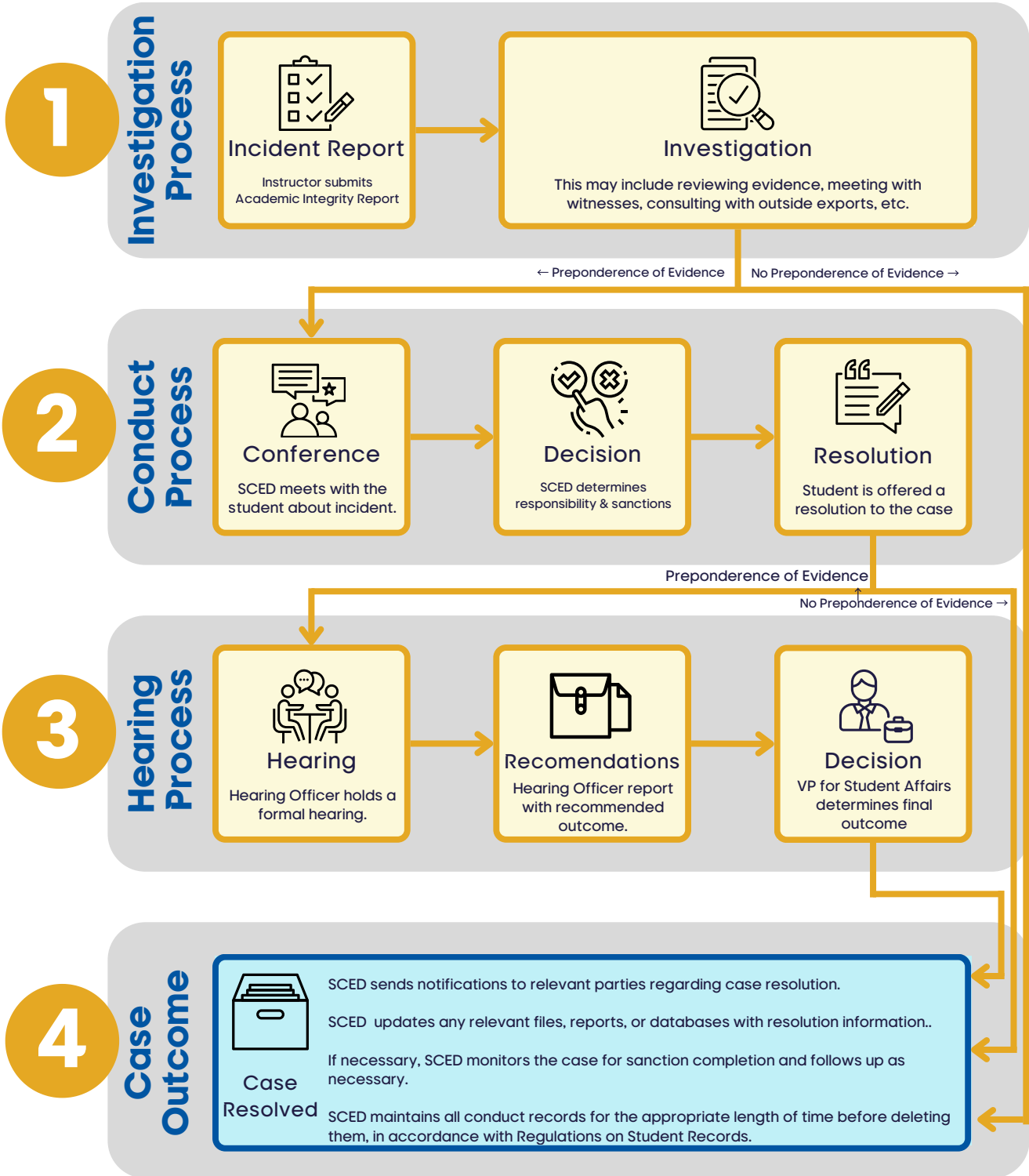
5

## Nondiscrimination Policy Sanctions

Procedures that San José State University follows for sanctioning specifically for violations of the systemwide Nondiscrimination Policy.

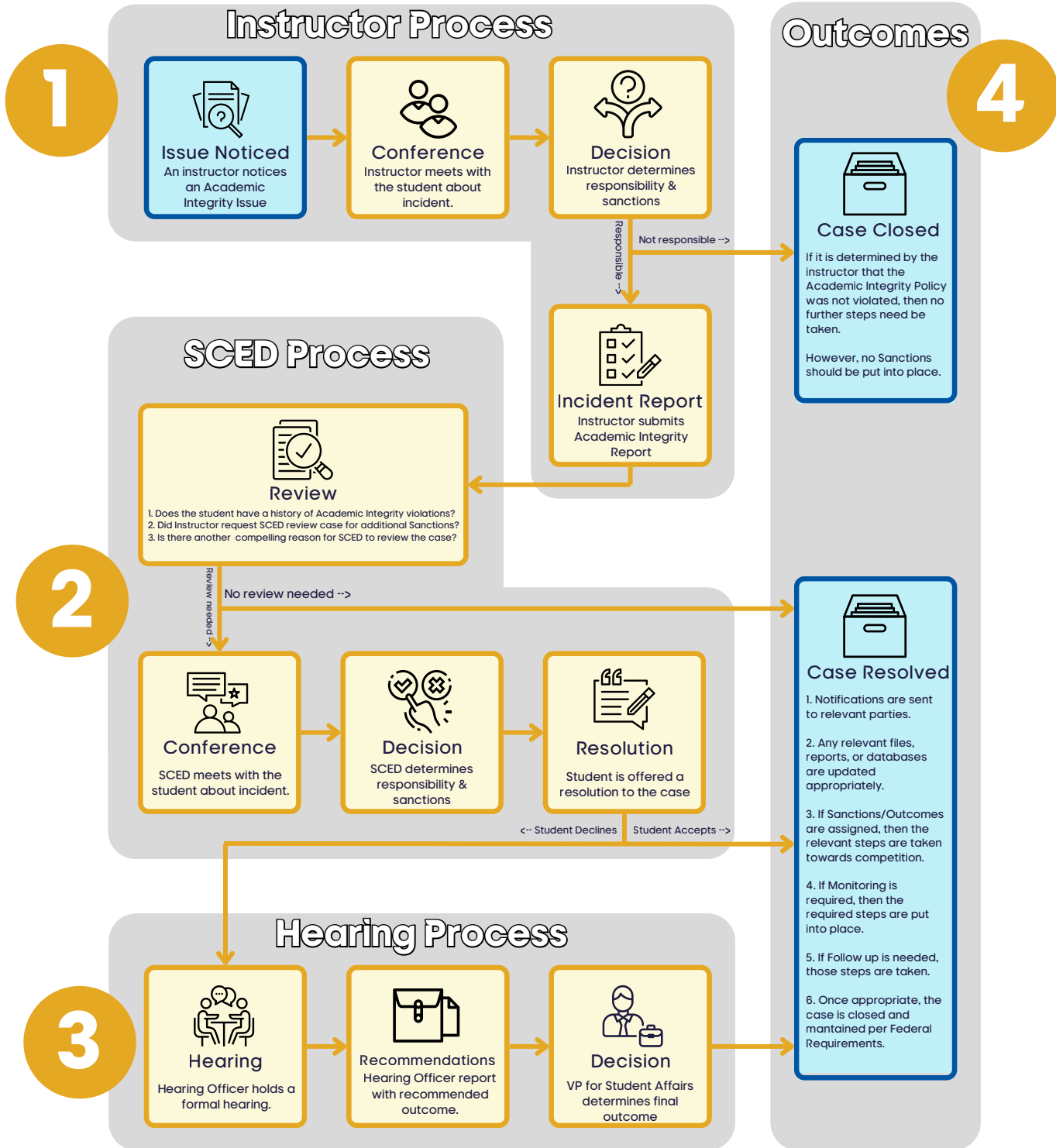
# Student Conduct Policy

## A helpful flowchart to the policy



# Academic Integrity Policy

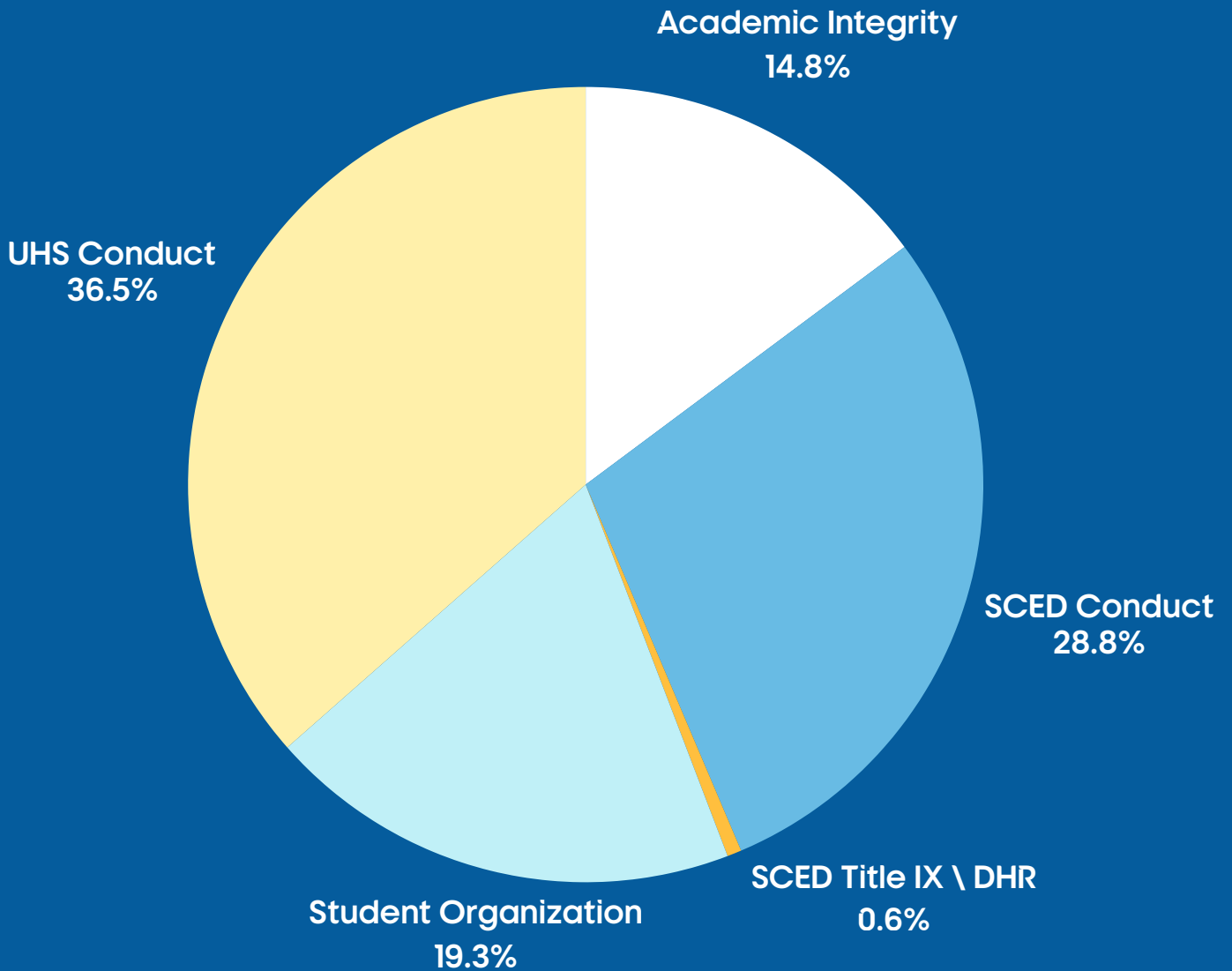
## A helpful flowchart to the policy





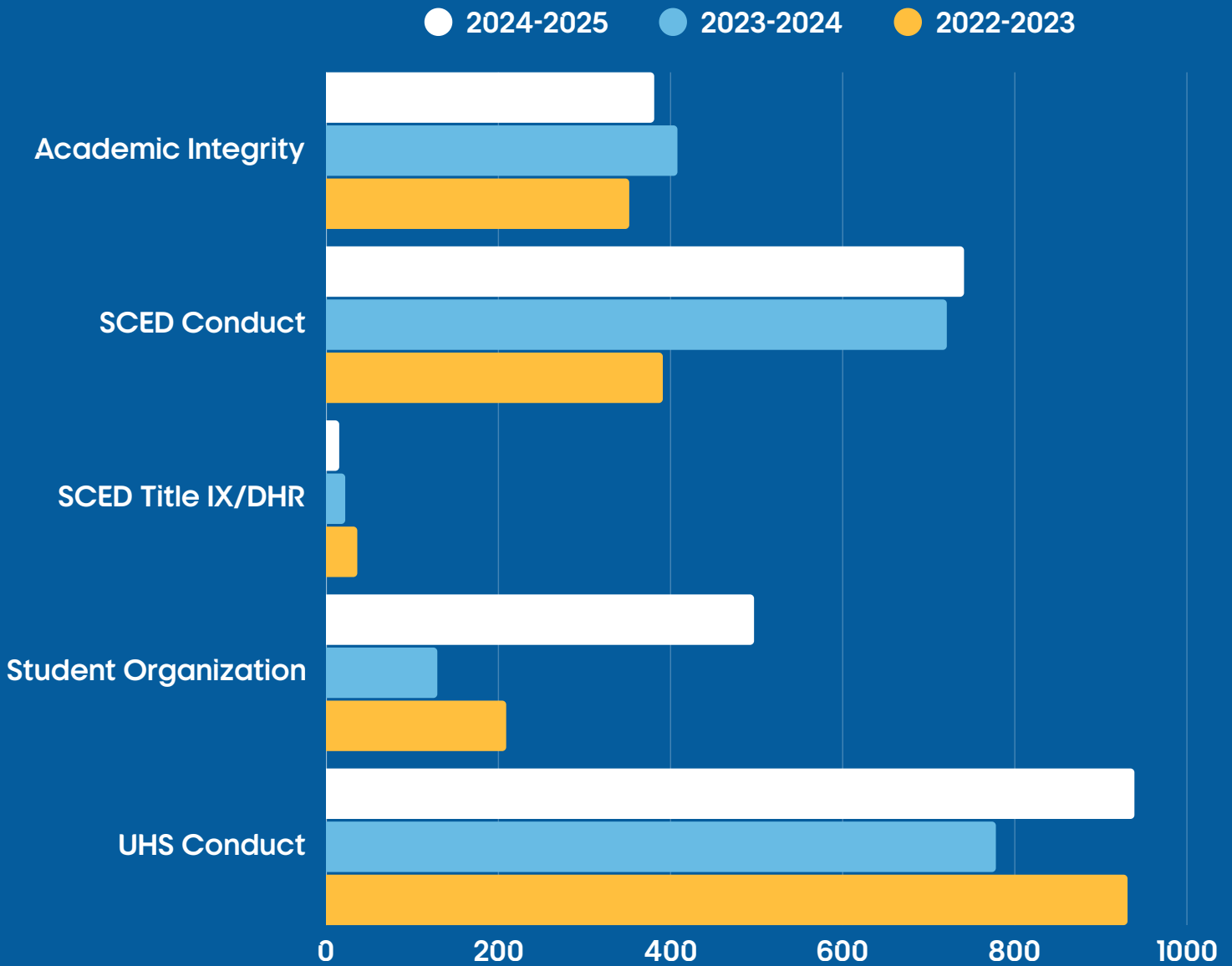
# 2024-2025 Year in Review

Each case is processed by a trained adjudicator through a transparent and fair process that focuses on developmental and educational conversations.



