

JANUARY 2024

Summary of Fall 2023 Reports

Civil Rights & Title IX Office



Occidental College

About the Summary of Fall 2023 Reports

Developing and fostering a culture of sexual respect and preventing sexual misconduct are key priorities for Oxy. To promote transparency and accessibility of information, the Civil Rights & Title IX Office publishes end-of-semester reports that provide an overview of all reports 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
- **Confidential Resource** - an employee of the College who does not have responsible employee reporting obligations (i.e., 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, as required by the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act). The Clery Report is limited to specific categories of crime that occur on campus or on College-controlled or affiliated properties off campus. This report includes *all* allegations of misconduct made 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.

Incidents Reported

Between August 1, 2023 and December 31, 2023, the Civil Rights & Title IX Office received 75 reports alleging various forms of discrimination or harassment, including sexual and interpersonal misconduct. 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 2023, but were first reported to the Civil Rights & Title IX Office during the fall 2023 semester.

The reports came from a parent of a student (1), a non-Oxy individual/organization (1), anonymous reports (3), third-party students (7), referrals from Project SAFE (9), self-reports (16), and responsible employees (38).

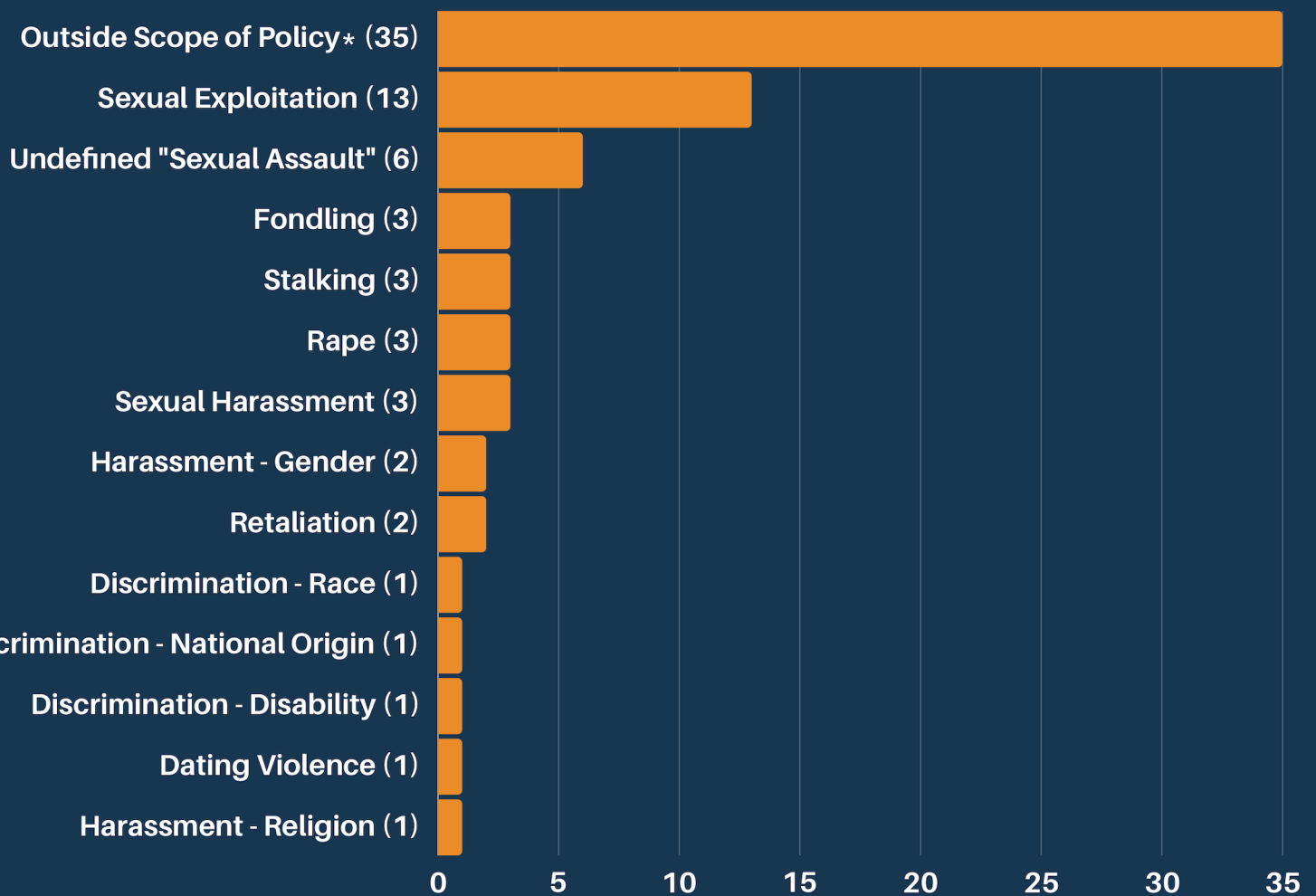
After receiving a report, the Civil Rights & Title IX Office offers to meet with the Complainant (if identified) to discuss resources and reporting options. There is no obligation for a Complainant to meet with or respond to outreach from the Civil Rights & Title IX Office. 19 reports were closed because 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

