

The University of Southern California  
Policy on Prohibited Discrimination, Harassment, and Retaliation

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# The University of Southern California Policy on Prohibited Discrimination, Harassment, and Retaliation

## I. STATEMENT OF UNIVERSITY VALUES

The University of Southern California (University) believes that all members of the University community, including students, faculty, staff, patients, and visitors, should pursue their work, education, and engagement in University programs and activities in a safe environment, free from discrimination and harassment based on protected characteristics, and retaliation. The University's primary concern is the safety and security of students, staff, faculty, and the University community.

The University prohibits discrimination on the basis of actual or perceived race, color, ethnicity, religion (including religious dress and grooming practices), creed, sex, age (40 years and over in the employment context), marital status, national origin, citizenship status, employment status, income status, shared ancestry and ethnic characteristics, partnership status, medical condition (including cancer and genetic characteristics), pregnancy (including childbirth, breastfeeding, or related medical conditions), disability, political belief or affiliation, domestic violence victim status, military or veteran status, sexual orientation, gender, gender identity, gender expression, genetic information, and any other class of individuals protected from discrimination under federal, state, or local law, regulation, or ordinance (Protected Characteristics), and their implementing regulations, in any of its education programs and activities, in employment and application for employment, in admission and application of admission, and in all other University programs and activities, in compliance with Title IX of the Education Amendments of 1972 and its implementing regulations, 20 U.S.C. 1681 seq, Title III of the Americans with Disabilities Act of 1990, as amended in 2008; Section 504 of the Rehabilitation Act of 1973; Title VI and VII of the Civil Rights Act of 1964; the Age Discrimination Act of 1975; the Age Discrimination in Employment Act of 1967; Executive Order 11246 of 1965, as amended by Executive Order 11357 of 1967; the California Fair Employment and Housing Act; and other federal, state, and local laws, regulations, or ordinances that prohibit discrimination.

The University seeks to comply with all statutes prohibiting discrimination in education, even when such laws and regulations may conflict with each other. Further, in compliance with Section 504 of the Rehabilitation Act of 1973, the University provides reasonable accommodations for students, employees, and applicants for admission or employment who have disabilities. The University provides reasonable accommoda The e22ernahatst e1129(f-2(e)34a)3.9(t)-otudeis, agultyan.

California Education Code Sexual Harassment, as defined by the California legislature, includes Sexual Violence, Rape, Sexual Battery, and Sexual Exploitation. These forms of conduct, referred to in this Policy as California Education Code Prohibited Conduct, are defined in Section IX below.

### 3. Other Forms of Prohibited Conduct

Under Title VII of the Civil Rights Act of 1964 and the University's longstanding definitions, the University prohibits a broader scope of conduct under its Sexual and Gender-Based Harassment definition. These forms of conduct, referred to in this Policy as Other Forms of Sexual Misconduct, are defined in Section X below.

## IV. ACADEMIC FREEDOM AND FREE SPEECH

Just as the University is committed to securing for its students, faculty, and staff a safe educational and work environment free of harassment, it is equally committed to maintaining academic freedom, as declared in Section 3-b(1)(a) of the Faculty Handbook, and free speech, consistent with Federal and state law. Our academic community also recognizes that when harassment is committed against students or faculty, it threatens their academic freedom. The University recognizes that students are exposed to thought-provoking ideas as part of their educational experience, and some of these ideas may challenge their beliefs and may lead a student to claim that an educational experience is offensive. Therefore, allegations of harassment involving elements of speech that arise in the educational context will be considered in keeping with the University's commitment to academic freedom and free speech. As a protected right under California state law, speech may not subject a currently enrolled student to discipline unless that speech rises to a legal standard of being unprotected. For additional information, see [@Campus, Part D, Free Expression and Dissent](#)

## V. SCOPE

This Policy applies broadly to the entire University community, including students who are registered or enrolled in University classes or in one of the University's degree or non-degree programs (Students<sup>2</sup>); all full-time and part-time faculty (Faculty); all non-faculty University employees, including University Staff, Keck Medicine employees, professional research staff, and post-doctoral fellows (Staff); and contractors, vendors, visitors, guests, or other individuals who are participating in or seeking to participate in the University's education program or activities. (Third Parties).