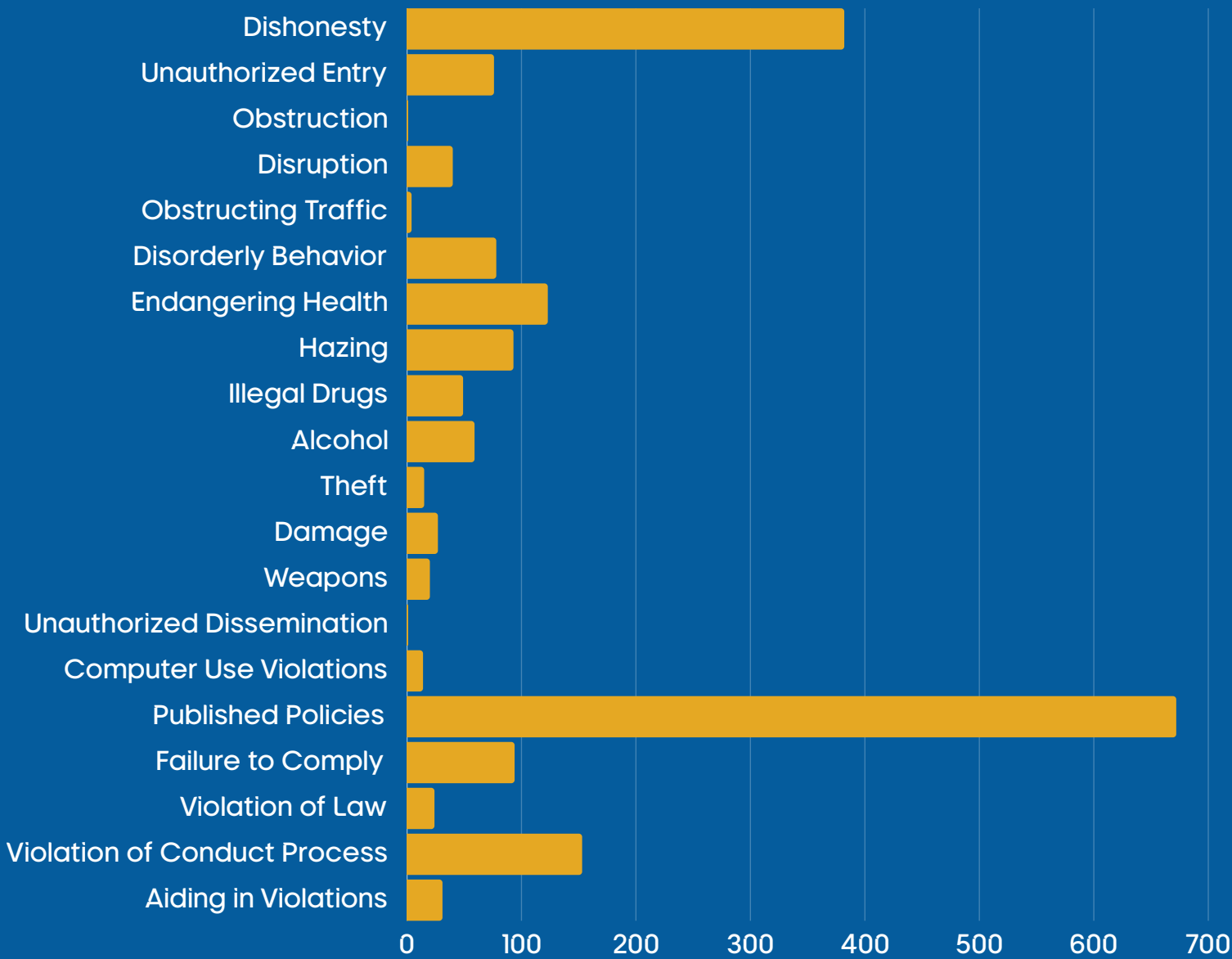
# 3 Year Case Comparison

Over the past three academic years we have overall seen an increase in cases.



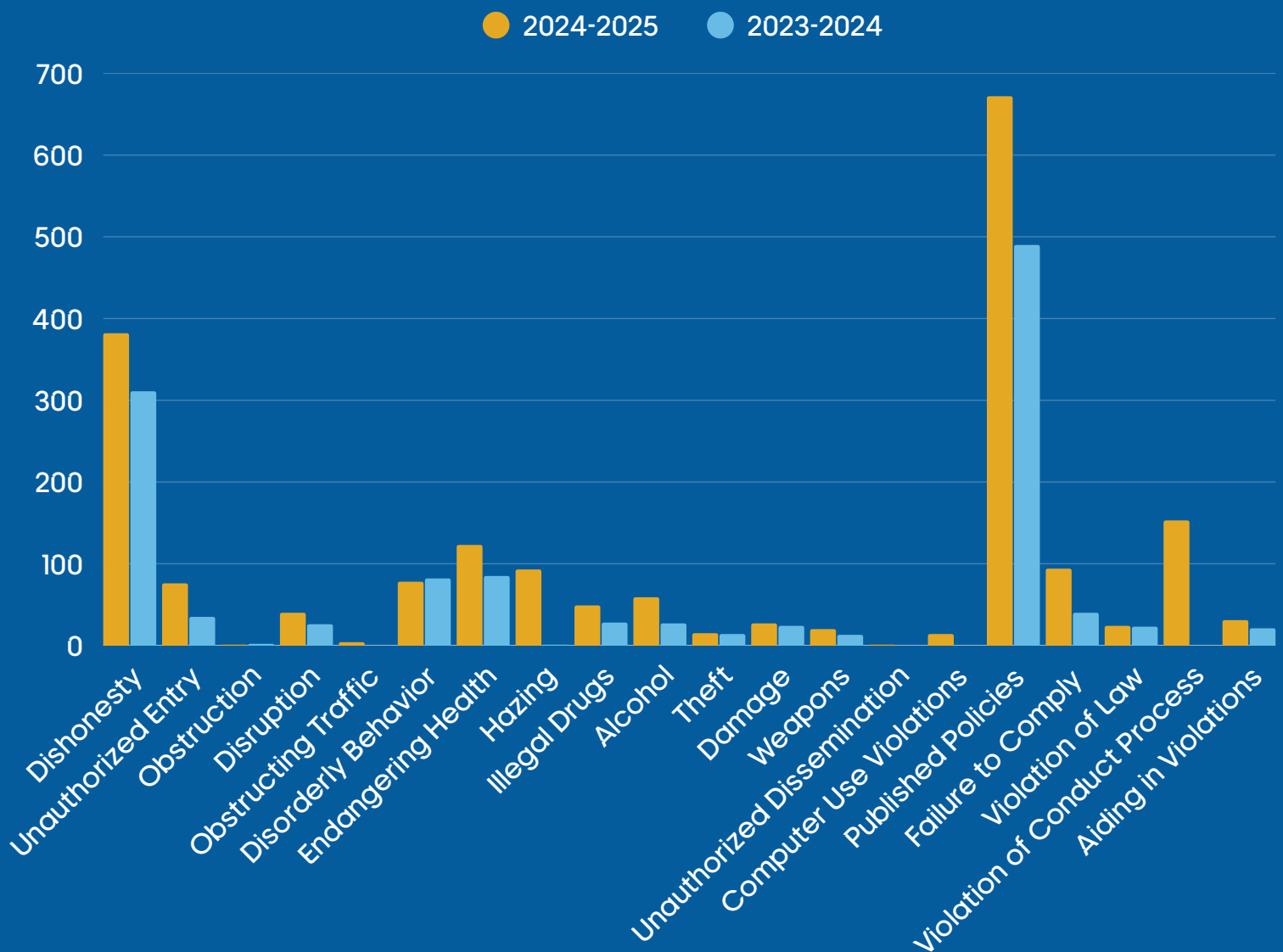
# 2024-2025 Student Code of Conduct Statistics Charges

Student Conduct & Ethical Development follows the California Code of Regulations 41301, Standards for Student Conduct, and adjudicates cases to the 20 violations defined in this state law.



# 2 Year Comparison Student Code of Conduct Statistics Charges

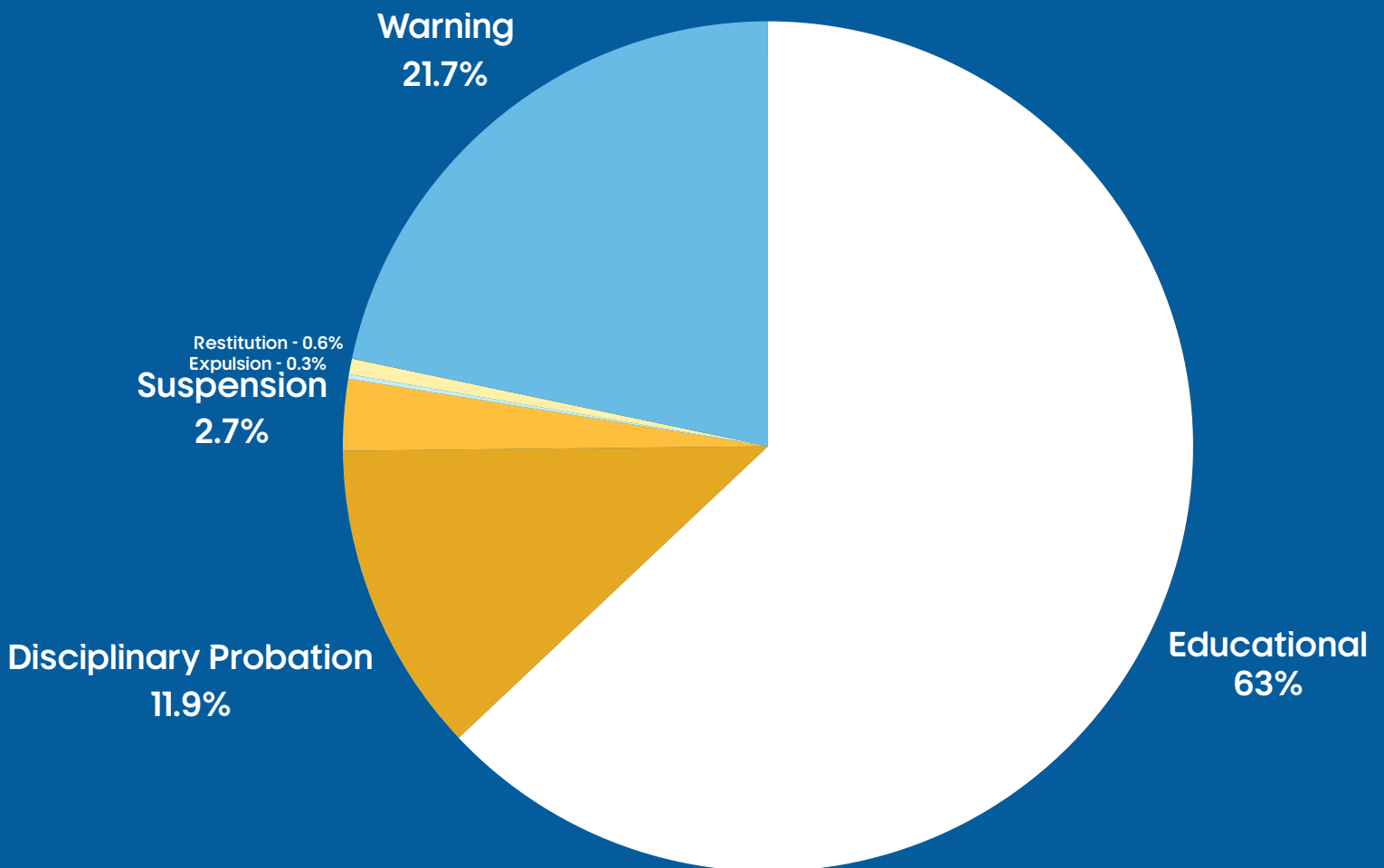
Student Conduct & Ethical Development follows the California Code of Regulations 41301, Standards for Student Conduct, and adjudicates cases to the 20 violations defined in this state law.



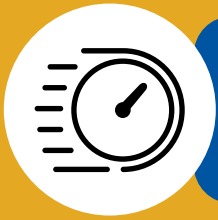
# Student Code of Conduct Statistics

## Sanction Data

A list of possible sanctions includes restitution; loss of financial aid; educational and remedial sanctions; denial of access to campus or persons; warning; disciplinary probation; suspension; and expulsion.



# SCED by the Numbers



## Interim Action

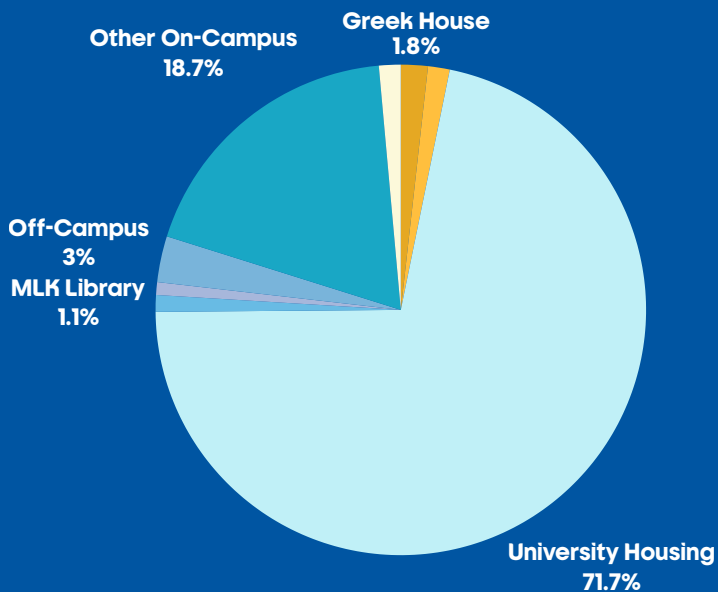
Interim Suspensions - 8  
Emergency Removals - 4



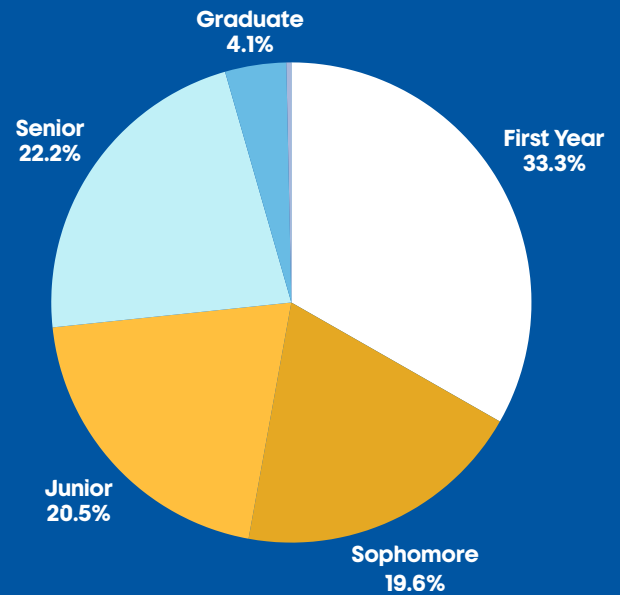
## Hearings

Interim Suspension - 5  
Emergency Removal - 4  
Hearing on Sanction - 11  
Hearing on Both - 22  
Title IX - 5

