USC University of Southern California

Report by the USC Task Force on the 2019 AAU Survey on Campus Climate on Sexual Assault and Sexual Misconduct

(2019-2020)

Appointed by the Office of the Provost

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Preface

Office of the Provost

As a community, the University of Southern California commits to serving as a world-class resource for education, to create an environment that spurs innovation in academic and professional pursuits, to build a culture that encourages each member to strive for their highest level of achievement, and to protect each member's right to pursue their education and professional goals in a fair and equitable manner during the time they are here.

In the 2019-2020 academic year, the co-chairs of the Task Force on the AAU Report on Sexual Harassment and Sexual Assault led a team of students, faculty, administrators, and external experts, to examine the critical data points in the 2019 report; share the information and elicit feedback from communities throughout the university; and make recommendations for the university to address structural gaps that may exist for survivors of sexual assault and sexual harassment. On behalf of the university, I thank them for their immeasurable service.

As the Task Force's recommendations were being finalized in the spring of 2020, the university was simultaneously taking steps to ensure better prevention of sex and gender-based harassment and violence, enhance our protection of vulnerable communities, and improve systems for reporting, investigation and resolution. Those enhancements were led by the senior vice president for human resources, Felicia A. Washington, who assumed responsibility for Title IX in January 2020. Significant policy and structural changes include the following:

- **Office for Equity, Equal Opportunity and Title IX.** The university built the Office for Equality, Equal Opportunity, and Title IX, a centralized report, response, and prevention office which consolidated the previous Office of Equity and Diversity and the Title IX Office. The EEO-TIX Office is charged with preventing and responding to all forms of discrimination and harassment based on protected characteristics, including sexual and gender-based harassment and violence, as well as retaliation. The EEO-TIX Office serves faculty, staff, and students to ensure a coordinated and consistent approach across all campus constituents and to help the university consistently track patterns or trends, provide supportive measures, ensure that fair and impartial grievance processes are followed, and take prompt, equitable, and responsive action to remedy concerns.
- **Vice President for Equity, Equal Opportunity and Title IX.** The University created an executive level position to direct the EEO-TIX Office and coordinate the university's institution-wide Title IX compliance efforts, including in the health care context. The newly hired Vice President for Equity, Equal Opportunity, and Title IX, Catherine Spear, joined the university on August 21, 2020. Ms. Spear serves as the university's Title IX Coordinator. Ms. Spear previously worked at the Cleveland regional office of OCR for 19 years, the last five years as the OCR Cleveland Director.

- **Policy on Prohibited Discrimination, Harassment, and Retaliation and accompanying Resolution Processes.** Following the release of the Department of Education's Office for Civil Rights revised Title IX regulations in May 2020, the university adopted a new Policy that incorporates a university-wide approach to preventing and responding to discrimination and harassment on the basis of protected characteristics, retaliation, and specific forms of harassment based on sex: sexual assault, dating violence, domestic violence, stalking, and related forms of conduct. The Policy, effective on August 14, 2020, coordinates and replaces USC's existing student, staff, and faculty policies to streamline access to reporting options, resources, and procedures and provides a consistent approach for all community members.
- **Expanded Training and Prevention.** The university has expanded training requirements for students, staff, and faculty. During the 2019-20 academic year, the university provided online and/or in-person training to all students on how to identify and prevent sexual harassment and violence, how to access university resources and support, and how to report discrimination and harassment. Similarly, in October 2019, the university announced expanded training for faculty and staff and are working to ensure that all employees complete the mandatory training. Consistent with recent amendments to California law, all employees are now required to complete a mandatory one-hour educational program. This supplements longstanding training requirements, in place since 2005, mandating all university supervisors to complete a mandatory two-hour Harassment and Prevention training every two years. The university is also supplementing training efforts with parallel process changes in the university's Human Resources functions, including improvements in how employee misconduct is tracked, reported, and investigated.
- **USC Culture Journey.** Over the course of the last two years, the university engaged in a university-wide initiative that explored common values and seeks to align the supportive behaviors that bring those values to life and develop opportunities to improve systems, processes and culture.

More information about these efforts, as they relate to the specific recommendations by the USC AAU Task Force, is contained in Appendix C of this document.

The recommendations in this Task Force report will be a framework for moving our community forward through deeply concerning issues. Preventing and eradicating sexual assault and sexual harassment requires every single person in our community to take an active role, and lays a responsibility on those of us who are in leadership positions to create and maintain substantive positive change.

We are up to this challenge, as our students and colleagues are depending on us to foster a university environment that is fair, equitable, and safe for all to pursue their studies and work.

I look forward to engaging with Trojans throughout our community in pursuing the next steps in this mission.

Charles F. Zukoski
USC Provost and Senior Vice President for Academic Affairs

I. Introduction

Throughout the 2019-2020 academic year, the University of Southern California community has engaged in examination of our institutional values and what it truly means to be a member of the Trojan family. As we have taken pride in our standing as a premier global institution and herald our contributions to research, technology, and the arts, we have also undertaken the journey forward to equally prioritize and embody core values including respect, transparency, and trust.

As part of this journey, the USC AAU Task Force has spent the past nine months in careful review of findings from the 2019 Campus Climate Survey on Sexual Assault and Misconduct to present this formal report, with policy, prevention and response recommendations, a comprehensive communication strategy, and plans for ongoing campus surveillance. Appointed by the Office of the Provost in summer 2019, the Task Force members have assumed this responsibility. It has been met with reflection, commitment and dedication. It is our great hope that all members of the Trojan community – faculty, students, staff and alumni – consider its content with care, attention and support. Sexual assault and misconduct remain a grave concern for society, and for our campus community. Too many Trojans have experienced or witnessed the effects of harm during their time as students on our campus. Transforming an institutional campus culture that celebrates integrity, respect, trust and achievement will take our collective resolve to fully realize.

Sarah Van Orman, MD, Chief Health Officer and Associate Vice Provost for Student Health

Winston Crisp, Vice President of Student Affairs

AAU Task Force Co-Chairs

II. Executive Summary

In the spring of 2019, USC joined 33 institutions of higher education by participating in the AAU Campus Climate Survey on Sexual Assault and Misconduct as an effort to measure progress in reducing incidents of sexual assault and misconduct on our campus.[1] In July 2019, the USC AAU Task Force was formed, led by Co-Chairs Vice President of Student Affairs Winston Crisp and Chief Health Officer and Associate Vice Provost for Student Health Dr. Sarah Van Orman. Task Force members include key stakeholders from Title IX, Student Health, Relationship and Sexual Violence Prevention, Communications, Executive Operations, Faculty, and Student Governments, as well as an independent external consultant. In addition to survey background, methodology, definitions used in the survey, and key findings from survey results, this AAU Task Force Report contains extensive policy, prevention and support recommendations, including selected recommendations made by the Joint Provost/Academic Senate Task Force on Sexual Harassment and Gender Violence from their report on March 25, 2019.

