

JANUARY 2025

Summary of Fall 2024 Reports

Civil Rights & Title IX Office

Occidental College



About the Summary of Fall 2024 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 summaries bi-annually that provide an overview of all reports received and the resolution of formal complaints. Helpful definitions:

- **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** - an employee of the College who 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 (“the Policies”)

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 summary 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, 2024 and December 31, 2024, the Civil Rights & Title IX Office received 95 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 2024, but were first reported to the Civil Rights & Title IX Office during the fall 2024 semester. Delayed reports are common and expected.

The reports came from:

- responsible employees (47)
- the complainant (self-reports) (36)
- parents or family members (4)
- anonymous reports (3)
- referrals from Project SAFE (2)
- students other than the complainant (2)
- third-party organizations (1)

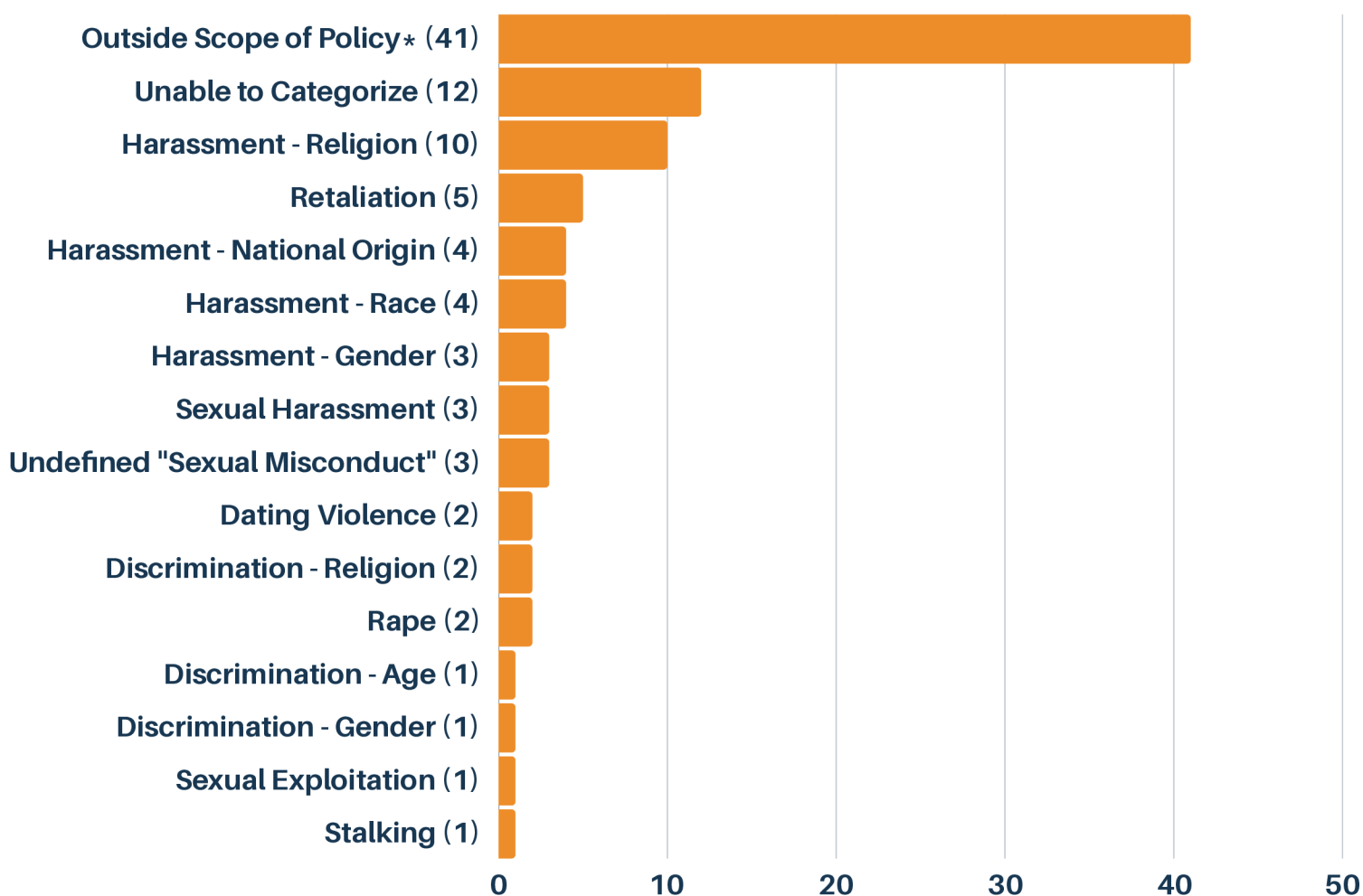
For the purposes of this report, if multiple people (students, employees, parents, etc.) reported the same incident, then that single incident is included as one "report." After receiving a report, the Civil Rights & Title IX Office offers to meet with the Complainant (if identified) to discuss resources and reporting options. There is no obligation for a Complainant to meet with or respond to outreach from the Civil Rights & Title IX 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 Policies. In some cases, there was not enough information to determine whether an incident constituted prohibited conduct. Given that Oxy is a small community, and to protect the privacy of impacted parties, only the type of misconduct alleged and the protected characteristic involved are provided (e.g., "Discrimination - Race" or "Harassment - Religion").