This Policy also applies to Student Organizations, defined as one which (a) has satisfied the administrative procedures for recognition or (b) is functioning within the University community in the capacity of a student organization.

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<sup>2</sup> A student is defined as one whose enrollment has begun (typically, enrollment begins on the first scheduled day of classes of a student's program), and who (a) is currently participating in one of the University's degree or non-degree programs; (b) has completed the immediately preceding semester and/or has registered for the next scheduled semester; (c) is officially representing the University during a period between regular academic semesters; and/or (d) is not officially registered for a particular semester but who has a continuing relationship with the University.



Dating Violence, Domestic Violence, Stalking, and other forms of Prohibited Conduct that occur outside of Title IX Jurisdiction (e.g., not in the United States, or as noted above, outside of the education program or activity).

#### B. Applicability to Third Parties

Any individual, including a Third Party, may make a report to the University of Prohibited Conduct committed by a Student, Faculty, or Staff member and receive access to reasonably available supportive measures. A Third Party who is participating in, or attempting to participate in, the University's education program or activity may also file a Formal Complaint requesting an investigation under this Policy when the Respondent is a current University Student, Faculty, or Staff member. In addition, the VP for EEO-TIX has the discretion, in consultation with relevant University stakeholders, to file a Formal Complaint on behalf of a Third Party where the

- x [Mandated Reporters](#)  
Identifies mandated reporters and outlines reporting requirements for suspected child abuse or neglect

Individual academic programs may also require students to adhere to certain standards of professional conduct as set forth in program-specific student handbooks. Where conduct involves the potential violation of both this Policy and another University policy arising from the same or similar set of facts and circumstances, the University has the discretion to investigate and resolve the conduct under the Resolution Processes set forth in this Policy, provided that doing so does not unduly delay a prompt and equitable resolution of the report and that the parties are provided timely notice of this decision and an opportunity to respond. Where the definitions conflict, the definitions in this Policy will control.

## VII. CONTACT FOR QUESTIONS ABOUT THIS POLICY

The University has appointed a Vice President for Equity, Equal Opportunity, and Title IX (VP for EEO-TIX), who also serves as the University's Title IX Coordinator, to coordinate the University's compliance with federal and state civil rights laws, including Title IX. The VP for EEO-TIX is responsible for coordinating the provision of comprehensive education and training; coordinating the University's timely, thorough, and fair response, investigation, and resolution of all reports of Prohibited Conduct under this Policy; and monitoring the effectiveness of this Policy and related Resolution Processes, as well as education and training programs, to ensure a safe, non-discriminatory, non-harassing, non-retaliatory, and inclusive University environment.

The name and contact information of the University's Vice President for Equity, Equal Opportunity, and Title IX is:

Catherine Spear  
VP for EEO-TIX and Title IX Coordinator  
Office for Equity, Equal Opportunity, and Title IX  
USC Credit Union Building  
3720 South Flower Street, 2nd Floor  
Los Angeles, CA 90089-0704  
(213) 740-5086  
<http://eeotix.usc.edu>  
[eeotix@usc.edu](mailto:eeotix@usc.edu)

Concerns about the University's application of this Policy and compliance with certain federal laws (e.g., Title IX, Title VI, Section 504, the ADA, and the Age Discrimination Act), may also be addressed to the U.S. Department of Education, Office for Civil Rights at:

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<sup>4</sup> Title IX's implementing regulations require that the University designate and authorize at least one employee, called a Title IX Coordinator, to coordinate its efforts to comply with its responsibilities under Title IX. California Education Code, Section 66281.8, also requires the designation of at least one employee to coordinate the University's efforts to comply with and carry out its responsibility.

<sup>5</sup> The VP for EEO-TIX and Title IX Coordinator's office is currently located in the Bovard Administration Building, Office 160 (G). In or around March 2022, the entire EEO-TIX Office will be centrally located on campus on the ground level of King Hall.