According to the 2019 AAU campus climate survey, the prevalence of sexual assault[2] among undergraduate students since entering USC increased from 2015 to 2019 for female students (29.7% to 31.0%) and decreased for students who identified as transgender, queergender, gender non-conforming, and other (TQGN; 34.2% to 26.1%). The prevalence also increased for graduate/professional female students (4.2% to 6.9%) and TQGN students (9.0% to 11.4%).[3]

For the prevalence of sexual harassing behaviors[4] at USC, there was a slight increase from 2015 to 2019 among undergraduate female students (65.7% to 66.3%) and graduate/professional female students (26.0% to 27.6%). On the other hand, the rates among TQGN students at USC decreased from 80.4% to 74.2% for undergraduates and increased from 48.7% to 54.0% for graduate/professional students.

Among the 33 institutions that participated in the 2019 AAU survey, USC has the second highest rates of sexual assault among undergraduate women (31.0%) after Georgetown University (31.6%).[5] It is also worth noting that USC's prevalence rates of sexual assault for undergraduate women in 2015 were already the highest of all of 2015's participating schools. Such comparatively high rates in comparison to peer AAU institutions, whether based on geography or ranking, as well as the increase in prevalence rates from 2015 to 2019, indicates that the scope of sexual violence at USC is both wide and deep and in need of sustained, comprehensive prevention-oriented interventions.[6]

Following a sexual assault incident, approximately one in three victims experienced helplessness, feeling numb or detached, or fearful about safety, and had difficulty concentrating on their coursework. Nevertheless, the study displays a positive trend of reporting from students who experienced sexual assault from 2015 to 2019 for both undergraduate (from 13.9% to 31.5%) and graduate/professional students (from 10.0% to 28.5%). Despite the increase in reporting among undergraduate students who have experienced sexual assault, comparison data from 2015 to 2019 demonstrates a decline in knowledge of definitions (from 39.2% to 34.0%) and where to make a report of sexual assault and sexual misconduct (from 31.0% to 27.3%). It is possible that the knowledge items in the AAU Survey are not a reliable measure since the survey asks about the participant's perception of their knowledge (e.g., how knowledgeable are you from "Not at all", "A little", "Somewhat", "Very" to "Extremely" about where to make a report of sexual assault of other misconduct at USC), rather than their actual knowledge by asking them to choose the correct places and phone numbers to call to report. Other variables that may explain the increase in reporting include the addition of infrastructure and channels to report: two years of headlines pertaining to sexual misconduct at USC, and the proximity to the entertainment industry as the epicenter of the #MeToo movement. Further analysis regarding what may have caused the paradoxical increase in reporting and simultaneous decrease in knowledge about definitions and how to report is needed to assess the effectiveness of efforts made between 2015 and 2019, as a part of

determining what interventions to change, eliminate, add, or expand as USC seeks to lower prevalence rates and reduce sexual abuse-supportive climates in the campus community.

Over two out of three students who witnessed an event that could have led to a sexual assault also reported upstanding behaviors: they intervened in the situation, checked on the impacted student, confronted the perpetrator, sought help, or expressed concerns to the school. This positive change, as well as other findings both positive and negative from the 2019 AAU climate survey that can be used to reduce and better respond to gender-based violence at USC will be discussed in detail in part VII of this report.

In order to connect with the community regarding the AAU survey results, engagement efforts began in October 2019 with two Town Halls, and continued through April 2020 with a series of events designed to draw participation from students, staff and faculty. With assistance from the USC Student Health, Health Promotion Strategy team, this series offered a participatory way to share relevant data with affected communities through AAU Data Walks. While only five of 20 confirmed sessions had been facilitated when in-person events were cancelled due to the COVID-19 pandemic, additional efforts were quickly implemented to share key findings and solicit student feedback in order to gain insight into the most deeply affected student communities. These included virtual focus groups, hosted by student Community Health Organizers, and the creation of a virtual Data Walk. Combined engagement efforts reached over 500 students.

Findings from community engagement efforts showed strong student support for Task Force recommendations. These recommendations fall under the following categories: (1) the creation of a Campus Coordinating Response Team (CCRT) charged with developing, implementing, and overseeing various methods for comprehensive sexual harassment and assault prevention, including people who have expertise in developing and guiding standing committees and CCRTs for at least the first six months after its creation; (2) greater development and promotion of campus comprehensive prevention resources, including both existing interventions and new initiatives; (3) additional comprehensive prevention-oriented training for all students, faculty and staff throughout their time at USC; (4) assessing existing methods and creating additional methods, where appropriate, to increase reporting; (5) greater accountability for incidents of sexual harassment perpetrated by faculty and staff; (6) additional data collection; (7) increased education regarding sexual harassment; and (8) university efforts to decrease alcohol consumption.

Reducing sexual assault and harassment on our campuses cannot be accomplished by relying on any single unit, office or department. It will require the collective commitment, over time, from the highest levels of senior administrators; from academic deans; from faculty and staff; and from students. It will require sustainable partnerships, and collaboration between offices and student communities; it will necessitate trust and dedication as well as innovative approaches. It is the hope of the Task Force that the recommendations submitted here garner wide support that generates on-going prevention efforts to ensure the safety and well-being of all of our students.

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IV. Definitions Used in the AAU Climate Survey

Hereinafter in this report, the following terms will be used when describing survey results:

Cis-heterosexual female refers to participants who selected only "woman" as their gender identity and considered themselves to be exclusively heterosexual or straight.

Cis-heterosexual male refers to participants who selected only "man" as their gender identity and considered themselves to be exclusively heterosexual or straight.

Graduate/Professional Online refers to graduate and professional students who took all of their courses online at USC.

HSC refers to the USC Health Sciences Campus.

Inability to consent or stop what was happening refers to when the student was unable to consent or stop what was happening because they were passed out, asleep, or incapacitated due to alcohol or drugs.

Intimate partner violence (IPV) refers to non-sexual violence among individuals who had been in a partnered relationship (i.e., marriage or civil union, domestic partnership or cohabitation, steady or serious relationship, or other ongoing relationship involving physical or sexual contact).

LGBTQ+ refers to survey participants who selected one of the following as their gender identity: "Trans woman (male-to-female), Trans man (female-to-male), Nonbinary or genderqueer, Questioning or Not listed", and/or considered themselves to be at least one of the following: "Gay or lesbian, Bisexual, Asexual, Queer, Questioning, or Not listed".

Partnered relationship refers to a marriage or civil union, domestic partnership or cohabitation, steady or serious relationship, or other ongoing relationship involving physical or sexual contact that the student has been in since entering school.

Perpetrator is used in this report to denote an individual who victimized a survey participant with any of the forms of sexual assault or misconduct studied.

Physical force refers to the use of force or threats of physical force against an individual. Physical force could include someone using their body weight to hold the person down, pinning their arms, hitting or kicking them, or using or threatening to use a weapon against them.

Report: When a student made a report to USC programs or services, it means they contacted at least one of the following: USC Relationship and Sexual Violence Prevention Services (RSVP), Counseling and Mental Health Services, Student Health, Department of Public Safety (DPS), Santa Monica Rape Treatment Center, USC Office of Equity and Diversity/Title IX or USC Student Support and Advocacy to report their experience of sexual assault or sexual misconduct.

