

MAY 2025

Fall 2024 Discrimination and Harassment Climate Survey Summary

Civil Rights & Title IX Office



Occidental College

Executive Summary

In November 2024, the Civil Rights & Title IX Office distributed a Discrimination and Harassment Climate Survey to all enrolled students. The survey was designed primarily to assess students' experiences of antisemitic incidents, based on an increase in reports in 2023-24. The survey allowed students to respond anonymously.

102 individuals responded, representing about 5% of the student body. The College conducted specific outreach to Jewish student groups to encourage their participation, which resulted in a high percentage of Jewish-identifying survey respondents.

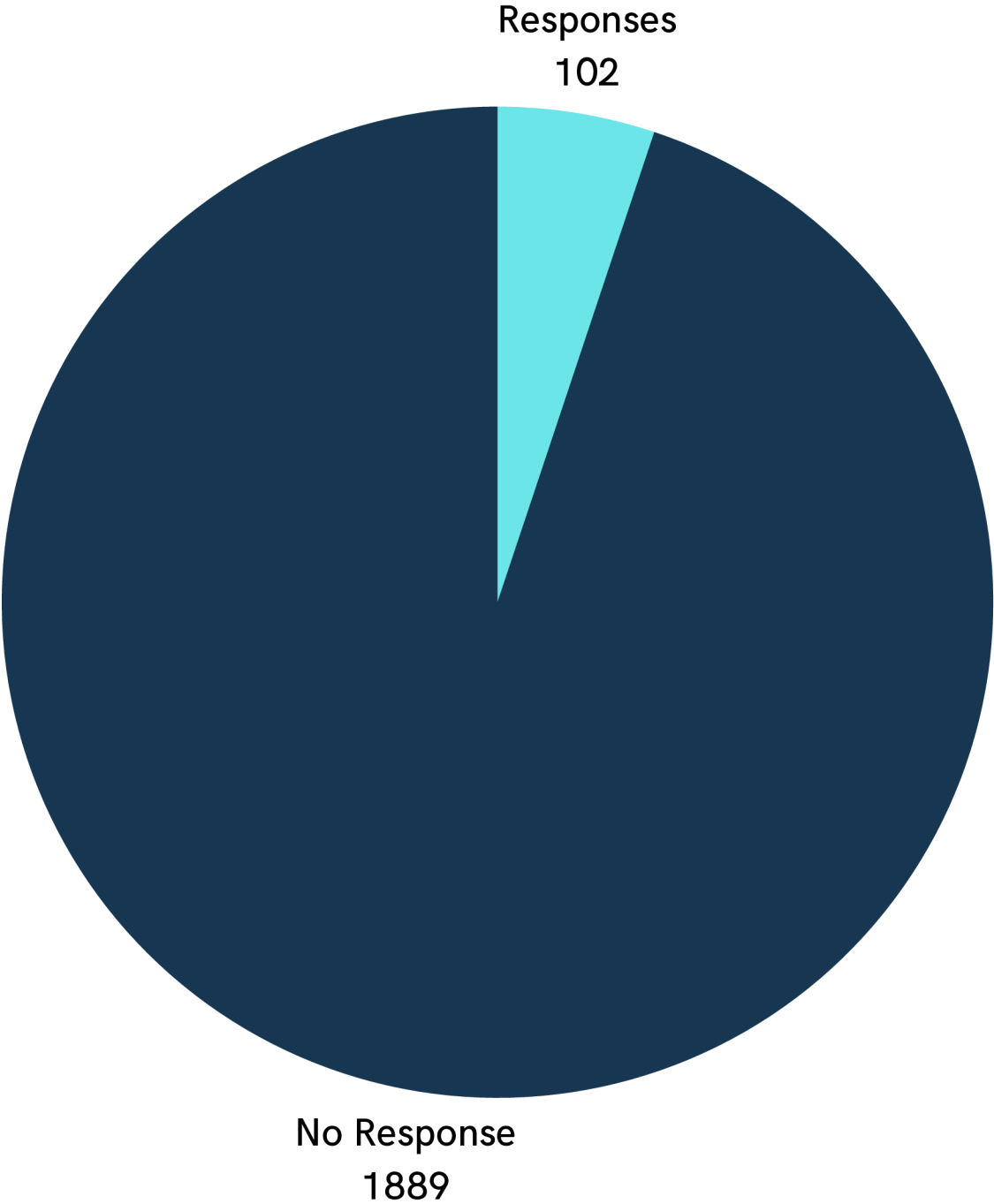
The survey first asked students to provide information about their personal characteristics (such as class year, race, gender, and religious affiliation), and later asked students to indicate whether they had experienced or observed incidents of discrimination or harassment ("DHR") during the fall 2024 semester.

If a student reported observing or experiencing an act of DHR, they were then asked to specify whether they believed the incident was based on a particular identity, choosing from an inclusive set of options. If a student indicated that they believed an incident was based on race/ethnicity, religion, or shared ancestry, they were further asked to indicate whether the act of DHR was based on a Zionist, non-Zionist, or other viewpoint.

The survey additionally asked students to indicate their awareness of Civil Rights & Title IX Office (CRTIX) reporting options and processes, and their decisions about how to proceed with any reports made to CRTIX.

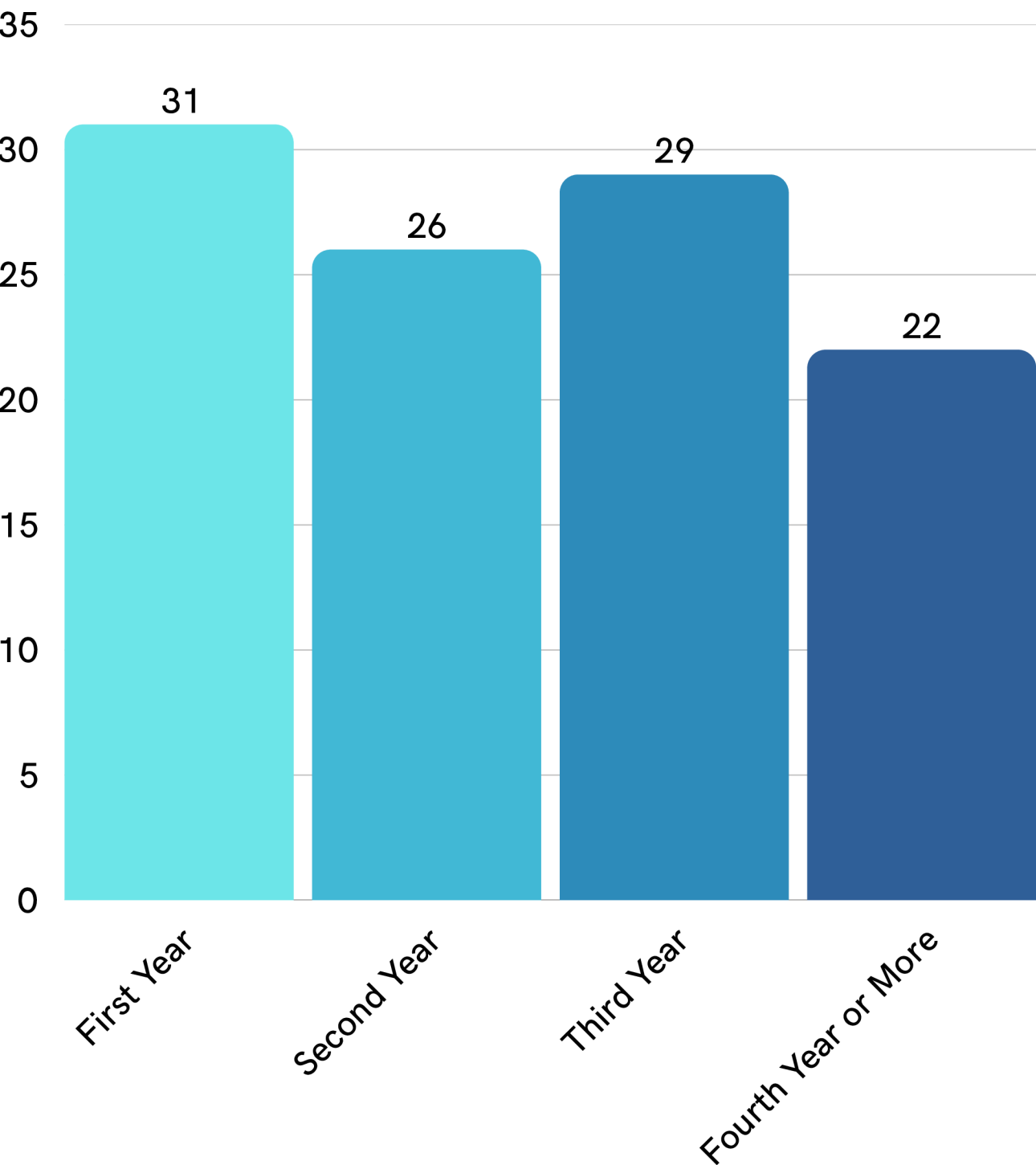
Response Rate

The response rate for the survey was approximately 5% of the student population. The total enrollment for Fall 2024 was 1991 students. 102 students engaged in the survey, and 89 students answered at least one question beyond the demographic items.



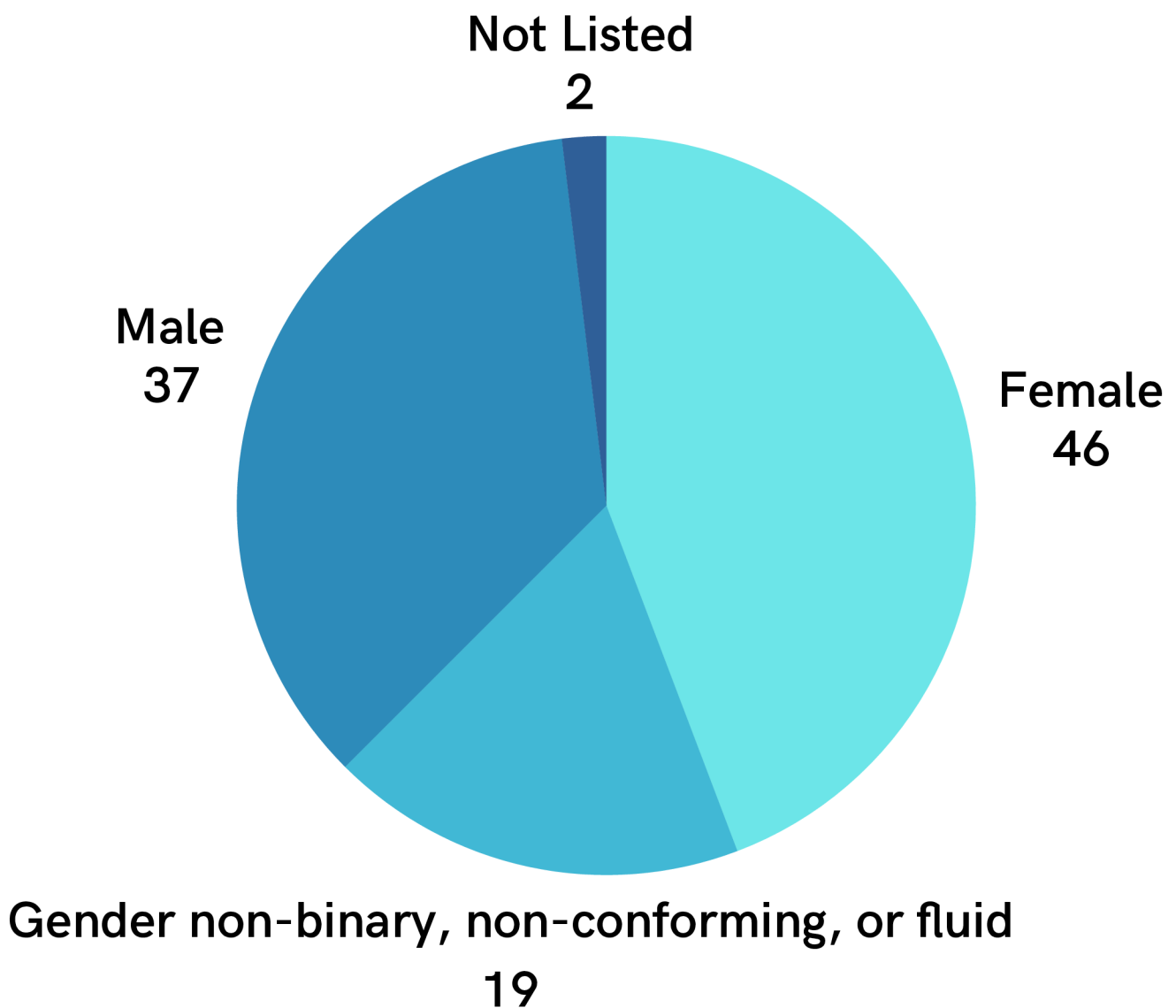
Demographics

Question: What year at Oxy is this for you?



