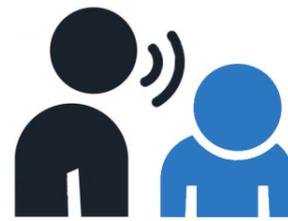
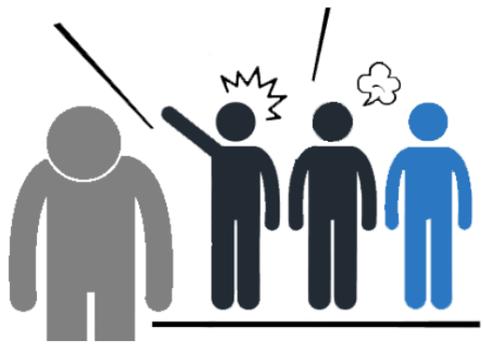
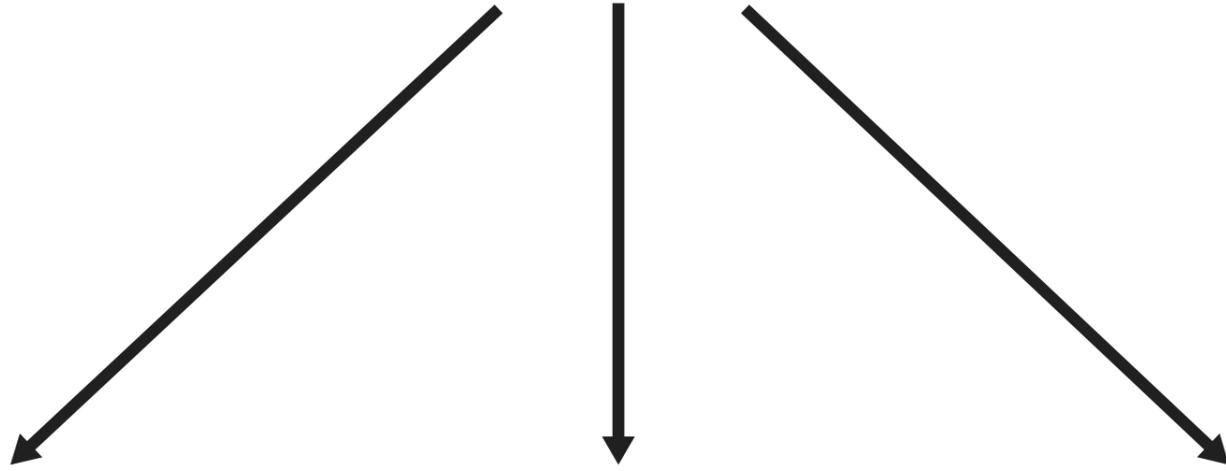


Harassment: Possible Avenues and Outcomes



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



Ombuds



No records
 No report



MEB Section Head



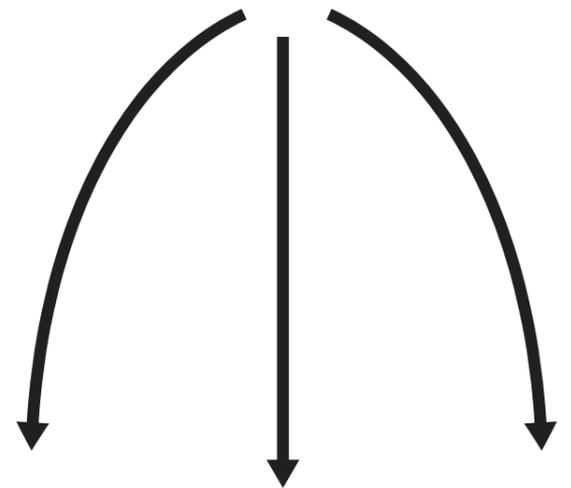
Mandatory
 EEOtIX
 Report



EEOtIX/OPE



EEOtIX
 Report



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://eootix.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

Mandatory Reporters*

Section leadership

EEO-TIX

Office of Professionalism & Ethics

Scope

Any issue

Any issue

Incidents related to a protected class, e.g. race, gender

Non-protected class incidents, e.g. a toxic environment, but integrated with EEO-TIX and will transfer issue if warranted

Anonymous?

Yes

No

Yes, if reported through OPE platform, but this limits possible support services

There is an anonymous reporting option

Reporting Options

None. The office does not retain any records.

At this point, MEB does not retain open records of incidents. There may be periodic climate surveys and there is an exit survey in which you can choose to anonymously (or not) make a report

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.

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Outcomes

Cannot advocate or really "do anything" to affect policy or behavioral change in others, they only advise visitor of options and give tools for conflict resolution. They can summarize available reporting mechanisms. There is no guarantee your complaint will be elevated to higher levels for data aggregation, even in the event of a serious offence.

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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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.

*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.