Sexual assault is defined as nonconsensual sexual contact (sexual penetration or sexual touching) by physical force or inability to consent or stop what was happening.

Sexual harassing behaviors refers to incidents when a student, or someone employed by or otherwise associated with USC did one of the following to the survey participant:

- made sexual remarks or told jokes or sexual stories that were insulting or offensive to you
- made inappropriate or offensive comments about your or someone else's body, appearance, or sexual activities
- said crude or gross sexual things to you or tried to get you to talk about sexual matters when you did not want to
- used social or online media to send offensive sexual remarks, jokes, stories, pictures, or videos to you or about you that you did not want
- continued to ask you to go out, get dinner, have drinks, or have sex even though you said "no"

Sexual misconduct includes sexual harassment, intimate partner violence, and stalking.

Sexual penetration occurs when one person puts a penis, fingers, or object inside someone else's vagina or anus.

Sexual touching refers to kissing; touching someone's breast, chest, crotch, groin, or buttocks; or grabbing, groping, or rubbing against another person in a sexual way, even if the touching is over the other person's clothes.

Since entering USC refers to the period that starts when the student was first enrolled at USC and ends at the time of taking the survey.

Stalking refers to repeated (two or more occasions) visual or physical proximity, nonconsensual communication, or verbal, written, or implied threats by an individual that leads to fear for personal safety or substantial emotional distress.

UPC refers to the USC University Park Campus.

Victim in this report denotes a student who experienced any of the different types of sexual assault or misconduct asked about in the survey.

These are definitions used in the AAU survey and do not necessarily reflect legal definitions established by the USC Title IX Office.

V. Background

USC has legal and ethical obligations to repair the current university climate through effective comprehensive prevention of sexual harassment and gender-based violence (particularly those forms of gender-based violence addressed by the Clery Act, as amended by the Violence Against Women Act: dating violence, domestic violence, sexual assault, and stalking) affecting USC students, faculty, staff, and other affiliated groups, including through educational programming, survivor support, and perpetrator accountability. These obligations have recently been emphasized by such national events as the convening of the White House Task Force to Protect Students from Sexual Assault (WH Task Force) in 2014, as well as USC-specific occurrences such as a recent federal investigation by the U.S. Department of Education's Office for Civil Rights (OCR) into the University of Southern California (USC)'s handling of Title IX matters related to the former student health gynecologist.[7]

One of the main elements of a comprehensive plan to address campus sexual harassment and gender-based violence is to regularly conduct a climate survey, review the findings, and develop an action plan for current and future prevention and response efforts grounded in the survey results.[8] Through collaboration with the Association of American Universities (AAU), USC has since participated in two campus climate surveys, in 2015 and 2019. The survey was designed to capture data on the incidence and prevalence of different forms of sexual harassment and gender-based violence on USC campuses, as well as assess students' perceptions related to campus resources, bystander and reporting behaviors. The study also provides data for the USC community to make informed decisions on resource allocation in order to plan and implement appropriate comprehensive prevention efforts/programs.

In 2015, the University of Southern California joined 27 other major institutions of higher education by participating in the AAU Campus Climate Survey with a goal of better understanding the issue on our campus. In 2017, the Division of Student Affairs adopted the strategic priority of "fostering a culture of consent and healthy relationships." Led by a cross-disciplinary team, the resultant committee developed and implemented the following new prevention initiatives:

Prevention

- Completion of the NASPA Culture of Respect Evaluation of all campus efforts (2017)
- Development of a public health logic model to identify short, intermediate and long term goals related to the development of a culture of consent and healthy relationships, including selection of effective methods to reach these goals (2018)
- Sponsorship and coordination of Bringing in the Bystander training for student leaders in collaboration with Undergraduate Student Government (2019)
- Pilot of "Trojans Respect Consent," in-person workshop, delivered to incoming first-year freshmen students (2019)
- Hiring of a campus sexual assault prevention specialist and three violence prevention educators to coordinate and provide primary prevention and education (2019)

Victim Support

- Increase in the number of therapists who specialize in sexual trauma and other gender-based violence (2018, 2019)
- Adoption of trauma-informed principles in USC Student Health (2019)
- Training of Student Affairs staff and faculty in trauma-informed principles (2019)
- Creation of a sexual assault survivor Advocates Program, providing 24-7 on-call assistance to survivors (2019)

Policy

- Creation of a stand-alone Student Protected Class Misconduct Policy (Title IX Office) that addresses Title IX misconduct; policy incorporated changes recommended by students in 2015-16 Task Force[9]
- Expanded training on policy and responsibility to students, staff and faculty; tracked all trainings on campus related to Title IX subjects

Investigations

- Expanded and trained two panels of advisors dedicated to serving Reporting Parties and Respondents in the Title IX office in 2016
- Trained students to participate on the Misconduct Sanctioning Panel in the Title IX office, deciding sanctions for those students found responsible for sexual and interpersonal misconduct in 2016
- Adoption of the online platform Callisto (a system that allows students to record their experiences of sexual misconduct and choose reporting options from their own laptop or phone and includes a unique matching function, allowing students to choose reporting to Title IX only after another student in the Callisto system has reported the same alleged respondent) in 2017
- Increased staff in Title IX Office to four investigators in 2018

In January 2020, USC received a California Office of Emergency Services (CalOES) grant for the hiring of a full-time advocate to provide trauma-informed and culturally sensitive supportive services for LGBTQ+ students. The CalOES grant also allows USC to designate a half-time safety officer trained in trauma-informed approaches to implement ongoing training and consultation to other campus safety officers who may work with LGBTQ+ students. All intervention and prevention activities for this grant will be guided by a Campus Coordinating Response Team (CCRT), made up of campus and community partners who have expertise in providing services to the LGBTQ+ population.

Along with the above efforts, the Joint Provost/Academic Senate Task Force on Sexual Harassment was formed in the summer of 2018. Comprised of faculty, staff, and students, this Task Force was charged with developing recommendations for consideration by the leadership of the University, particularly the provost's office and the Academic Senate. Recommendations were developed during the fall 2018 semester as a result of both Subcommittee and full Task Force meetings and based on review of relevant data, research, reports, and other publications. These recommendations were informed by the National Academies of Sciences, Engineering and Medicine report, "Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine" (edited by Paula A. Johnson, Sheila El Widnall, and Frazier F. Benya) and by organizational change literature. The Task Force report placed special emphasis on three areas: gender harassment, faculty mentoring and supervisor issues, and communication and transparency. The USC AAU Task Force reviewed the recommendations from the Joint Provost/Academic Senate Task Force Final Report (March 25, 2019) and consolidated select recommendations to supplement and increase the coherence of the recommendations in this report.