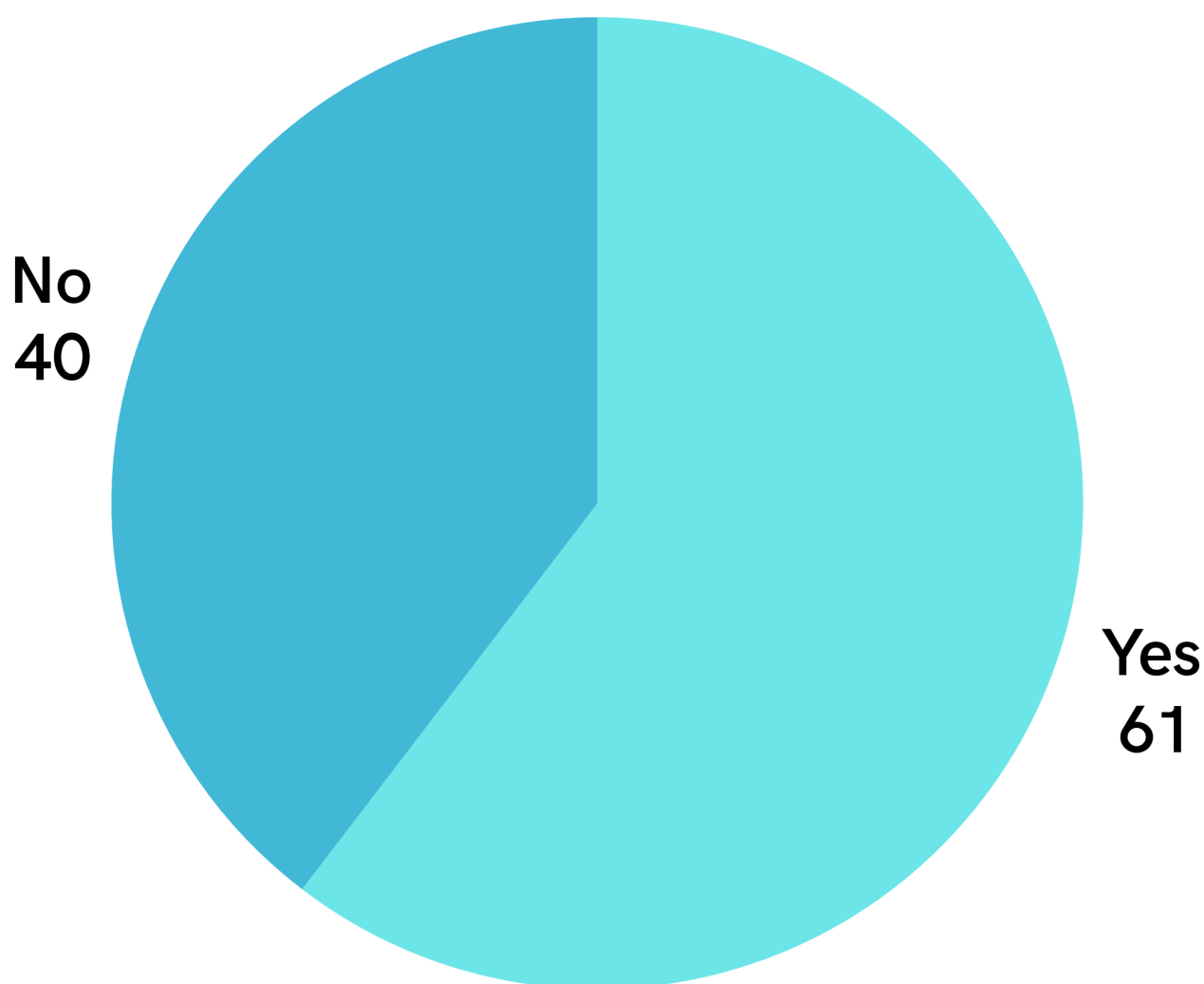
Demographics

Prompt: Please select the option(s) that best describe your gender identity. Multiple selections allowed.



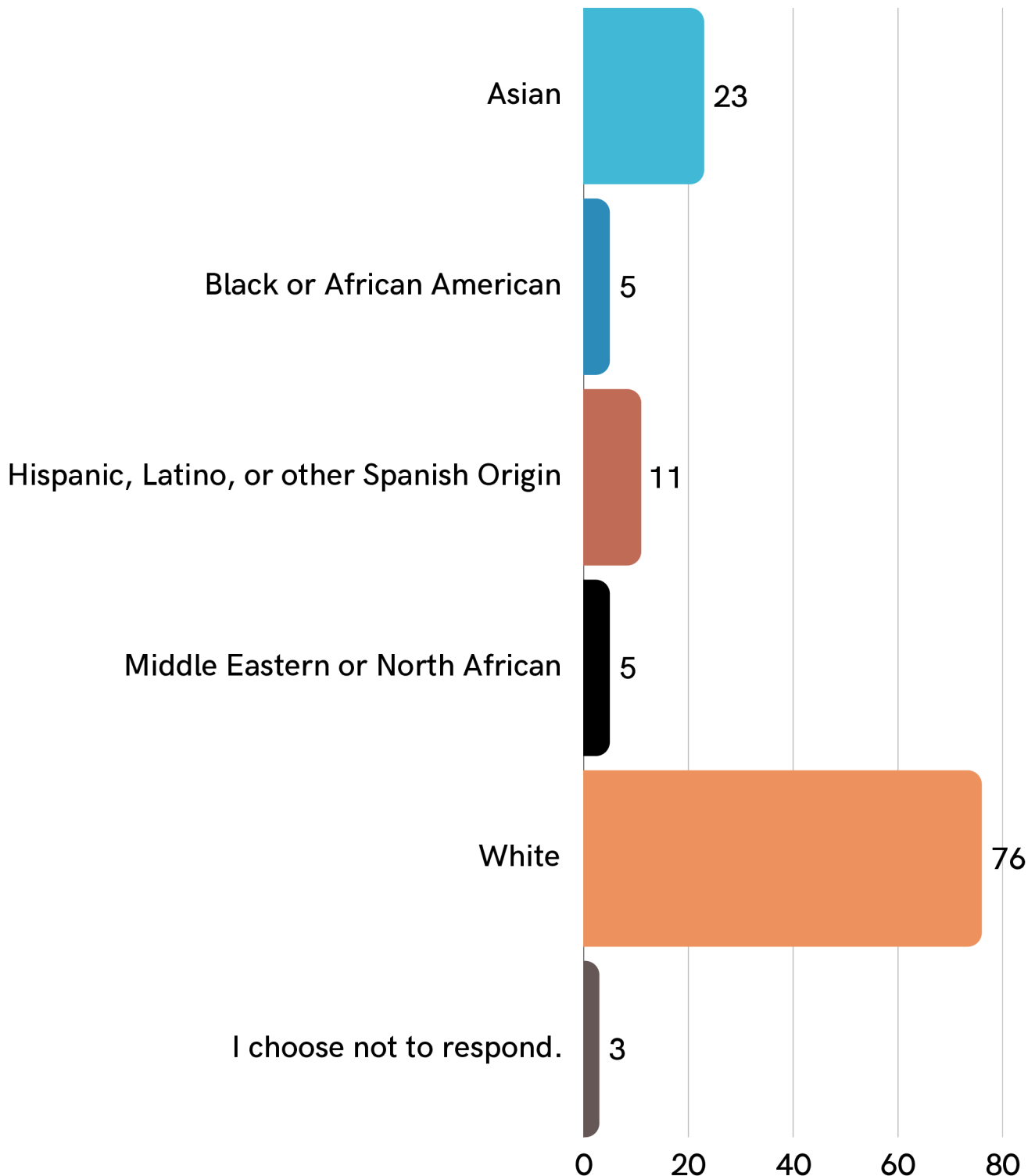
Demographics

Question: Do you identify as LGBTQIA+?



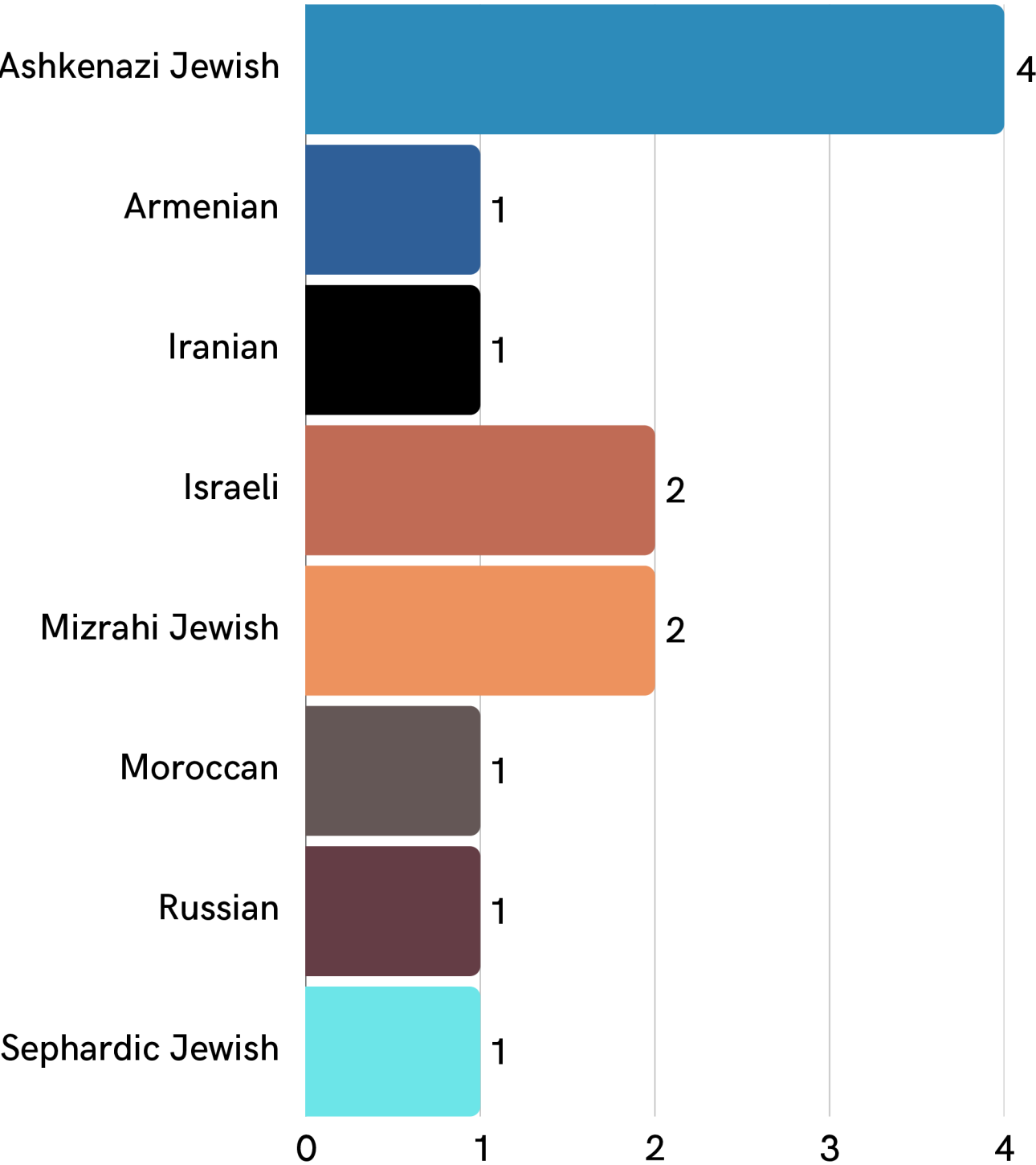
Demographics

Prompt: Please select the option(s) that describe your race and/or ethnic identity. Multiple selections allowed.



