

OCTOBER 2023

# 2022-23 Summary of Reports

Civil Rights & Title IX Office

Occidental College



# About the 2022-23 Summary of Reports

Developing and fostering a culture of sexual respect and preventing sexual misconduct, discrimination, and harassment are key priorities for Oxy. To promote transparency and accessibility of information, the Civil Rights & Title IX Office publishes annual reports that provide an overview of all reports it received and the resolution of formal complaints, including sanctions imposed. Helpful definitions for terms used in this report:

- **Complainant** - someone who experienced misconduct
- **Respondent** - someone accused of misconduct
- **Responsible Employee** - any non-confidential employee of the College with an obligation to report incidents of sexual misconduct to the Civil Rights & Title IX Office
- **Confidential Resource** - a College employee who by law does not have responsible employee reporting obligations (i.e., survivor advocate)
- **Prohibited Conduct** - conduct that violates the Sexual and Interpersonal Misconduct Policy

## Clery Act Data

Please note that the data in this report does not match the data found in the College's Clery Report (officially known as the Annual Fire Safety and Security Report). The Clery Report is limited to specific categories of crime that occur on campus or on College-controlled or affiliated properties off campus during a calendar year. This summary includes *all* allegations of conduct reported to the Civil Rights & Title IX Office, including conduct that occurred on and off campus, and during College-sanctioned activities, overseas programs, Campaign Semester, and the Kahane U.N. Program during the academic year.

# Incidents Reported

Between August 1, 2022, and July 31, 2023, the Civil Rights & Title IX Office received 119 reports alleging various forms of discrimination or harassment, including sexual and interpersonal misconduct. The incidents reported represented conduct alleged to have occurred between 2001 and 2023 but were first reported to the Civil Rights & Title IX Office during the 2022-23 academic year. Delayed reports are common and expected.

The reports came from an anonymous reporter (1), a third-party person not affiliated with the College (1), referrals from the College's survivor advocate with the survivor's consent (2), parents of students (2), third-party students (4), self-reports (34), and responsible employees (75).

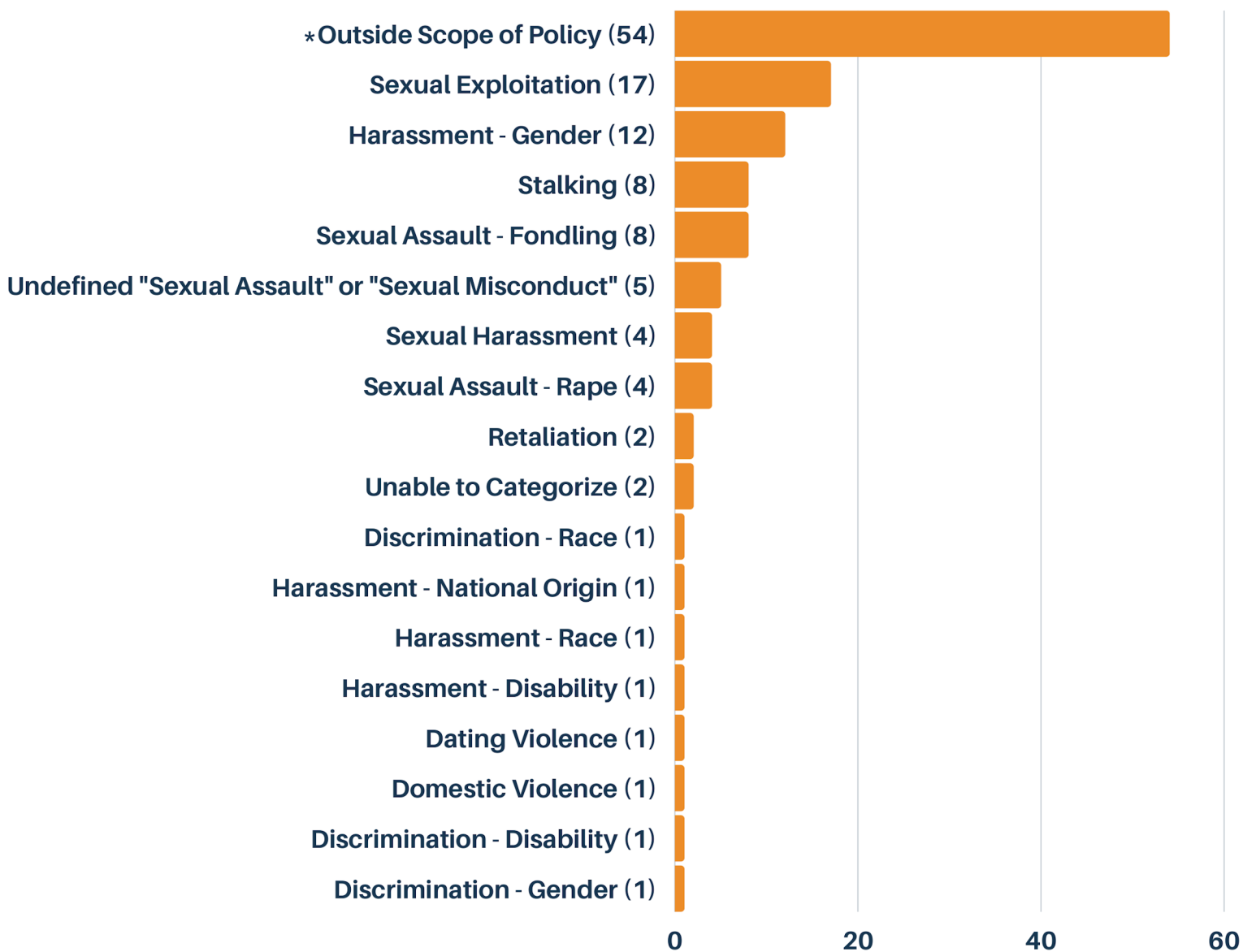
After receiving a report, the Civil Rights & Title IX Office offers to meet with the Complainant (if identified) to discuss resources and reporting options. There is no obligation for a Complainant to respond to this outreach. 28 reports were closed because the Complainant did not respond to outreach from the office.