Under the leadership of the Senior Vice President for Human Resources, the University has made significant changes in its Title IX program, including hiring and onboarding a newly created Vice President of Equity, Equal Opportunity, and Title IX; consolidating existing University offices (Office of Equity and Diversity and Title IX Office), into the Equity, Equal Opportunity and Title IX Office, a centralized report, response and prevention office; issuing a University-wide Policy on Prohibited Discrimination, Harassment, and Retaliation and accompanying Resolution Processes; and, expanding training requirements for students, staff, and faculty. Similar enhancements are underway in the University's Human Resources functions, including improvements in how employee misconduct is tracked, reported, and investigated. The University also engaged in a University-wide Culture Journey that explored common values and seeks to align the supportive behaviors that bring those values to life and develop opportunities to improve systems, processes and culture. More information about these efforts, as they relate to the specific recommendations by the USC AAU Task Force, is contained in Appendix C.

VI. Survey Methodology

The AAU 2019 Campus Climate Survey was developed in collaboration with the research firm Westat and members of the AAU survey design team from 16 participating institutions. [10] USC is part of a consortium of 33 colleges and universities that chose to participate in the survey.

The main goals of the survey were to:

- Estimate the prevalence of sexual assault and other misconduct, particularly sexual harassing behaviors
- Describe the circumstances, student survey responses and consequences associated with instances of sexual assault and other misconduct
- Assess student knowledge of school resources and procedures when responding to instances of sexual assault and other misconduct
- Assess how bystanders react in different situations related to sexual assault and other misconduct

The AAU survey included 12 sections covering the following topics: student demographics; campus connection and wellbeing climates; perceptions of risk; knowledge of campus resources; personal experience of sexual assault; sexual harassing behaviors, stalking, and intimate partner violence; opinions on USC programs and services and prevention education; perceptions of USC responses to their reporting; and bystander behavior.

USC invited every enrolled student (N = 46,739) to take part in the online census survey from April 2 to May 5, 2019. To encourage participation, students were either entered into a sweepstake for one $500 cash prize or offered a $5 Amazon gift card incentive to complete the survey. In the end, a total of 8,381 undergraduate, graduate and professional students responded to the survey. Data were subsequently weighted through a statistical raking procedure to reflect survey non-response and adjust to the USC census student population by gender, age group, year in school, and race/ethnicity.

The survey response rate at USC was 17.9%, which was higher than the average survey response rate of 16.4% from the participating institutions with a student population over 25,000.[11] Similar to the national, aggregate sample, USC female students were more likely to respond to the survey than male students, 23.9 percent vs. 12.7 percent. Overall, 15.8 percent of undergraduates and 19.5 percent of graduate and professional students responded to the survey. While USC's survey response rate of 17.9% may raise concerns about validity of the findings, previous studies have found college survey results to be reliable under low survey response rate conditions (5% to 10%), provided the sampling frame included at least 500 students. [12] Since over 8,381 students responded to the USC AAU survey, and statistical procedures including data weighting were conducted to minimize survey non-response bias and increase the confidence that weighted results are representative of the USC census student population, this survey has followed best practices to ensure validity of the estimates of survey outcomes.[13]

Characteristics of the weighted samples of undergraduate and graduate/professional USC students from the 2019 AAU Survey are displayed below:

Table A: Characteristics of the weighted samples of USC students

	Undergraduate (n = 20,186)		Graduate/Professional (n = 26,553)	
	n	%	n	%
Gender identity/Sexual orientation				
Cis-heterosexual male	8,365	41.4%	12,635	47.6%
Cis-heterosexual female	7,546	37.4%	10,004	37.7%
LGBTQ+	3,844	19.0%	3,166	11.9%
TQGN[14]	444	2.2%	257	1.0%
Decline to state	422	2.1%	749	2.8%
Race/ethnicity				
American Indian or Alaskan Native	339	1.7%	482	1.8%
Asian only	4,821	23.9%	10,772	40.6%
Asian Chinese	2,590	12.8%	5,588	21.0%
Asian Indian	942	4.7%	3,219	12.1%
Black or African American only	1,165	5.8%	1,627	6.1%
Hispanic or Latinx	3,303	16.4%	4,103	15.5%
Multi-racial or other	3,308	16.4%	4,117	15.5%
Native Hawaiian or other Pacific Islander	276	1.4%	264	1.0%
White only	10,640	52.7%	9,677	36.4%
International students	1,735	8.6%	9,504	35.8%
In a partnered relationship	12,177	60.3%	16,987	64.0%
Year in the Program				
- 1st year	2,385	11.8%	12,199	45.9%
- 2nd year	4,785	23.7%	9,358	35.2%
- 3rd year	5,717	28.3%	2,380	9.0%
- 4th year (or higher; for undergrads)	7,242	35.9%	1,322	5.0%
- 5th year (for graduate/professional)			673	2.5%
- 6th year (for graduate/professional)			594	2.2%

VII. Key Findings

No.	KNOWLEDGE
1	Across all programs of study, students showed limited knowledge on how sexual assault and sexual misconduct are defined, where to get help, and where to make an official report.
	SEXUAL HARASSING BEHAVIORS
2	LGBTQ+ survey participants experienced the highest rates of sexual harassing behaviors compared to both cis-heterosexual female and cis-heterosexual male students across all programs of study. Undergraduate students experienced higher rates of sexual harassing behaviors compared to graduate/professional students.
3	Among victims of sexual harassing behaviors, and across all programs of study, survey participants indicated that the most common perpetrator was "another USC student" by significant margins. Additionally, over 20% of victims from graduate/professional programs at UPC and HSC indicated USC faculty as the perpetrator of sexually harassing behaviors, compared to only 7% for undergraduates.
4	More than 84% of sexual harassing behaviors were not reported officially or disclosed confidentially to any USC services/programs.[15]
	SEXUAL ASSAULT
5	Among undergraduate students, survey participants in the following sub-populations indicated that they experienced disproportionately higher rates of sexual assault: cis-heterosexual women, LGBTQ+, Black/African American men, those with Greek system affiliation, female athletes and sports club members, and students with disabilities.
6	Approximately 70% or more of sexual assault incidents were not officially reported or confidentially disclosed to any USC services/programs.[14]
7	The majority of the perpetrators of sexual assault were identified as male and as other USC students (82% among undergraduate victims, and 52% among graduate/professional victims).
8	Over 70% of undergraduate sexual assault victims indicated that the incidents occurred on USC campus or USC-affiliated off-campus locations where they lived. In contrast, graduate/professional student victims of sexual assault most commonly indicated that the incident occurred in a non-USC affiliated location.
9	Alcohol is a common factor of sexual assault and one of the main reasons that victims did not officially report or confidentially disclose the incident to USC programs/services.