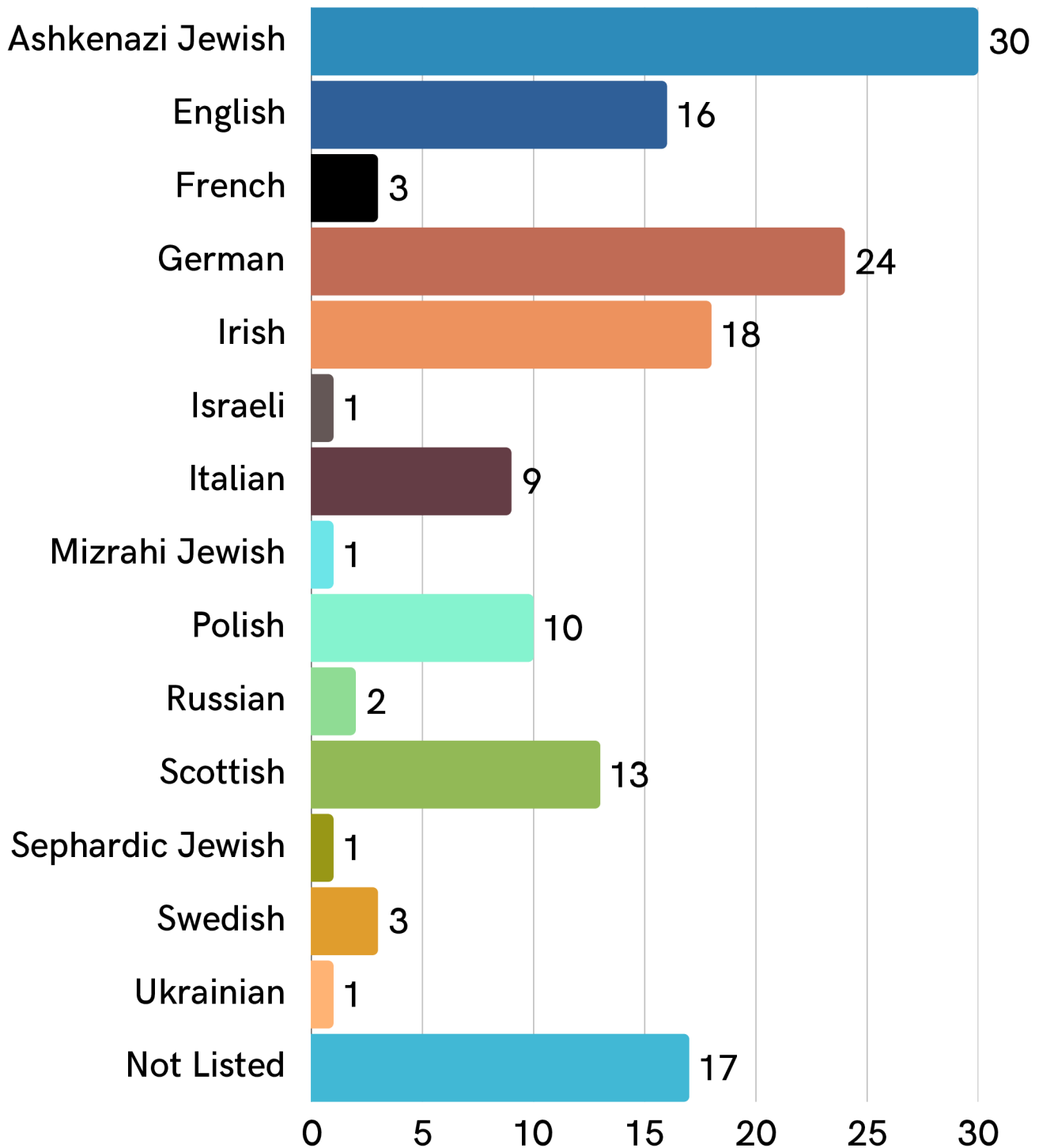
Demographics

Question: Which best describes your Middle Eastern or North African background? Multiple selections allowed.



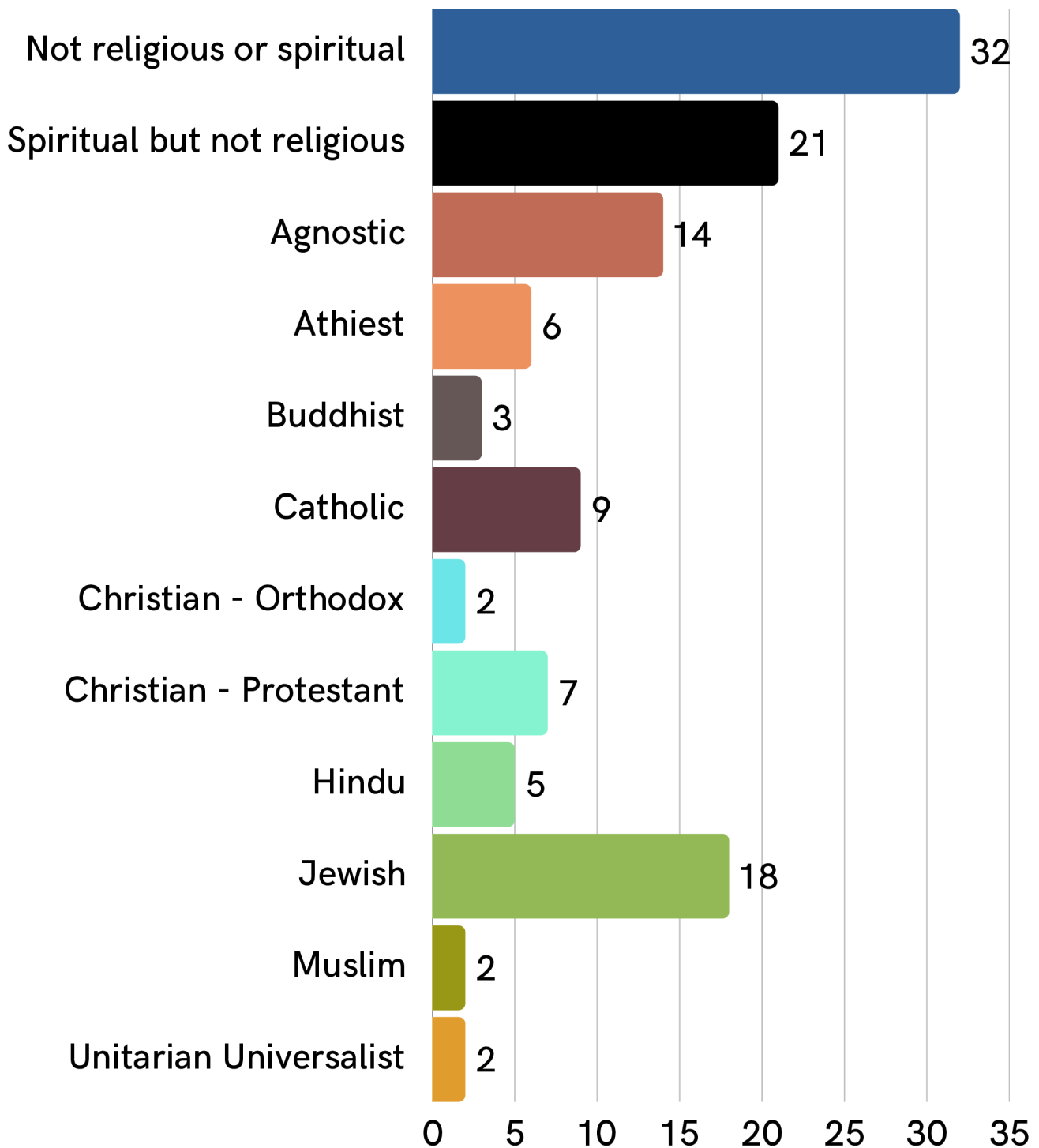
Demographics

*Question: Which best describes your White background?
Multiple selections allowed.*



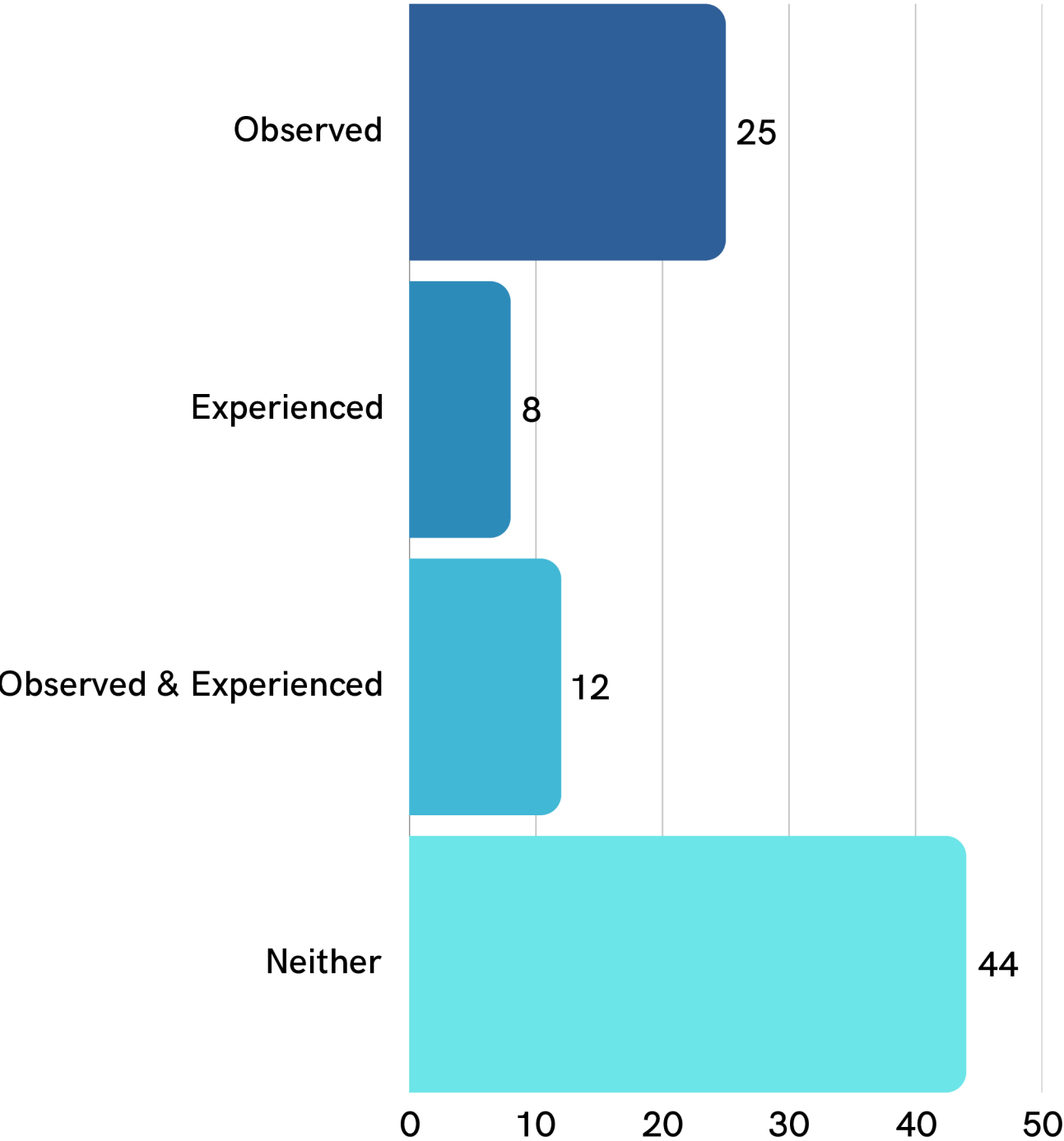
Demographics

Prompt: Please select the option(s) that best describe your religious or spiritual identity. Multiple selections allowed.