Types of Prohibited Conduct Reported

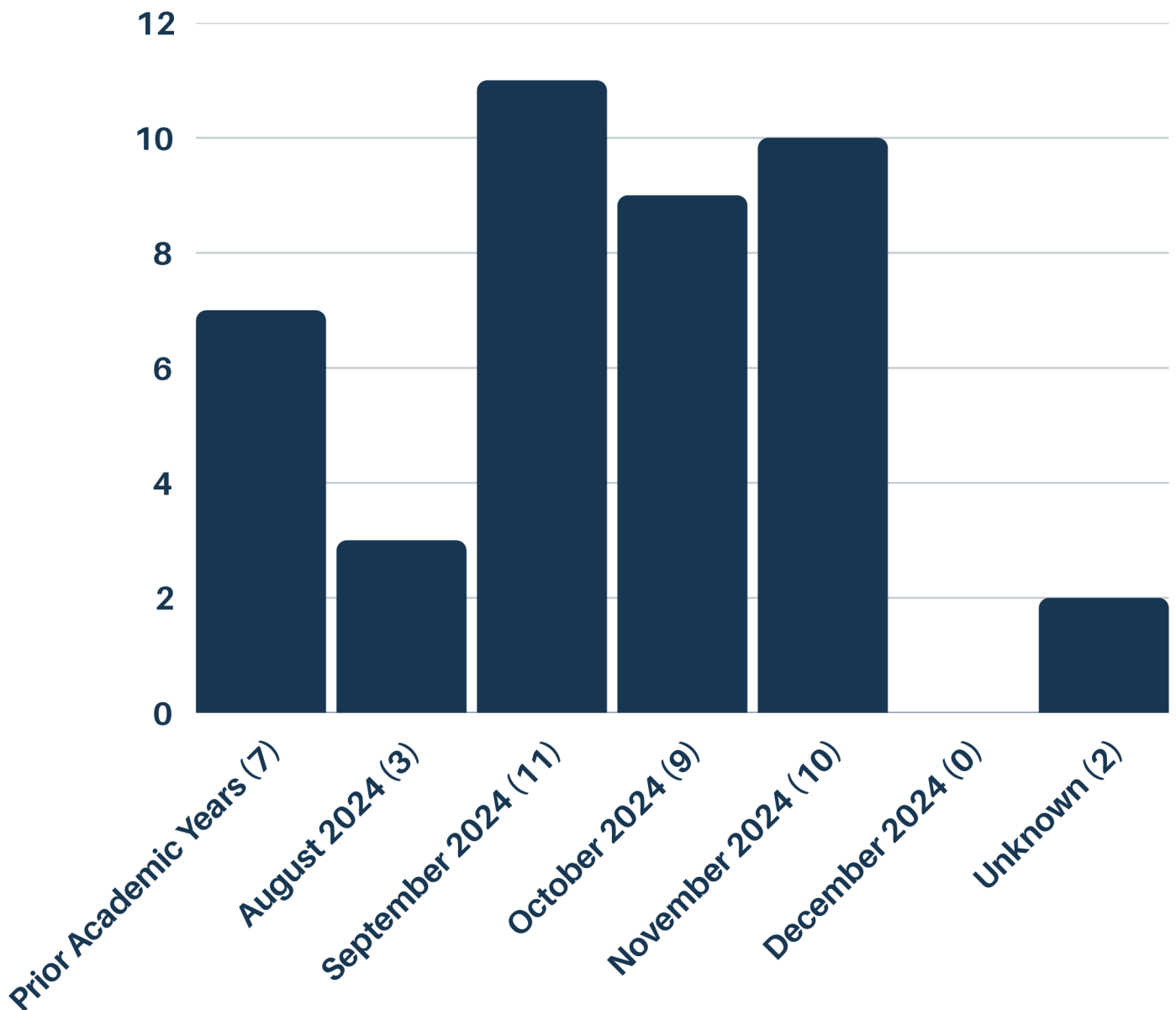
This chart provides the types of conduct reported to the Civil Rights & Title IX Office.