## Incident Locations

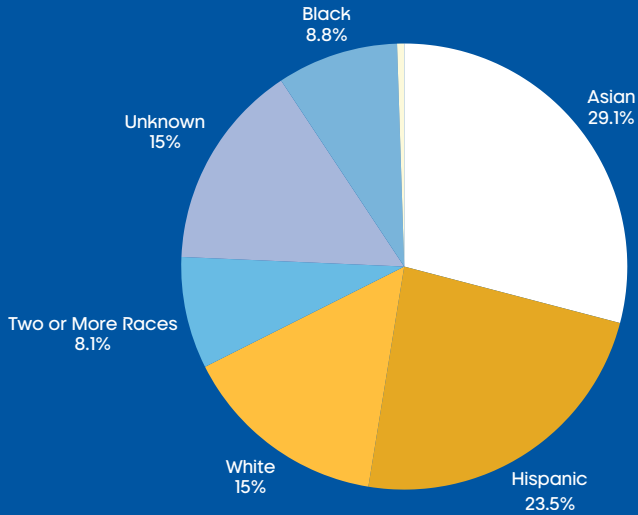


## Class Standing

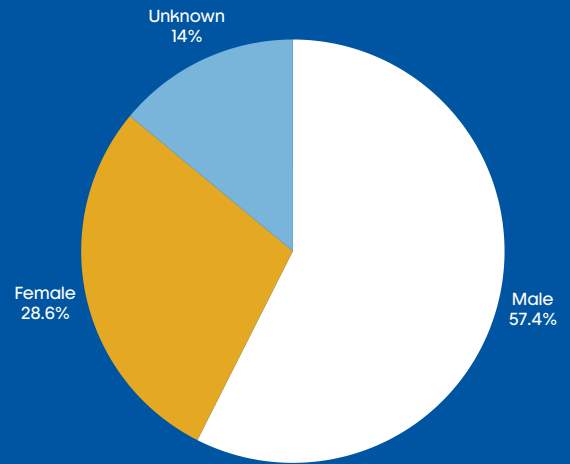


# SCED by the Numbers

## Ethnicity

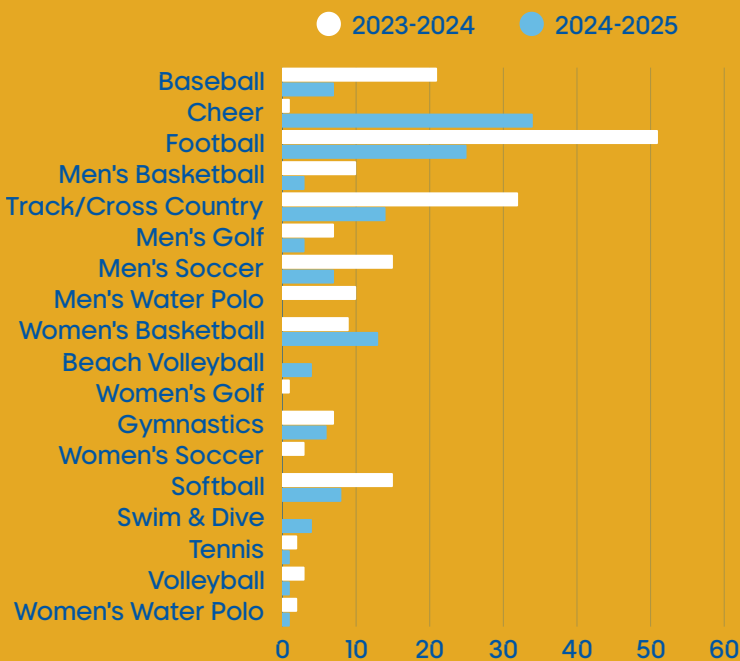


## Gender

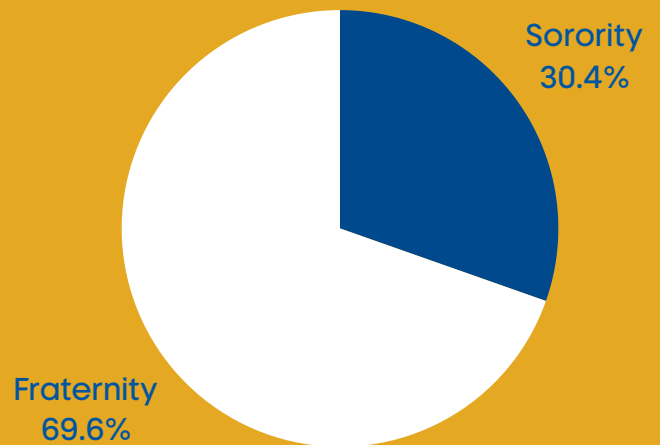


## Campus Involvements

### Athletics

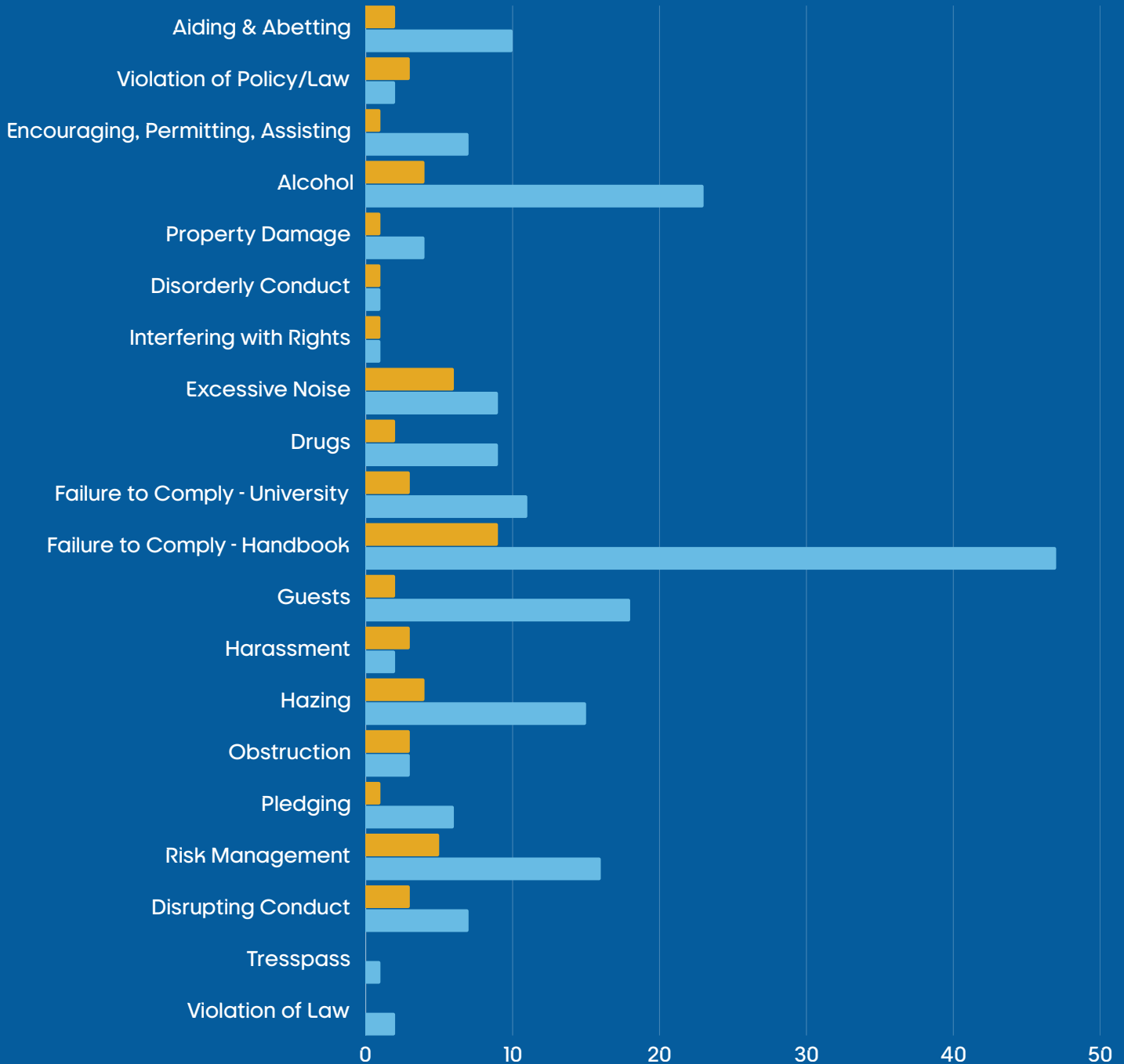


### Fraternity/Sorority



# Student Organization Conduct Charges

● 2023-2024 ● 2024-2025

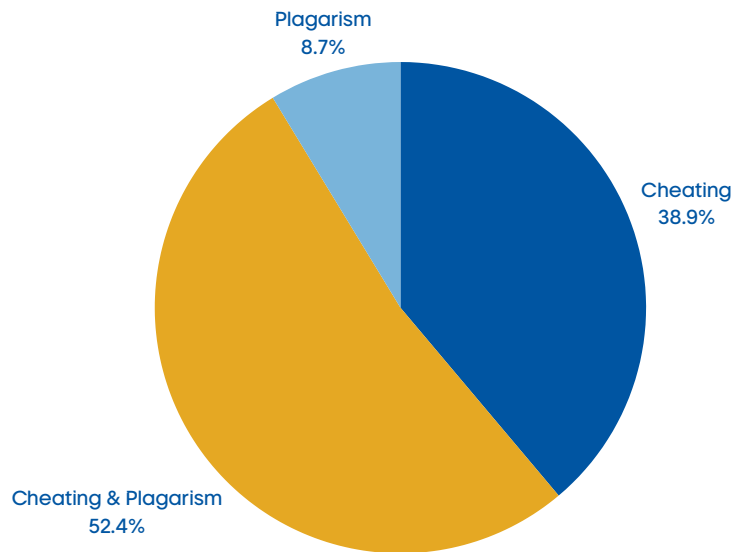




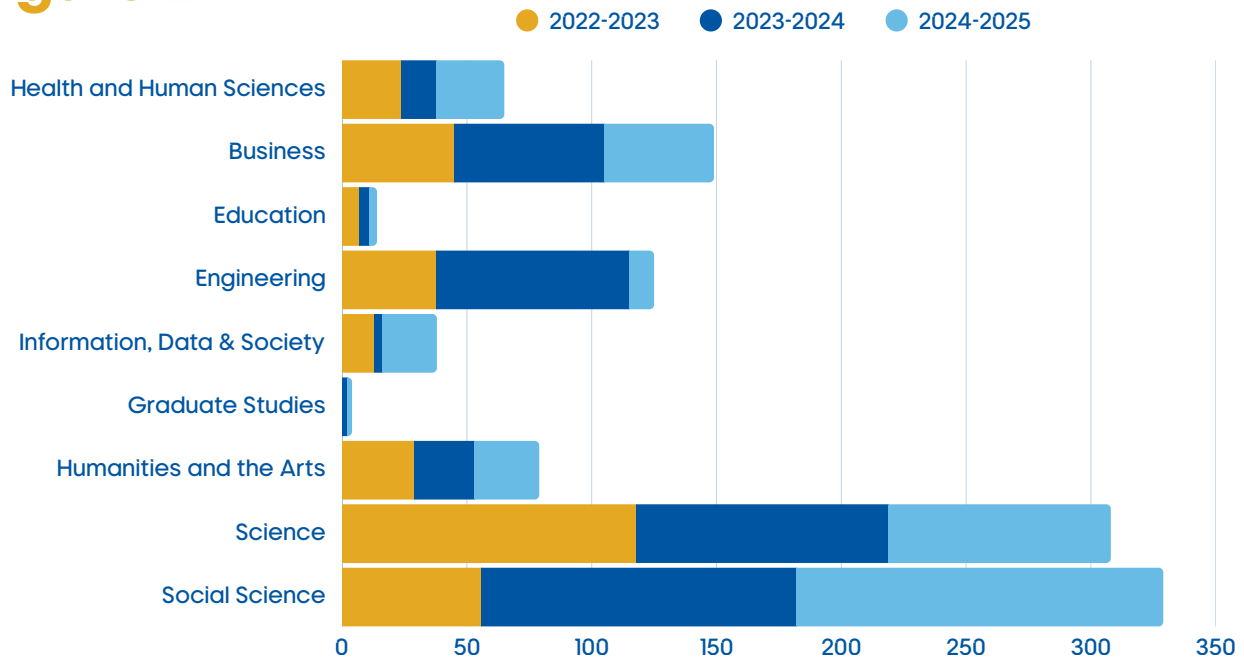
# Academic Integrity

Student Conduct and Ethical Development received 409 Reports regarding violations of the Academic Integrity Policy for the 2024-2025 academic year. Figure 1 captures the total number of reports designated as cheating and plagiarized. Figure 2 captures the total number of reports submitted by each Academic College for the past three years.

**Figure 1**



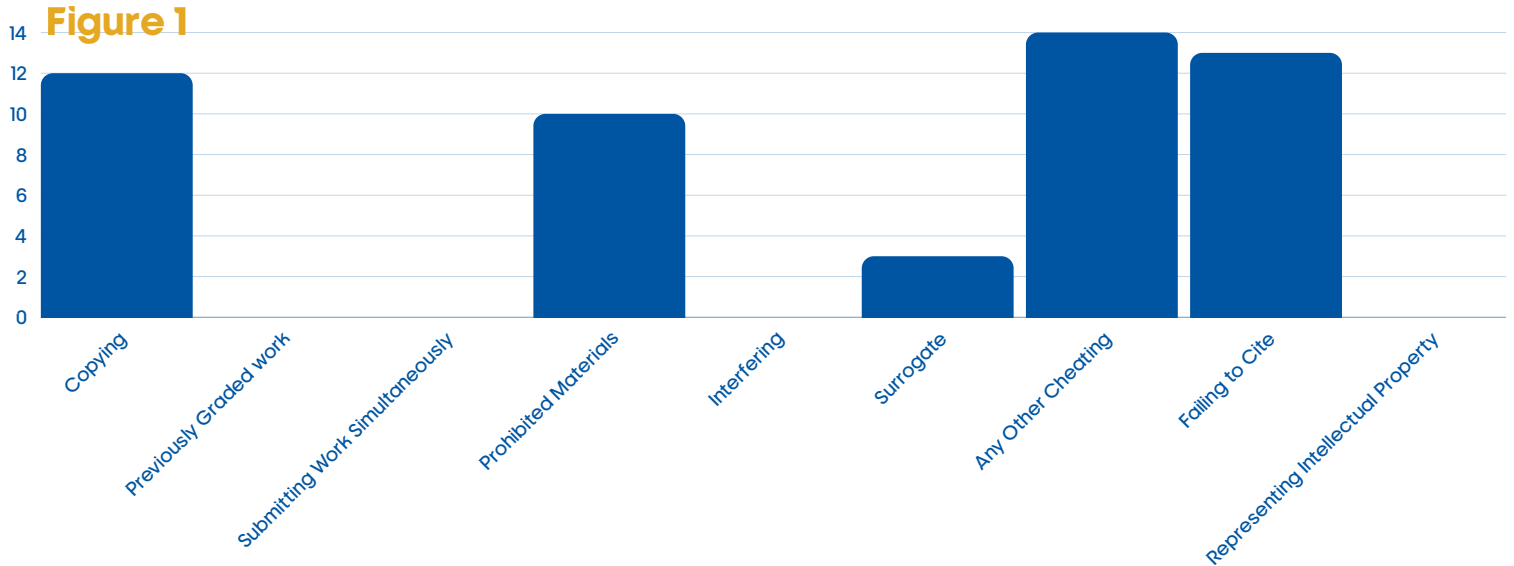
**Figure 2**



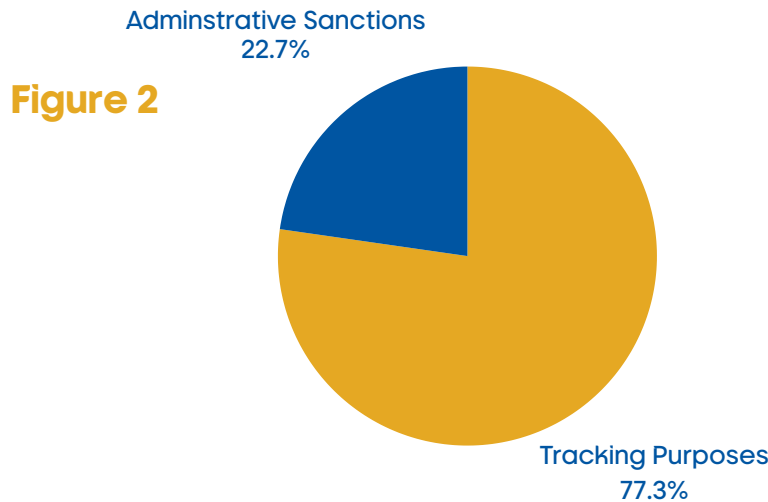
# Academic Integrity

## Lucas College and Graduate School of Business

During the 2024-2025 academic year, 44 reports were filed regarding violations of the Academic Integrity Policy. A total of 31 reports were classified as cheating, 10 reports were classified as plagiarism, and 3 reports were classified as both cheating and plagiarism. Figure 1 captures the total number of reports organized by the violation subsections.



Faculty imposes academic sanctions and determines which cases are reviewed for violations of the Student Conduct Code (i.e., 3.1.7 Recommendation of Additional Administrative Sanctions). Student Conduct and Ethical Development will initiate the student conduct process beyond the faculty designation in limited circumstances (i.e., when a student has prior violations of the Academic Integrity Policy). Figure 2 captures the number and type of reports referred for additional administrative sanctions. Figure 3 displays the academic sanctions imposed while Figure 4 displays the type of administrative sanctions imposed. Note: two or more academic and administrative sanctions may be assigned in one case.