San Francisco Office  
Office for Civil Rights (OCR)  
U.S. Department of Education  
50 United Nations Plaza  
Mail Box 1200, Room 1545  
San Francisco, CA 94102  
(415) 486-5555  
Facsimile: (415) 486-5570  
TDD: (800) 877-8339  
[ocr.sanfrancisco@ed.gov](mailto:ocr.sanfrancisco@ed.gov)

In addition, University employees may file reports and/or complaints of discrimination, harassment, or retaliation with:

California Department of Fair Employment and Housing (DFEH)  
[contact.center@dfeh.ca.gov](mailto:contact.center@dfeh.ca.gov)  
1-800-884-1684 (TTY 1-800-700-2320)  
[www.dfeh.ca.gov](http://www.dfeh.ca.gov)

United States Equal Employment Opportunity Commission (EEOC)  
1-800-669-4000 (TTY 1-800-669-6820)  
[www.eeoc.gov](http://www.eeoc.gov)

Any person who believes that the University as a federal contractor has violated nondiscrimination

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or
3. Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Retaliation, as defined below.

B. Sexual Assault Sexual assault is having or attempting to have sexual contact with another individual without consent or where the individual cannot consent because of age or temporary or permanent mental incapacity (see below for definition of consent and incapacity). Sexual contact includes:

1. sexual intercourse (anal, oral, or vaginal), including penetration with a body part (e.g., penis, finger, hand, tongue) or an object, or requiring another to penetrate themselves with a body part or an object, however slight; or
2. sexual touching of the private body parts, including, but not limited to, contact with the breasts, buttocks, groin, genitals, or other intimate part of an individual's body for the purpose of sexual gratification.

C. Dating Violence includes any act of violence committed by an individual:

1. who is or has been in a social relationship of a romantic or intimate nature with the Reporting Party; and
2. where the existence of such a relationship shall be determined based on a consideration of the following factors:
  - i. The length of the relationship;
  - ii. The type of relationship; and
  - iii. The frequency of interaction between the individuals involved in the relationship.

D.

is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the educational institution (Quid Pro Quo)

b. The conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment (Hostile Environment).

2. Sexual Violence, including Rape and Sexual Battery, and Sexual Exploitation, as defined below.

B. California Education Code Sexual Violence Physical sexual acts perpetrated against a person without the person's affirmative consent, including.

1. Rape: Penetration, no matter how slight, of the vagina or anus with

distributing the images or audio knows or should have known that the person depicted in the images or audio did not consent to the disclosure.

5. The viewing of another person's sexual activity or intimate parts, in a place where that other person would have a reasonable expectation of privacy, without that person's consent, for the purpose of arousing or gratifying sexual desire.

## X. DEFINITIONS OF OTHER PROHIBITED CONDUCT

### A. Other Forms of Sexual Misconduct

1. Sexual and Gender-Based Harassment Consistent with Title VII of the Civil Rights Act of 1964, as well as the recognition that Sexual and Gender-Based Harassment may also occur in a wider variety of contexts involving both students and employees, the University also defines Sexual and Gender-Based Harassment to include any sexual advance, request for sexual favors, or other unwelcome conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, electronic, or otherwise sexual harassment, or, any act of intimidation or hostility, whether verbal or non-verbal, graphic, physical, or otherwise based on sex or gender, sexual orientation, gender identity, or gender expression, even if the acts do not involve conduct of a sexual nature (gender-based harassment), when one or more of the following conditions are present:
  - i. Submission to or rejection of such conduct is either an explicit or implicit term or condition of, or is used as the basis for decisions affecting, an individual's educational environment, employment, living environment, appointment, admission, or academic evaluation. **Quid Pro Quo Harassment**



- b. Is the policy, test, or practice job-related and consistent with business necessity?
- c. If job-related and consistent with business necessity, is there a less discriminatory alternative available?