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

Incident Dates

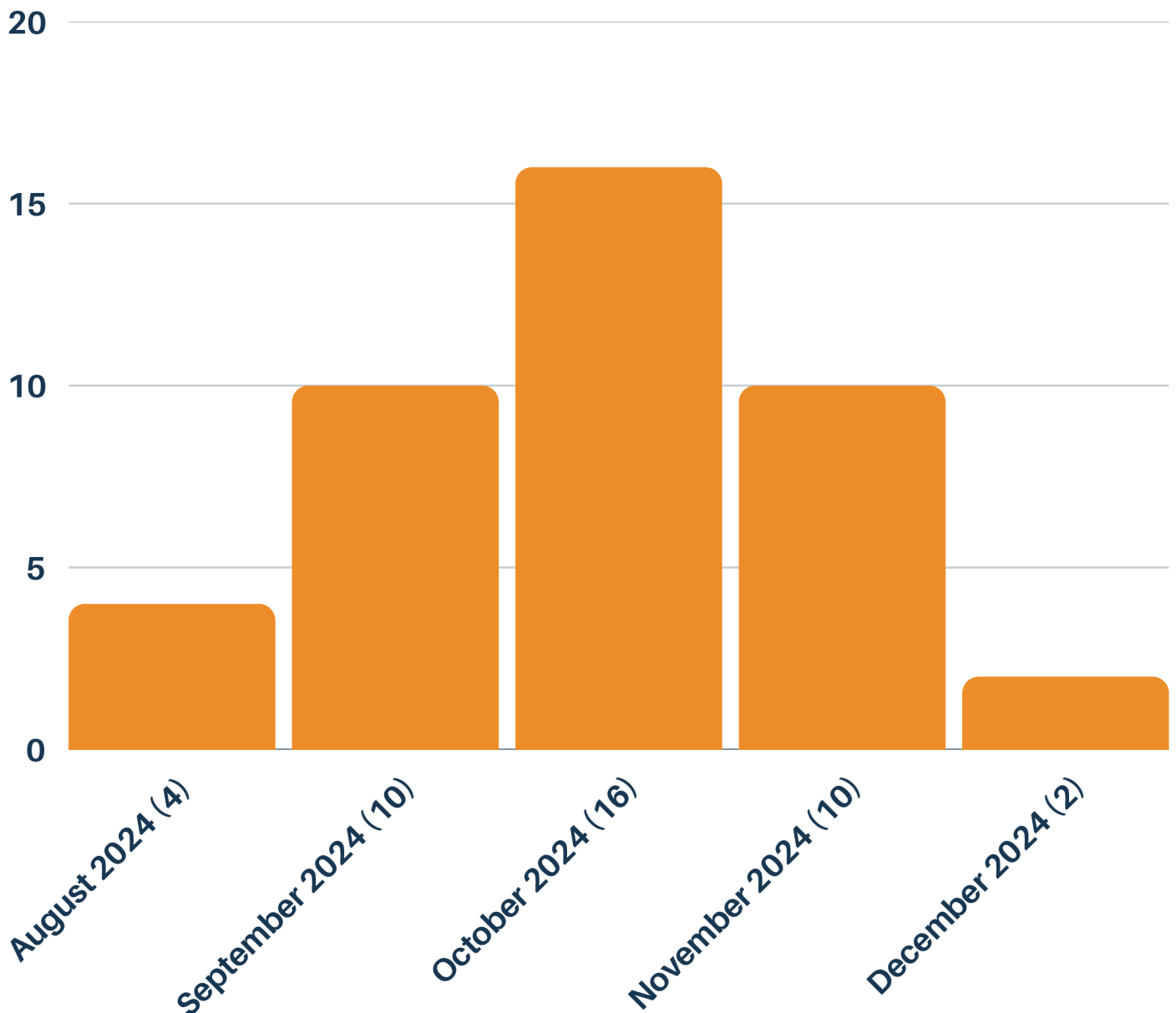
This chart provides the incident dates (when the alleged conduct occurred) of the 42 reports received that alleged a violation of the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation Policy.