## Categorizing Reports

The incidents detailed in this report are categorized using the language of the reporting party. The Civil Rights & Title IX Office aligned the reported information to prohibited conduct within the Policy. In some cases, there was not enough information to determine whether an incident constituted prohibited conduct.

# Types of Prohibited Conduct Reported

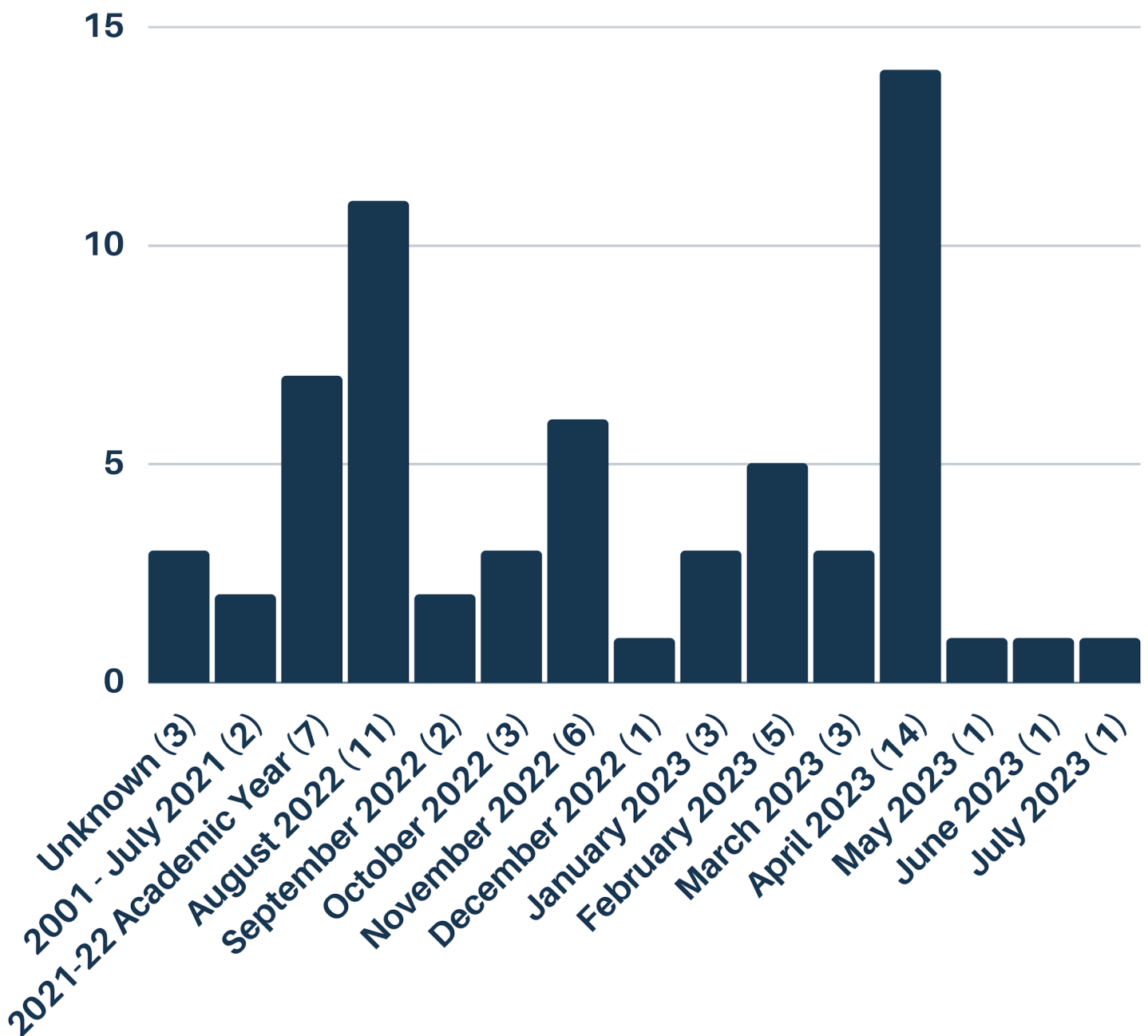
*This chart represents allegations reported to the Civil Rights & Title IX Office. The total number of prohibited acts reported is greater than 119 as a single report may include more than one type of prohibited conduct.*



\*54 reports made to the Civil Rights & Title IX Office did not include allegations that would constitute violations of the *Sexual and Interpersonal Misconduct Policy* or the *Discrimination, Harassment, and Retaliation Policy*.

