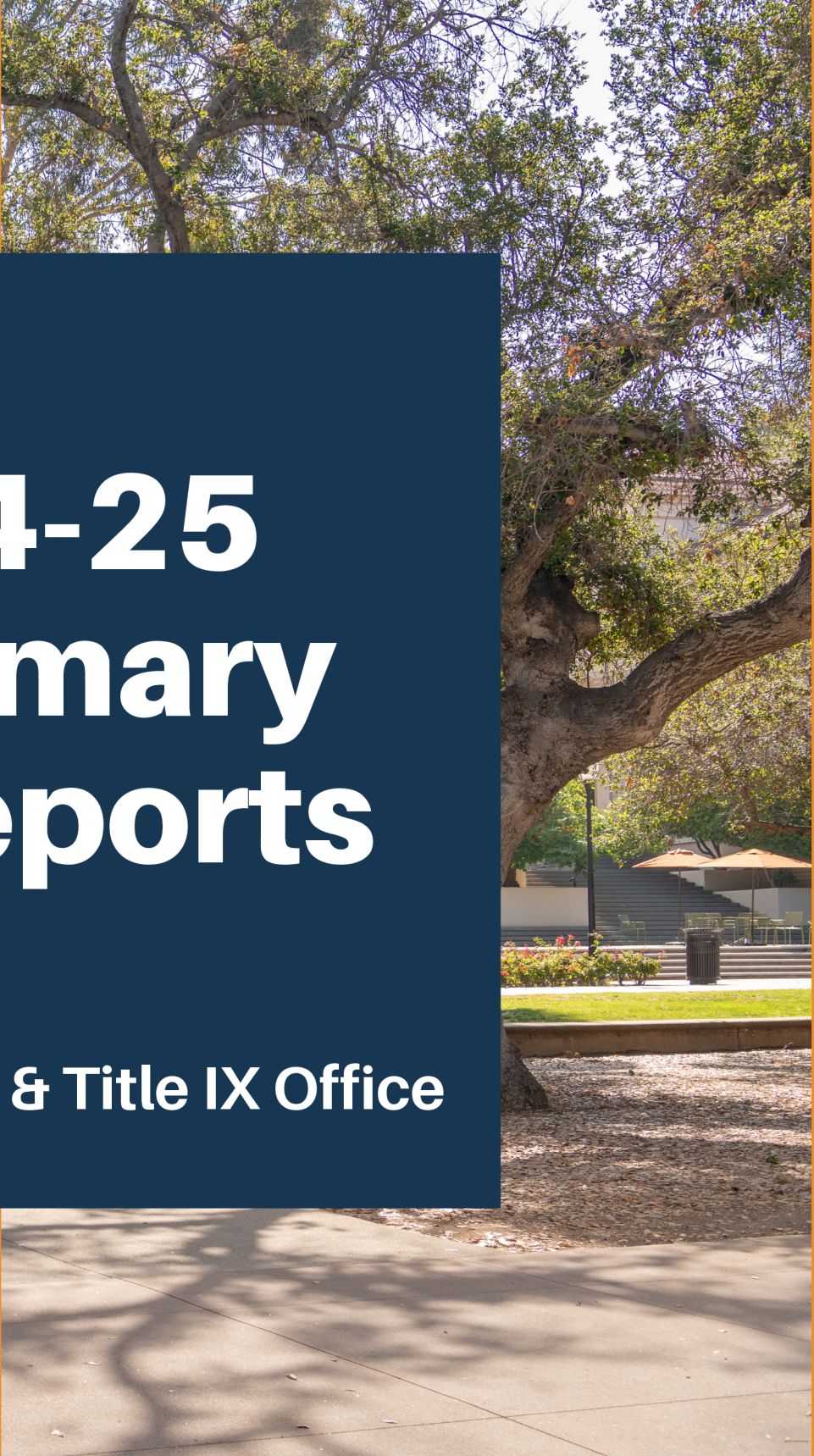


A photograph of a campus scene featuring large trees, a paved walkway, and a set of stairs in the background. The image is partially obscured by a dark blue text box on the left and an orange border at the top and bottom.

OCTOBER 2025

2024-25 Summary of Reports

Civil Rights & Title IX Office

Occidental College

About the 2024-25 Summary of Reports

Developing and fostering a culture of 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. 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, discrimination, harassment, and retaliation to the Civil Rights & Title IX Office
- **Confidential Resource** - a College employee who by law does not have responsible employee reporting obligations (e.g., survivor advocate)
- **Prohibited Conduct** - conduct that violates the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation 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, 2024, and July 31, 2025, the Civil Rights & Title IX Office received 150 reports alleging various forms of discrimination or harassment, including sexual and interpersonal misconduct. The incidents reported represented conduct alleged to have occurred between 2021 and 2025 but were first reported to the Civil Rights & Title IX Office during the 2024-25 academic year. Delayed reports are common and expected.