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

Report Dates

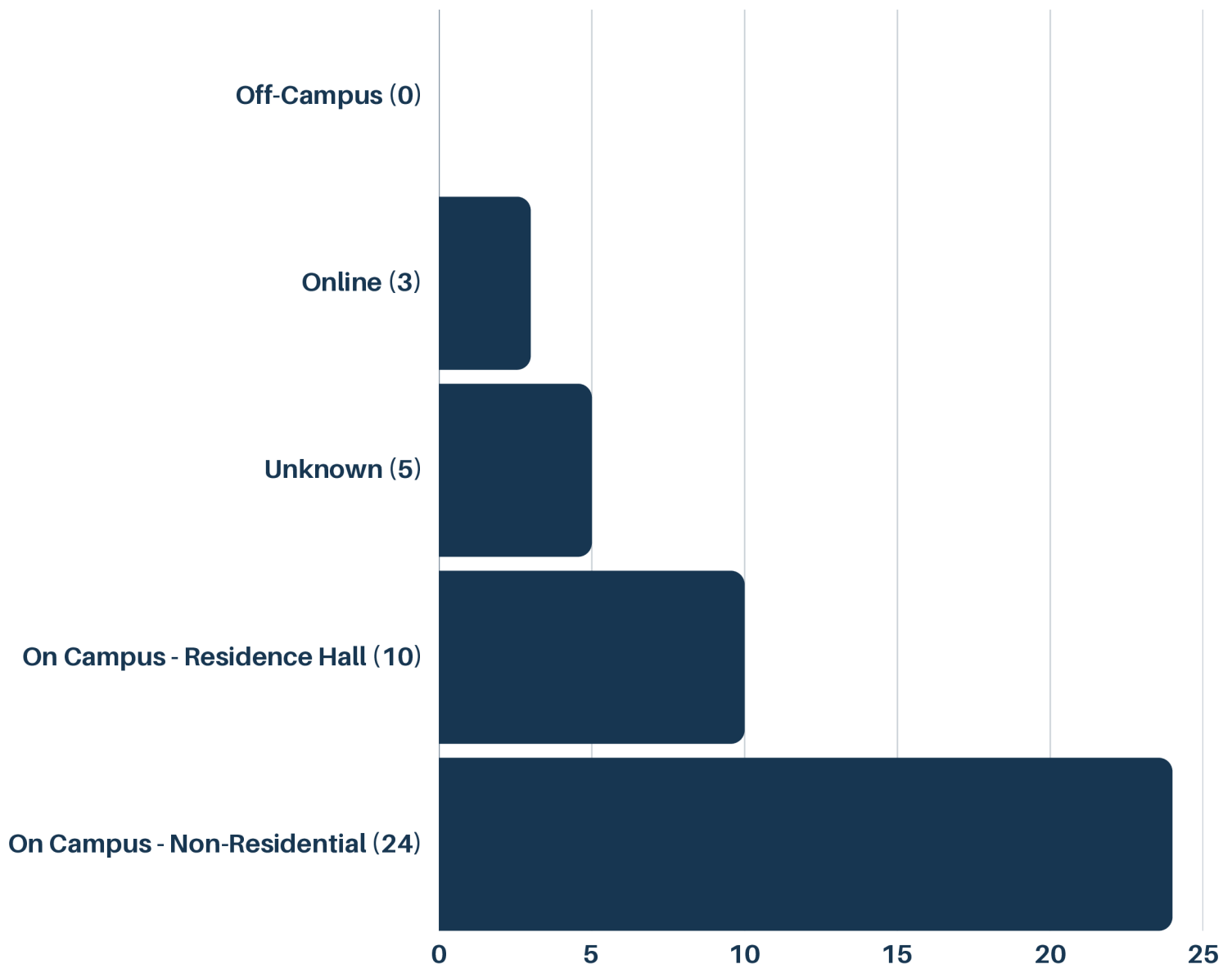
This chart provides the dates when the Civil Rights & Title IX Office received the 42 reports that alleged violations of the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation Policy.