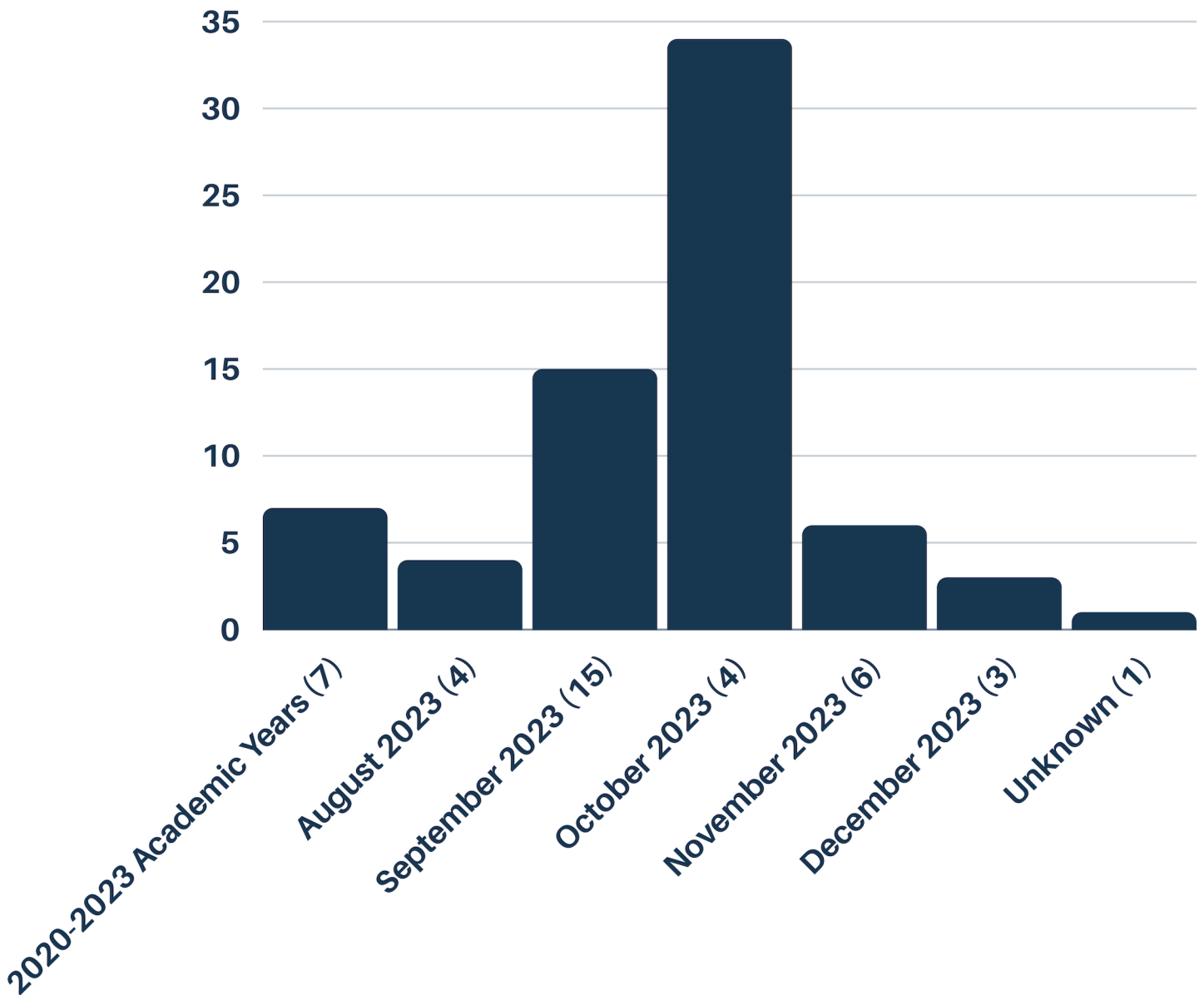
This chart represents the types of conduct reported to the Civil Rights & Title IX Office.