# Incident Dates

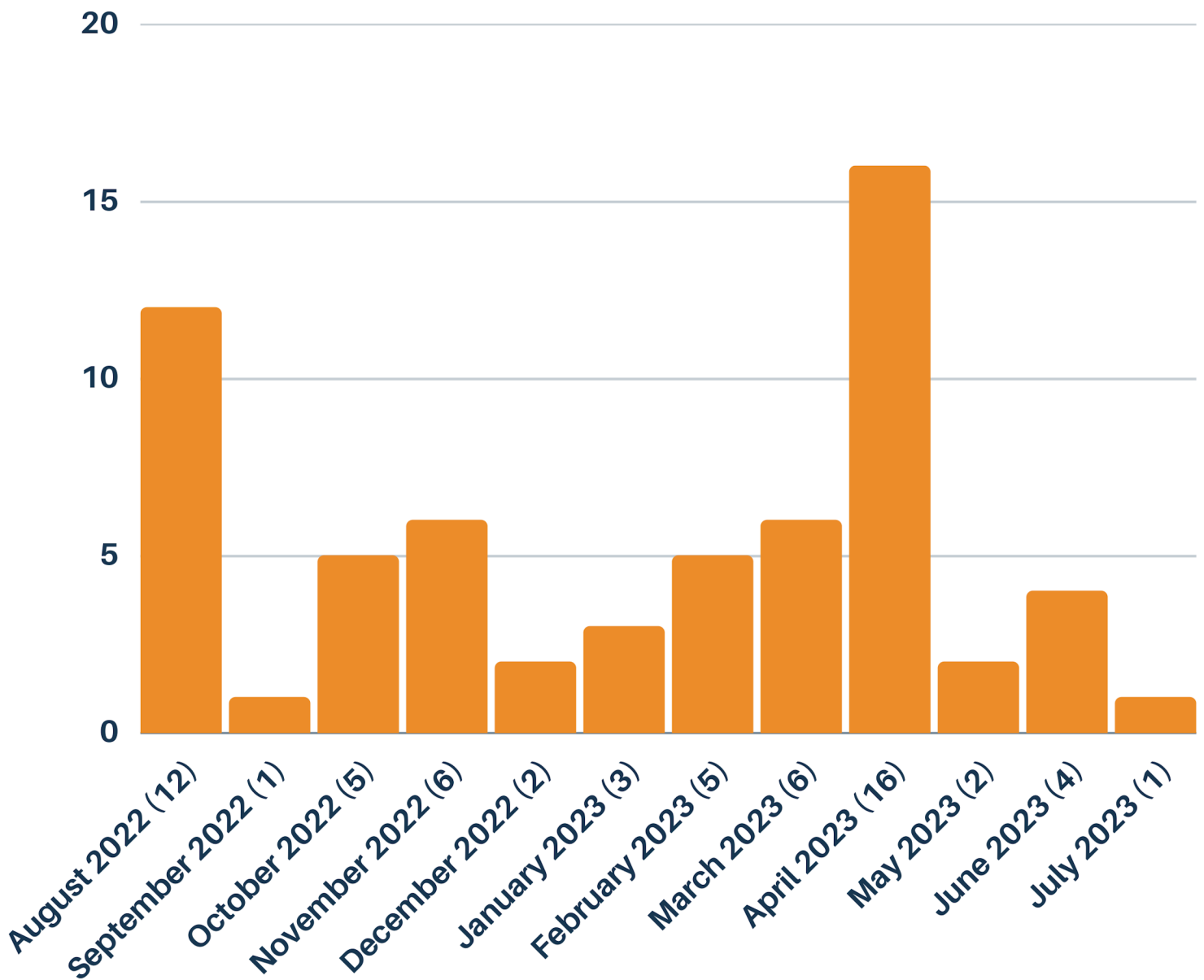
*This chart provides the incident dates (when the alleged conduct occurred) of the 63 reports that alleged violations of the Sexual and Interpersonal Misconduct Policy and/or the Discrimination, Harassment, and Retaliation Policy.*



This chart does not include incident dates for reports categorized as "Outside Scope of Policy" or "Unable to Categorize" on the previous page.