Knowledge

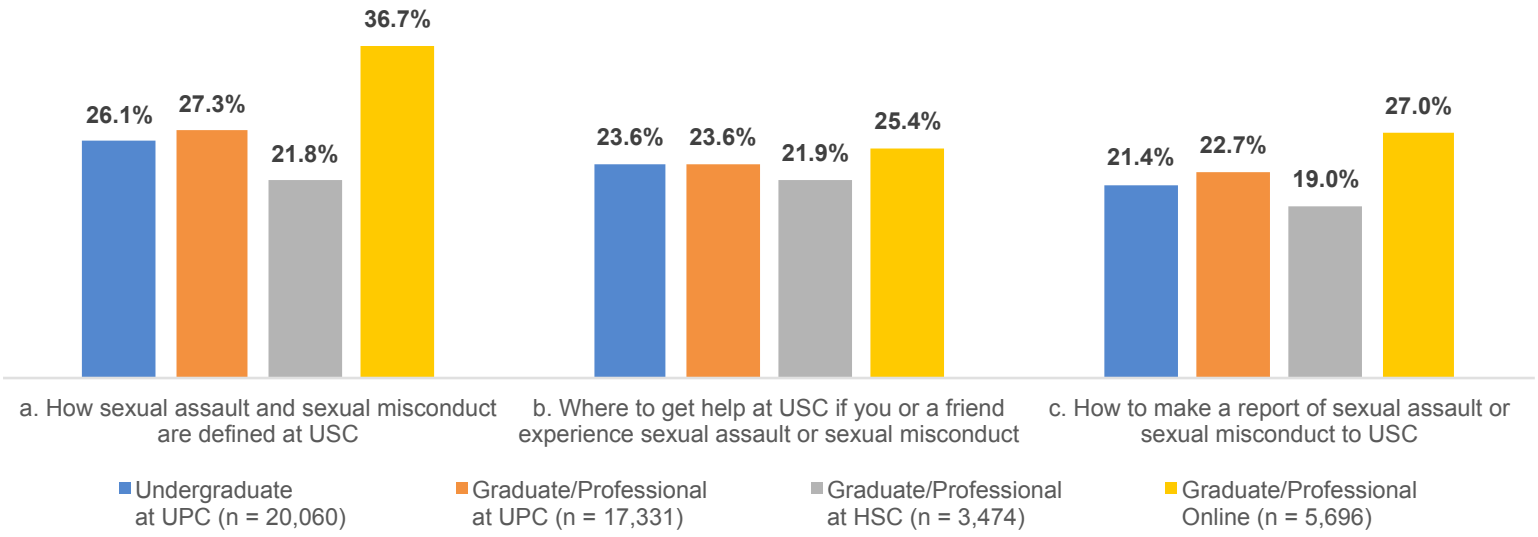
Finding #1:

Across all programs of study, students showed limited knowledge on how sexual assault and sexual misconduct are defined, where to get help, and where to make an official report.

- Overall, less than 30% of both undergraduates and graduate/professional students at UPC and HSC in 2019 indicated that they were very or extremely knowledgeable of how sexual assault and sexual misconduct are defined at USC, where to get help, or where to make an official report at USC if they or someone they know experiences sexual assault or sexual misconduct.
- Graduate and professional students at HSC had the least amount of knowledge across these three statements.[16]

> ***I think one thing that would be really useful, if these services were to come to your classrooms rather than just at orientation, because a lot of information is tossed at us during orientation. And in one of my classes, Counseling actually came and talked to us during the lecture period, and that really allowed us to remember what was available and to solidify that information.***
>
> A third-year undergraduate cisgender woman who is registered with USC Disabilities Services and Programs

Figure 1: Percent of USC students who reported that they were very or extremely knowledgeable about…



Sexual Harassing Behaviors

Finding #2:

LGBTQ+ survey participants experienced the highest rates of sexual harassing behaviors compared to both cis-heterosexual female and cis-heterosexual male students across all programs of study.

- Overall, undergraduate students experienced higher rates of sexual harassing behaviors compared to graduate/professional students.[17]
- Among the undergraduate student population, White LGBTQ+ (78.0%), Asian Indian cis-heterosexual women (73.8%), and Black or African American cis heterosexual men (54.1%) indicated to have experienced the highest incidents of sexual harassing behaviors from each gender identity and sexual orientation group.[18]

> ***..it's more of the cultural mindset of people in that atmosphere. Especially people who think alcohol or being intoxicated can be an excuse for sexual harassment.... Because I know a lot of people might excuse that as, oh, I wasn't aware of what I was doing. And I think it's more changing that mindset that it doesn't matter what kind of environment you're in, you should still be respectful of people's boundaries.***
>
> A sophomore female student from USC Marshall School of Business

Figure 2.1: Percent of USC students who experienced sexual harassing behaviors by program of study

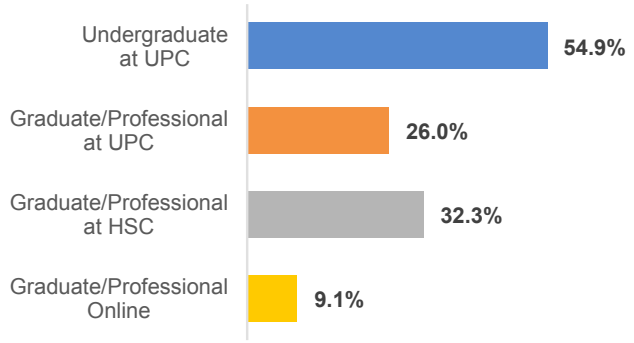
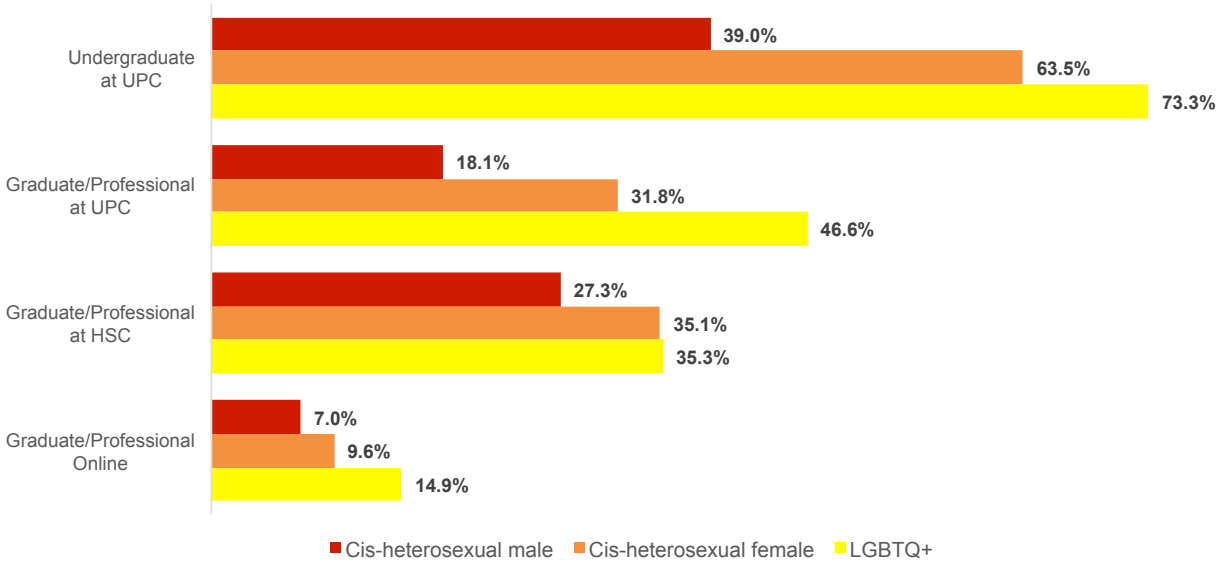