*35 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. This could, for example, include non-consensual touching of shoulders or a single offensive or bias-related comment.

Incident Dates

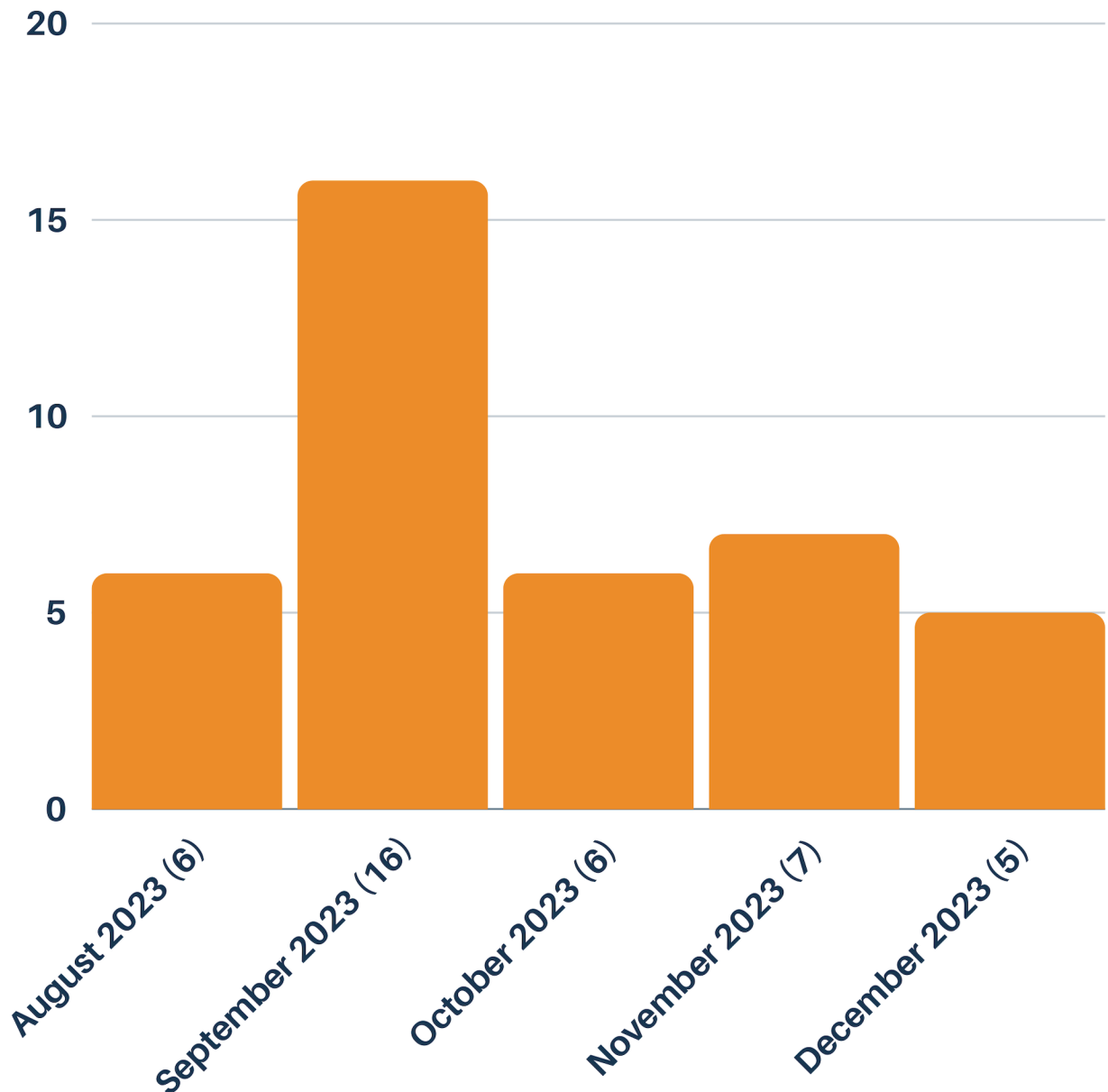
This chart provides the incident dates (when the alleged conduct occurred) of the 40 reports received that alleged a violation of the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation Policy.