# Report Dates

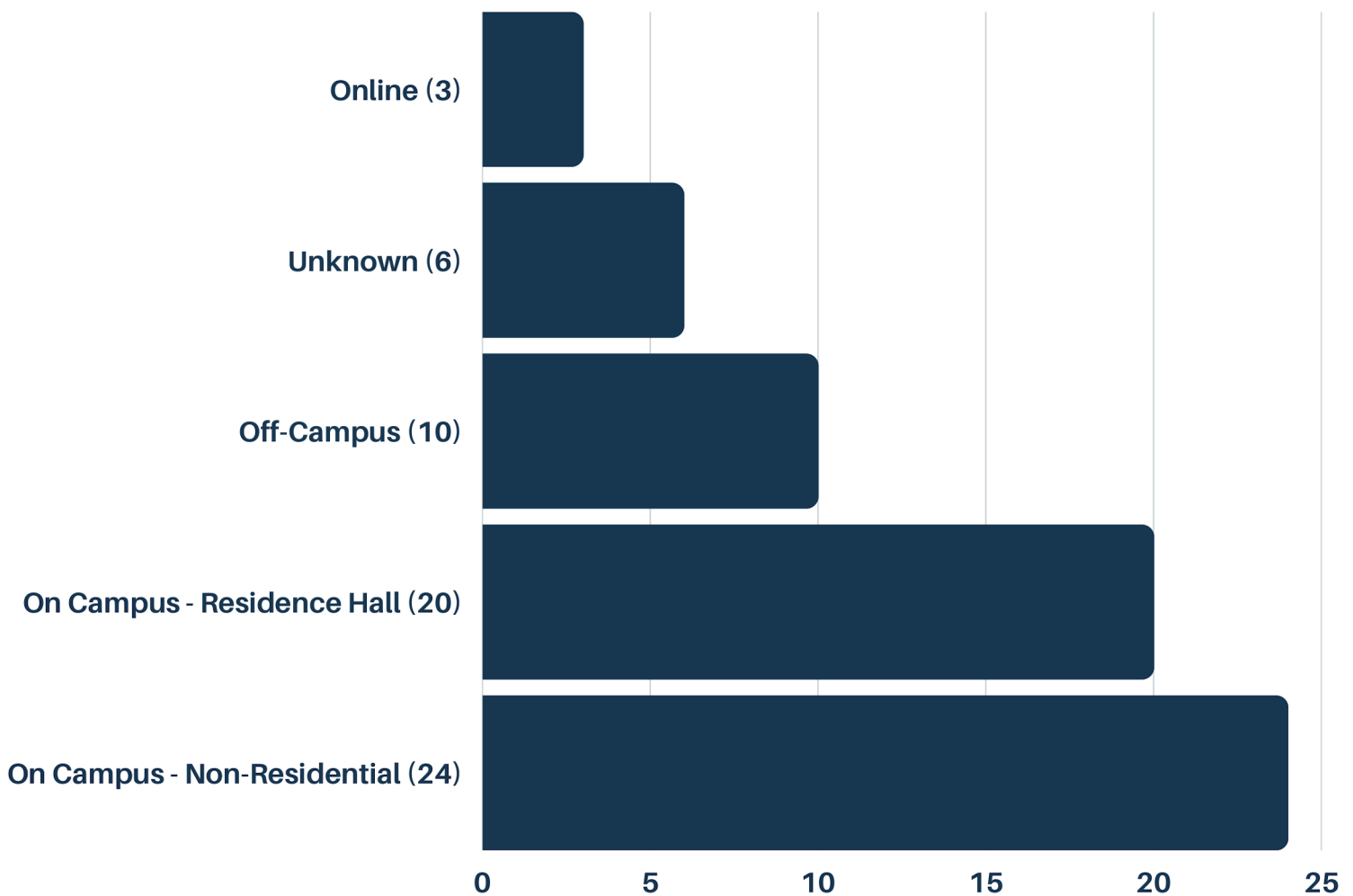
*This chart provides the dates when the Civil Rights & Title IX Office received the 63 reports that alleged violations of the Sexual and Interpersonal Misconduct Policy and/or the Discrimination, Harassment, and Retaliation Policy.*



This chart does not include report dates for reports categorized as "Outside Scope of Policy" or "Unable to Categorize" on page 4.