Figure 2.2: Percent of USC students who experienced sexual harassing behaviors by gender identity, sexual orientation and program of study

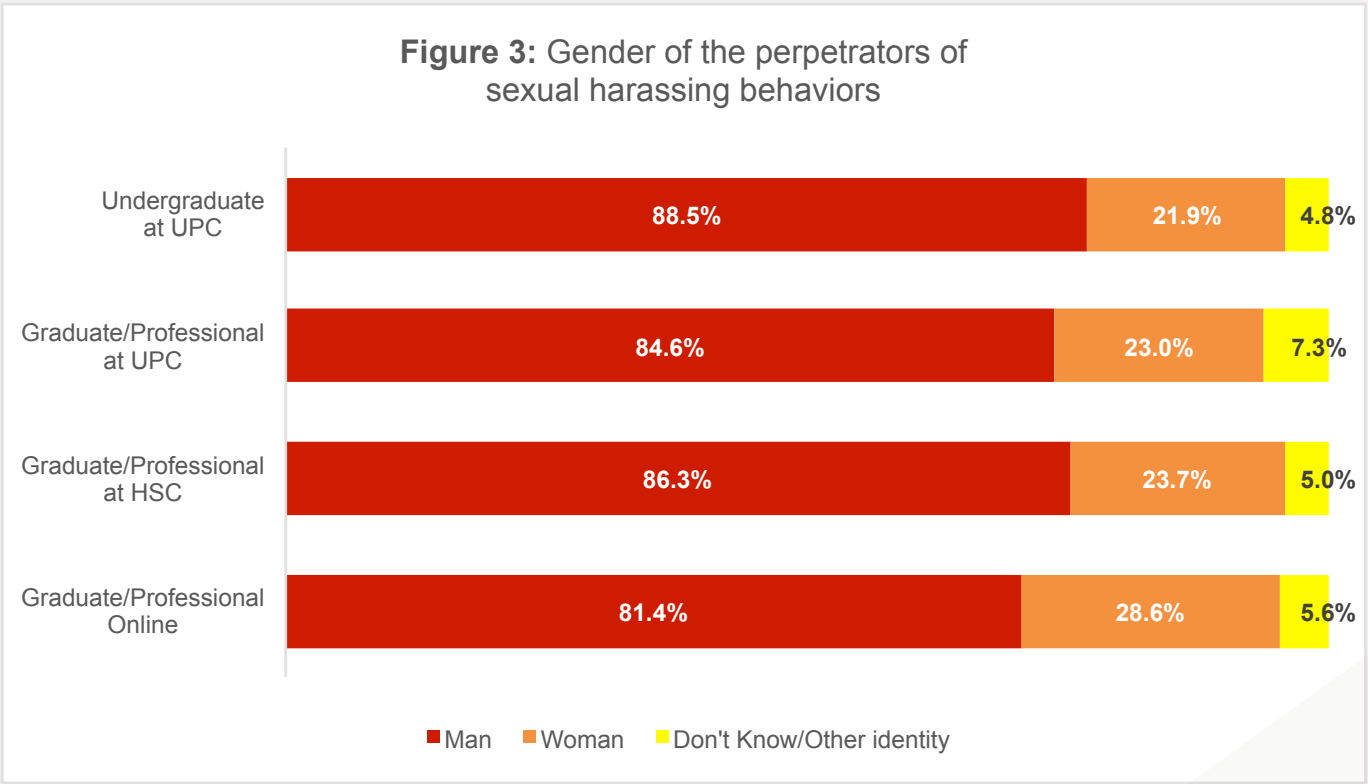


Finding #3:
Among victims of sexual harassing behaviors, and across all programs of study, survey participants indicated that the most common perpetrator was "another USC student" by significant margins. Additionally, over 20% of victims from graduate/professional programs at UPC and HSC indicated USC faculty as the perpetrator of sexually harassing behaviors, compared to only 7% for undergraduates.

- Over 80% of perpetrators of sexual harassing behaviors were identified as male.[19]
- Almost 70% or more of victims indicated that other USC students are the most common perpetrators of sexual harassing behaviors.[20]

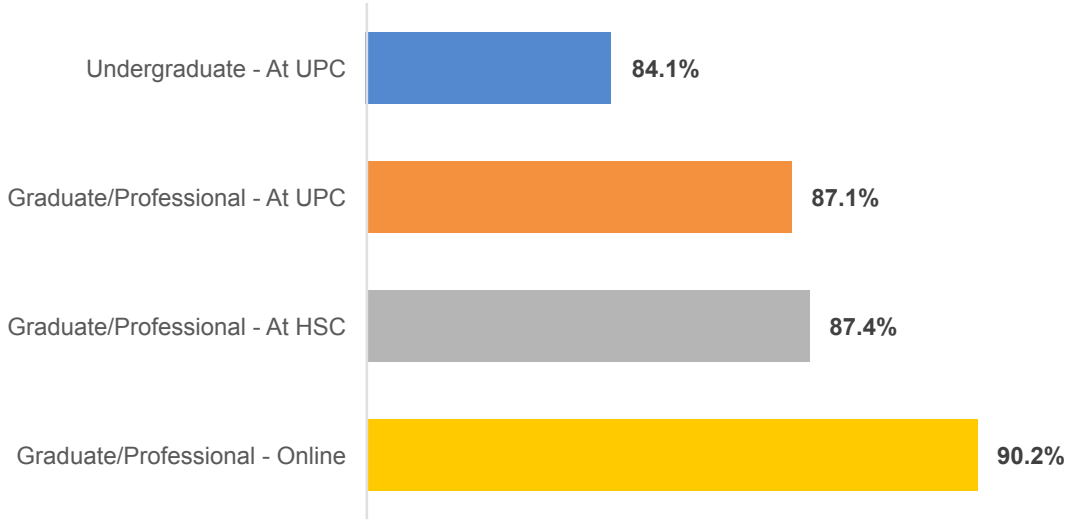
> ***It's mostly male faculty among some graduate programs that are an issue. I think wealthy students who know there are few consequences is another. Promoting LGTBQ+ and women into higher faculty positions would help.***
>
> A graduate female student from USC Annenberg

Figure 3: Gender of the perpetrators of sexual harassing behaviors



Finding #4:
More than 84% of sexual harassing behaviors were not officially reported or confidentially disclosed to any USC services/programs.[21]

Figure 4: Percent of USC students who did not officially report or confidentially disclose sexual harassing behaviors to USC programs or services



> ***Not reporting made sense since in the instances of women being catcalled or harassed; they (the female students who were harassed) would report only if it was reoccuring by the same person.***
>
> An undergraduate participant during a data walk event