Student/Educational Program or Activity: In the student or educational context, Disparate Impact Discrimination occurs when there is sufficient evidence that facially-neutral policies, tests, or practices, although not adopted with the intent to discriminate, nonetheless have an unjustified effect of disproportionately excluding or adversely impacting Students or Third Parties on the basis of Protected

x A guest's or visitor's ability to participate in, access, or benefit from the University's programs or activities.

C. Hostile Environment Harassment: Harassment occurs when verbal, physical, written, electronic, or other conduct based on an individual's Protected Characteristic<sup>10</sup> is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or denies that individual's ability to participate in or benefit from the University's educational program or activity, employment access, benefits, or opportunities, or other University programs and activities (e.g., campus housing, official University list-servs, University-sponsored platforms), when viewed from both a subjective and objective perspective.



- x Expressing negative stereotypes about an individual based on Protected Characteristics (e.g., gender, country of birth, ancestry, citizenship, race), including acts of cultural appropriation.
- x Disparaging, intimidating, or offensive references to an individual's disability, record of disability, or perceived disability.
- x

- i. Observing or recording by any means the nudity or sexual activity of another without the knowledge and consent of all individuals involved;
- ii. Allowing another to observe or record the nudity or sexual activity of another without that person's knowledge and consent;
- iii. Sharing images or recordings of the nudity or sexual activity of another without that person's knowledge and consent.

F. Retaliation: Retaliation means any adverse action, intimidation, threat, coercion, or discrimination against an individual taken for the purpose of interfering with any right or privilege secured by this Policy or federal, state, or local laws or ordinances, and their implementing regulations, protesting, making a report), or because the individual has made a report or Formal Complaint of Prohibited Conduct, testified, assisted, or participated or refused to participate in any manner in any investigation, proceeding or hearing under this policy. Retaliation includes such conduct through associates or agents of a Reporting Party, Respondent, or participant in any investigation or proceeding related to this Policy.

G. Complicity: Complicity is any act that knowingly aids, facilitates, promotes, or encourages the commission of Prohibited Conduct by another person.

H. Violation of a University Directive: Any individual may be found in violation for failure to comply with a University directive regarding a restrictive supportive measure (e.g., violating the terms of an Avoidance of Contact Directive).

## XI. CONSENT AND INCAPACITATION

A. Consent Consent must be affirmative. "Affirmative Consent" means affirmative, conscious, and voluntary agreement to engage in sexual activity. It is positive cooperation in act and attitude made with knowledge and agreement to the nature of the act.

Consent cannot be obtained through physical force, threats, or coercion, or by taking advantage of another person's incapacitation. Coercion is conduct, including intimidation or express/implied threats of immediate or future physical, emotional, financial, or reputational harm to the Reporting Party or another, which would place a reasonable person in fear they will be injured or harmed if they do not submit.

It is the responsibility of each individual involved to ensure they have the Affirmative Consent of the other(s) to engage in each act of sexual activity.

Additional Guidance about Affirmative Consent:

- x Consent can be given by clear words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity.
- x Affirmative consent must be ongoing throughout the sexual activity and can be revoked at any time. Sexual contact must cease immediately once consent is withdrawn and clearly communicated.
- x Consent cannot be inferred from silence, passivity, or lack of verbal or physical resistance. Relying on nonverbal communication alone may result in a violation of this Policy.
- x Consent cannot be inferred from an existing or previous dating relationship. The existence of a prior or current relationship does not, in itself, constitute consent; even in the context of a relationship, there must be real-time and mutual consent to sexual activity.
- x There must be mutual consent to engage in the sexual activity each time it occurs.
- x Consent to one form of sexual activity does not imply or constitute consent to another form of sexual activity.
- x Consent to engage in sexual activity at one time is not consent to engage in the same or different sexual activity at a different time.
- x Consent to engage in sexual activity with one individual is not consent to engage in sexual activity with another.

B. Incapacitation: Affirmative Consent cannot be obtained by taking advantage of another individual's incapacitation. Incapacitation is the inability, temporarily or permanently, to give consent because the individual is mentally and/or physically helpless, either voluntarily or involuntarily, or the individual is unconscious, asleep, or otherwise unaware that the sexual activity is occurring. An individual who is incapacitated is not capable of giving valid, affirmative consent.