# Incident Location

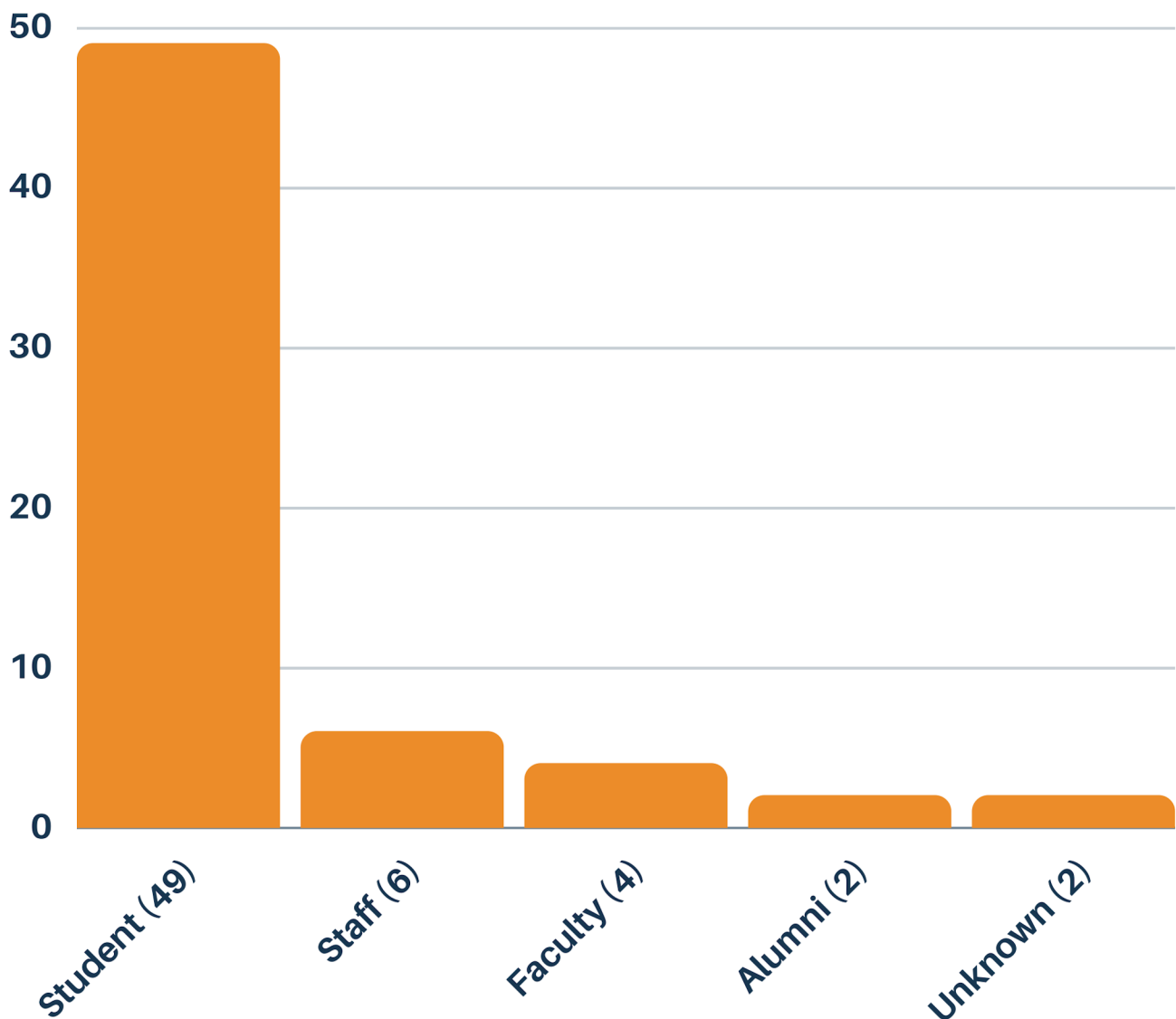
*This chart provides the incident location of the 63 reports that alleged violations of the Sexual and Interpersonal Misconduct Policy and/or the Discrimination, Harassment, and Retaliation Policy.*



This chart does not include incident locations for reports categorized as "Outside Scope of Policy" or "Unable to Categorize" on page 4.

# Complainant Status

*This chart provides the status of the Complainant for the 63 reports that alleged violations of the Sexual and Interpersonal Misconduct Policy and/or the Discrimination, Harassment, and Retaliation Policy.*