# Academic Integrity

## Lucas College and Graduate School of Business

### Continued

Figure 3 - Academic Sanctions

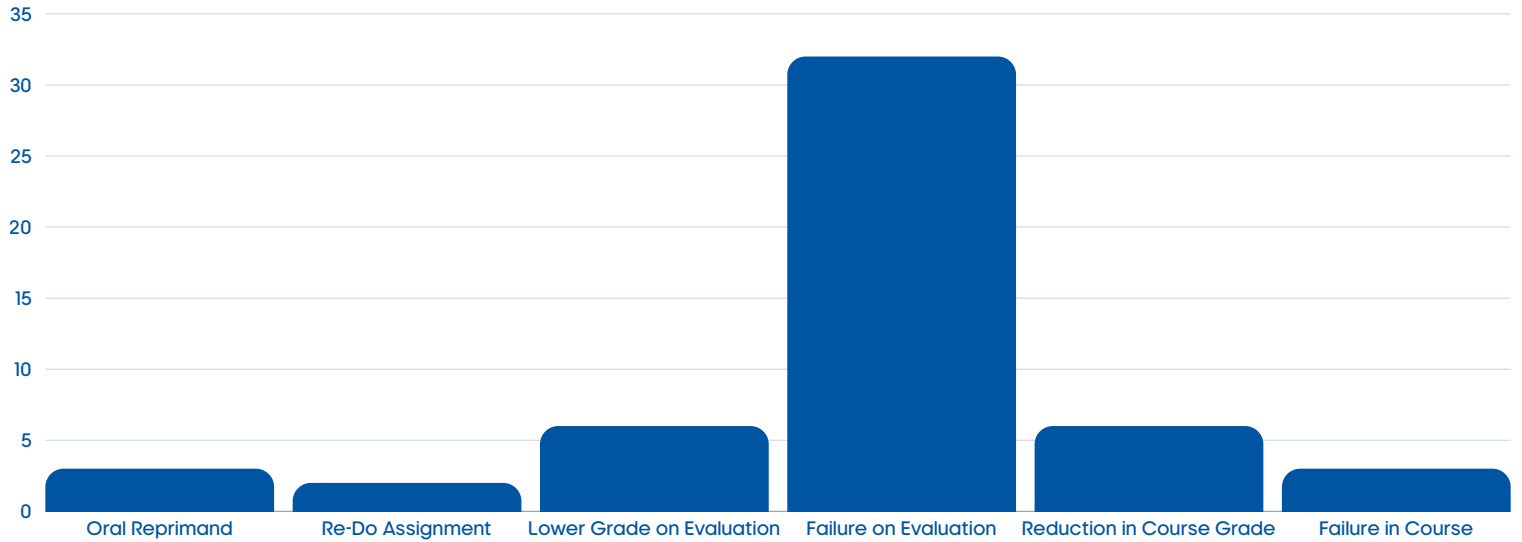
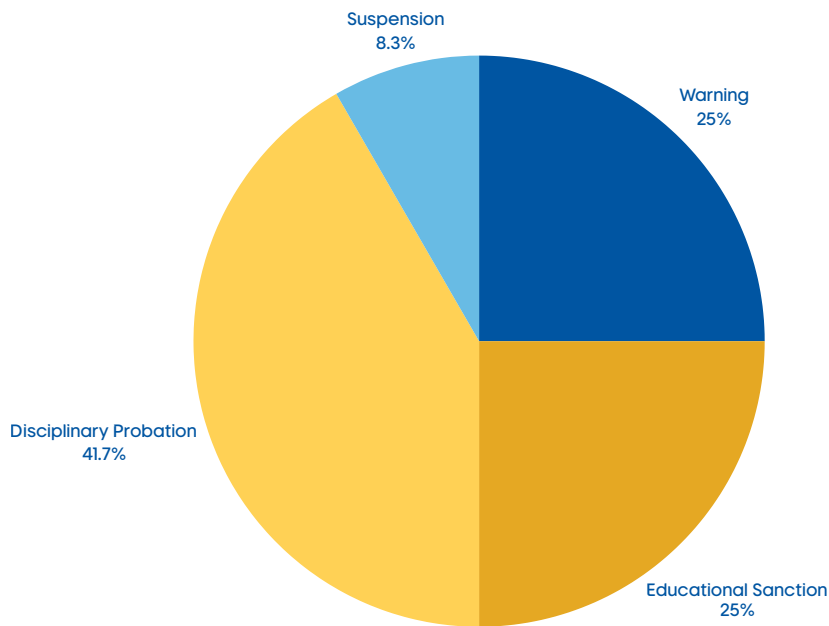


Figure 4 - Administrative Sanctions

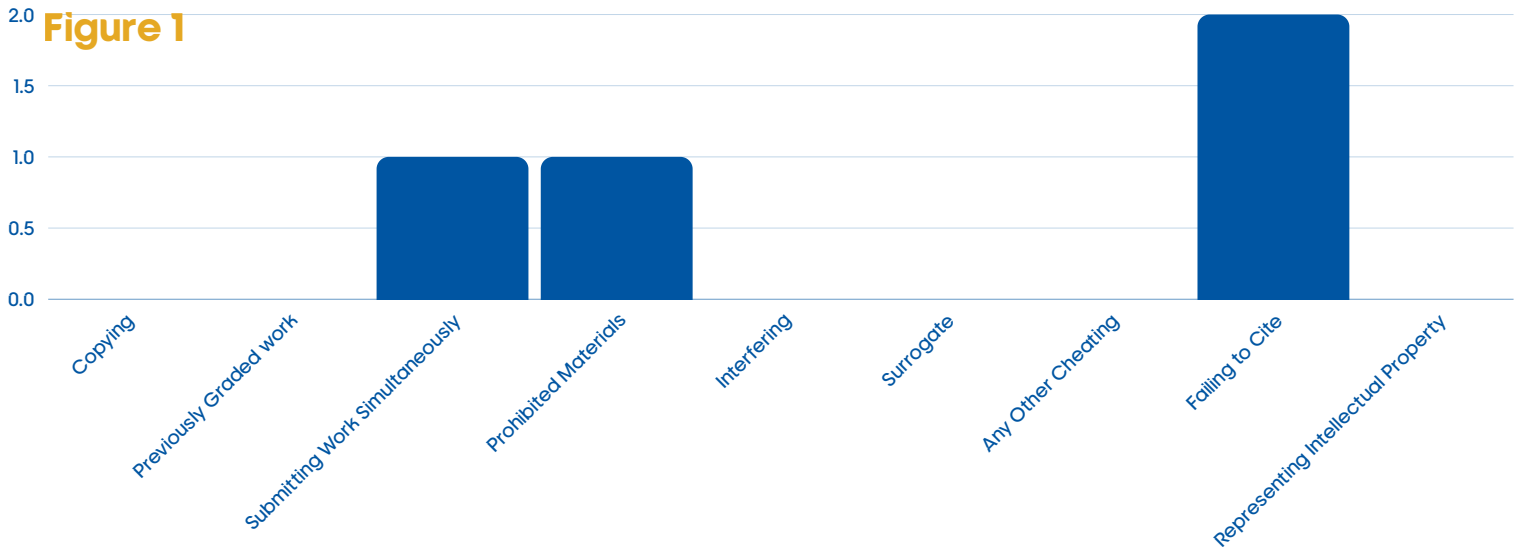


# Academic Integrity

Connie L. Lurie

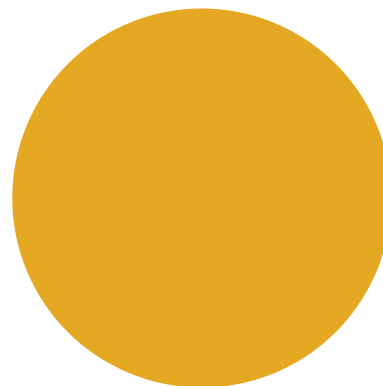
College of Education

During the 2024-2025 academic year, 3 reports were filed regarding violations of the Academic Integrity Policy. A total of 1 report was classified as cheating, 1 reports were classified as plagiarism, and 1 reports were classified as both cheating and plagiarism. Figure 1 captures the total number of reports organized by the violation subsections.



Faculty imposes academic sanctions and determines which cases are reviewed for violations of the Student Conduct Code (i.e., 3.1.7 Recommendation of Additional Administrative Sanctions). Student Conduct and Ethical Development will initiate the student conduct process beyond the faculty designation in limited circumstances (i.e., when a student has prior violations of the Academic Integrity Policy). Figure 2 captures the number and type of reports referred for additional administrative sanctions. Figure 3 displays the academic sanctions imposed while Figure 4 displays the type of administrative sanctions imposed. Note: two or more academic and administrative sanctions may be assigned in one case.

**Figure 2**



Tracking Purposes  
100%

# Academic Integrity

## Connie L. Lurie College of Education

### Continued

Figure 3 - Academic Sanctions

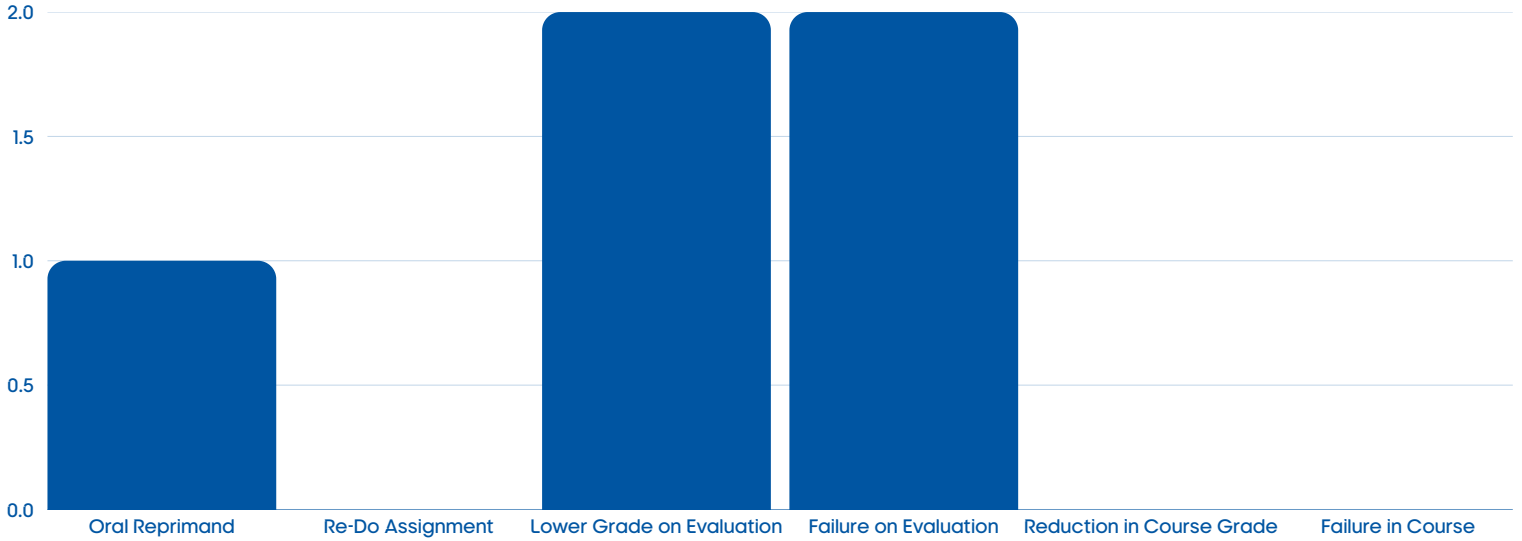


Figure 4 - Administrative Sanctions

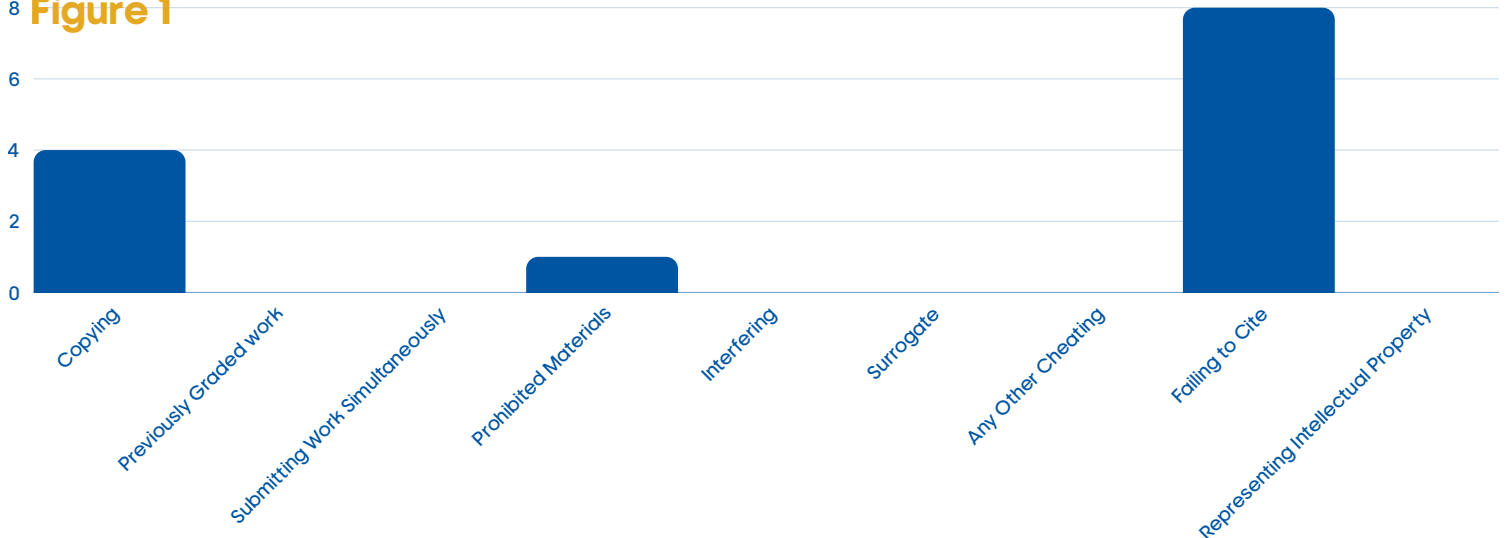
None submitted to Student Conduct & Ethical Development for Administrative Sanctions.

# Academic Integrity

## Charles W. Davidson College of Engineering

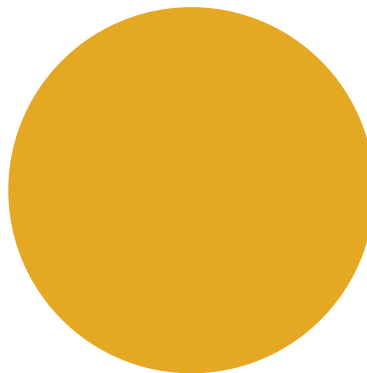
During the 2024-2025 academic year, 10 reports were filed regarding violations of the Academic Integrity Policy. A total of 1 reports were classified as cheating, 5 reports were classified as plagiarism, and 4 reports were classified as both cheating and plagiarism. Figure 1 captures the total number of reports organized by the violation subsections.

8 **Figure 1**



Faculty imposes academic sanctions and determines which cases are reviewed for violations of the Student Conduct Code (i.e., 3.1.7 Recommendation of Additional Administrative Sanctions). Student Conduct and Ethical Development will initiate the student conduct process beyond the faculty designation in limited circumstances (i.e., when a student has prior violations of the Academic Integrity Policy). Figure 2 captures the number and type of reports referred for additional administrative sanctions. Figure 3 displays the academic sanctions imposed while Figure 4 displays the type of administrative sanctions imposed. Note: two or more academic and administrative sanctions may be assigned in one case.

**Figure 2**



# Academic Integrity

## Charles W. Davidson

### College of Engineering

#### Continued

Figure 3 - Academic Sanctions

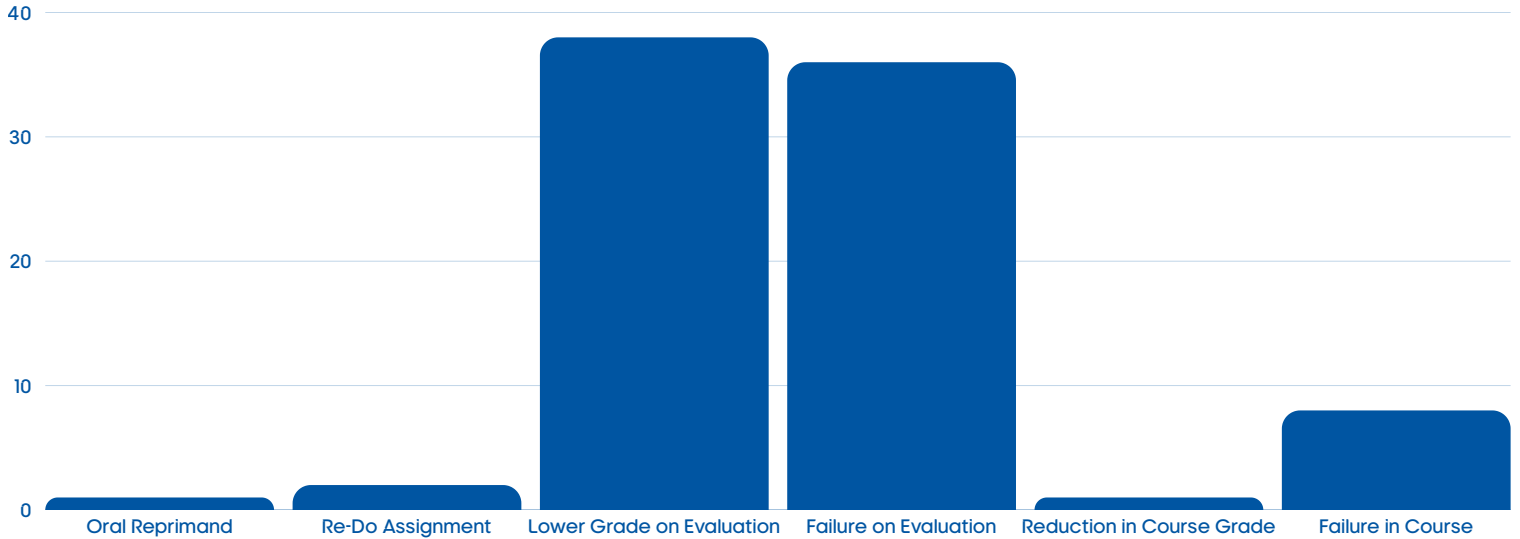


Figure 4 - Administrative Sanctions

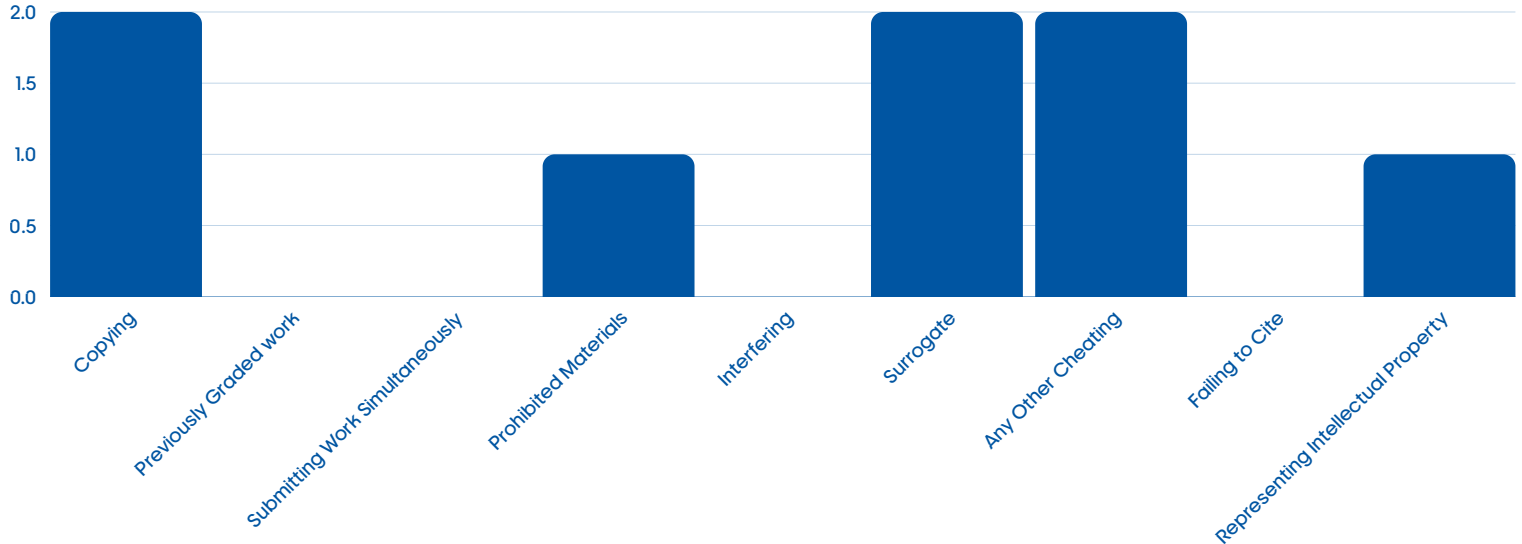
None submitted to Student Conduct & Ethical Development for Administrative Sanctions.