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

Report Dates

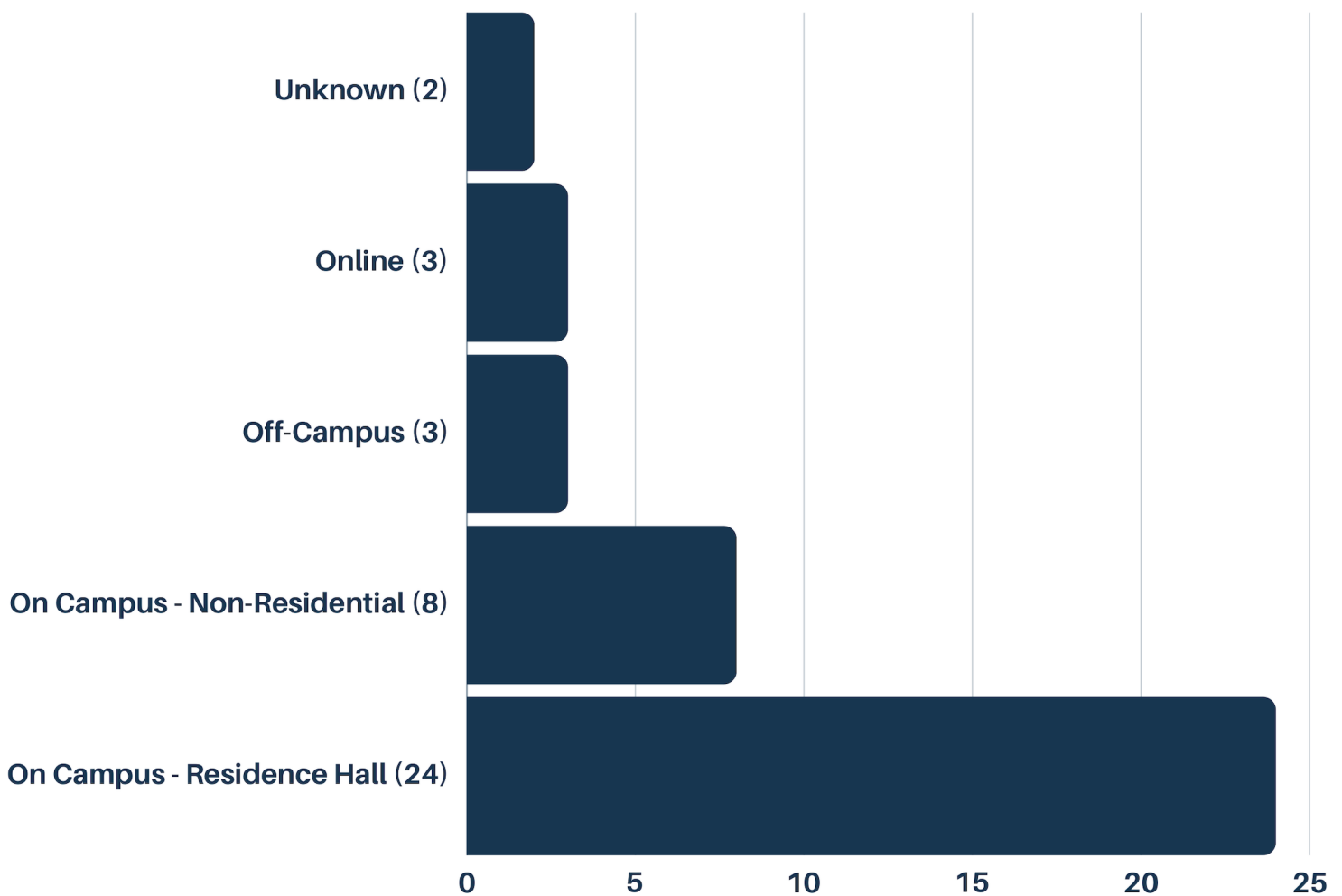
This chart provides the dates when the Civil Rights & Title IX Office received the 40 reports that alleged violations of the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation Policy.