Incapacitation means an individual cannot understand the fact, nature, or extent



C. Reasonable Belief( )811(e)4(0.7(B)82(e)4)4(n1(e)4( 3vA)1 3vfe)3.9(f(70.7(B)8(re)3.9r

confidentiality of communications disclosed within the scope of their provision of professional services. Information shared by an individual with a Confidential Resource, on campus or in the community, intended as a confidential communication, cannot be revealed to any other individual without the express permission of the individual seeking the services, unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor.

When a report involves suspected abuse of a minor under the age of 18, these Confidential Resources are required by state law to notify child protective services and/or local law enforcement. Similarly, California law requires medical providers to notify law enforcement when providing care to an individual with an injury suspected to be caused by assaultive or abusive conduct.

Similarly, medical and counseling records cannot be released without the individual's written permission or unless permitted or required consistent with ethical or legal obligations. Individuals who wish to seek confidential assistance may do so by speaking with a Confidential Resource.

**Release of Information by the University:** Pursuant to the Clery Act, the University must disclose statistics about Clery Act crimes in its daily crime log and Annual Security Report and provide those statistics to the U.S. Department of Education. If a report of Sexual Assault, Dating Violence, Domestic Violence or Stalking discloses a serious or continuing threat to the campus community, the University will issue a timely notification to the community to protect the health and safety of the community as required by the Clery Act. In all of these instances, the information is reported in a manner that does not include personally identifying information about persons involved in an incident, unless identification of a Respondent is required by the Timely Warning. In addition, Confidential Resources may submit anonymous statistical information for Clery Act purposes, unless they believe it would be harmful to their client, patient, or student.

The University will not release the name of the Reporting Party, the Respondent, or witnesses to the general public, except as otherwise permitted or required by law. The University will also maintain the confidentiality of any supportive measures provided to a Reporting Party, to the extent that maintaining such confidentiality would not impair the University's ability to provide the supportive measures. The University may also share non-personally identifying information about reports received in aggregate form, including data about outcomes and sanctions. All University proceedings are conducted in compliance with the requirements of the Family Educational Rights and Privacy Act (FERPA), the Clery Act (as amended by VAWA), Title IX, state and local law, and University policy.

### XIII. REPORTING RESPONSIBILITIES OF UNIVERSITY EMPLOYEES (STAFF AND FACULTY)

#### A. Designated Employees

Designated University employees are required to immediately report Prohibited Conduct to the EEO-TIX Office to ensure that the University has a comprehensive process for centralized reporting and responding appropriately to notice of sex discrimination, including sexual and gender-based harassment and violence. These employees are referred to as Designated Employees.<sup>13</sup> Employees with reporting responsibilities include the following roles, or individuals with substantially similar positions or job duties:

- x Title IX Coordinator, EEO-Deputy Title IX Coordinators, and all members of the EEO-TIX Office, the Office of Professionalism and Ethics, and the Office of Culture, Ethics, and Compliance;
- x Provost, faculty, including associate faculty, teachers, instructors, and lecturers;
- x academic advisors, faculty advisors to registered student organizations or academic teams or activities, and Faculty in Residence;
- x staff, including Human Resources staff and employees within the Division of Student Affairs, such as USC Housing Services staff, Assistant Directors (ADs), Residential College/Community Coordinators (RCCs), and Graduate Residential College/Community Coordinators (GRCCs), and Student Judicial and Community Standards (SJACS);
- x Department of Public Safety employees;
- x Athletics Department staff, including the Athletics Director and coaches,
- x internship/externship directors or coordinators,
- x study abroad program directors or coordinators, and
- x research assistants, laboratory directors, coordinators, or principal investigators.