Sexual Assault

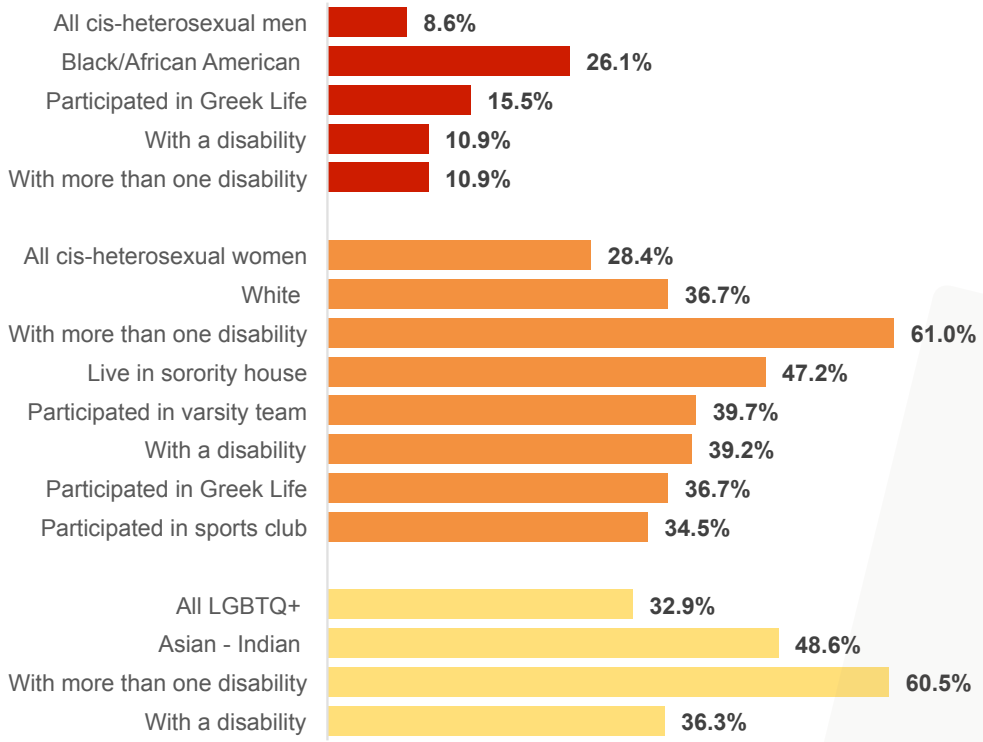
Finding #5:

Among undergraduate students, survey participants in the following sub-populations indicated that they experienced disproportionately higher rates of sexual assault: White cis-heterosexual women, Black/African American men, Asian Indian LGBTQ+, those with Greek system affiliation, athletes and sports club members, and students with disabilities.[22]

> ***As a member of Greek life, I think it is incredibly important that fraternities receive in-depth sexual assault awareness classes and that they understand the severity of the consequences they should face if they do assault someone. Sororities and fraternities should have coalitions in which members of said houses can speak to someone they trust, and those coalitions can report directly to the administration.***
>
> A third-year undergraduate female student

> ***I'd probably be willing to do just about anything, like sacrifice some kind of other freedoms to reduce sexual assault, sexual harassment. Like any policy that USC brought about that has an effect, I would probably support. Whether it was like getting rid of Greek life or getting rid of just frats or a mandatory class or mandatory seminars, anything like that, I can support all of it.***
>
> An undergraduate student with disabilities

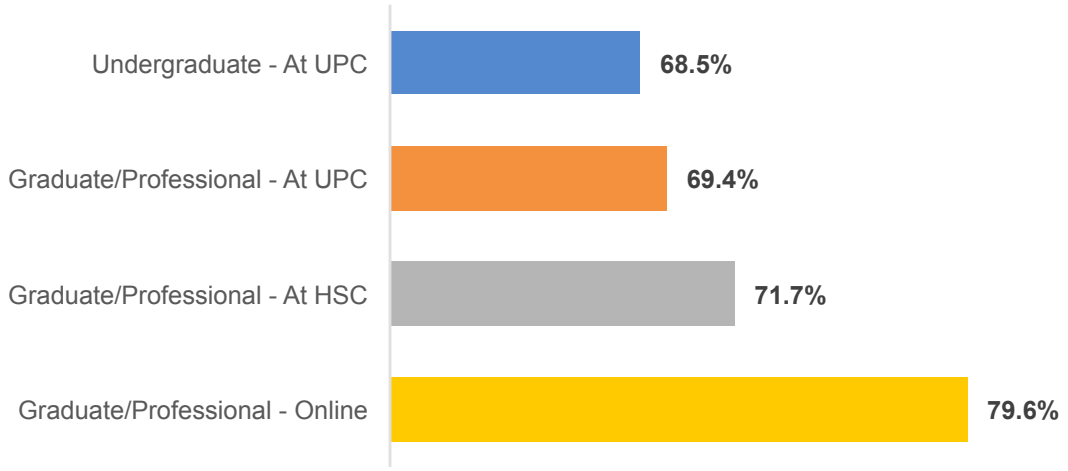
Figure 5: Undergraduate student groups with the highest rates of sexual assault in each gender identity/sexual orientation



Finding #6:
Approximately 70% or more of sexual assault incidents were not officially reported or confidentially disclosed to any USC services/programs.[23]

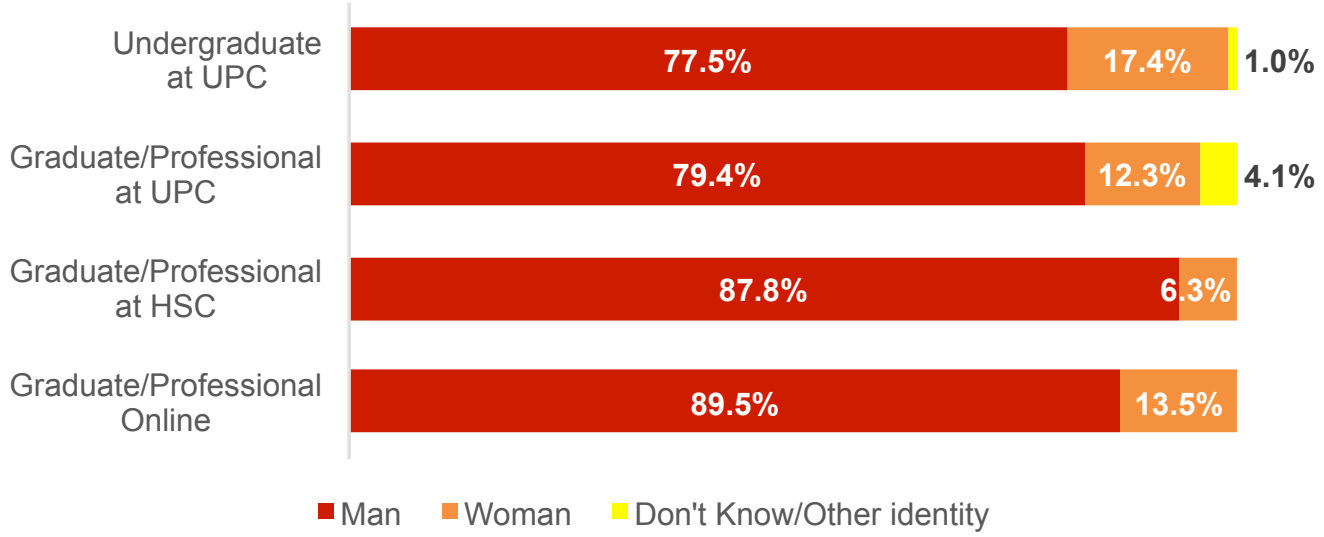
> ***Anonymity isn't guaranteed in sexual assault reporting...and since class sizes of graduate students are small there's a fear of ending someone's career.***
>
> A dental student