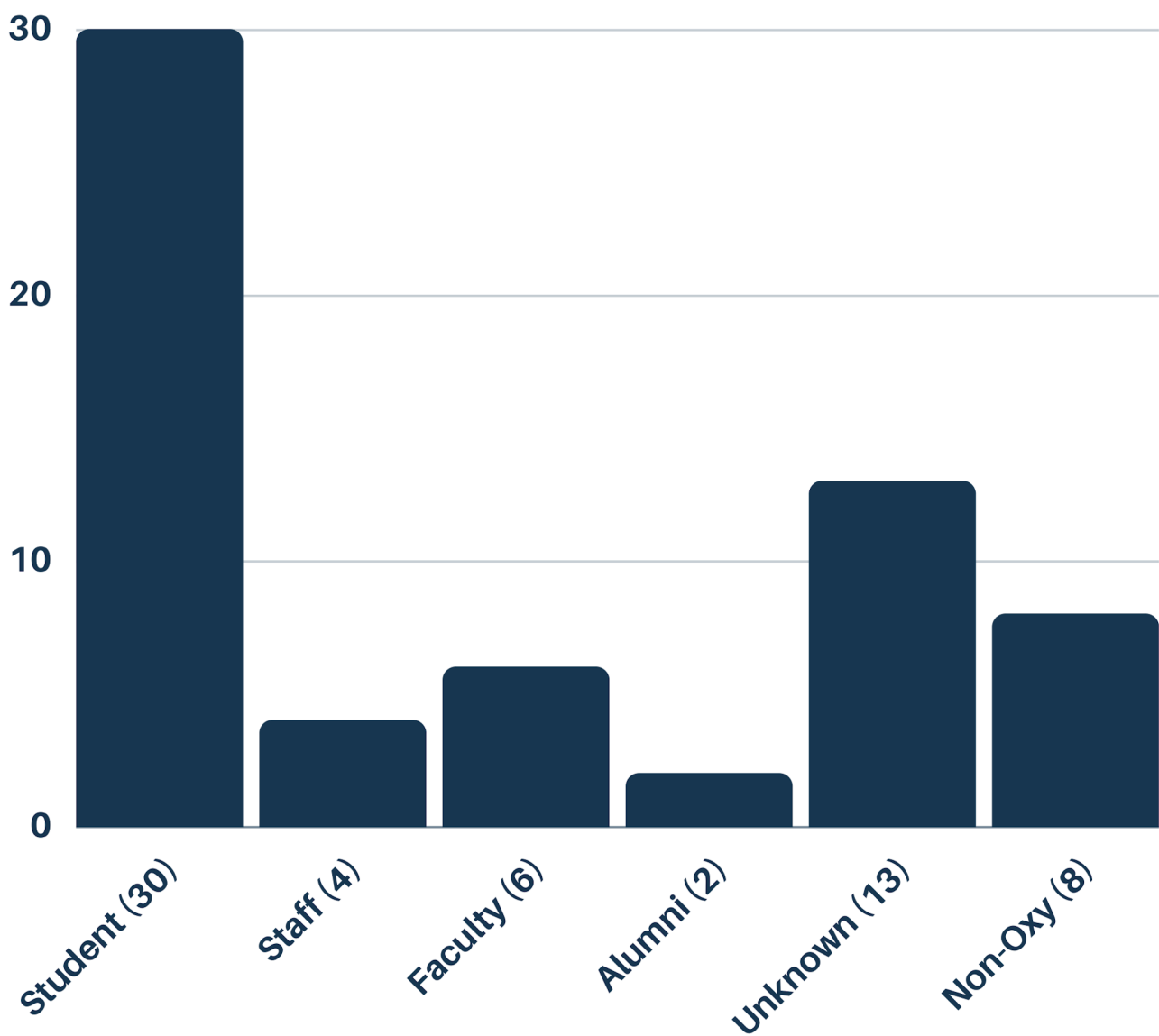


This chart does not include complainant status for reports categorized as "Outside Scope of Policy" or "Unable to Categorize" on page 4.



# Respondent Status

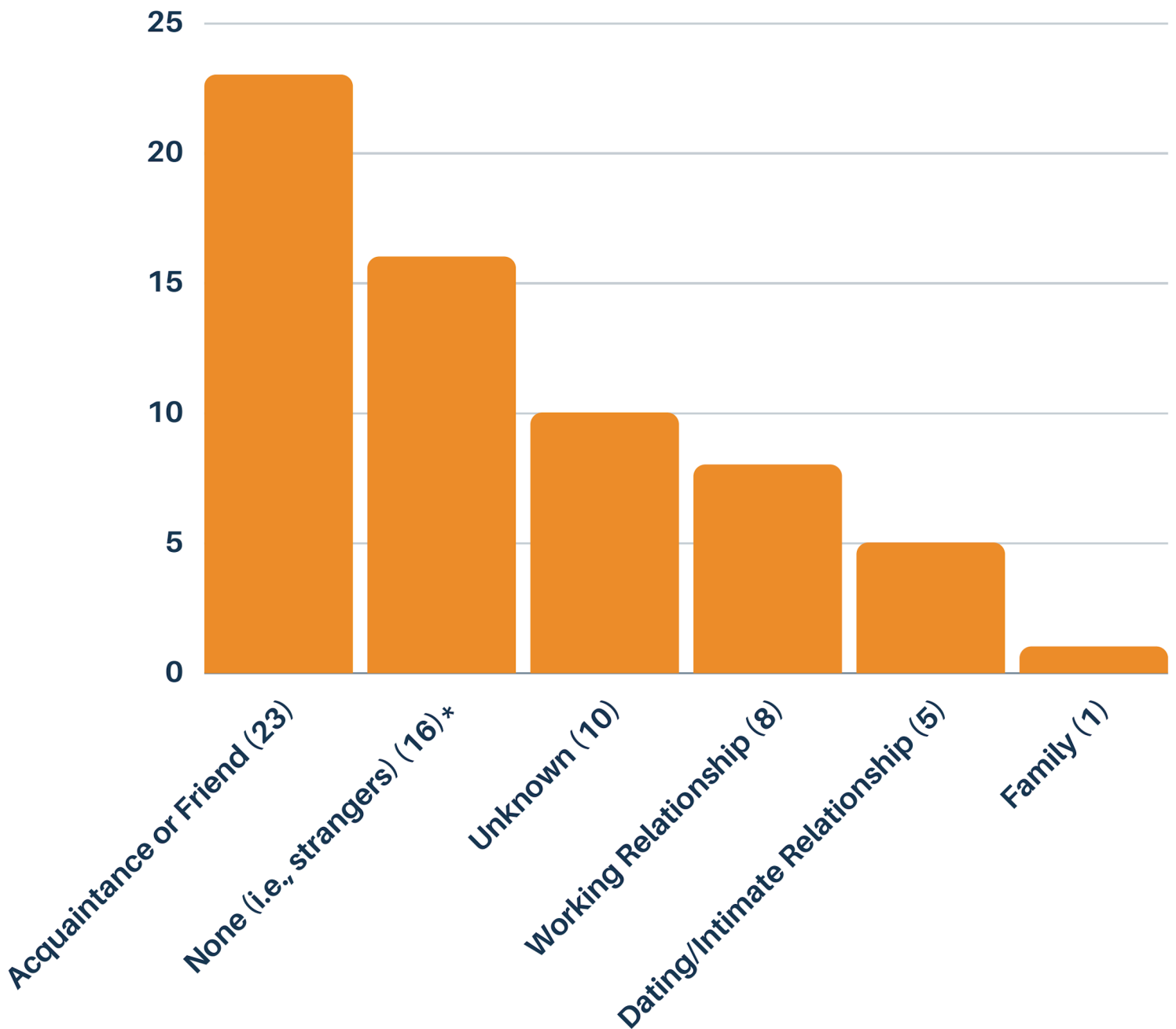
*This chart provides the status of the Respondent for the 63 reports that alleged violations of the Sexual and Interpersonal Misconduct Policy and/or the Discrimination, Harassment, and Retaliation Policy.*



This chart does not include respondent status for reports categorized as "Outside Scope of Policy" or "Unable to Categorize" on page 4.