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

Incident Location

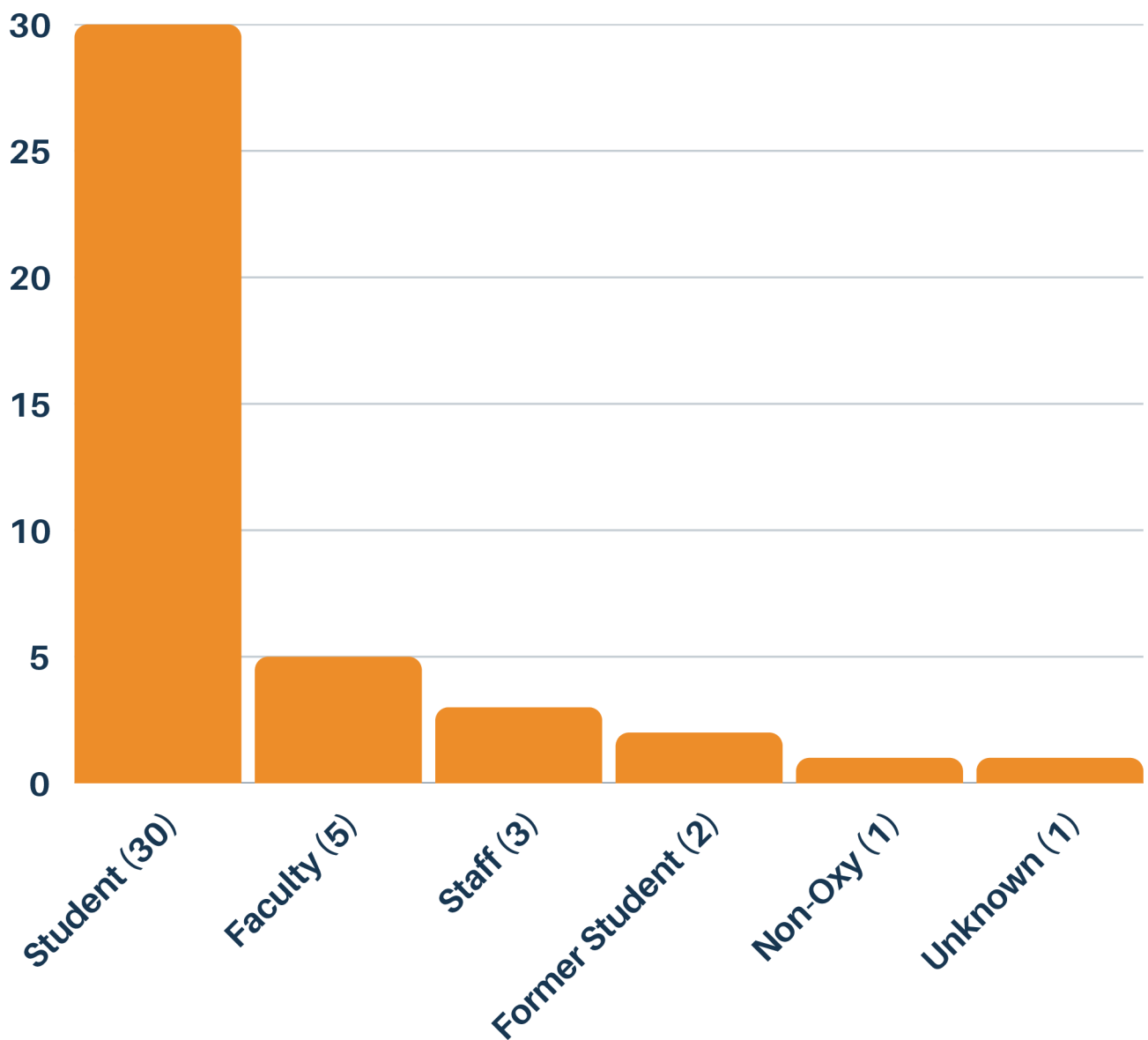
This chart provides the incident location of the 42 reports received that alleged a violation of the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation Policy.