# Academic Integrity

## College of Graduate Studies

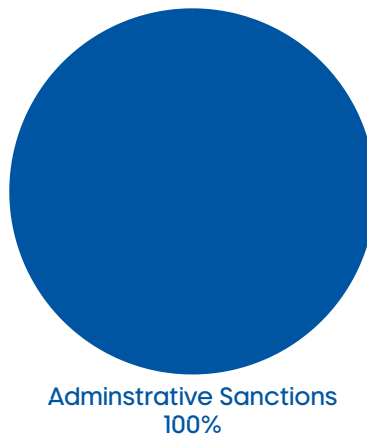
During the 2024-2025 academic year, 2 reports were filed regarding violations of the Academic Integrity Policy. A total of 1 reports were classified as cheating, 0 reports were classified as plagiarism, and 1 reports were classified as both cheating and plagiarism. Figure 1 captures the total number of reports organized by the violation subsections.

**Figure 1**



Faculty imposes academic sanctions and determines which cases are reviewed for violations of the Student Conduct Code (i.e., 3.1.7 Recommendation of Additional Administrative Sanctions). Student Conduct and Ethical Development will initiate the student conduct process beyond the faculty designation in limited circumstances (i.e., when a student has prior violations of the Academic Integrity Policy). Figure 2 captures the number and type of reports referred for additional administrative sanctions. Figure 3 displays the academic sanctions imposed while Figure 4 displays the type of administrative sanctions imposed. Note: two or more academic and administrative sanctions may be assigned in one case.

**Figure 2**





# Academic Integrity

## College of Graduate Studies

### Continued

Figure 3 - Academic Sanctions

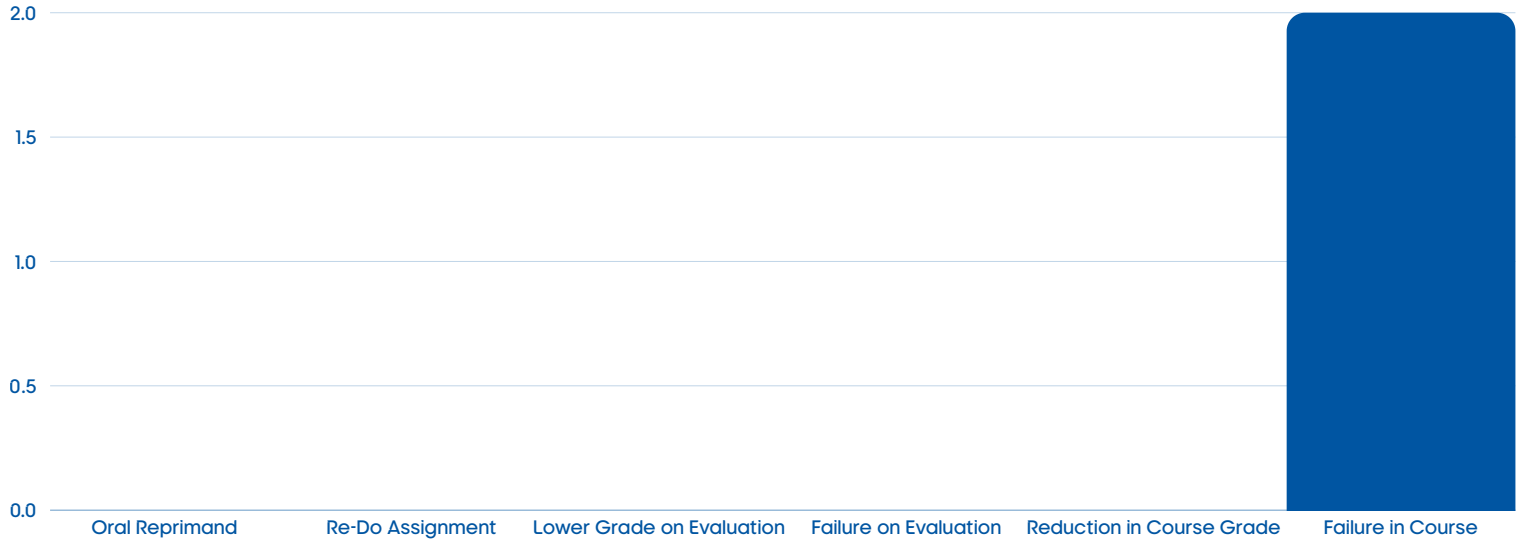
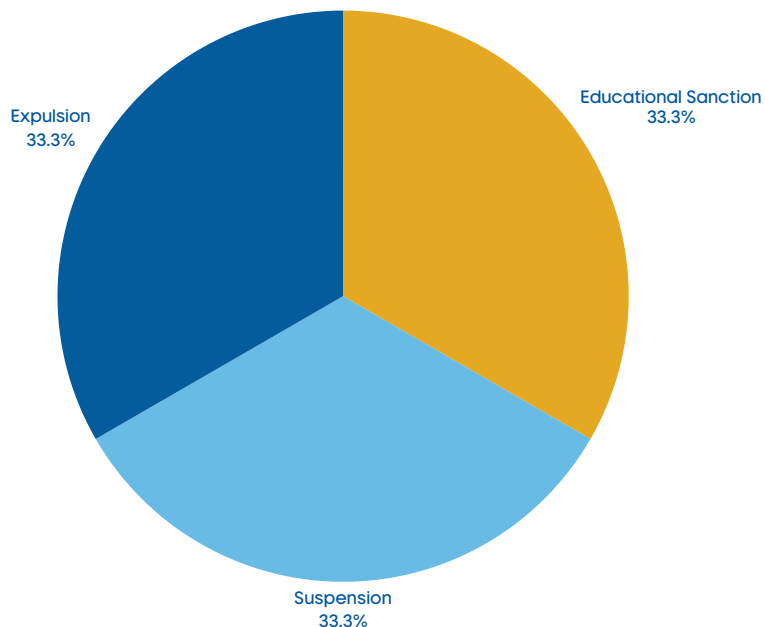


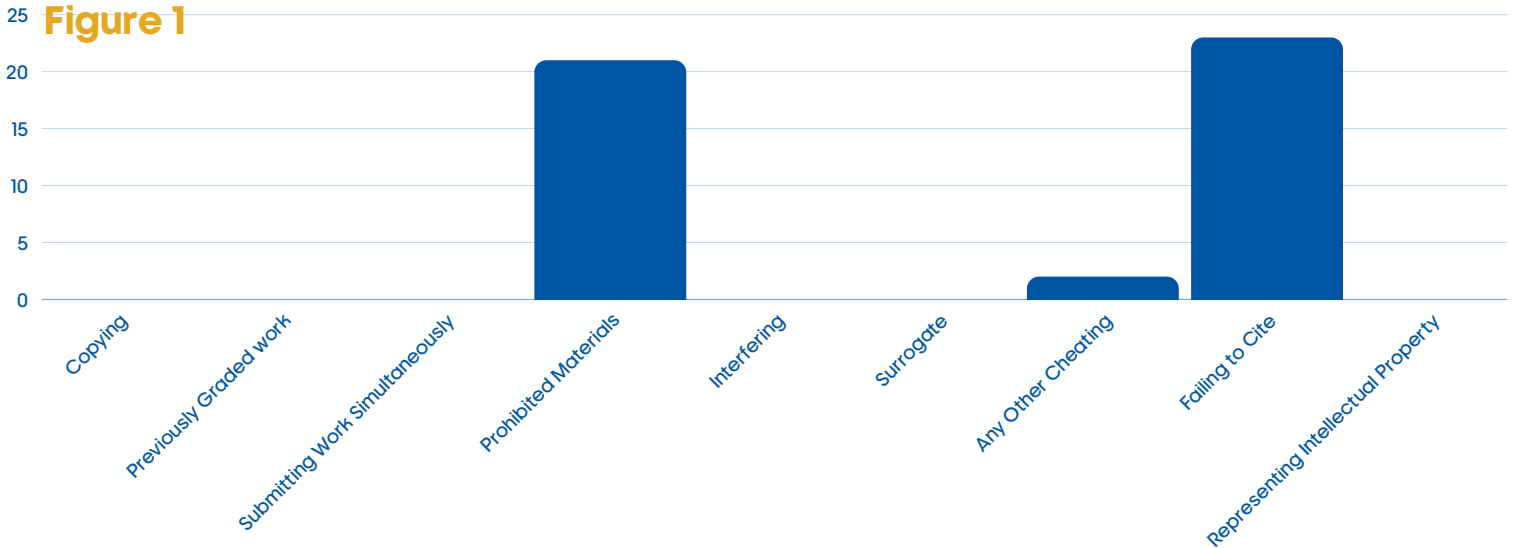
Figure 4 - Administrative Sanctions



# Academic Integrity

## College of Health and Human Sciences

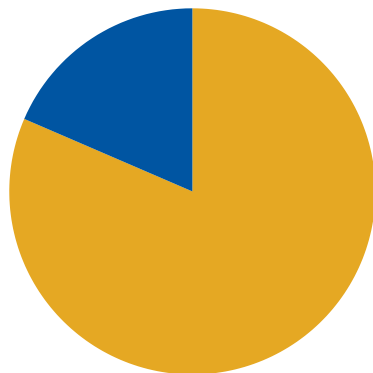
During the 2024-2025 academic year, 27 reports were filed regarding violations of the Academic Integrity Policy. A total of 3 reports were classified as cheating, 3 reports were classified as plagiarism, and 21 report was classified as both cheating and plagiarism. Figure 1 captures the total number of reports organized by the violation subsections.



Faculty imposes academic sanctions and determines which cases are reviewed for violations of the Student Conduct Code (i.e., 3.1.7 Recommendation of Additional Administrative Sanctions). Student Conduct and Ethical Development will initiate the student conduct process beyond the faculty designation in limited circumstances (i.e., when a student has prior violations of the Academic Integrity Policy). Figure 2 captures the number and type of reports referred for additional administrative sanctions. Figure 3 displays the academic sanctions imposed while Figure 4 displays the type of administrative sanctions imposed. Note: two or more academic and administrative sanctions may be assigned in one case.

**Figure 2**

Administrative Sanctions  
18.5%



Tracking Purposes  
81.5%

# Academic Integrity

## College of Health and Human Sciences

### Continued

Figure 3 - Academic Sanctions

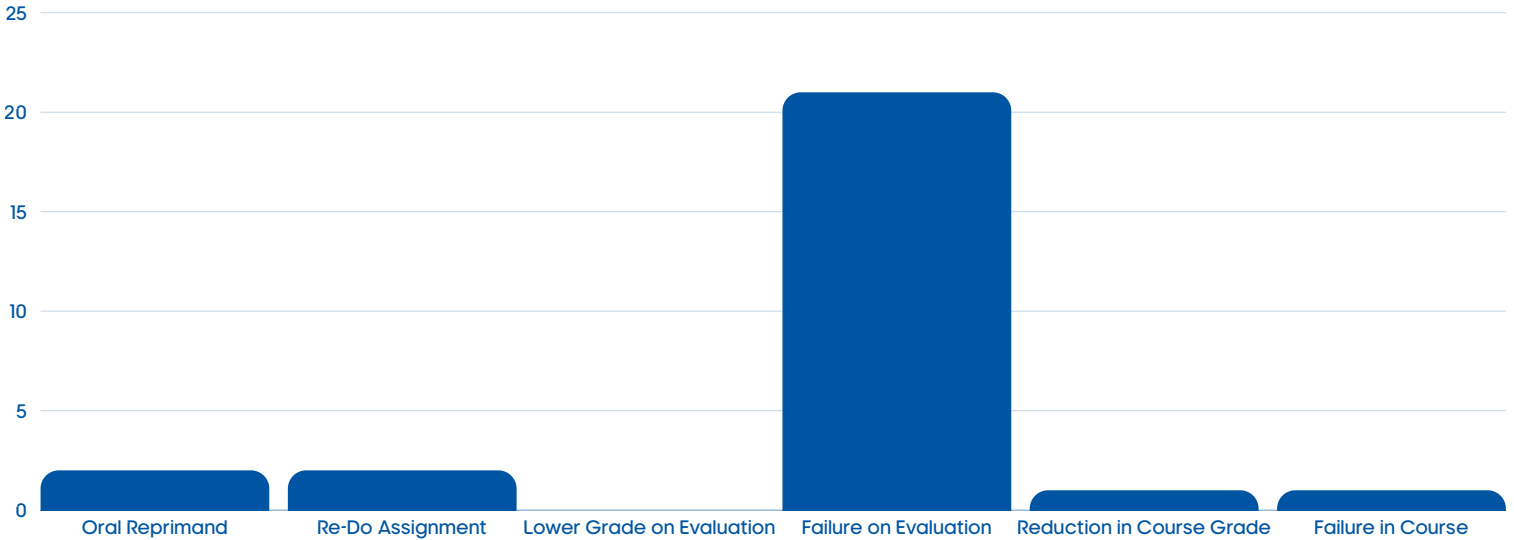
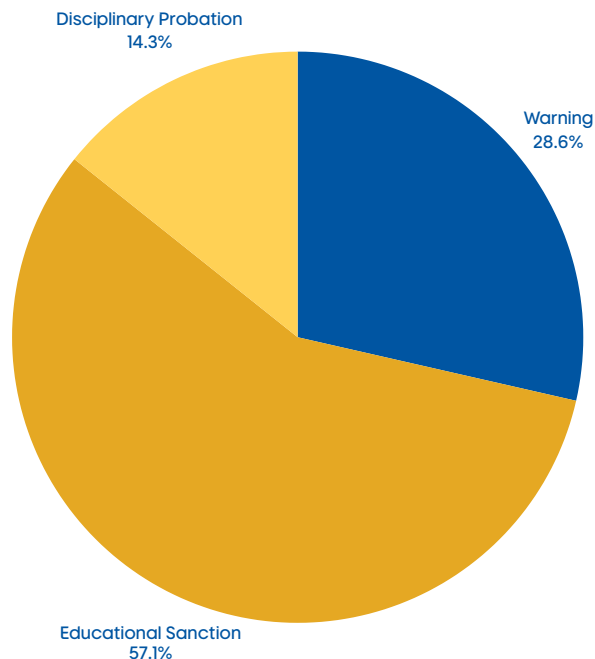