# Relationship Between Parties

*This chart provides the relationship between the complainant and respondent for the 63 reports that alleged violations of the Sexual and Interpersonal Misconduct Policy and/or the Discrimination, Harassment, and Retaliation Policy.*



\*Most incidents where there was no relationship between the parties involved unidentified persons watching others through windows or unidentified nude individuals on/near campus.

# Resolution Options

The resolutions for the the 63 reports that alleged a violation of the Sexual and Interpersonal Misconduct Policy and/or Discrimination, Harassment, and Retaliation Policy detailed on the next page include:

- **None - Complainant Did Not Respond** - There is never any obligation to respond to outreach or to meet with the Civil Rights & Title IX Office. When this happens, often the case is closed and there is no resolution.
- **None - Complainant Request** - When a complainant indicates that they do not want the College to take action, the College generally honors that request. Complainants are still able to access resources and support.
- **None - Respondent not in Oxy Community** - When the respondent is not a part of the Oxy community, the College's ability to investigate is limited. Complainants are still given information about other reporting options and are still able to access resources and support.
- **None - Anonymous Report or Unknown Parties** - When the College receives anonymous reports or reports that do not identify one or more party, the College may not have enough information to identify and reach out to the complainant or to initiate an investigation.
- **Intervention Training/Education** - When a complainant wants behavior to be addressed, but not through a process, a non-disciplinary educational conversation or training may be appropriate.
- **Formal Complaint (Disciplinary or Adaptable Resolution)**- Generally, allegations are only resolved through the disciplinary resolution (investigation) or adaptable resolution processes when requested by a complainant or if there is a pattern of conduct involving the same respondent. A disciplinary or adaptable resolution is initiated through a formal complaint. Disciplinary and adaptable resolution are detailed more thoroughly on the next page.
- **Pending - Open Cases** - These are recent reports where the complainant has not met with the Civil Rights & Title IX Office or has not decided how to proceed.

# Adaptable Resolution Overview

Adaptable resolution is a voluntary, remedies-based, structured interaction between a complainant and respondent that provides support and accountability without taking formal disciplinary action. Adaptable resolution is generally designed to allow the respondent to acknowledge harm and accept responsibility for repairing harm.

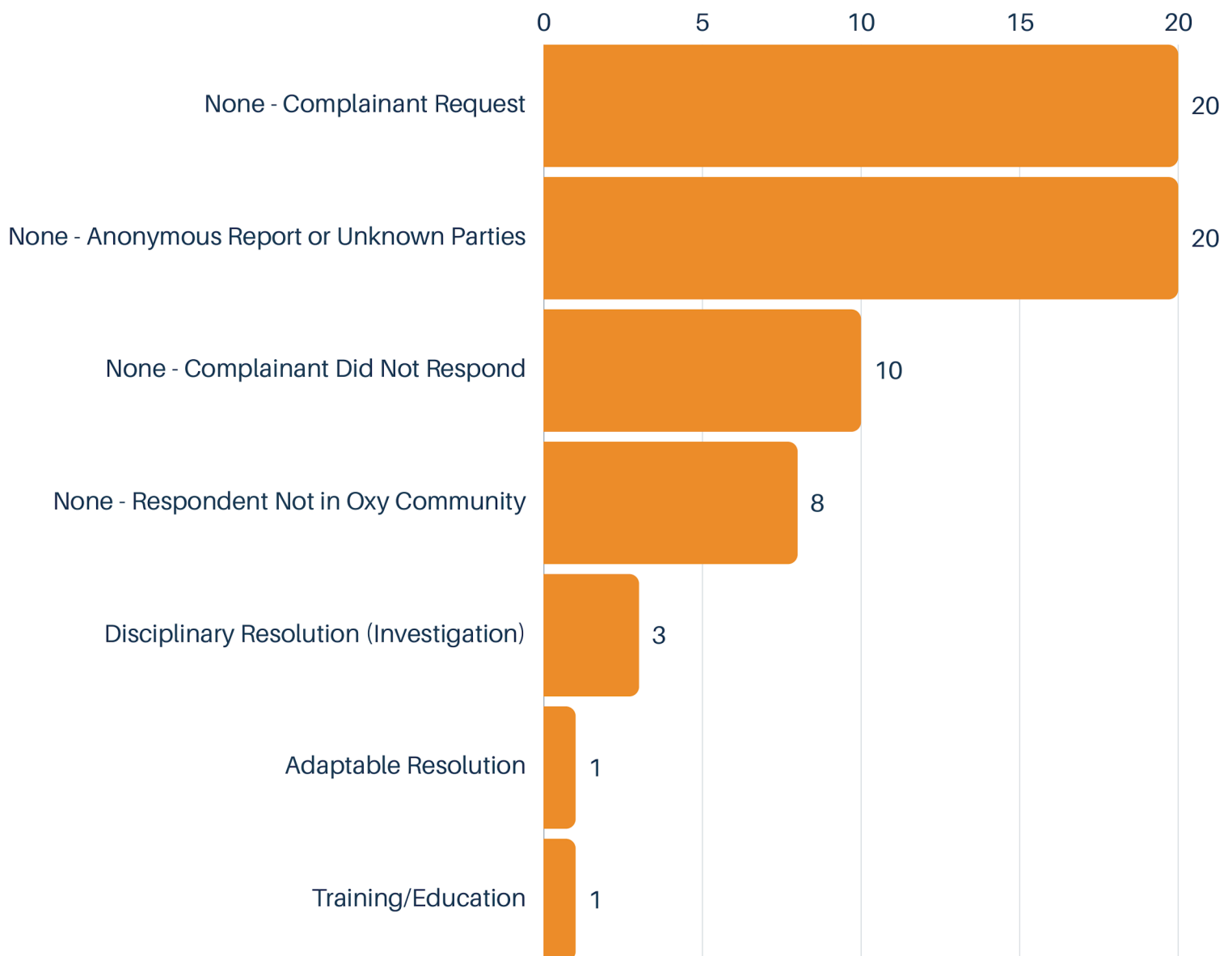
Adaptable resolution is a process that allows parties to propose their own resolution or terms as an appropriate outcome to a complaint. This process does not require the parties to communicate directly with each other, nor does it involve an investigation, hearing or finding. In 1 case, the complainant and respondent agreed to resolve their complaint through an adaptable resolution process or agreement. Case outcomes from adaptable resolutions are varied and can include resolutions such as training; reflective conversations or clinical assessments; permanent extension of a no contact directive; letters of acknowledgement; and restrictions on participation in specific clubs and/or organizations.