In addition, students who exercise leadership roles or perform designated functions for the University have the same reporting responsibilities as Designated Employees, when acting within their role. Students with reporting responsibilities include resident assistants; virtual peer mentors; teaching assistants; graduate assistants/student instructors; designated student leaders, such as Trojan Marching Band squad leaders and section leaders and Student Athletic Academic Services (SAAS) tutors; leaders of registered student orga(on, )-240(s)413qaors,( )-19.19ardent

The duty of Designated Employees is to immediately share all known information about Prohibited Conduct with the EEO-TIX Office, regardless of how the information is learned—whether from a direct report from a Reporting Party, from social media, or from a concerned third party (i.e., Reporter). The failure by a Designated Employee to make a timely report of Prohibited Conduct may subject the employee to discipline, up to and including termination and notation in their



of campus crime in order to ensure greater community safety and enable campus community members to make important decisions about their own safety. CSAs include Department of Public Safety personnel, external security staff (CSC personnel (Yellow Jackets) and Staff Pro personnel), Student Affairs Council members, Student Judicial Affairs and Community Standards staff, VP for EEO-TIX/Title IX Coordinator and EEO-TIX staff, Clery Coordinator and staff, resident assistants, residence coordinators, assistant directors, faculty in residence, Athletic department coaches, trainers and directors, Directors and Assistant Directors, and Deans and Assistant Deans, as well as other officials with significant responsibility for student and campus activities.

#### D. Mandated Reporters

The University complies with California state law requirements under the Child Abuse and Neglect Reporting Act (CANRA) and the Welfare and Institutions Code. Designated University employees are required to report known or suspected abuse, molestation or neglect relating to children, elders or dependent adults to the Department of Children and Family Services Child Protection Hotline at (800) 540-4000 or local law enforcement, as well as to USC's Department of Public Safety (DPS). For more information, please visit <https://policy.usc.edu/mandated-reporters/>.

#### E. Other Reporting Responsibilities

For other responsibilities, see Reporting Wrongdoing <https://policy.usc.edu/reporting-wrongdoing/>.

### XIV. Resources

The University encourages anyone who has experienced Prohibited Conduct to reach out to available resources. The University recognizes that a Reporting Party may have different needs at different times. A Reporting Party does not need to know whether they wish to request any particular course of action or how to label what happened in order to make a report. Individuals who are uncertain about what they wish to do in response to an incident of Prohibited Conduct, including how or whether to report the conduct, may contact and consult a Confidential Resource to address questions and concerns in a confidential setting. Individuals with questions or concerns about the University's processes may also contact the EEO-TIX Office directly to learn more about available resources and options.

The following section outlines Emergency, Confidential, and Private Resources:

#### A. Emergency Resources

All individuals should visit

- x Los Angeles Police Department  
911 (for emergencies)  
1-877-ASK-LAPD (24-hour, non-emergency number)
  
- x Department of Public Safety  
<https://dps.usc.edu/>  
UPC: (213) 740-4321  
HSC: (323) 442-1000
  
- x Engemann Student Health Center – Confidential  
<https://studenthealth.usc.edu/>  
University Park Campus 1031 West 38<sup>th</sup> St.  
Los Angeles, CA 90089  
[studenthealth@usc.edu](mailto:studenthealth@usc.edu)  
(213) 740-9355 (WELL)
  
- x Eric Cohen Student Health Center – Confidential  
<https://studenthealth.usc.edu/>  
Health Sciences Campus  
1510 San Pablo St. Suite 104  
Los Angeles, CA 90033  
[studenthealth@usc.edu](mailto:studenthealth@usc.edu)  
(213) 740-9355 (WELL)
  
- x Los Angeles County Medical Center – Confidential  
<http://dhs.lacounty.gov/wps/portal/dhs/lacusc>  
(323) 409-1000
  
- x Santa Monica Rape Treatment Center – Confidential  
Provides free confidential treatment for sexual assault victims, including 24-hour emergency medical care with forensic exam and proper preservation of evidence.  
<https://www.uclahealth.org/santa-monica/rape-treatment>  
(310) 319-4000