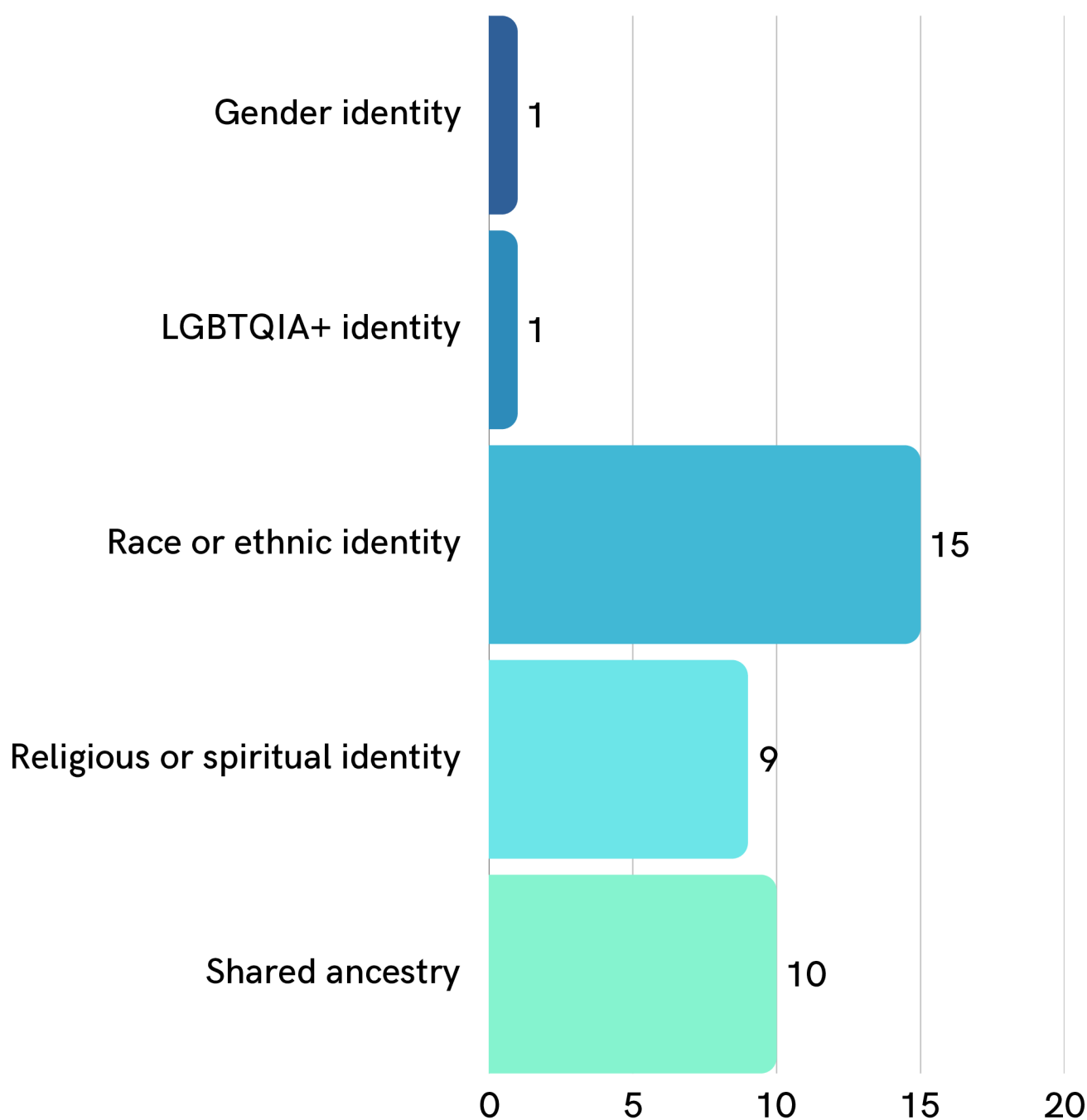
Discrimination & Harassment

Prompt: This semester at Oxy, I have observed or experienced an act of discrimination or harassment (DHR). Multiple selections allowed.



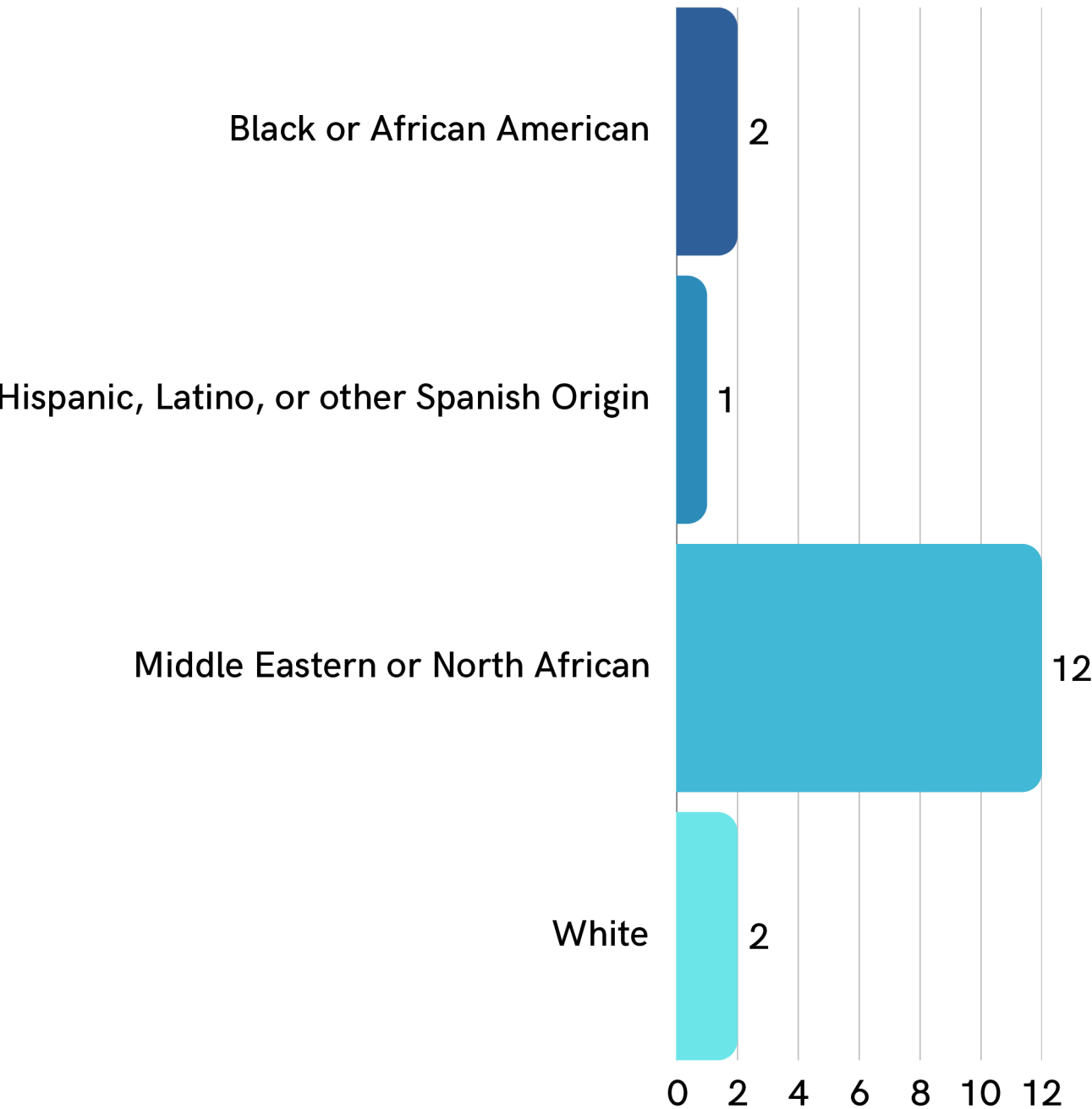
Reports of Having Observed DHR

For the 25 students who reported having observed DHR, they described the act(s) as being based on the following identity categories. Multiple selections were allowed.



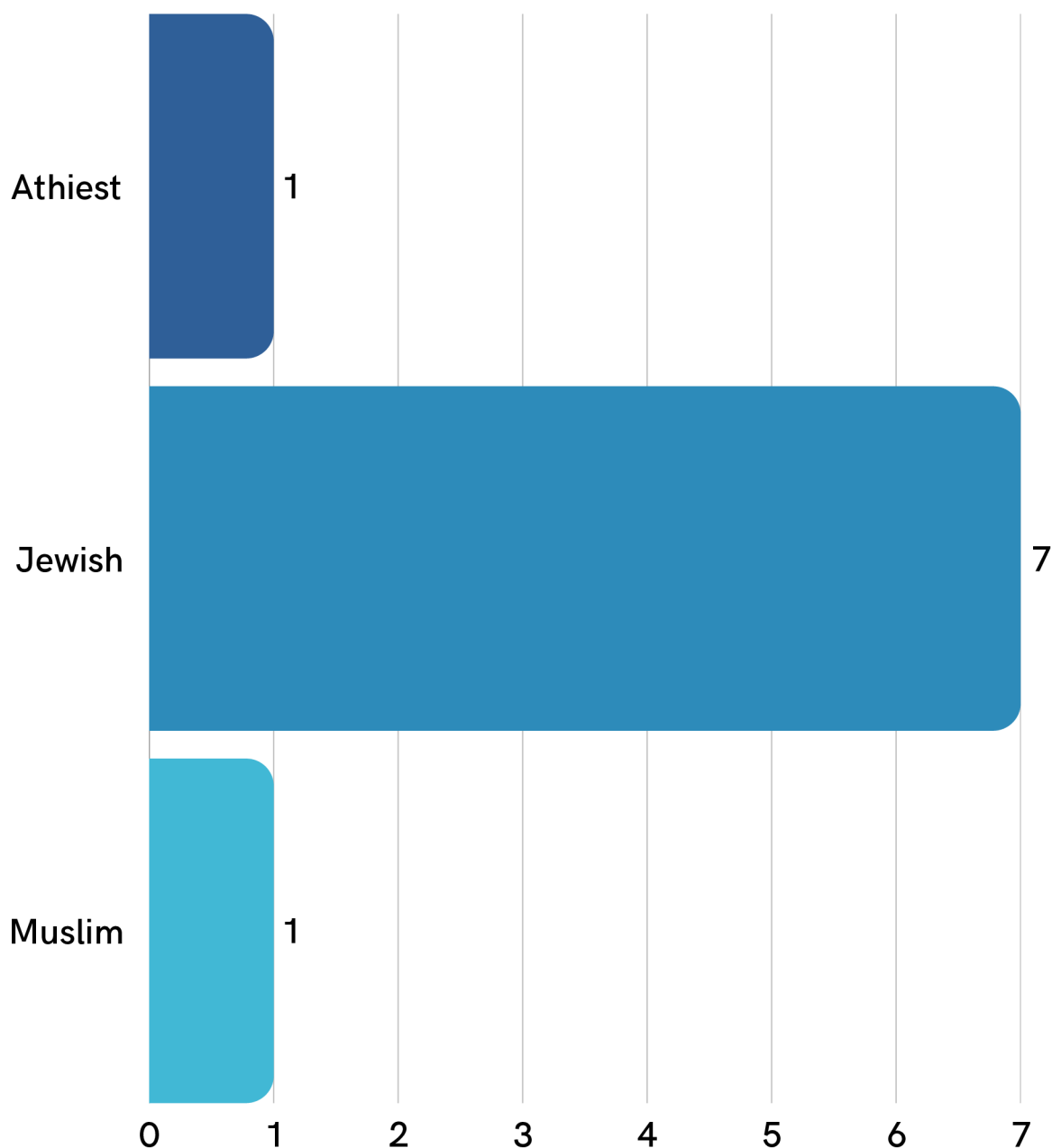
Reports of Having Observed DHR

For the 25 students who reported having observed DHR, and who described the act(s) as being based on race/ethnicity, they attributed the incidents to the following race/ethnicity categories. Multiple selections were allowed.