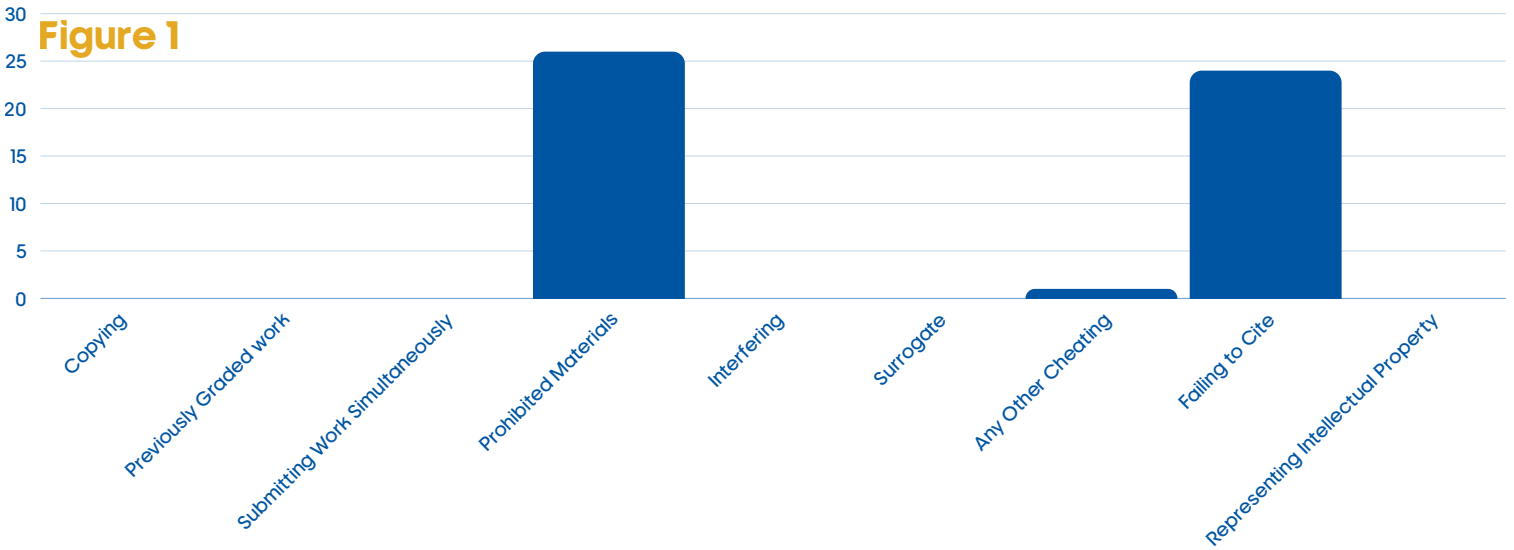
Figure 4 - Administrative Sanctions



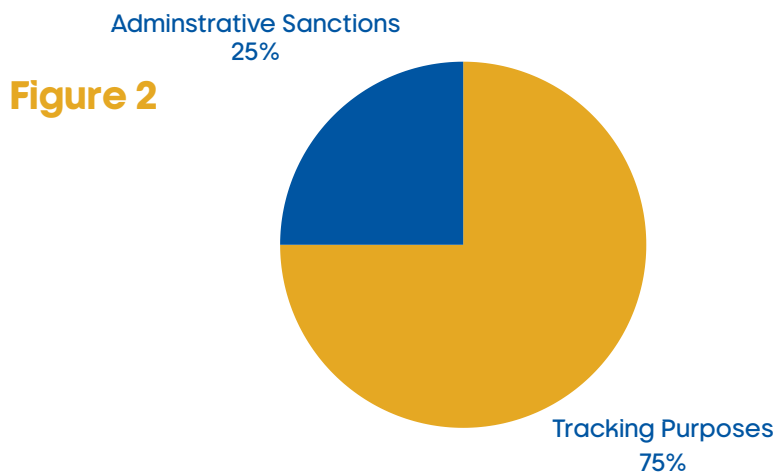
# Academic Integrity

## College of Humanities and the Arts

During the 2024-2025 academic year, 26 reports were filed regarding violations of the Academic Integrity Policy. A total of 2 reports were classified as cheating, 0 reports were classified as plagiarism, and 24 reports were classified as both cheating and plagiarism. Figure 1 captures the total number of reports organized by the violation subsections.



Faculty imposes academic sanctions and determines which cases are reviewed for violations of the Student Conduct Code (i.e., 3.1.7 Recommendation of Additional Administrative Sanctions). Student Conduct and Ethical Development will initiate the student conduct process beyond the faculty designation in limited circumstances (i.e., when a student has prior violations of the Academic Integrity Policy). Figure 2 captures the number and type of reports referred for additional administrative sanctions. Figure 3 displays the academic sanctions imposed while Figure 4 displays the type of administrative sanctions imposed. Note: two or more academic and administrative sanctions may be assigned in one case.



# Academic Integrity

## College of Humanities and the Arts

### Continued

Figure 3 - Academic Sanctions

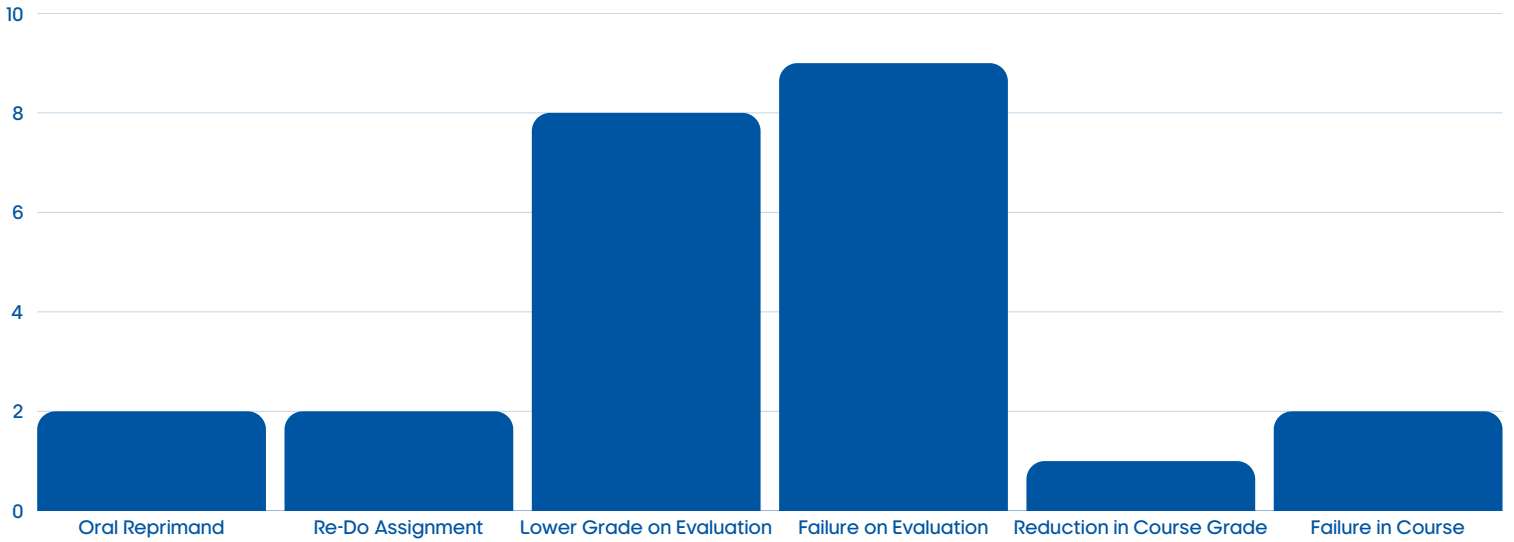
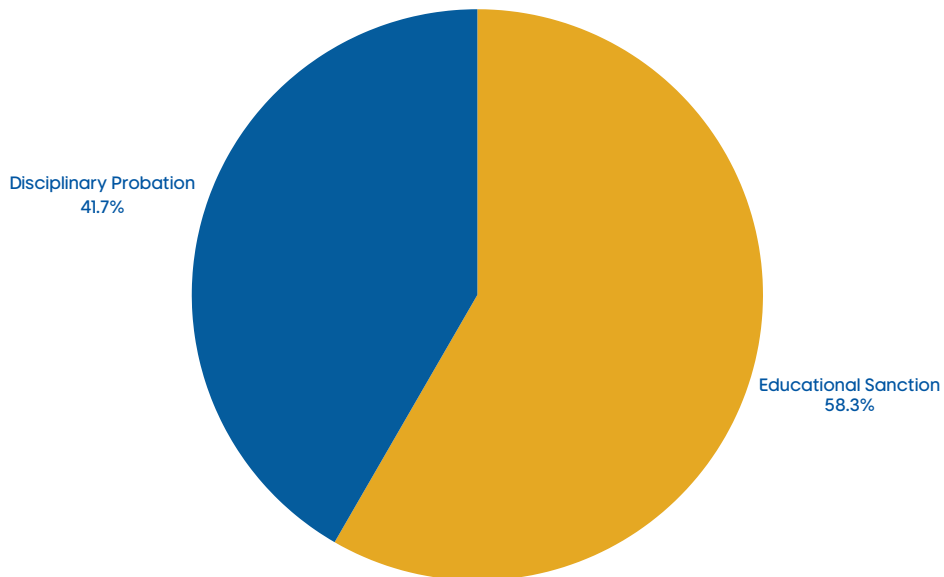


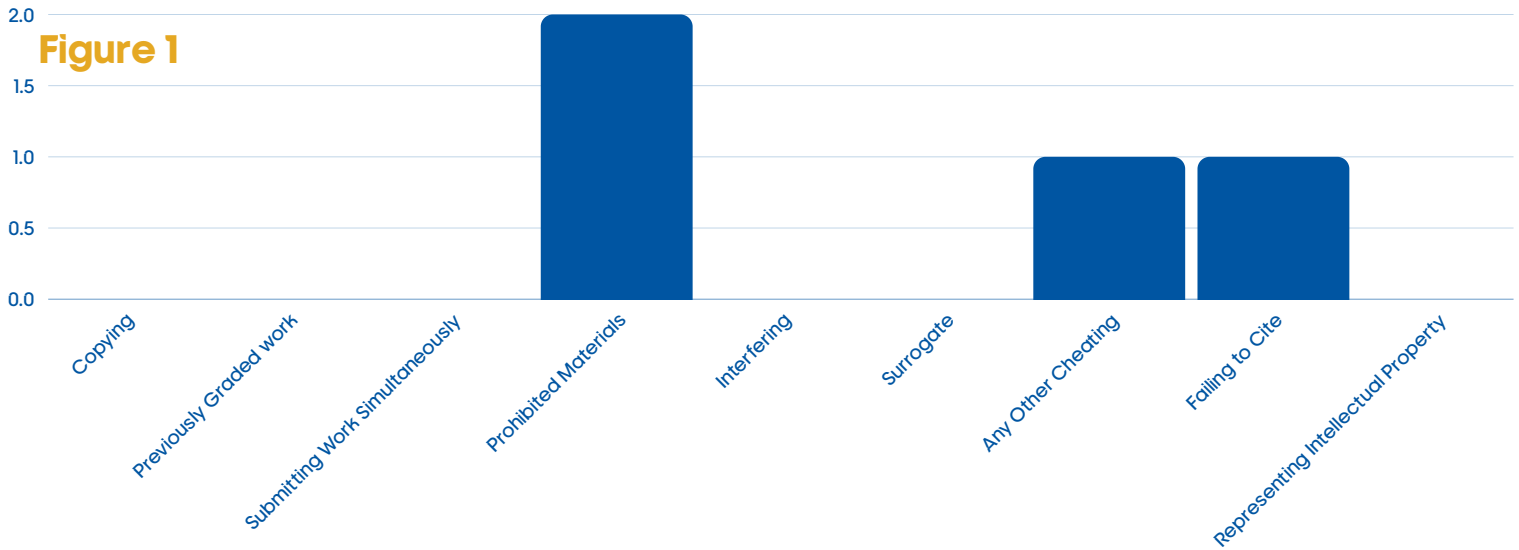
Figure 4 - Administrative Sanctions



# Academic Integrity

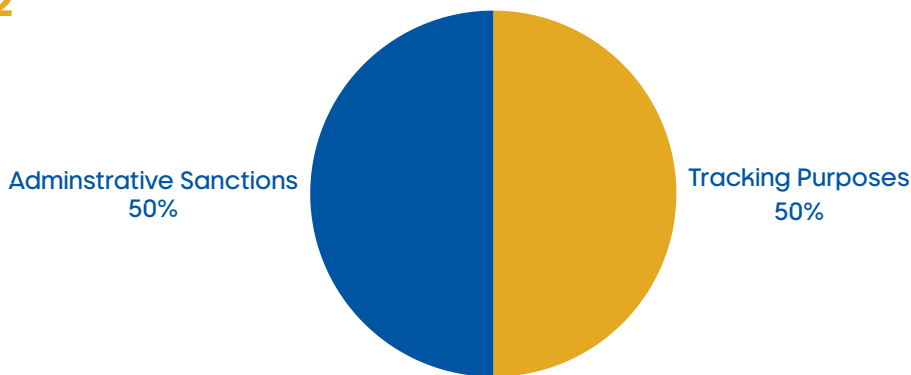
## College of Professional and Global Education

During the 2024-2025 academic year, 2 reports were filed regarding violations of the Academic Integrity Policy. A total of 1 report was classified as cheating, 0 reports were classified as plagiarism, and 1 reports were classified as both cheating and plagiarism. Figure 1 captures the total number of reports organized by the violation subsections.



Faculty imposes academic sanctions and determines which cases are reviewed for violations of the Student Conduct Code (i.e., 3.1.7 Recommendation of Additional Administrative Sanctions). Student Conduct and Ethical Development will initiate the student conduct process beyond the faculty designation in limited circumstances (i.e., when a student has prior violations of the Academic Integrity Policy). Figure 2 captures the number and type of reports referred for additional administrative sanctions. Figure 3 displays the academic sanctions imposed while Figure 4 displays the type of administrative sanctions imposed. Note: two or more academic and administrative sanctions may be assigned in one case.

**Figure 2**



# Academic Integrity

## College of Professional and Global Education

### Continued

Figure 3 - Academic Sanctions

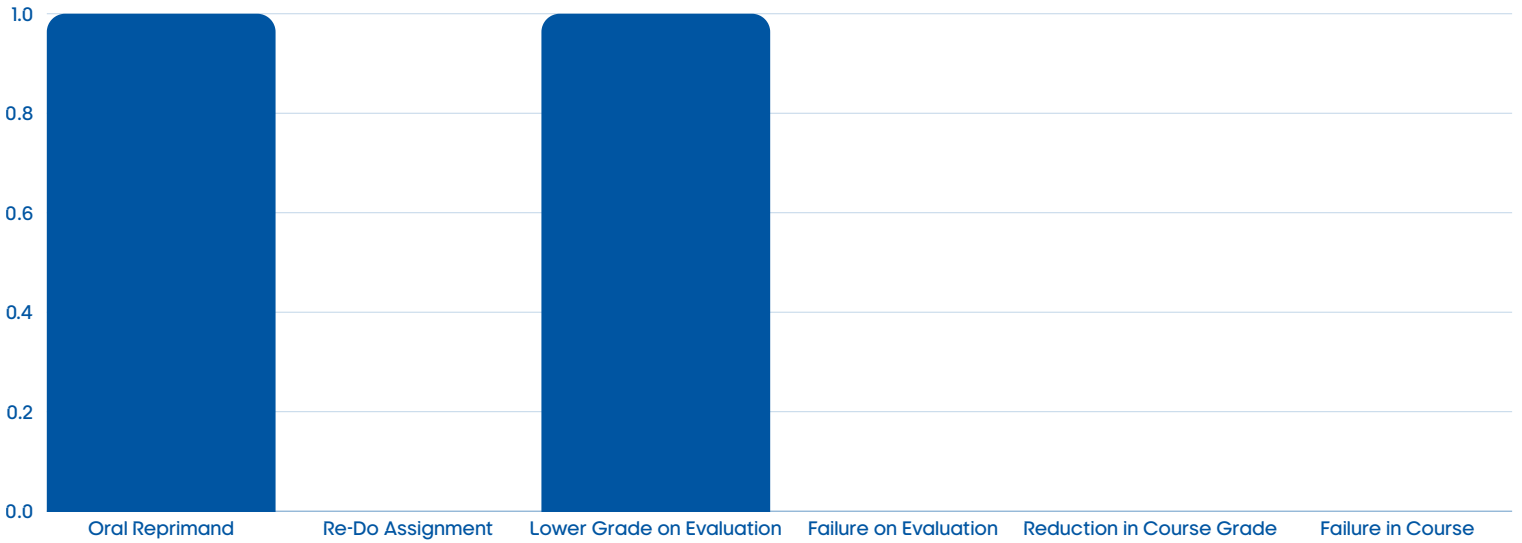
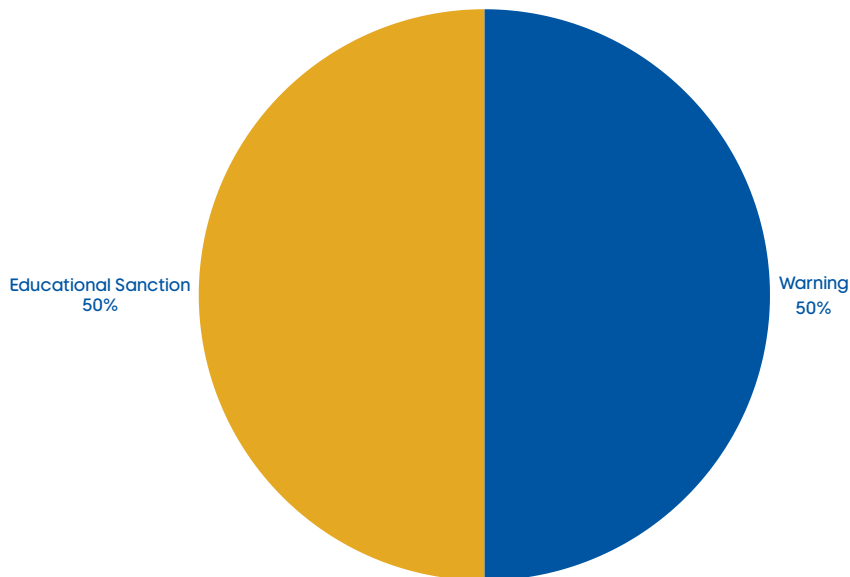