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

Incident Location

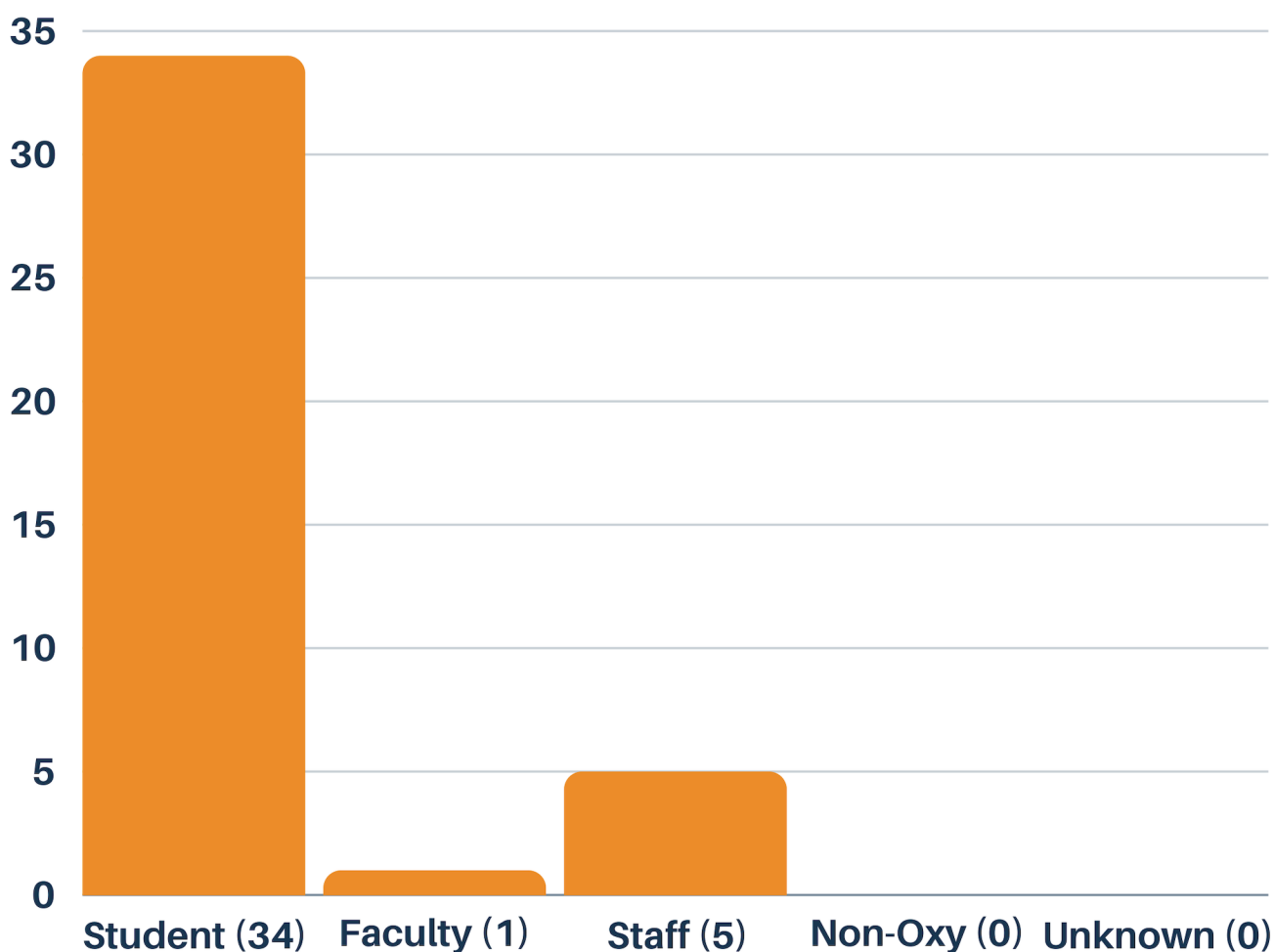
This chart provides the incident location of the 40 reports received that alleged a violation of the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation Policy.