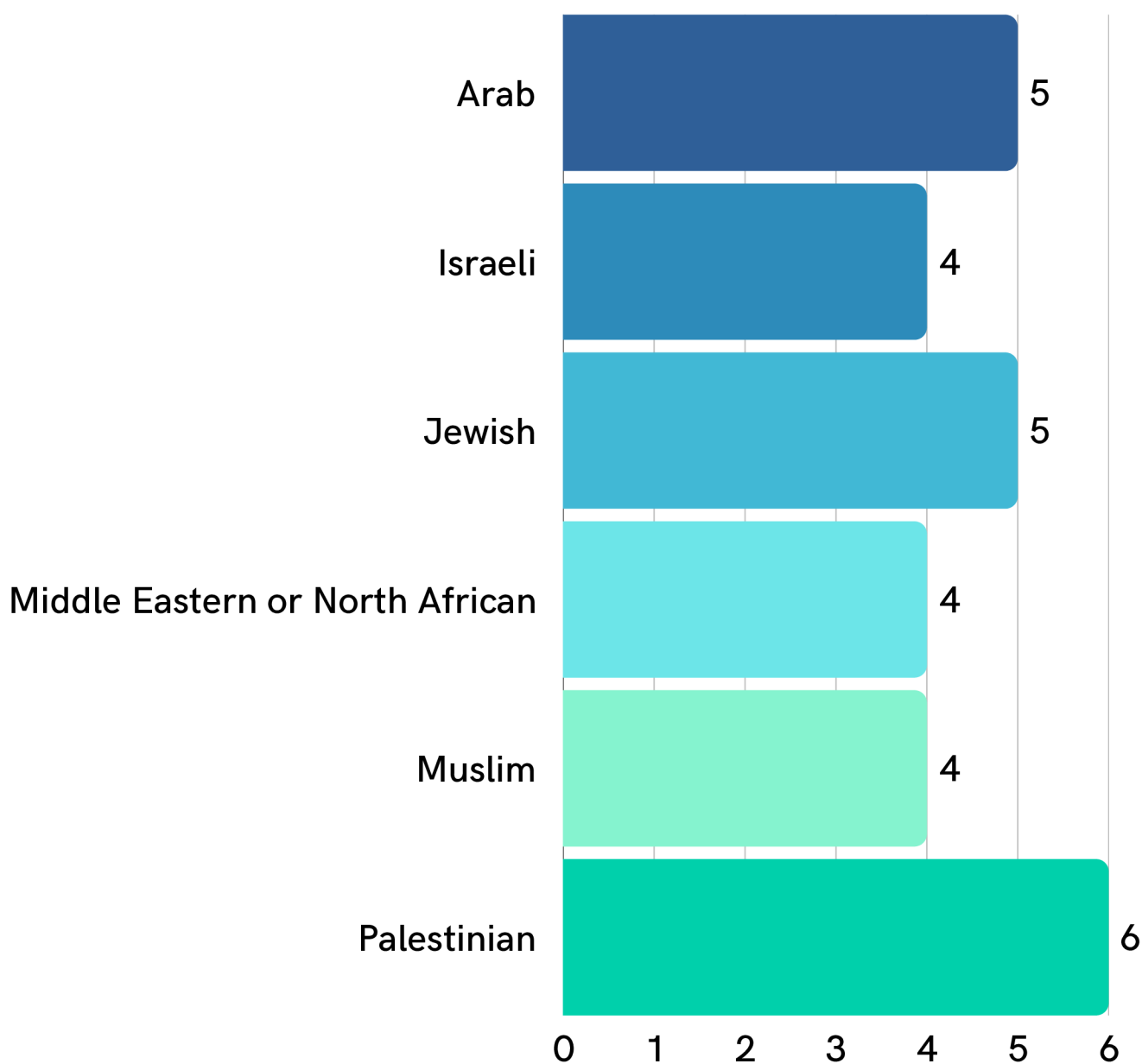
Reports of Having Observed DHR

For the 25 students who reported having observed DHR, and who described the act(s) as being based on religious/spiritual identity, they attributed the incidents to the following religious/spiritual identity categories. Multiple selections were allowed.



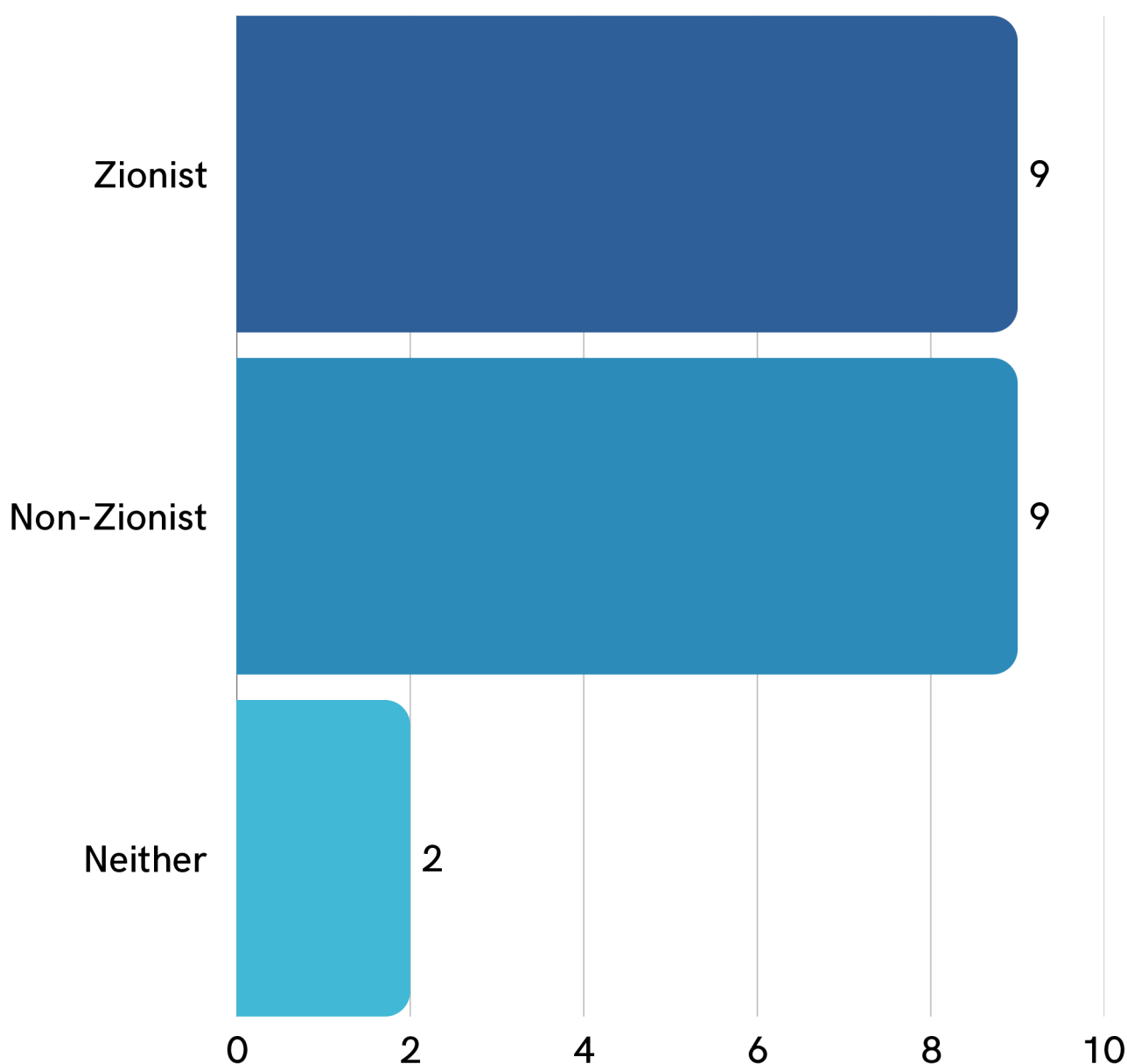
Reports of Having Observed DHR

For the 25 students who reported having observed DHR, and who described the act(s) as being based on shared ancestry, they attributed the incidents to the following shared ancestry categories. Multiple selections were allowed.



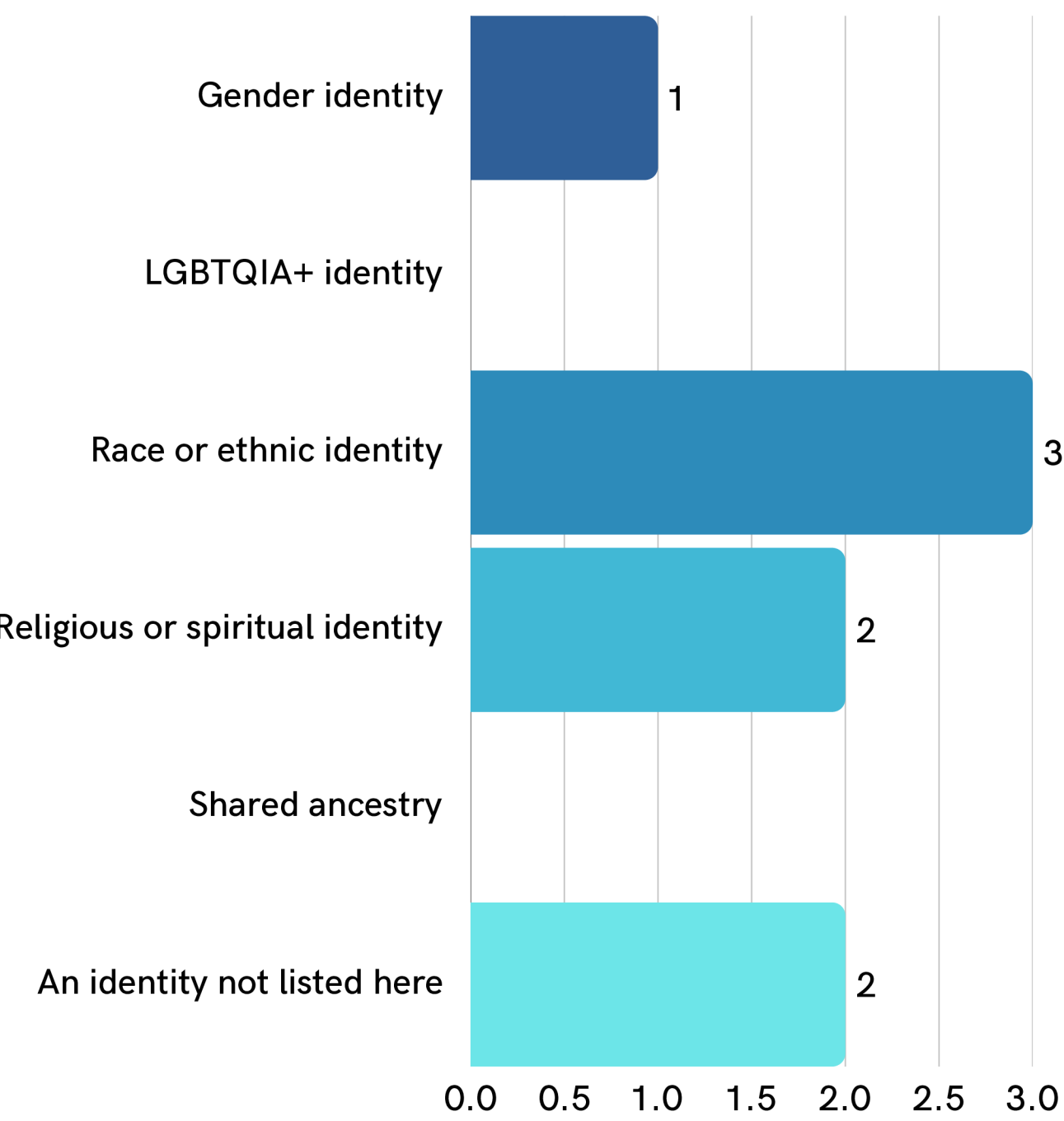
Reports of Having Observed DHR

For the 25 students who reported having observed DHR, and who described the act(s) as being based on religion, race/ethnicity, or shared ancestry, they attributed the act(s) to the following actual or perceived views or identities.



