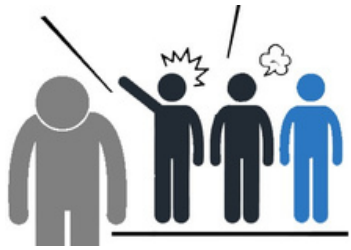


Harassment: Possible Avenues and Outcomes



Something **offensive or inappropriate** was done/said:

- to/about someone else
- to/about you.

You experienced violations of union agreement, including:

- Working conditions
- Pay
- Nondiscrimination
- Etc.

As part of the union agreement, all students have the right to be represented by an advisor of their choice throughout the University's process.

Ombuds



No records
No report



Union Representative
(if chosen by the student)

MEB
Section Head



Union Representative
(if chosen by the student)

EEOtIX/OPE



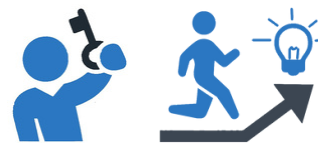
Mandatory
EEOtIX
Report



Union Representative
(if chosen by the student)



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	Graduate Student Workers at USC GSWOC - UAW**
Any issue	Any issue	<p>Scope</p> <p>Incidents related to a protected class, e.g. race, gender</p>	<p>Non-protected class incidents, e.g. a toxic environment, but integrated with EEO-TIX and will transfer issue if warranted</p>	<p>Violations of union agreement, including working conditions, pay, nondiscrimination, etc. Protected class violations will be referred to EEO-TIX</p>
Yes	No	<p>Anonymous?</p> <p>Yes, if reported through OPE platform, but this limits possible support services</p>	<p>There is an anonymous reporting option</p>	<p>No, but student has the right to be represented by an advisor of their choice throughout the University's process</p>
None. The office does not retain any records.	<p>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</p>	<p>Reporting Options</p> <p>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.</p>	<p>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.</p>	<p>This option can be pursued independently or in parallel with other reporting avenues. Grievances are handled according to the union process. Student(s) will have the support of an elected steward in their discipline who can advise on interim measures. Protected class violations are forwarded to EEO-TIX.</p>
<p>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.</p>	<p>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.</p>	<p>Outcomes</p> <p>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.</p>	<p>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.</p>	<p>In the event a formal grievance is filed, it will follow the process and timeline laid out in the union agreement. For grievances forwarded to EEO-TIX, if the Step 3 meeting is held it will be conducted within 90 days of filing to ensure discussion of interim measures. Arbitration will not proceed during EEO-TIX process. Any resolution must be consistent with Title IX guidelines and the EEO-TIX process.</p>

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).

**This option is only available to graduate students and subject to the terms of the union agreement.

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