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

Complainant Status

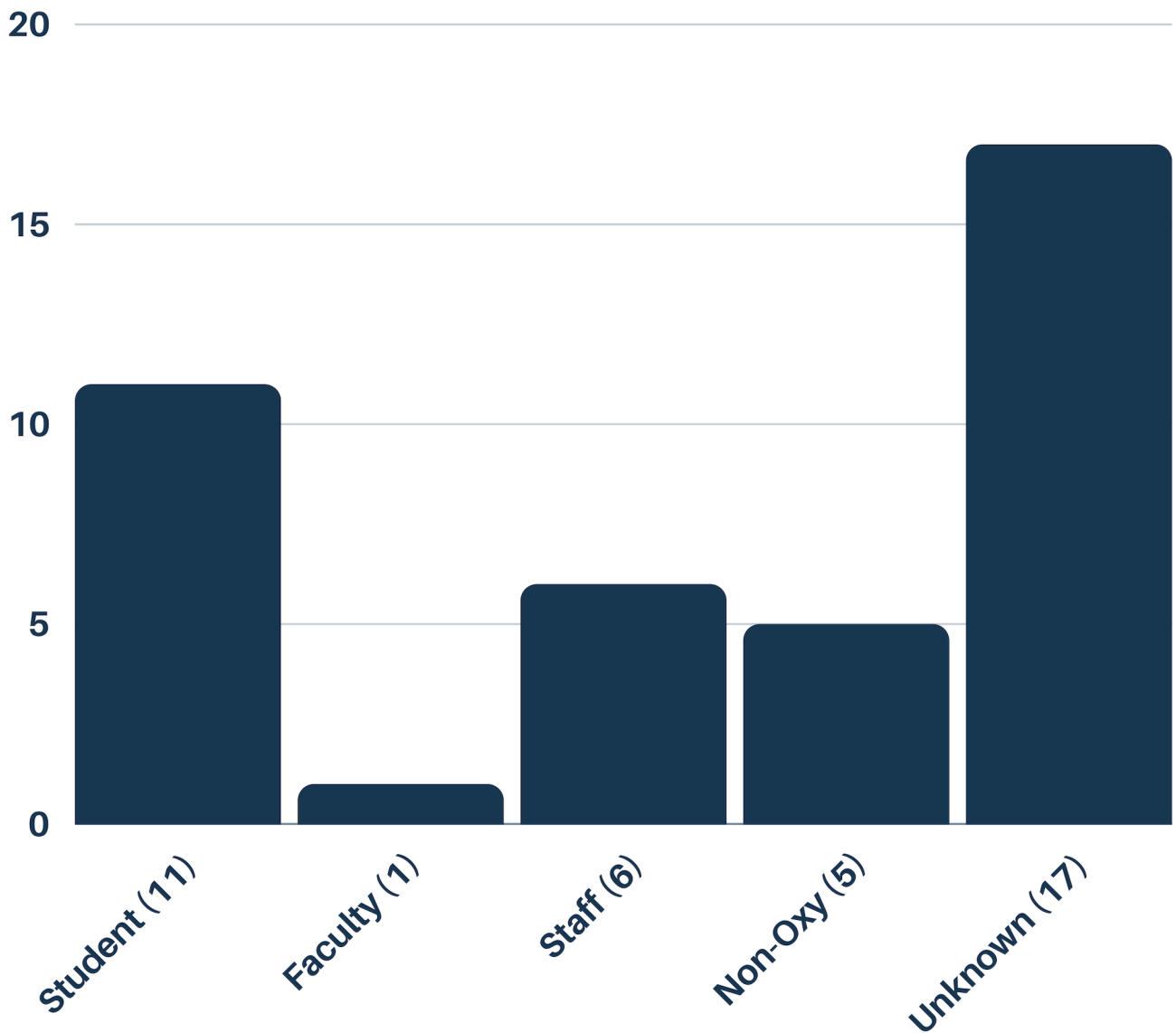
This chart provides the status of the Complainant for the 40 reports received that alleged a violation of the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation Policy.