B. Confidential University Resources

- x Counseling and Mental Health  
Provides counseling and support for students, including direct support to both Reporting Parties and Respondents.  
<https://studenthealth.usc.edu/counseling/>  
BIPOC Mental Health  
<https://sites.google.com/usc.edu/bipocmentalhealth>  
(213) 740-9355
- x Center for Work and Family Life  
Provides counseling and support for employees (faculty and staff), including direct support to both Reporting Parties and Respondents.  
<http://cwfl.usc.edu/>  
(213) 821-0800
- x Office of the Ombuds  
Available to faculty, staff, and students experiencing University-related concerns, conflicts, or challenging situations.  
(213) 821-9556 (University Park Campus)  
[upcombuds@usc.edu](mailto:upcombuds@usc.edu)  
(323) 442-0341 (Health Sciences Campus)  
[hscombuds@usc.edu](mailto:hscombuds@usc.edu)

C. Private University Resources

In addition, the following campus offices can provide assistance to students, faculty, and staff:

- x Office for Equity, Equal Opportunity, and Title IX (EEO-TIX)  
USC Credit Union Building  
3720 South Flower Street, 2nd Floor  
Los Angeles, CA 90089-0704  
(213) 740-5086  
<http://eeotix.usc.edu>  
[eeotix@usc.edu](mailto:eeotix@usc.edu)
- x Department of Public Safety (DPS)  
<https://dps.usc.edu/>  
UPC: (213) 740-6000 (24 hour, non-emergency number)  
HSC: (323) 442-1200 (24 hour, non-emergency number)
- x Campus Support & Intervention (CSI)  
In consultation with the EEO-TIX Office, provides direct support to Reporting Parties, Respondents, or other students who are involved in reports of Prohibited Conduct. This support includes Avoidance of Contact Directives; help with accommodations; help with taking a voluntary leave of absence from the University; and connecting to other available support services and resources.  
<https://campussupport.usc.edu/>

- x [Office of Student Accessibility Services \(OSAS\)](#)  
Provides support services for individuals with disabilities.  
213-740-0776 (University Park Campus)  
323-442-1000 (Health Sciences Campus)
  
- x Student Affairs  
<https://studentaffairs.usc.edu/>
  
- x Residential Life  
<https://admission.usc.edu/live/residential-life/>
  
- x Human Resources  
In consultation with the EEO-TIX Office, provides direct support to Reporting Parties, Respondents, or other employees who are involved in reports of Prohibited Conduct. This support includes Avoidance of Contact Directives; help with employment accommodations; help with taking a voluntary leave of absence from the University; and connecting to other available support services and

pervasiveness of the alleged Prohibited Conduct; any continuing effects on the Reporting Party; whether the Reporting Party and the Respondent share the same residence hall, academic course(s), or job location(s); and whether judicial measures have been taken to protect the Reporting Party (e.g.,

The University encourages anyone who has experienced Prohibited Conduct to report it directly to the VP for EEO-TIX or the Equity, Equal Opportunity, and Title IX Office (EEO-TIX Office). Any individual may make a report of Prohibited Conduct under this Policy regardless of affiliation with the University and regardless of whether the individual reporting is the individual alleged to



A Reporting Party has the right to report, or decline to report, potential criminal conduct to law



The VP for EEO-TIX, in partnership and consultation with relevant stakeholders, may address unprofessional, disrespectful, and/or offensive conduct that: 1) does not rise to the level of creating a hostile environment or a violation of this Policy, or 2) is of a generic nature not clearly based on a Protected Characteristic; and 3) runs counter to the University's mission and values. Addressing such behaviors will not typically result in the imposition of discipline or other punitive measures under this Policy, but may be addressed through restorative remedial actions, such as coaching, education, and/or effective conflict resolution or other alternative resolution mechanisms. However, the University reserves the right to take any action it deems, in its sole discretion, appropriate in response to such behaviors.

## XVIII. PREVENTION AND EDUCATION PROGRAMS

to comply with federal or state law, and such modifications may be made before or during an ongoing resolution process.

Given the evolving nature of the legal requirements applicable to Prohibited Conduct, and the desire to provide accessible, effective, and legally-complaint policies and procedures, the VP for