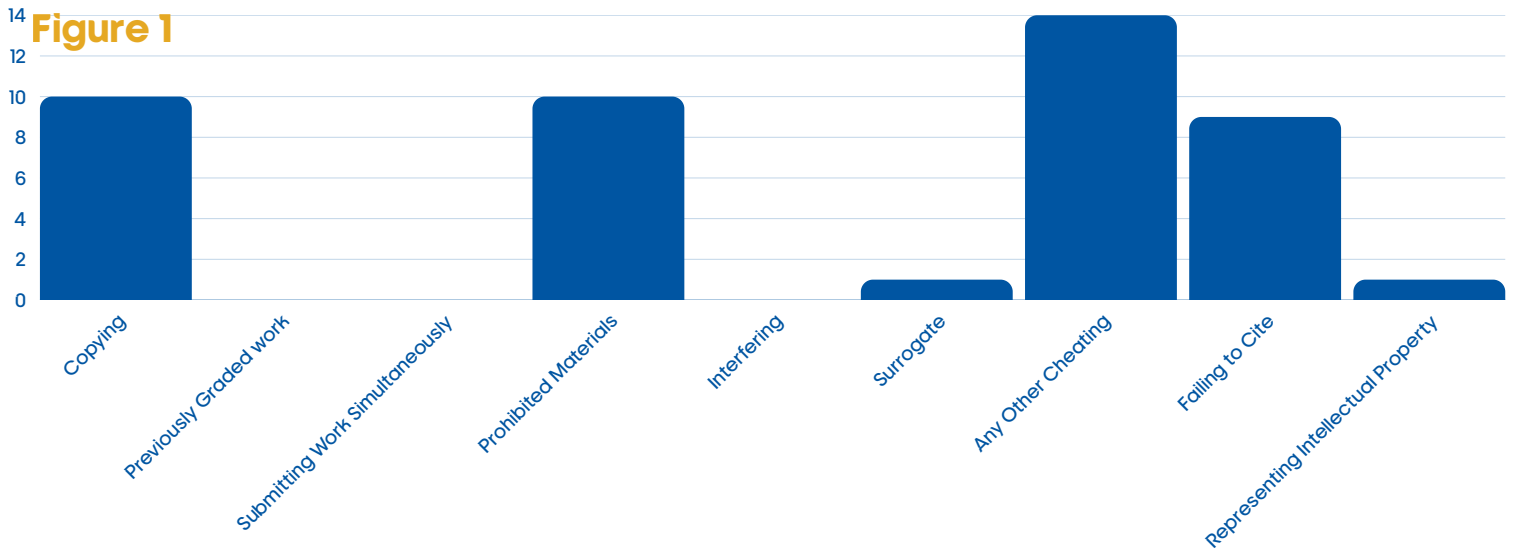
Figure 4 - Administrative Sanctions



# Academic Integrity

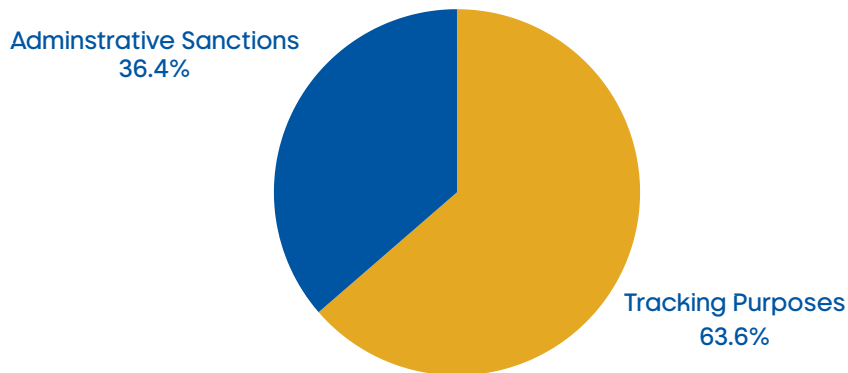
## College of Information, Data & Society

During the 2024-2025 academic year, 22 reports were filed regarding violations of the Academic Integrity Policy. A total of 12 reports were classified as cheating, 3 reports were classified as plagiarism, and 7 reports were classified as both cheating and plagiarism. Figure 1 captures the total number of reports organized by the violation subsections.



Faculty imposes academic sanctions and determines which cases are reviewed for violations of the Student Conduct Code (i.e., 3.1.7 Recommendation of Additional Administrative Sanctions). Student Conduct and Ethical Development will initiate the student conduct process beyond the faculty designation in limited circumstances (i.e., when a student has prior violations of the Academic Integrity Policy). Figure 2 captures the number and type of reports referred for additional administrative sanctions. Figure 3 displays the academic sanctions imposed while Figure 4 displays the type of administrative sanctions imposed. Note: two or more academic and administrative sanctions may be assigned in one case.

**Figure 2**





# Academic Integrity

## College of Information, Data & Society

### Continued

Figure 3 - Academic Sanctions

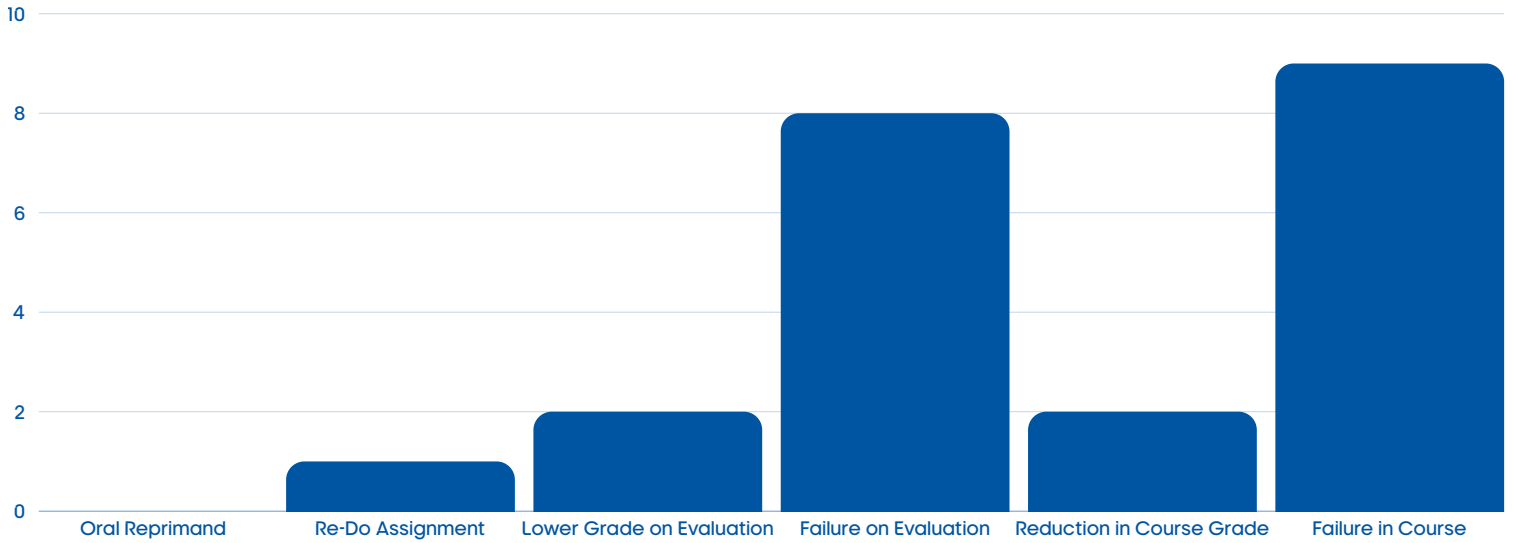
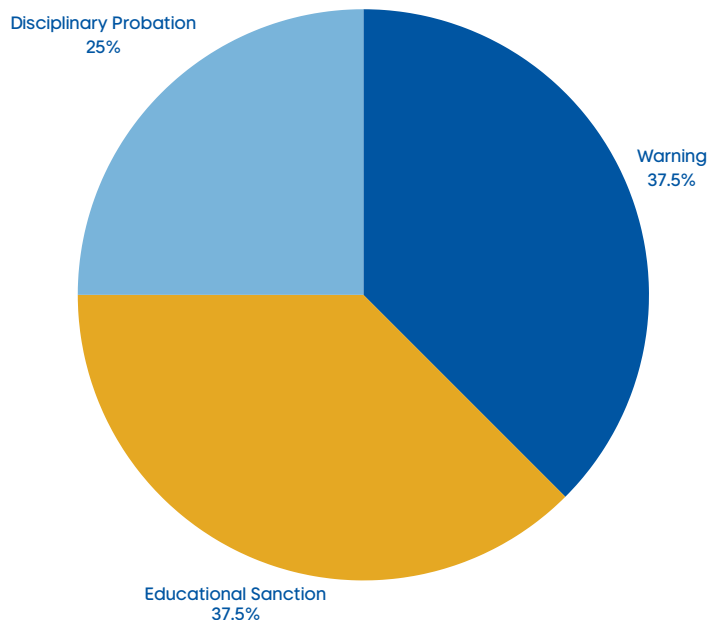


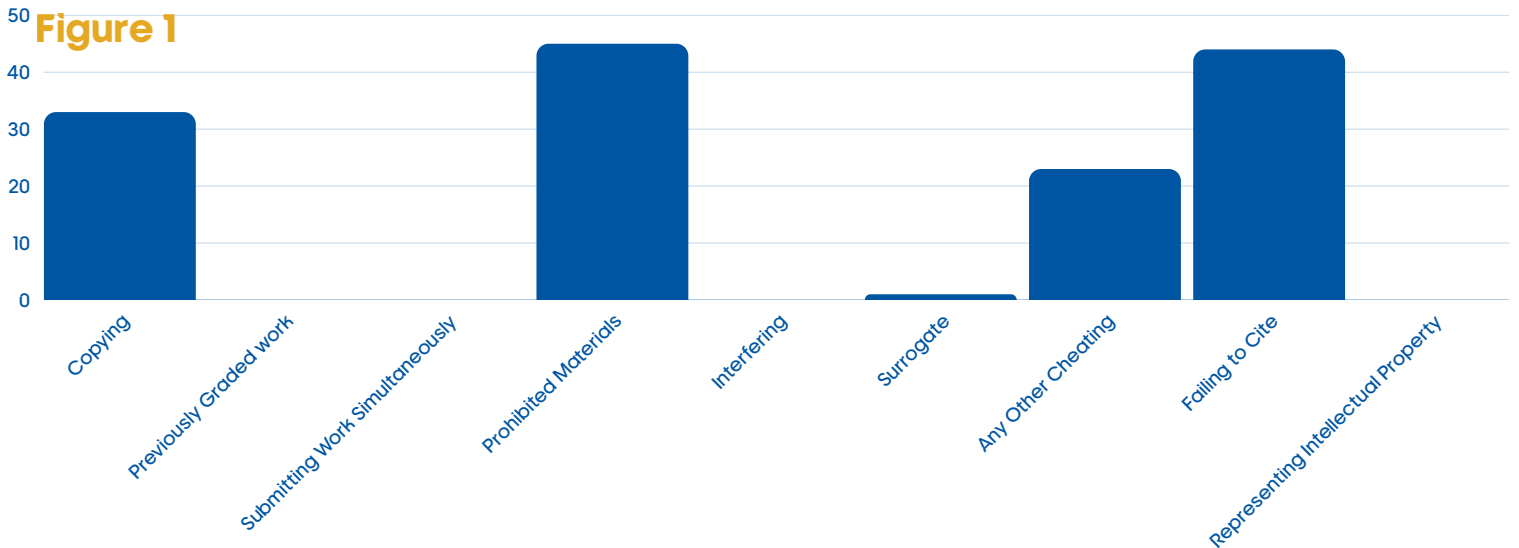
Figure 4 - Administrative Sanctions



# Academic Integrity

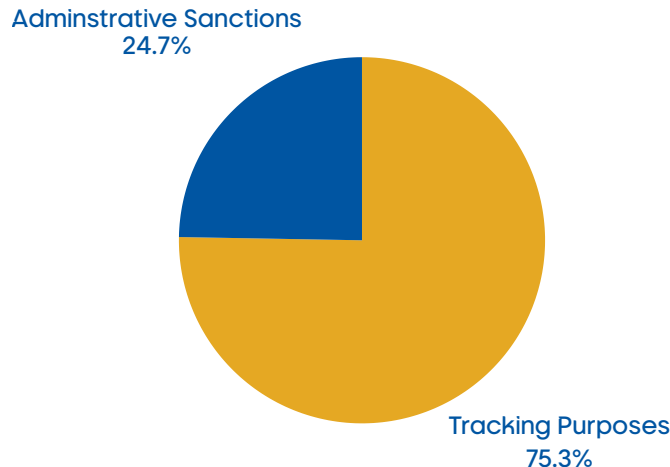
## College of Science

During the 2024-2025 academic year, 89 reports were filed regarding violations of the Academic Integrity Policy. A total of 41 reports were classified as cheating, 2 reports were classified as plagiarism, and 43 reports were classified as both cheating and plagiarism. Figure 1 captures the total number of reports organized by the violation subsections.



Faculty imposes academic sanctions and determines which cases are reviewed for violations of the Student Conduct Code (i.e., 3.1.7 Recommendation of Additional Administrative Sanctions). Student Conduct and Ethical Development will initiate the student conduct process beyond the faculty designation in limited circumstances (i.e., when a student has prior violations of the Academic Integrity Policy). Figure 2 captures the number and type of reports referred for additional administrative sanctions. Figure 3 displays the academic sanctions imposed while Figure 4 displays the type of administrative sanctions imposed. Note: two or more academic and administrative sanctions may be assigned in one case.

**Figure 2**



# Academic Integrity

## College of Science

### Continued

Figure 3 - Academic Sanctions

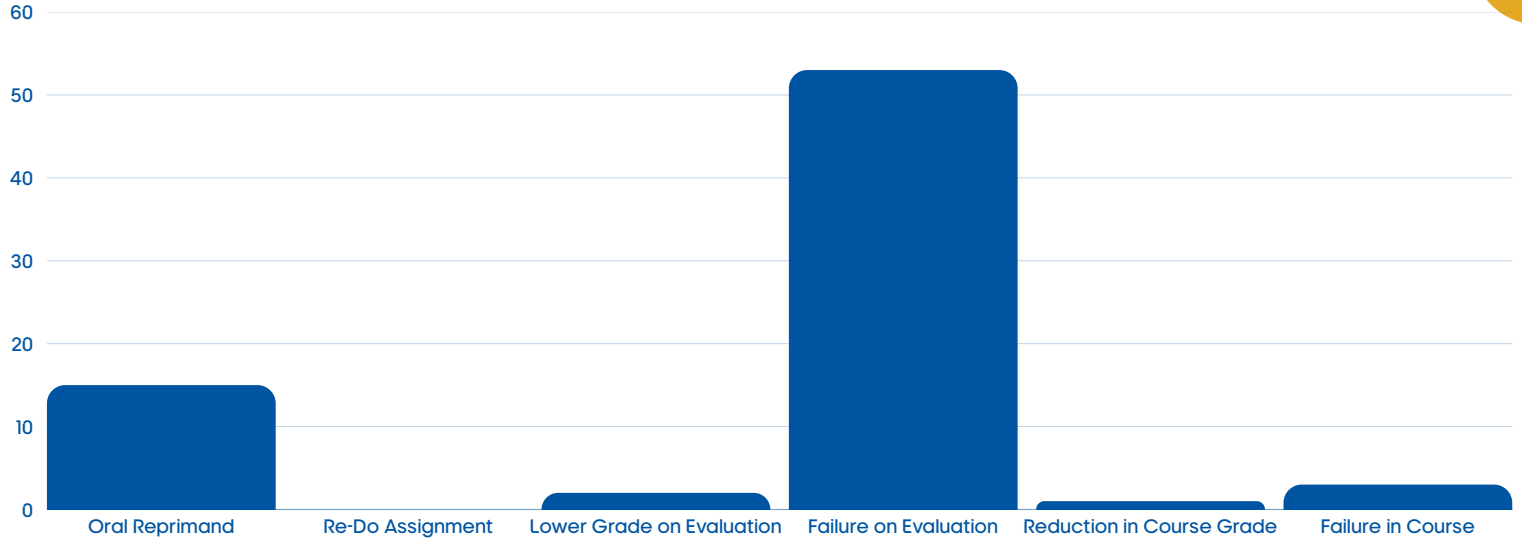
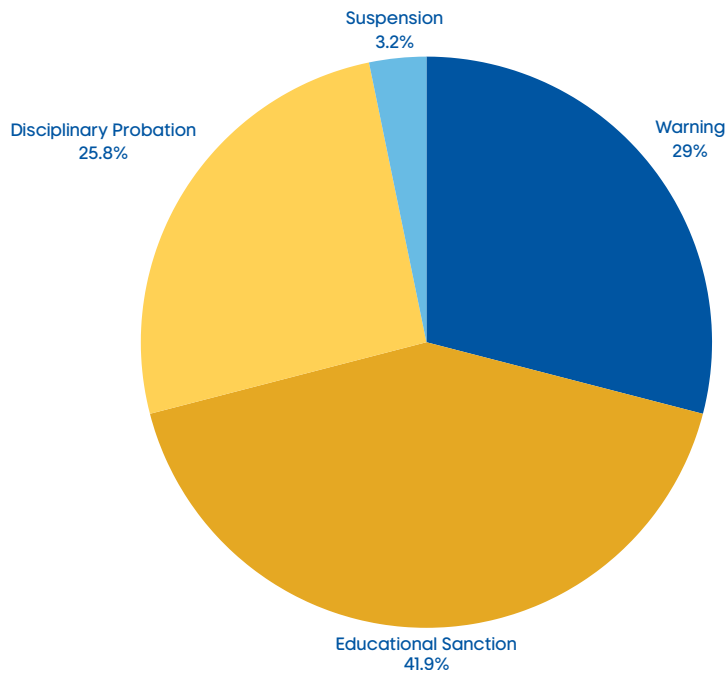