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

Respondent Status

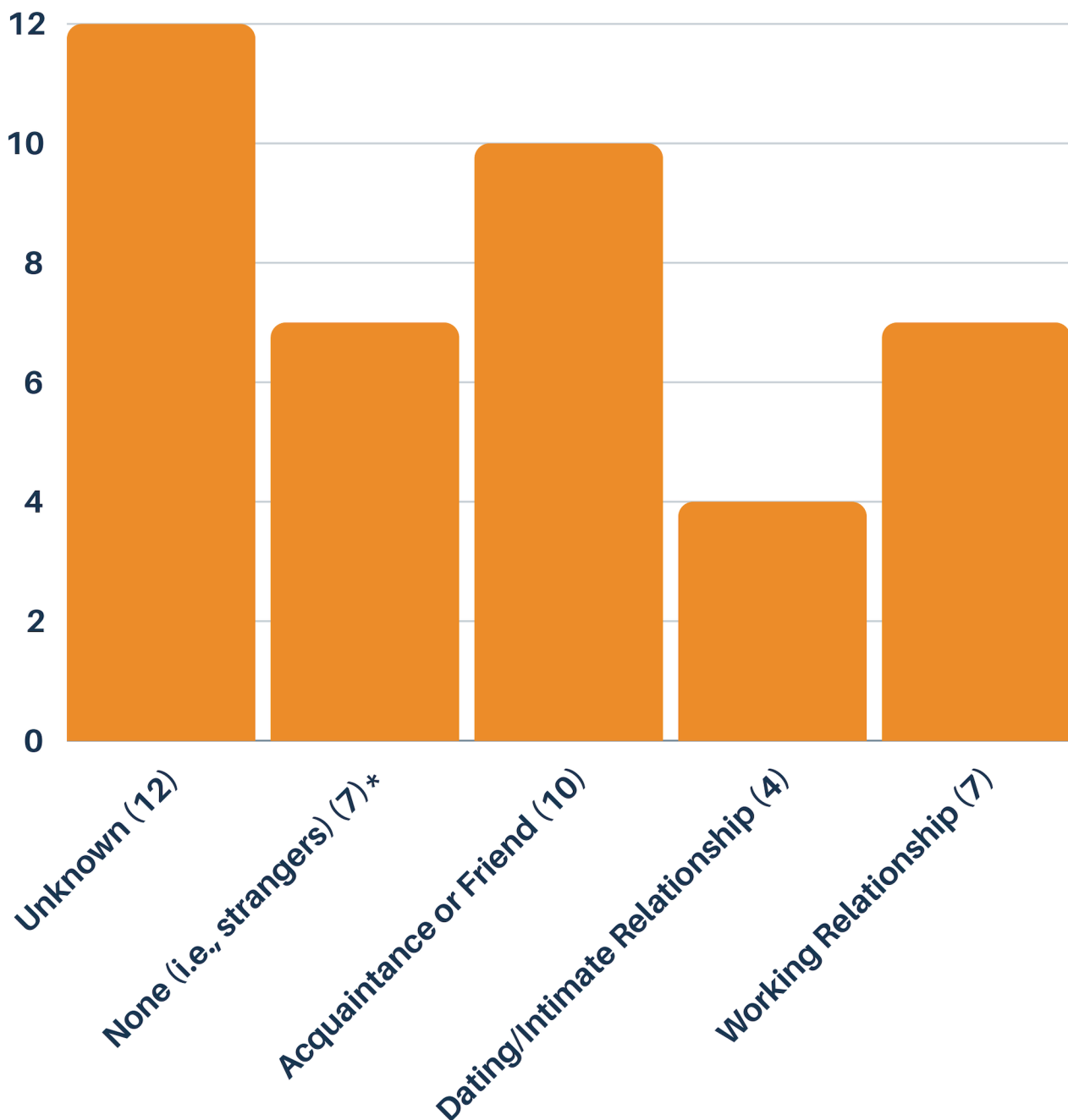
This chart provides the status of the Respondent for the 40 reports received that alleged a violation of the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation Policy.



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

Relationship Between Parties

This chart provides the relationship between the complainant and respondent for the 40 reports received that alleged a violation of the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation Policy.



*Most incidents where there was no relationship between the parties involved unidentified persons watching others through windows.

Resolution Options

The resolutions for the the 40 reports that alleged prohibited conduct detailed on the next page include:

- **Pending - Open Cases** - These are recent reports where the complainant has not met with the office or has not decided how to proceed.
- **None - Complainant Did Not Respond** - There is never any obligation for a complainant to respond to outreach or to meet with the Civil Rights & Title IX Office. When this happens, 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 (law enforcement, other colleges/universities, professional licensing boards) 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 with the Civil Rights & Title IX Office may be appropriate.
- **Formal Complaint (Disciplinary or Adaptable Resolution)**- Allegations are only resolved through the disciplinary resolution (investigation) or adaptable resolution processes when requested by a complainant or if the office identifies 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.

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.