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

Complainant Status

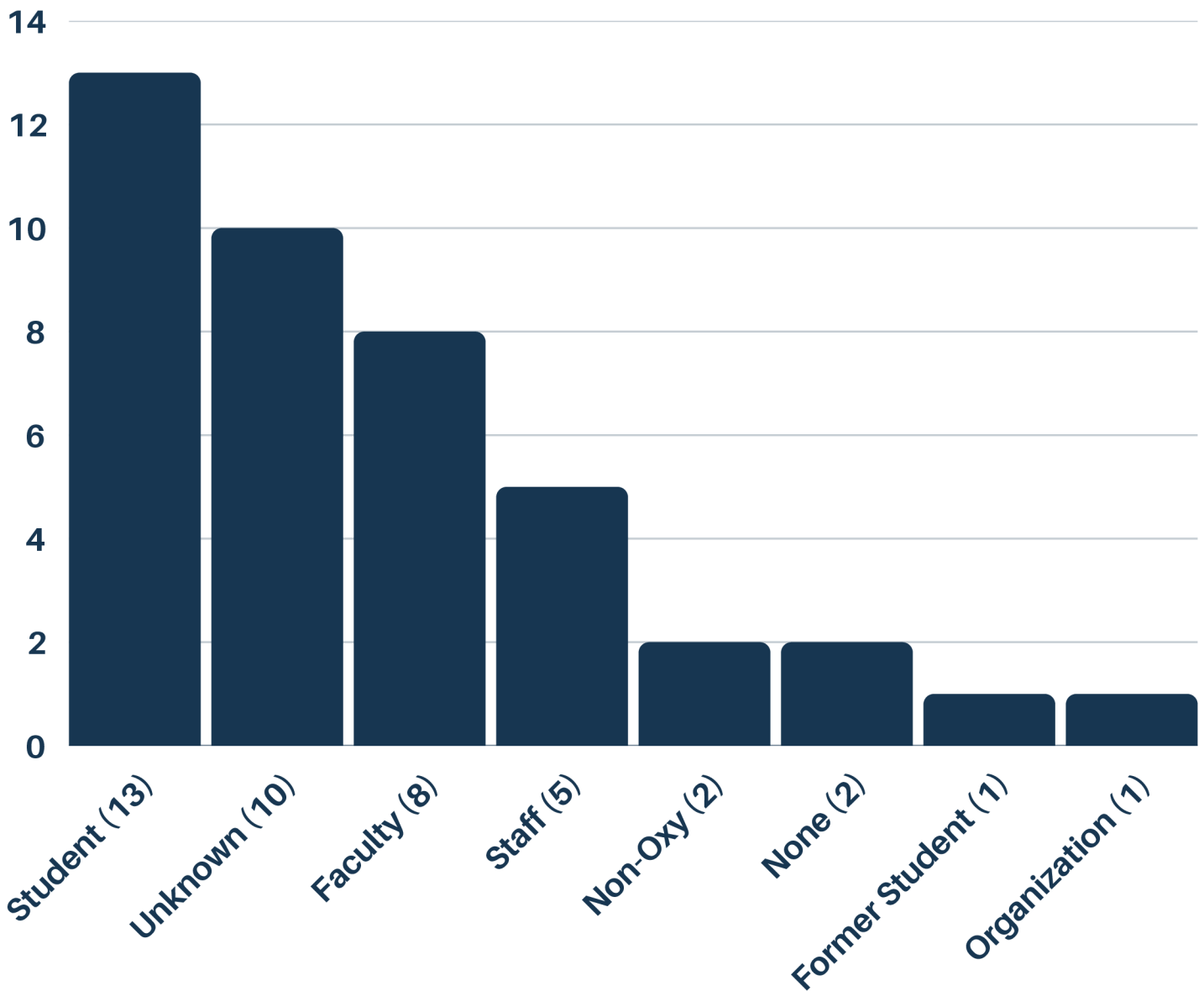
This chart provides the status of the Complainant for the 42 reports received that alleged a violation of the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation Policy.