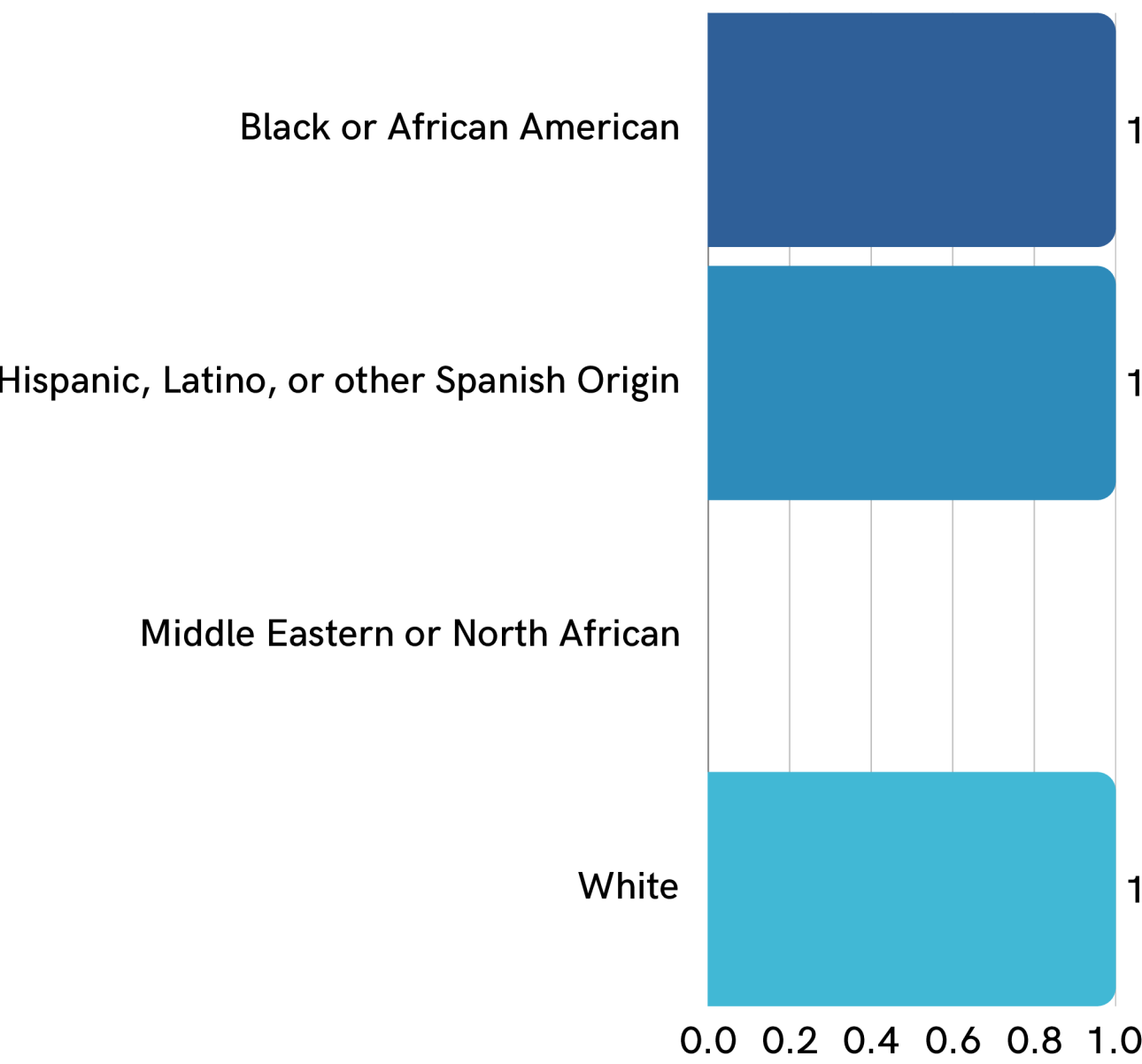
Reports of Having Experienced DHR

For the 8 students who reported having experienced DHR, they described the act(s) as being based on the following identity categories. Multiple selections were allowed.



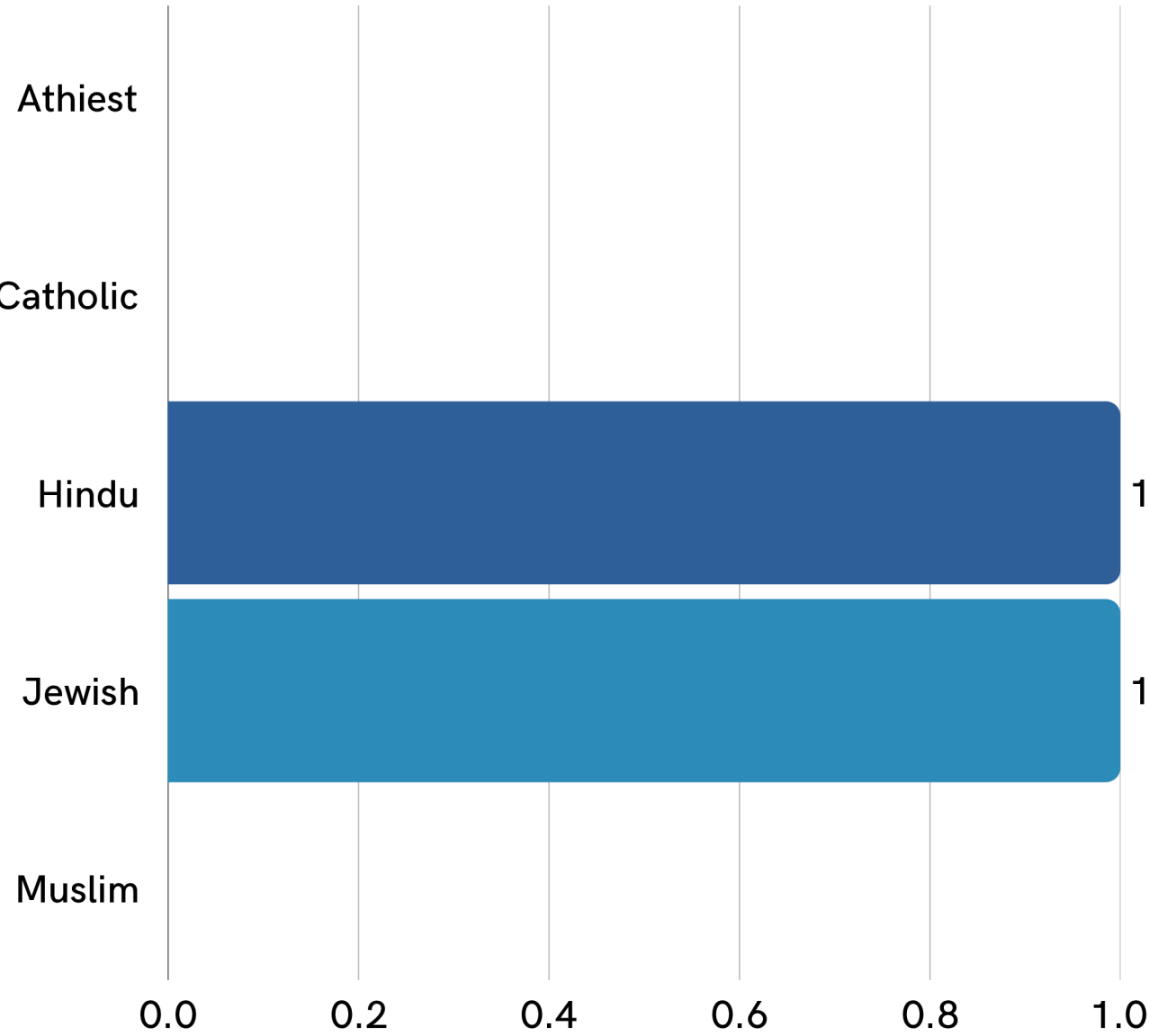
Reports of Having Experienced DHR

For the 8 students who reported having experiencing DHR, and who described the act(s) as being based on race/ethnicity, they attributed the incidents to the following race/ethnicity categories. Multiple selections were allowed.



Reports of Having Experienced DHR

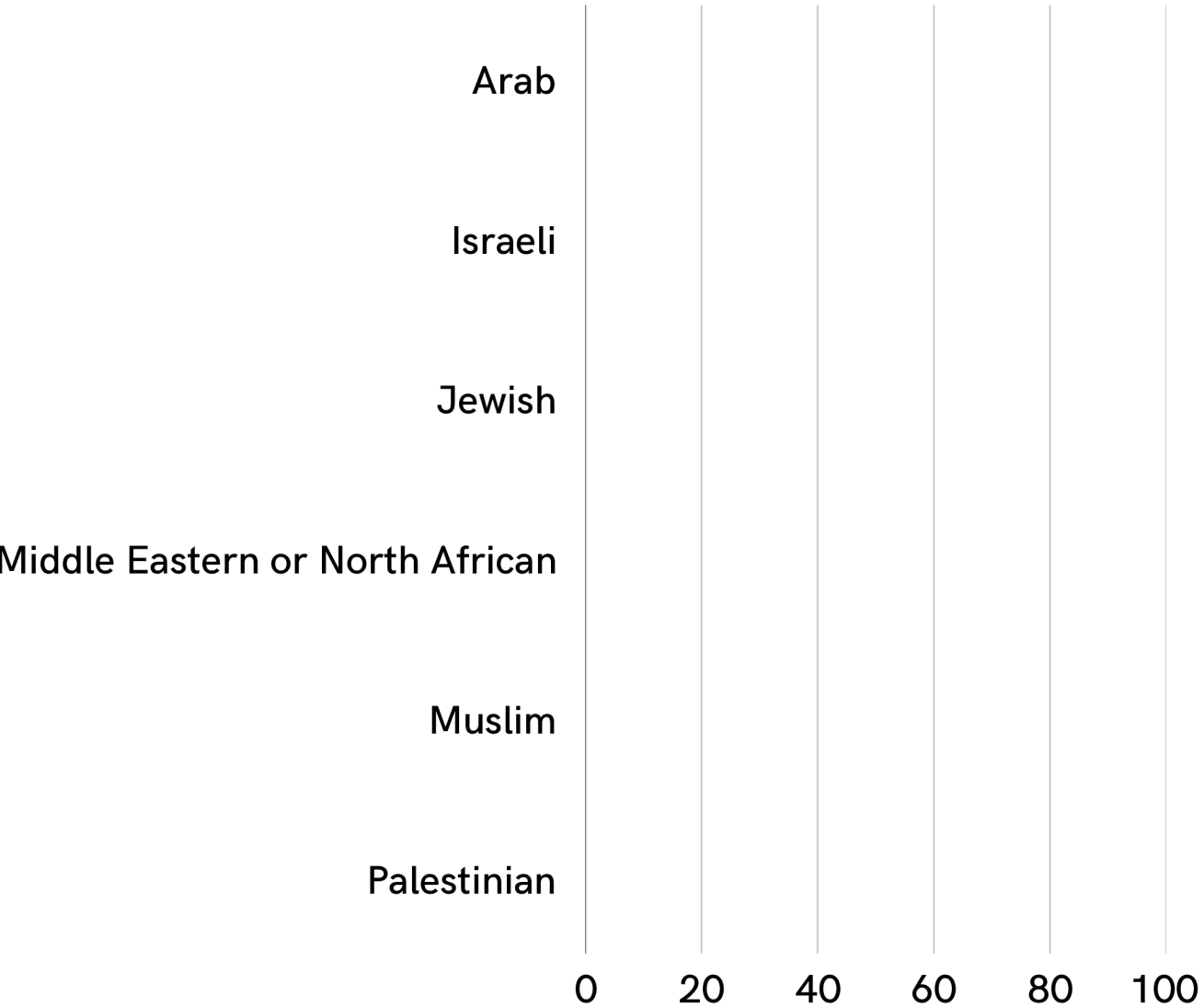
For the 8 students who reported having experiencing DHR, and who described the act(s) as being based on religious/spiritual identity, they attributed the incidents to the following religious/spiritual identity categories. Multiple selections were allowed.



Reports of Having Experienced DHR

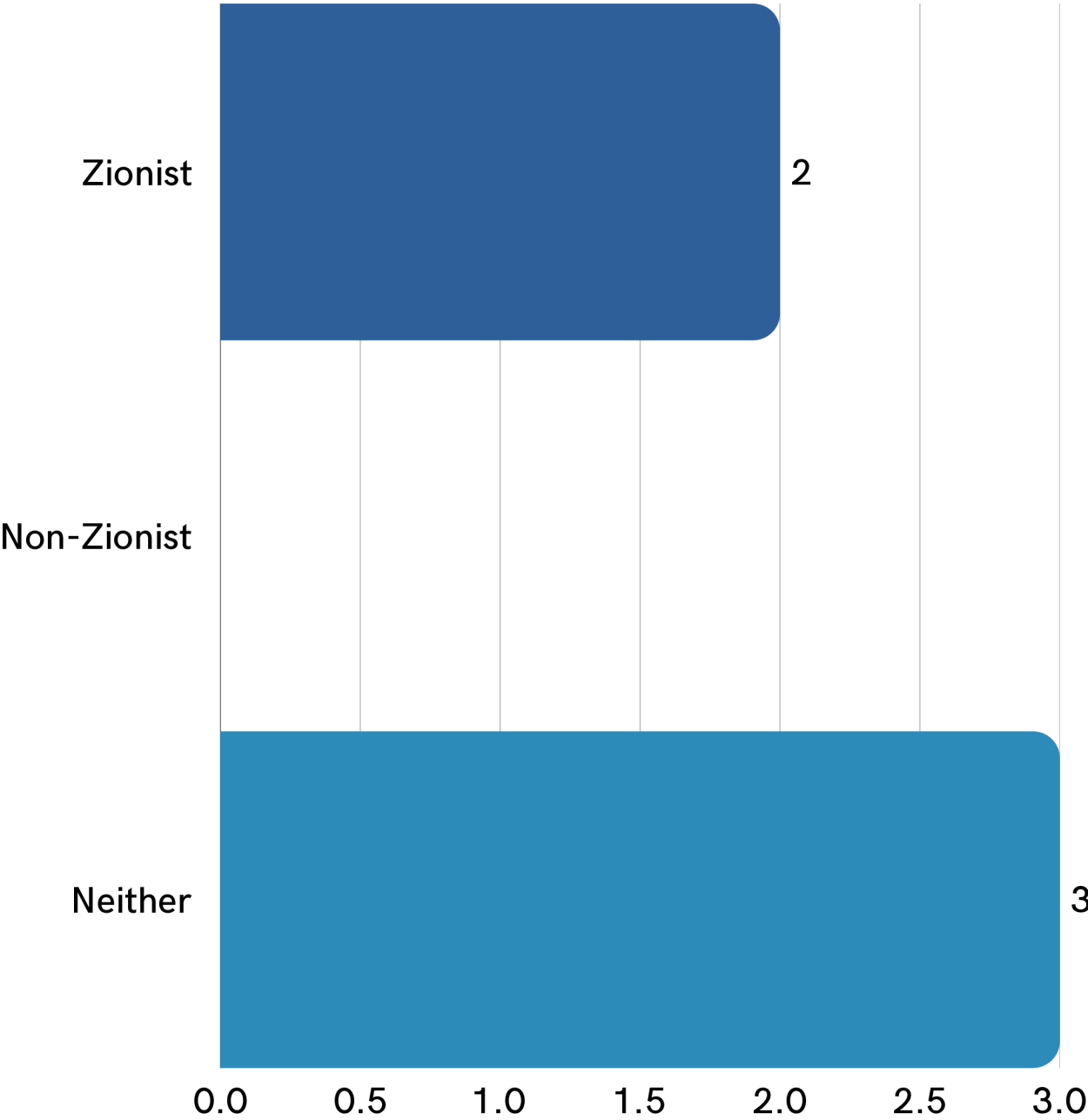
For the 8 students who reported having experiencing DHR, and who described the act(s) as being based on shared ancestry, they attributed the incidents to the following shared ancestry categories. Multiple selections were allowed.