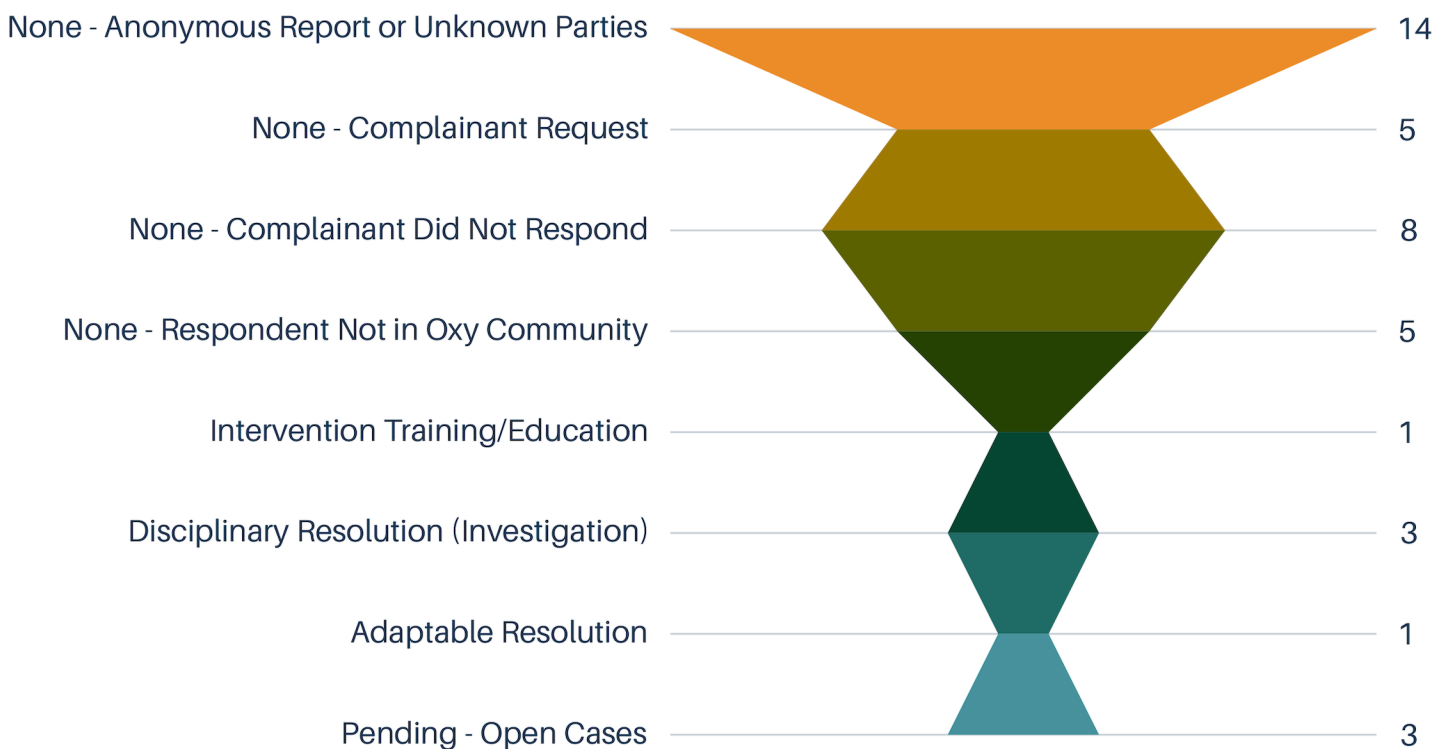
Adaptable resolution is a process that allows parties to propose their own resolution or terms as an appropriate outcome to a complaint. This process does not require the parties to communicate directly with each other, nor does it involve an investigation, hearing or finding. In one case, the complainant and respondent agreed to resolve their complaint through an adaptable resolution 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. Three reports received in fall 2023 are proceeding through the investigation process. At the time of this report, the investigations are ongoing and therefore the outcomes for these cases are not yet available.

Report Resolution

This chart details the resolution (what happened) for the the 40 reports received that alleged a violation of the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation Policy.



Allegations are only resolved through the disciplinary resolution (investigation) when requested by a complainant or if the office identifies a pattern of conduct involving the same respondent.

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

Fall 2023 Incidents Breakdown

Details of incidents reported to have occurred in fall 2023

32 reports alleged violations of policy that occurred *during* the fall 2023 semester.

Incident Date:

- August 2023 - 4
- September 2023 - 15
- October 2022 - 4
- November 2022 - 6
- December 2022 - 3

Prohibited Conduct Reported:

- Sexual Harassment - 3
- Gender-Based Harassment - 2
- Fondling - 2
- Rape - 1
- Dating Violence - 1
- Stalking - 3
- Sexual Exploitation - 12
- Discrimination - National Origin - 1
- Harassment - Religion - 1
- Discrimination - Race - 1
- Discrimination - Disability - 1
- Retaliation - 2
- Undefined - 2

Incident Location:

- Unknown - 1
- Off Campus - 1
- Online - 2
- On Campus - Non-Residential - 8
- On Campus - Residence Hall - 20

Reported Date:

- August 2023 - 4
- September 2023 - 14
- October 2023 - 5
- November 2023 - 4
- December 2023 - 5

Resolution Type:

- None - No Jurisdiction - 2
- None - Complainant Unresponsive - 5
- None - Complainant Request - 4
- None - Anonymous Report or Unknown Parties - 14
- Training/Education - 1
- Adaptable Resolution - 0
- Disciplinary Resolution - 3
- Pending - Open Case - 3