The reports came from third-party persons not affiliated with the College (1), third-party students (2), referrals from the College's survivor advocate with the survivor's consent (2), parents/family of students (5), anonymous reporters (7), self-reports (55), and responsible employees (78). Often, the Civil Rights & Title IX Office receives multiple reports about a single incident. For purposes of this report, if multiple people (students, employees, parents, etc.) reported the same incident, then that single incident is included as one "report."

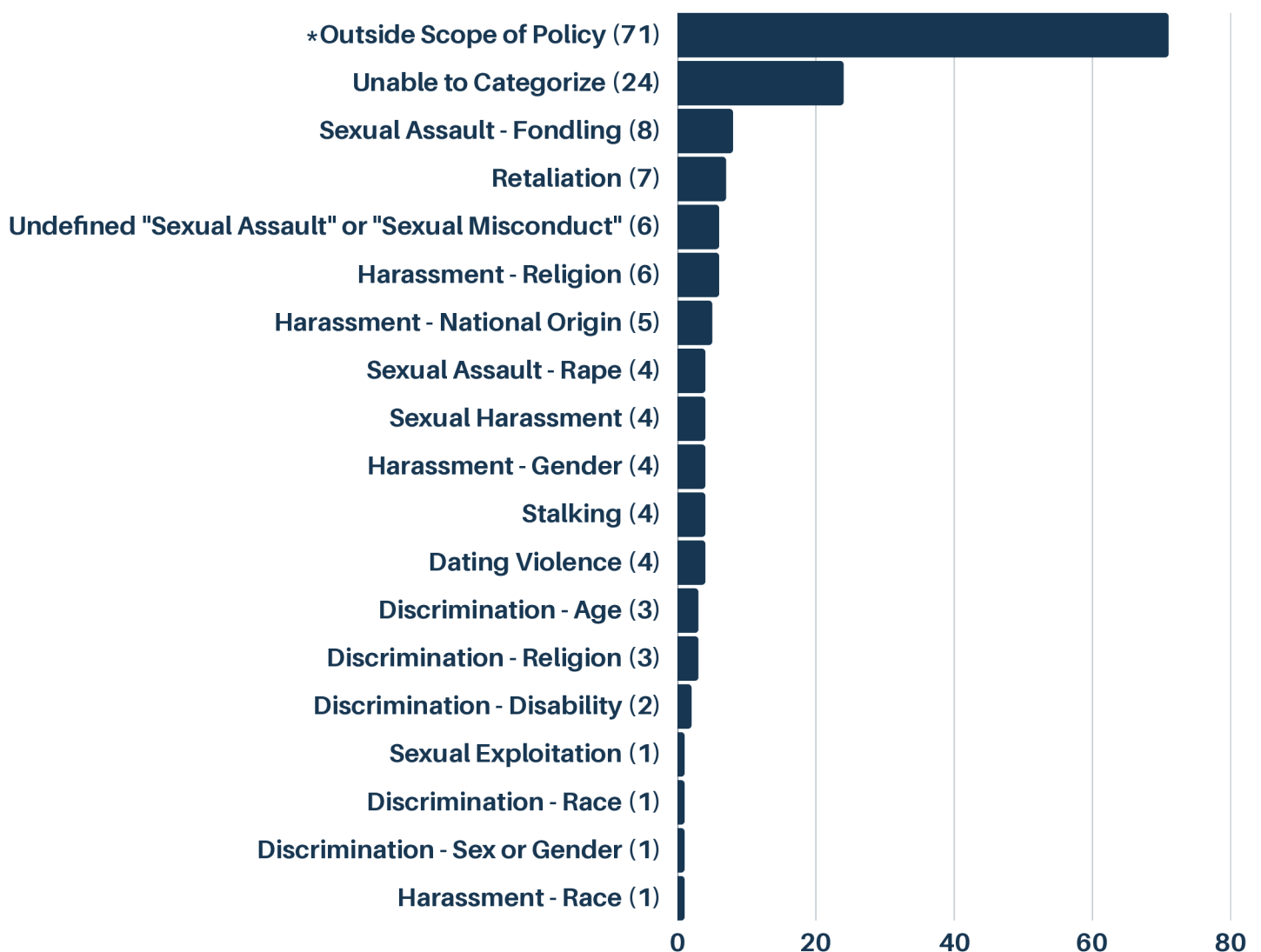
After receiving a report, the Civil Rights & Title IX Office offers to meet with the Complainant (if identified) to discuss resources and reporting options. There is no obligation for a Complainant to respond to this outreach.