**None of the 8 students indicated they experienced DHR based on their shared ancestry.*



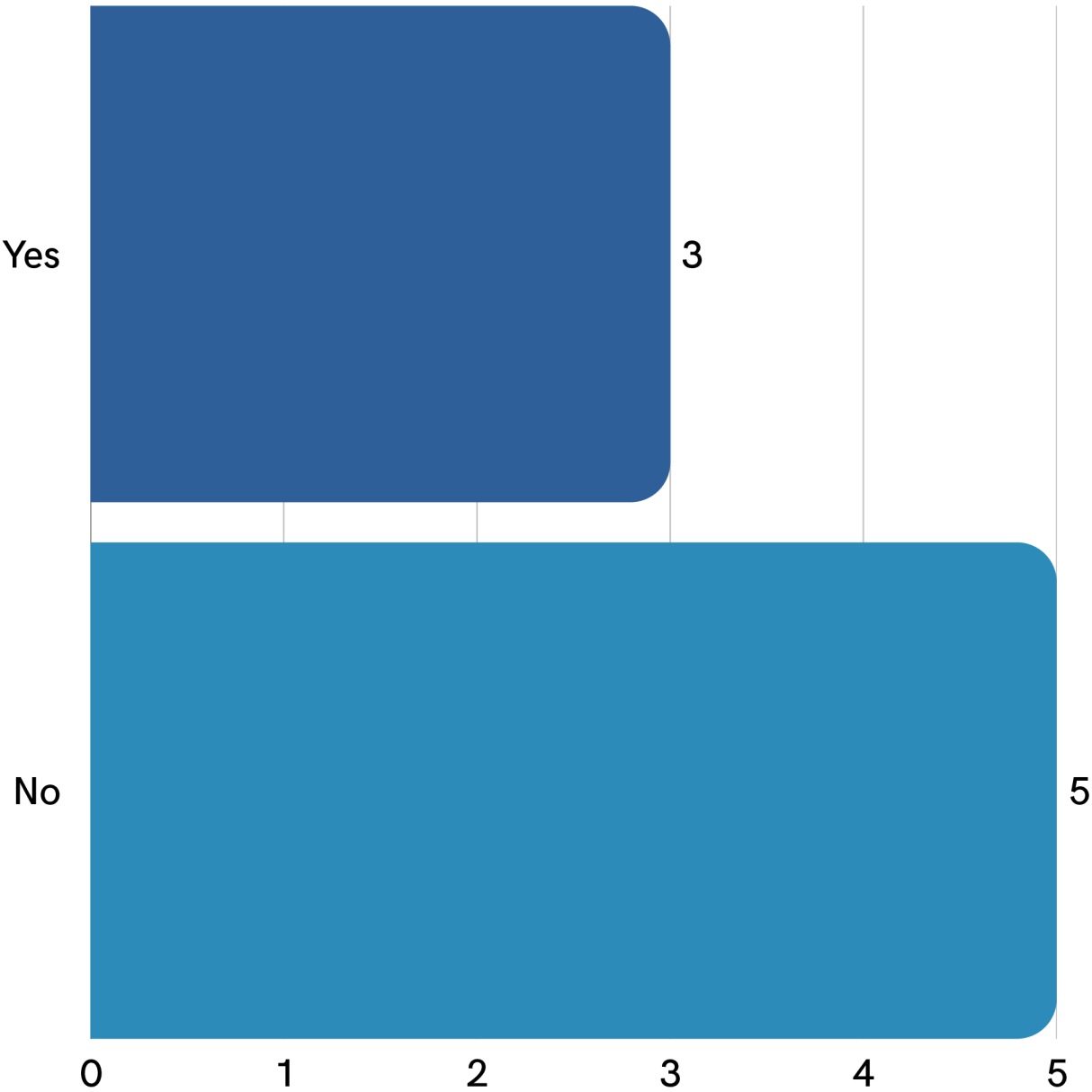
Reports of Having Experienced DHR

For the 8 students who reported having experiencing DHR, and who described the act(s) as being based on religion, race/ethnicity, or shared ancestry, they attributed the act(s) to the following actual or perceived views or identities.



Reports of Having Experienced DHR

When students reported having experienced DHR, they were also asked whether they reported the incident(s) to the Civil Rights & Title IX Office. The 8 students who reported DHR experiences responded as follows:



Reports of Having Experienced DHR

Of the 3 students who said they reported DHR experiences to the Civil Rights & Title IX Office, they responded to questions about the processes and support provided as follows:

- *All 3 students indicated they were offered options for resolving their complaint.*
- *2 students indicated they were offered supportive measures or accommodations.*
- *2 students indicated they decided to pursue resolution options and/or supportive measures.*

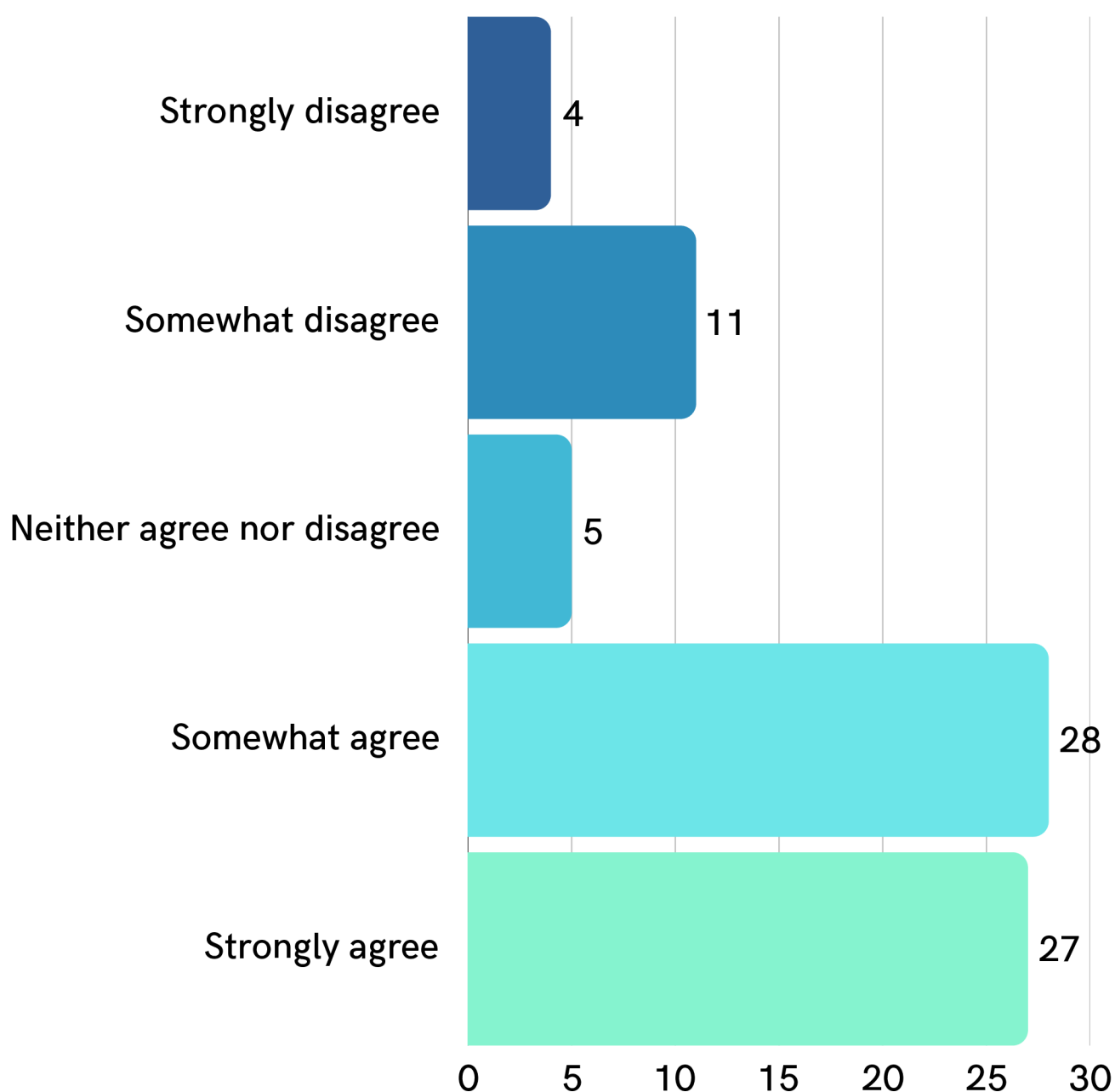
DHR Observations and Experiences

12 students reported experiencing AND observing discrimination or harassment. Based on the way the survey was structured, answers to subsequent questions (about the perceived basis of the DHR incident) could not be attributed to the *observed* verses the *experienced* incident. The resulting information is potentially incomplete or misleading. Therefore, we have provided a summary rather than noting the potential bases for each instance where a student reported both observing and experiencing DHR:

- 75% of those who said they had both experienced and observed DHR said they did not report the incidents to the Civil Rights & Title IX Office. The 25% that did report to the Civil Rights & Title IX Office indicated that they all decided to pursue resolution options and/or supportive measures.
- Students who reported having both observed and experienced DHR said the incidents were based on: gender identity, LGBTQIA+ identity, race or ethnic identity, religious or spiritual identity, shared ancestry, and identities not listed (including “political beliefs,” “participation in student activism,” and “antisemitism.”)
- 50% of these students indicated the acts of DHR were based on Zionist views; about 17% that the acts were based on Non-Zionist views, and 25% that the acts were not based on either viewpoint.