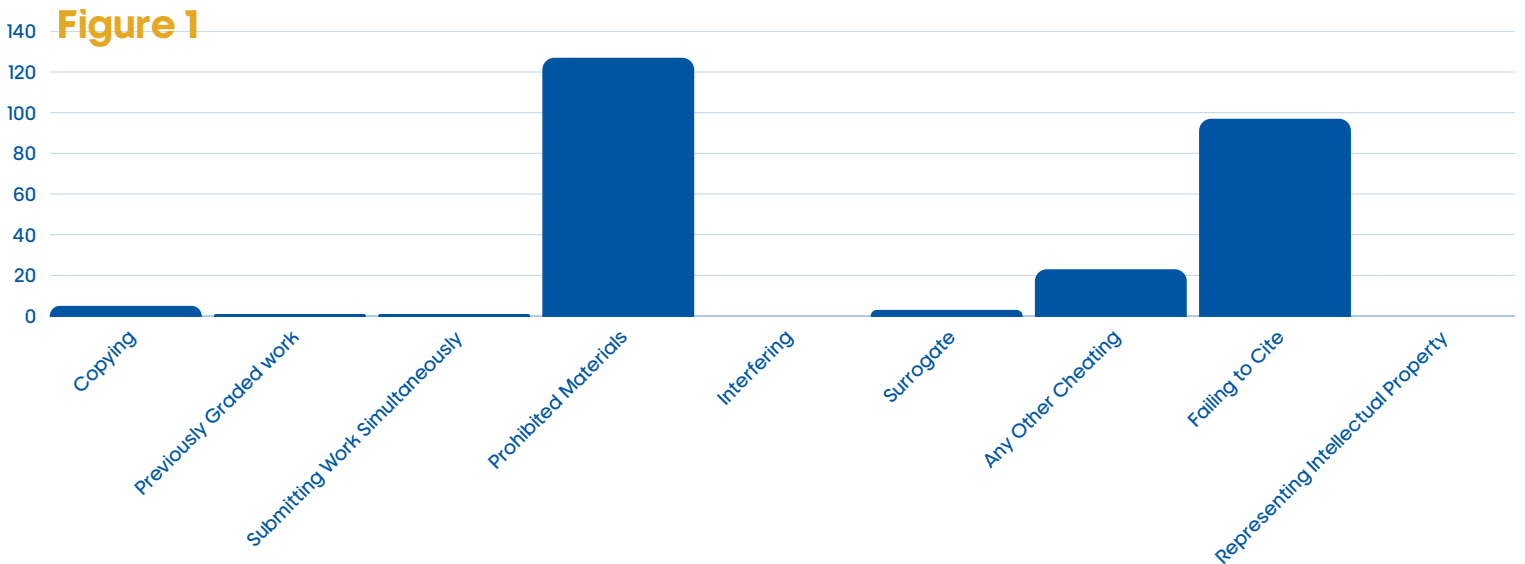
Figure 4 - Administrative Sanctions



# Academic Integrity

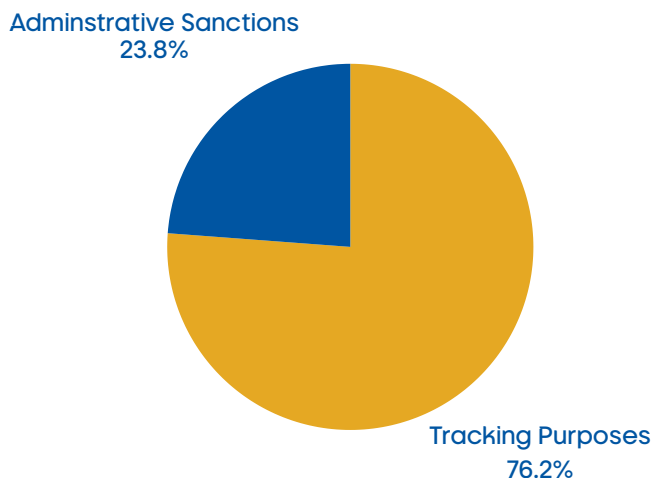
## College of Social Science

During the 2024-2025 academic year, 147 reports were filed regarding violations of the Academic Integrity Policy. A total of 50 reports were classified as cheating, 9 reports were classified as plagiarism, and 88 reports were classified as both cheating and plagiarism. Figure 1 captures the total number of reports organized by the violation subsections.



Faculty imposes academic sanctions and determines which cases are reviewed for violations of the Student Conduct Code (i.e., 3.1.7 Recommendation of Additional Administrative Sanctions). Student Conduct and Ethical Development will initiate the student conduct process beyond the faculty designation in limited circumstances (i.e., when a student has prior violations of the Academic Integrity Policy). Figure 2 captures the number and type of reports referred for additional administrative sanctions. Figure 3 displays the academic sanctions imposed while Figure 4 displays the type of administrative sanctions imposed. Note: two or more academic and administrative sanctions may be assigned in one case.

**Figure 2**



# Academic Integrity

## College of Social Science

### Continued

Figure 3 - Academic Sanctions

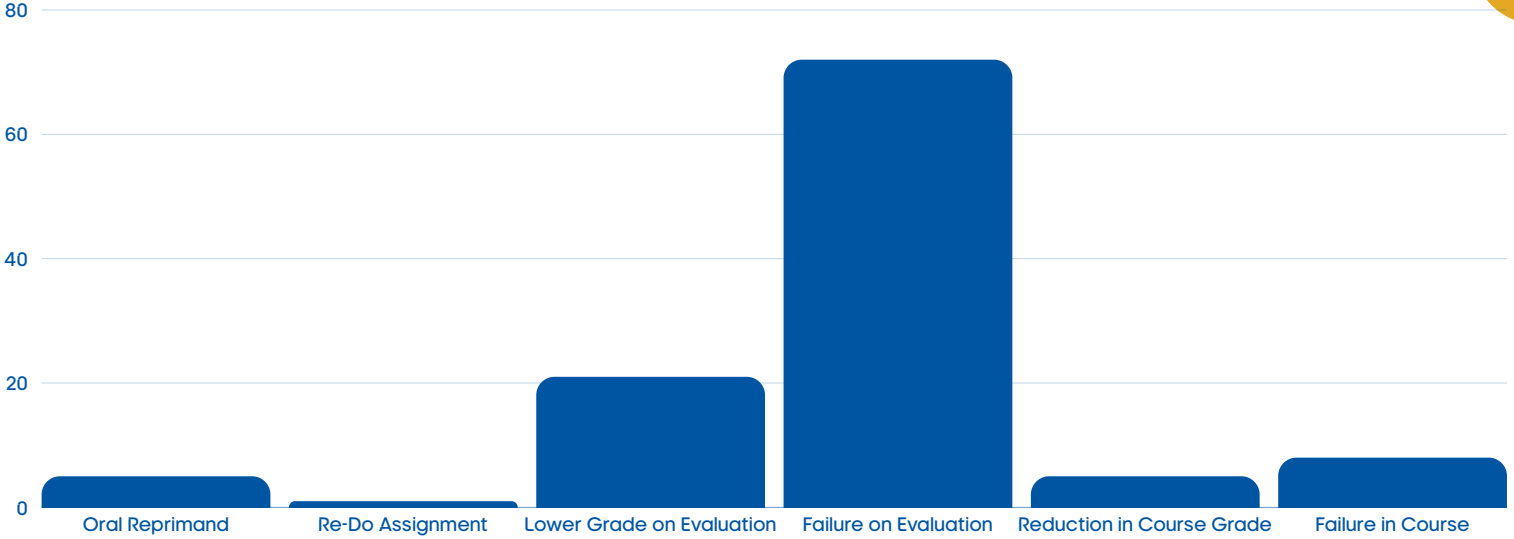
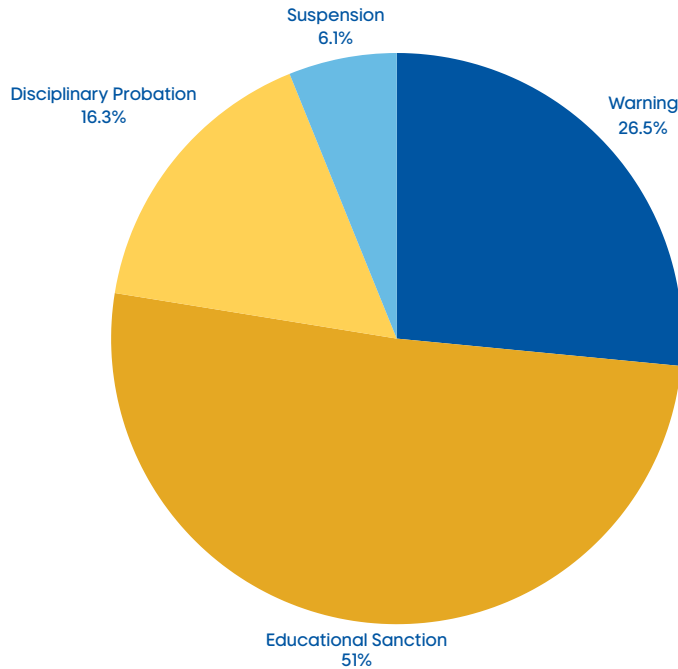
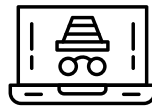


Figure 4 - Administrative Sanctions





# Additional Academic Integrity Statistics



## Anonymous Reports

2

## Testing Center Reports

• 4 from AEC



## Recidivism By College

Business - 2  
Engineering - 1  
Health & Human Science - 1  
Humanities & Arts - 1  
Information, Data, & Society - 3  
Science - 8  
Social Science - 11

# Outreach Events

Student Conduct & Ethical Development volunteered at, trained, or assisted with over 50 different events throughout the 2023-2024 academic year.



## Supporting Campus Events

Throughout the 2024-2025 year, SCED supported 35 campus events including Homecoming, Weeks of Welcome, Orientation, and Move-In, among others.

## Trainings

During the 2024-2025 year, SCED delivered 25 presentations across a diverse range of events, including Sparta Camp, Transfer Orientations, Resident Advisor Trainings, International Student move-in activities, faculty meetings, and Athletic compliance meetings, among others.



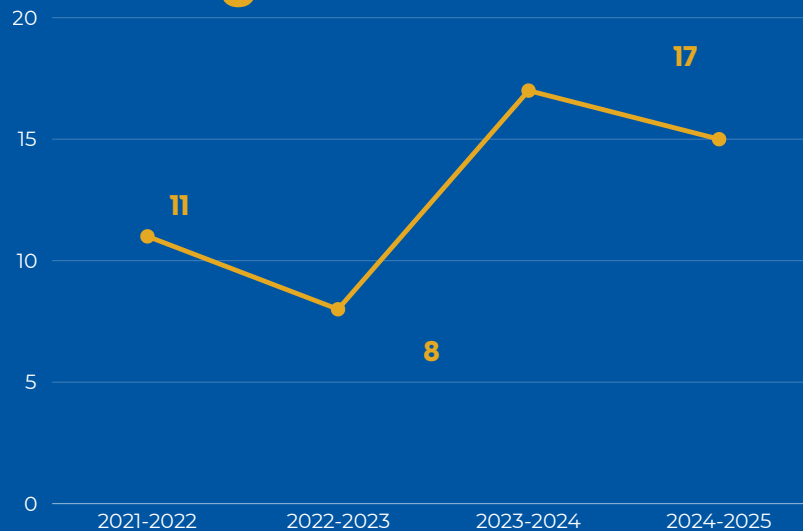
## Programmatic Efforts

In the 2024-2025 period, SCED actively engaged in several key initiatives, including the Consent Cooler, Administration Trick or Treat, Intimate Partner/Domestic Violence Awareness Month, and Sexual Assault Awareness Month programs.

# Hearing Officers

Beyond the enforcement of the standards for student conduct and fostering a safe living-learning community, student conduct is committed to student development, retention, and success. Part of the CSU System-wide process for adjudication, Hearing Officers provide a review of cases. Hearing Officers must be MPPs on campus. Hearing Officers provide the final step in the conduct process. Ultimately a Hearing Officer conducts the hearing, determines whether a Student has violated the Student Conduct Code, and prepares a report that includes findings and conclusions about whether the Student violated the Student Conduct Code and provides any recommended sanctions to the Vice President of Student Affairs. Hearing Officer recruitment has been critical over the past 3 years due to the increase in cases.

## Number of Hearing Officers



## Current Hearing Officers

- Aaron Klemm, Administration & Finance
- Bobbi Makani, Student Affairs
- Catherine Voss Plaxton, Student Affairs
- Coleetta McElroy, Academic Affairs
- craig John Alimo, Diversity, Equity & Inclusion
- James Anderson, Information Technology
- Kevin Kinney, Student Affairs
- Laura Alexander, Athletics
- Lezlee Matthews, Student Affairs
- Matthew Rees, Student Affairs
- Michele Kleeman, Student Affairs
- Parinaz Zartoshty, Professional & Global Education
- Sarah Tanner, Student Affairs
- Savannah Headstone, Student Affairs
- Yazmin Perez, Administration & Finance



# Voices of Appreciation

While Student Conduct & Ethical Development is often perceived as being solely focused on discipline, we wish to highlight some of the positive individual student stories from the past year.

## Creating Space for Students to Be Heard

Many students report feeling genuinely heard and understood during their conduct conference, noting that it provided their first real opportunity to tell their full story.

## Celebrating Student Relationships and Impact

One student leader, who collaborated closely with our team, shared how impactful the partnership had been to their success and asked that the team be present at their graduation, a testament to the strong relationships and trust we build with our students.

## Reflection Leads to Growth

As part of the hazing reflection paper sanction, a student shared that the exercise prompted deep personal insight and helped them recognize the need for meaningful change in their behavior.

## Strengthened Relationships Lead to Change

Multiple fraternity leaders who previously had conduct concerns, now demonstrate a proactive and collaborative approach with our office. We have strengthened relationships which has led to a noticeable cultural shift, with some fraternities now self-reporting potential concerns and seeking guidance before incidents occur.

## Proactive Training Promotes Intervention

Proactive bystander education during orientation has led to more students seeking help for peers showing signs of extreme intoxication. In one case, students intervened to support someone they didn't even know, ensuring timely medical care.

## Growth Through Continued Engagement

A student who was previously suspended through the conduct process now regularly visits the office for support and guidance whenever situations arise that may trigger feelings of anger related to their past case. This proactive behavior reflects significant personal growth, accountability, and trust in the conduct process as a resource for ongoing development.

# THANK YOU

As we wrap up the 2024–2025 academic year, we want to express our heartfelt gratitude to everyone who played a role in advancing SCED’s mission. Your dedication, creativity, and perseverance have been the foundation of our continued success and the positive impact we’ve made on the Spartan community.

We especially want to recognize our incredible team. Your commitment to excellence has shone through in every program, event, and resource. From presenting at key campus gatherings to developing tools that support student success, your passion and professionalism have left a lasting mark.

We also deeply appreciate the collaboration and support of our campus partners and stakeholders. Your involvement has been essential in building a dynamic and inclusive environment. This year, we’ve met challenges with resilience and celebrated meaningful milestones together—setting the stage for even greater strides in the year to come. Thank you for your unwavering support and contributions. Your efforts have been truly invaluable, and we are energized by the possibilities ahead.