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 150 as a single report may include more than one type of prohibited conduct.



*71 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*.

Resolution Options

The resolutions for the the 55 reports that alleged a potential 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.

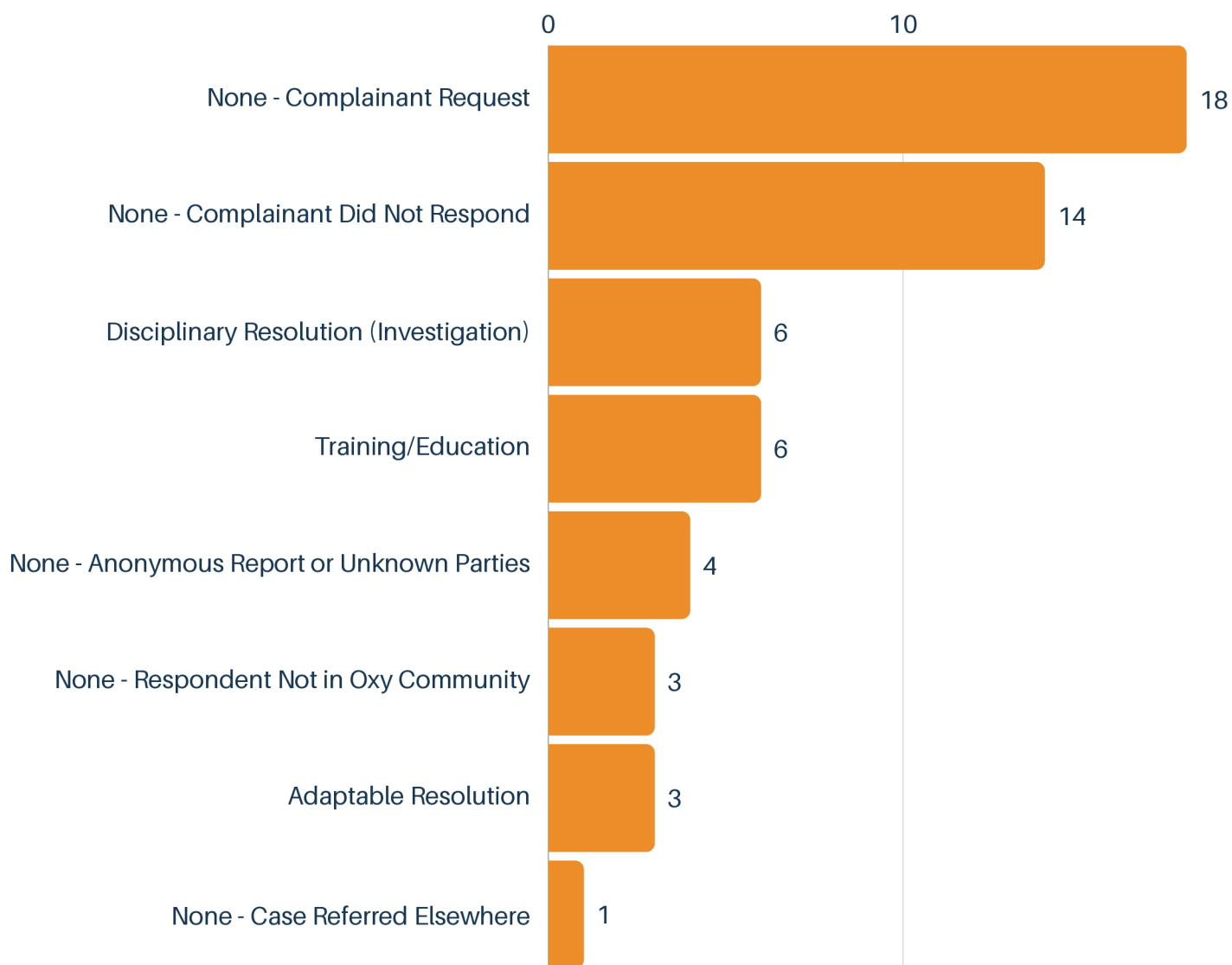
Adaptable resolution is a process that allows parties to propose their own resolution or terms as an appropriate outcome to a complaint. This process does not require the parties to communicate directly with each other, nor does it involve an investigation, hearing or finding. In 3 cases, the complainant 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 fall 2024 went through an investigation process and the respondents were found “not responsible” for allegations of discrimination and harassment. Three reports received in spring 2025 are currently in the investigation process and therefore the outcome for these cases are not yet available.

Report Resolution

This chart details the resolution (what happened) for the 55 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 3.