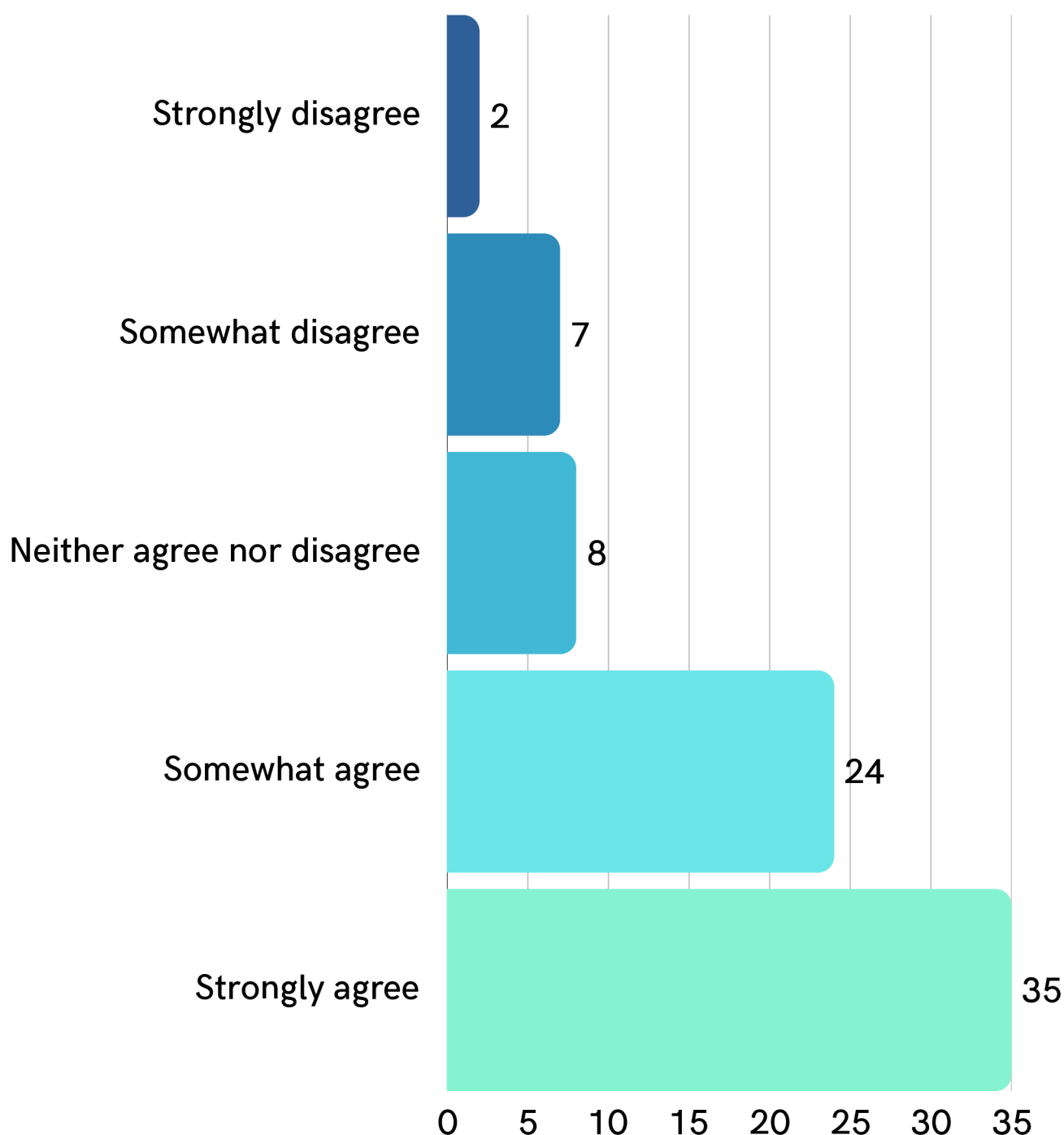
Reporting to the CRTIX Office

Prompt: I know how to contact the Civil Rights & Title IX Office if I need to report an act of discrimination, harassment, or retaliation at Oxy.



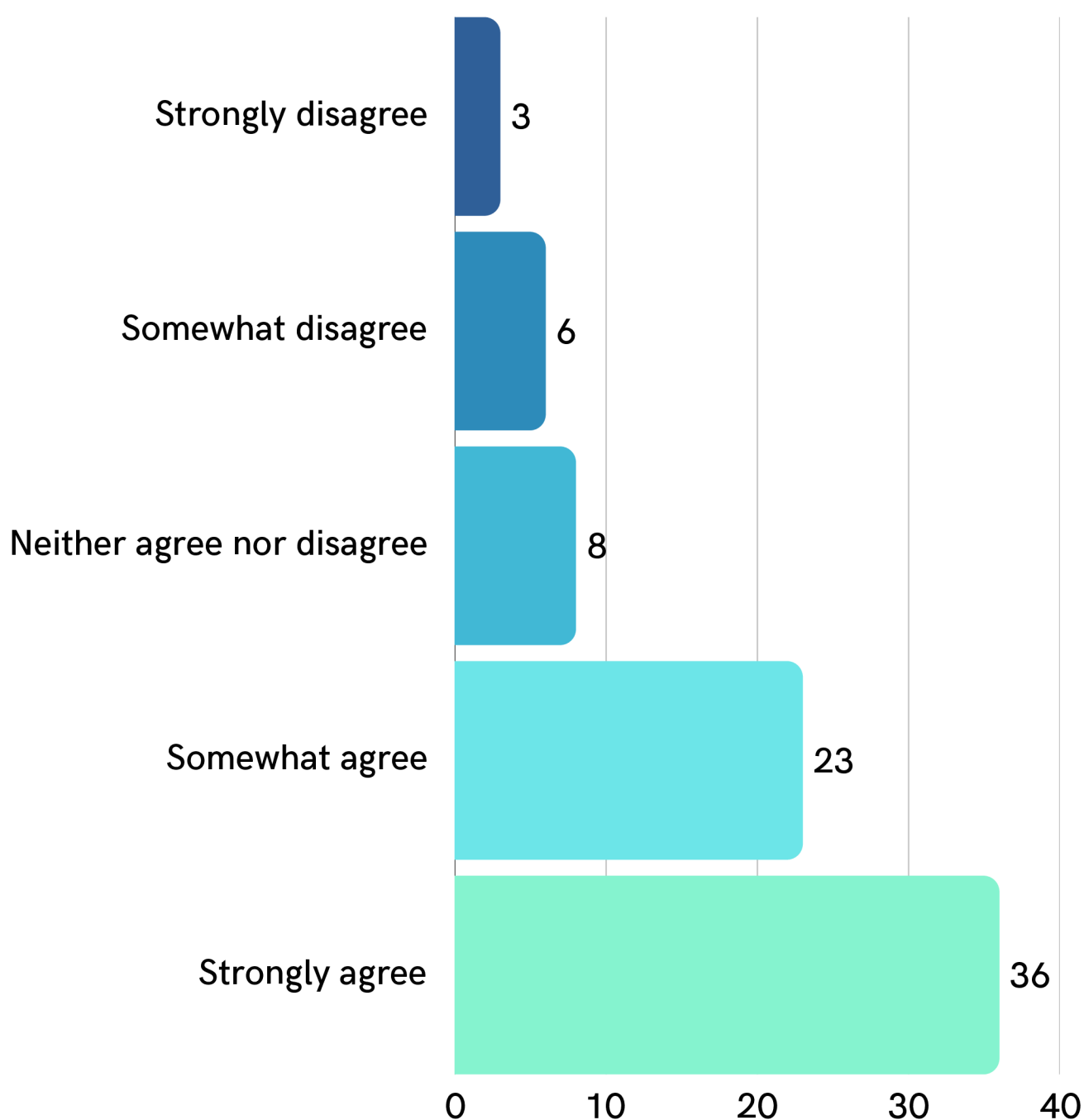
Reporting to the CRTIX Office

Prompt: I understand that if I report discrimination or harassment to the Civil Rights & Title IX Office: I can make a report anonymously.



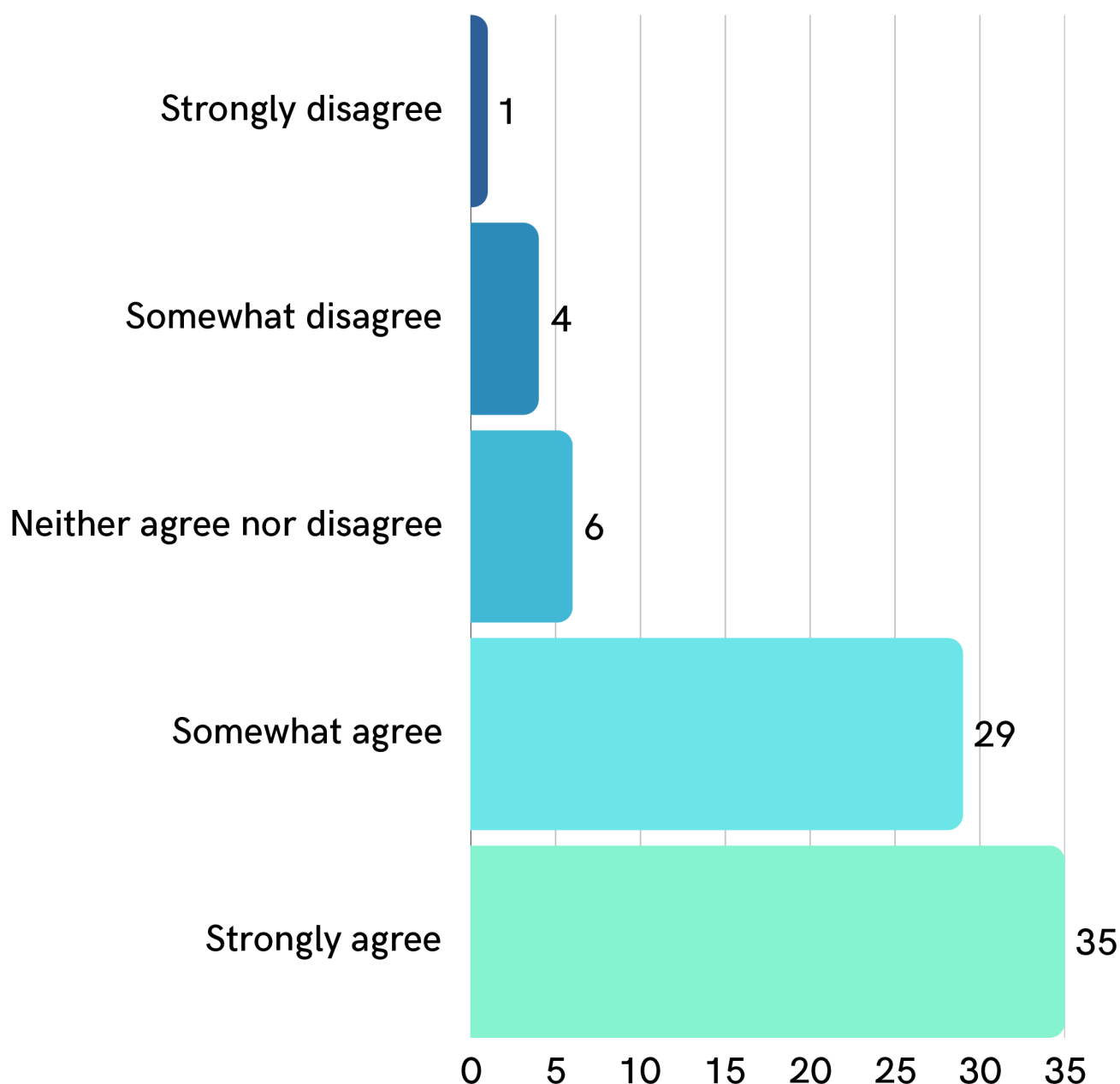
Reporting to the CRTIX Office

Prompt: I understand that if I report discrimination or harassment to the Civil Rights & Title IX Office: I may receive supportive resources, accommodations, and/or protective measures.



Reporting to the CRTIX Office

Prompt: I understand that if I report discrimination or harassment to the Civil Rights & Title IX Office: I have options, including whether to pursue an informal resolution, an investigation and disciplinary resolution, or no resolution.



Observations

- Generalizability of the results is low – the sample is not representative of population’s demographic distribution and is heavily weighted with particular identity groups.
- Still, of those who participated in the survey, the categories that students most frequently reported as the basis of DHR were:
 - Race or ethnic identity
 - Religious or spiritual identity
 - Shared ancestry
- Jewish survey respondents tended to view DHR incidents as being based on either a Zionist or non-Zionist viewpoint; non-Jewish survey respondents saw the incidents as being equally distributed among Zionist, non-Zionist, and “neither” viewpoints.
- Jewish students were more likely to report having observed DHR (but not to report having experienced it).
 - 35% of students with any Jewish identity reported observing DHR, 24% reported experiencing DHR.
 - 25% of students without Jewish identity reported observing DHR, 22% reported experiencing DHR.
- Low participation by Arab and Muslim respondents may limit broader insights.
- The survey also produced responses about DHR incidents that were unrelated to antisemitism, e.g. DHR incidents involving gender, LGBTQIA+ identity, and a variety of religious and racial identities.
- While most students who observed or experienced DHR chose not to report the incident to the Civil Rights & Title IX Office, a majority of students indicated they knew how to make a report, that they can make a report anonymously, and that they have options when making a report, including whether to pursue an informal resolution, an investigation and disciplinary resolution, or no resolution.