Harassment: Possible Avenues and Outcomes

Something offensive or inappropriate was done/said:
- to/about someone else
- to/about you.

EEOtIX/OPE
Section Head
Informal resolution
Resources Investigation/Litigation
Formal resolution
Possible next avenues
Resources
No records
No report

Ombuds
MEB
Informal resolution

Resources
Possible next avenues
Informal resolution

Resources
Investigation/Litigation
Formal resolution

Resources: Anything offered by the university to aid you in your unique situation. Examples: conflict management training, group training, and confidential mental health resources.
See https://eeotix.usc.edu/report/confidential-and-private-resources/ and https://ombuds.usc.edu/resources/.

Formal Resolution: Documented incident and resolution between parties at the university level.
Informal Resolution: Takes the form of an agreement between individuals facilitated mitigating actions facilitated or taken by leadership at the section level.
I experienced a negative incident, what are my options?

**Ombuds**
- Any issue
- Yes
- None. The office does not retain any records.

**Mandatory Reporters**
- EEO-TIX
- Any issue
- Incidents related to a protected class, e.g. race, gender
- Yes, if reported through OPE platform, but this limits possible support services
- An initial report is akin to ‘ringing a doorbell’. EEO-TIX retains this information and will offer support services, but you must proceed to additional meetings to formalize a report and indicate if you are open to opening an investigation.

**Office of Professionalism & Ethics**
- Incidents related to a non-protected class, e.g. a toxic environment, but integrated with EEO-TIX and will transfer issue if warranted
- Anonymous?
- Yes, if reported through OPE platform, but this limits possible support services
- There is an anonymous reporting option
- An initial report is akin to ‘ringing a doorbell’. OPE/EEO-TIX retains this information and will offer support services, but you must proceed to additional meetings to formalize a report and indicate if you are open to opening an investigation.

**Reporting Options**

**Outcomes**

- **Incidents or harassment or discrimination** will be elevated. Leadership can arrange for mediation or follow up actions at the request of the person making the report.
- Your information will be recorded whether or not an investigation is pursued. You will receive a range of support services. If a formal investigation is pursued, USC, Dornsife, BISC, and/or MEB leadership may be involved and notified of findings and recommendations when the process is complete.

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*These individuals are mandatory reporters who are obligated to elevate information regarding abuse and harassment to the relevant authority (e.g. EEO-TIX)

**Note that for investigations to return a decision, the legal burden of proof must be met.**

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If you do not receive a response from these offices within a reasonable time frame (e.g. one week) consider reaching out again as we know of instances where errors have occurred.