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

Respondent Status

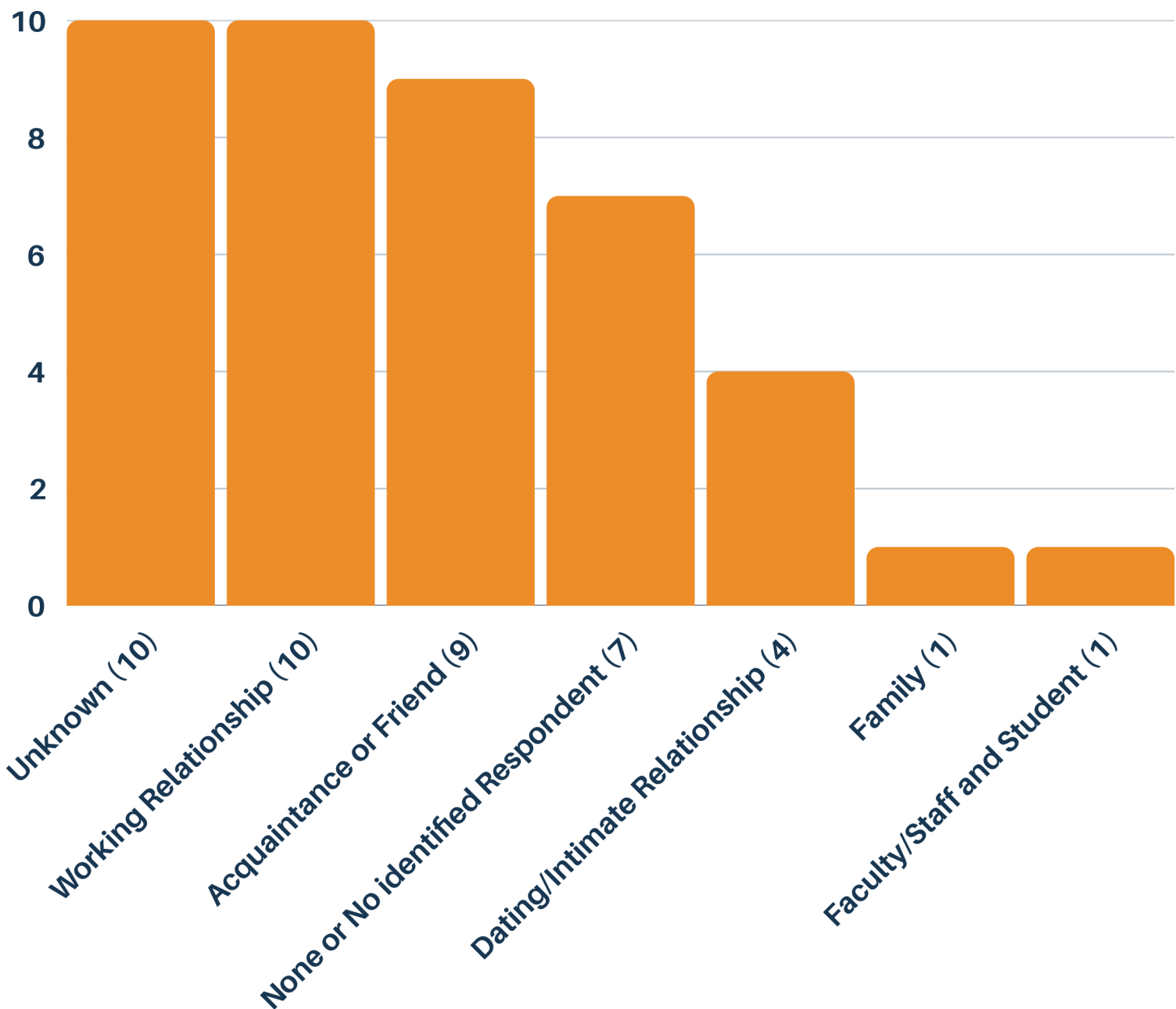
This chart provides the status of the Respondent for the 42 reports received that alleged a violation of the Sexual and Interpersonal Misconduct Policy or the Discrimination, Harassment, and Retaliation Policy.



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

Relationship Between Parties

This chart provides the relationship between the complainant and respondent for the 42 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 the relationship between the parties for reports categorized as "Outside Scope of Policy" or "Unable to Categorize" on page 4.

Resolution Options

The resolutions for the the 42 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 yet 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 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 - No Jurisdiction** - 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 Insufficient Information** - When the college receives anonymous reports or reports that do not provide sufficient information for follow up, 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 formal process, a non-disciplinary educational conversation or training with the Civil Rights & Title IX Office 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 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.