## Disciplinary Resolution Outcomes

Disciplinary resolution involves investigation and resolution of a complaint. If a Respondent is found responsible for one or more policy violation, they receive a sanction (punishment). Three reports received in spring 2023 are currently proceeding through the investigation process and therefore the outcome for these cases is not yet available.

# Report Resolution

*This chart details the resolution (what happened) for the 63 reports that alleged violations of the Sexual and Interpersonal Misconduct Policy and/or the Discrimination, Harassment, and Retaliation Policy.*



This chart does not include resolutions for reports categorized as "Outside Scope of Policy" or "Unable to Categorize" on page 4.

# Fall 2022 Incidents Breakdown

23 reports alleged policy violations of that occurred *during* the fall 2022 semester.

## Incident Date:

- August 2022 - 11
- September 2022 - 2
- October 2022 - 3
- November 2022 - 6
- December 2022 - 1

## Prohibited Conduct Reported:

- Sexual Harassment - 0
- Gender-Based Harassment - 4
- Fondling - 1
- Rape - 1
- Dating Violence - 0
- Stalking - 3
- Sexual Exploitation - 12
- Gender Discrimination - 1
- Disability Discrimination - 1

## Incident Location:

- Unknown - 1
- Off Campus - 3
- On Campus - Non-Residential - 7
- On Campus - Residence Hall - 12

## Reported Date:

- August 2022 - 11
- September 2022 - 1
- October 2022 - 3
- November 2022 - 5
- December 2022 - 1
- January 2023 - 2

## Resolution Type:

- None - No Jurisdiction - 3
- None - Complainant Unresponsive - 2
- None - Complainant Request - 5
- None - Anonymous Report or Unknown Parties - 10
- Training/Education - 1
- Adaptable Resolution - 0
- Disciplinary Resolution - 2
- Pending - Open Case - 0



# Spring 2023 Incidents Breakdown

28 reports alleged policy violations that occurred *during* the spring 2023 semester (including June/July 2023).

## Incident Date:

- January 2023 - 3
- February 2023 - 5
- March 2023 - 3
- April 2023 - 14
- May 2023 - 1
- June 2023 - 1
- July 2023 - 1

## \*Prohibited Conduct Reported:

- Sexual Harassment - 1
- Gender-Based Harassment - 8
- Domestic Violence - 1
- Fondling - 4
- Rape - 0
- Stalking - 5
- Sexual Exploitation - 5
- Retaliation - 2
- Undefined "sexual assault/misconduct" - 3

## Incident Location:

- Online - 3
- Unknown - 2
- Off Campus - 3
- On Campus - Non-Residential - 15
- On Campus - Residence Hall - 5

## Reported Date:

- January 2023 - 1
- February 2023 - 5
- March 2023 - 4
- April 2023 - 14
- May 2023 - 1
- June 2023 - 2
- July 2023 - 1

## Resolution Type:

- None - No Jurisdiction - 2
- None - Complainant Unresponsive - 6
- None - Complainant Request - 13
- None - Anonymous Report or Unknown Parties - 6
- Disciplinary Resolution - 1