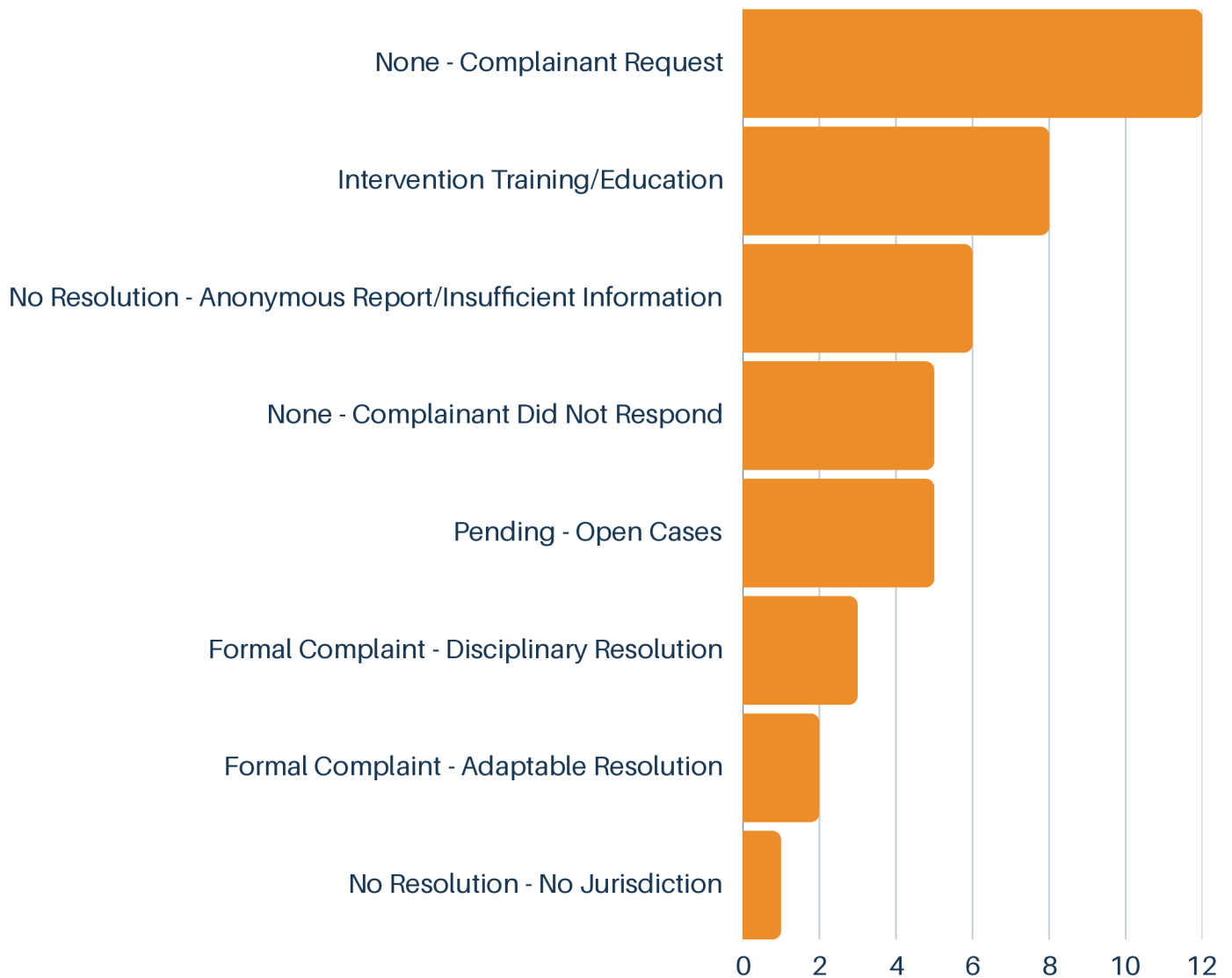
Adaptable resolution is a process that allows parties to propose their own resolution or terms as an appropriate outcome to a complaint. This process does not require the parties to communicate directly with each other, nor does it involve an investigation, hearing or finding. In two cases, the complainant 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 2024 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 42 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 resolutions for reports categorized as "Outside Scope of Policy" or "Unable to Categorize" on page 4.

Fall 2024 Incidents Breakdown

Details of incidents reported to have occurred in fall 2024

33 reports alleged incidents that occurred *during* the fall 2024 semester.

Incident Date:

- August 2024 - 3
- September 2024 - 11
- October 2024 - 9
- November 2024 - 10
- December 2024 - 0

Prohibited Conduct Reported:

- Dating Violence - 2
- Discrimination - Age - 1
- Discrimination - Gender - 1
- Discrimination - Religion - 2
- Harassment - Gender - 3
- Harassment - National Origin - 3
- Harassment - Race - 4
- Harassment - Religion - 8
- Retaliation - 4
- Sexual Exploitation - 1
- Sexual Harassment - 2
- Stalking - 1
- Undefined "Sexual Misconduct" - 1

Incident Location:

- Unknown - 2
- Online - 2
- On Campus - Residence Hall - 9
- On Campus - Non-Residential - 20

Reported Date:

- August 2024 - 2
- September 2024 - 10
- October 2024 - 10
- November 2024 - 9
- December 2024 - 2

Resolution Type:

- None - No Jurisdiction - 1
- None - Complainant Unresponsive - 4
- None - Complainant Request - 8
- None - Anonymous Report or Insufficient Information - 5
- Intervention Training/Education - 7
- Disciplinary Resolution - 3
- Pending - Open Case - 5