Figure 6: Percent of USC students who did not officially report or confidentially disclose sexual assault incidents to USC programs or services



Finding #7:
The majority of perpetrators of sexual assault were identified as male and other USC students (82% among undergraduate victims, and 52% among graduate/professional victims).[24]

Figure 7: Gender of the perpetrators of sexual assault



> ***They're the people who you know, and they could even be you. And just knowing how to stop that and also how to stop your friends and being able to admit to themselves that they are capable of doing something."***
>
> M.C. (alias), a third-year undergraduate female student

Finding #8:
Over 70% of undergraduate victims of sexual assault indicated that the incidents occurred on USC campus or USC-affiliated off-campus locations where they live.

- Almost 1 in 4 incidents of sexual assault among undergraduates occurred at a fraternity house followed by almost 20% at a university residence hall/dorm.[25]
- For graduate students at UPC and HSC, approximately 30% of the incidents occurred on campus or USC affiliated off-campus locations.[26]

> ***First and foremost, adding more police surveillance does nothing but make the situation more unsafe, especially for black, indigenous, people of color, queer/trans, low-income/working-class, or disabled folks who already face statistically significantly more police violence. Instead, be stricter on frat houses when they are reported against. Don't let their money keep a survivor from getting justice....Make it mandatory for all fraternity pledges to undergo rigorous training for sexual assault prevention.***
>
> Sophomore queer Latinx student from USC Dornsife

Finding #9:
Alcohol is a common factor across sexual assault incidents and one of the main reasons that victims did not officially report or confidentially disclose the incident to USC programs/services.

- More than half of undergraduate and graduate/professional students at UPC and HSC who were victims of sexual assault indicated that the perpetrator was drinking alcohol before the incident. A similar percent of the victims also indicated that they consumed alcohol before the incident. [27]
- More than 1 out of 3 victims from undergraduate programs at UPC and graduate/professional programs at HSC chose not to officially report or confidentially disclose the incident to any USC programs/services because alcohol or other drugs were present during the sexual assault incident. [26]

> ***USC needs to crack down on drugs. I've had numerous friends report being drugged at frat parties (none of them assaulted because their friends realized what was happening and got them out of the house before anything happened). Stop treating drinking as if it doesn't happen -- we have to address it and encourage other healthy behaviors.***
>
> Junior undergraduate student from Keck School of Medicine

VIII. Community Engagement

Beginning in October 2019 and throughout the 2019-20 academic year, the Task Force conducted an extensive community engagement effort, with 21 confirmed events scheduled to draw strong community participation. With the arrival of the public health crisis COVID-19, 15 events were subsequently cancelled; however, robust discussion and feedback emerged from those events that were completed. Once all in-person events and classes were cancelled, additional efforts were developed to share key survey findings and solicit student feedback through virtual opportunities, including online focus groups and Qualtrics presentations. The following list outlines community engagement efforts.

A. Two town halls were held at the University Park and Health Sciences campuses in October 2019. Hosted by the AAU Task Force, these town halls were scheduled to coincide with the release of the 2019 survey findings.

B. A campus-wide student engagement series was launched in January 2020, facilitated by the Office for Health Promotion Strategy. The series offered an innovative way to share relevant data with affected communities through AAU Data Walks. In addition to the sharing of information, these sessions provided an opportunity for students in academic and cultural communities to better understand the data and its implications, and additionally bring further voices to any lived experiences related to sexual assault and misconduct on campus. Representatives from the R.S.V.P. (Relationship and Sexual Violence Prevention Services) and Title IX offices were present at each session.

C. Following these events, student Community Health Organizers conducted seven focus groups (two in-person and five via Zoom) to reach disproportionately affected student populations.

D. A general USC AAU Key Findings online presentation with strong data visuals and opportunities for student feedback was created and sent out to schools and groups who had previously scheduled in-person sessions.

For in-person data walks at schools with student populations large enough to allow for the data to be disaggregated, school-specific data reports were created and shared with the schools' academic deans.

Throughout all engagement efforts, students in particular were invited to share any observations and insights and offer input on prevention and response planning. Facilitators highlighted key findings from the survey and recommendations regarding prevention and response strategies, and solicited feedback to refine recommendations included in this report. Highlights of this process are included in the following table.

Table 10: List of community engagement events in Spring 2020

No	Community Partner	Date	Time	Location	Attendance
1	USC Rossier School of Education	01/23/2020	12:00 - 13:15	USC Hotel Room 1880	36
2	USC Gould School of Law	02/10/2020	12:00 - 13:30	Law Building, Room 1	16
3	USC Marshall School of Business	02/21/2020	13:00 - 14:30	Fertita Hall, Room 121	1
4	Student Leaders from Campus Activities	02/25/2020	16:00 - 18:00	SKS 410	9
5	USC Ostrow School of Dentistry	02/26/2020	17:30 - 19:30	Ostrow School of Dentistry	12
6	HPDP 405 Class	03/05/2020	18:00 - 19:30	VKC 100	26
7	USC Diversity, Equity and Inclusion Week	03/06/2020	13:00 - 15:00	THH 420	0
8	USC Annenberg School for Communication & Journalism	03/09/2020	14:00 - 15:30	ASC 207	Postponed
9	Kappa Kappa Gamma Sorority	03/10/2020	18:00 - 19:30	929 West 28th St	Cancelled [28]
10	Delta Omicron Zeta Leadership	03/11/2020	21:15 - 22:30	ESH 201	Cancelled
11	USC Davis School of Gerontology	03/12/2020	15:00 - 17:00	GER 124	Cancelled
12	Kappa Alpha Theta Sorority	03/24/2020	18:00 - 19:30	653 W. 28th St	Cancelled
13	USC School of Dramatic Arts	03/26/2020	12:30 - 14:00	IYH	Cancelled
14	USC Iovine & Young Academy				
15	Undergraduate Student Government			TBC	Cancelled
16	Graduate Student Government	03/30/2020	18:00 - 19:30	SGM 911	Cancelled
17	Keck School of Medicine of USC	04/02/2020	17:00 - 19:00	TBC	Cancelled
18	USC School of Pharmacy	03/24/2020	11:00 - 12:30	HSC PSC 104	Cancelled
19	USC Dornsife College of Letters, Arts & Sciences	04/23/2020	12:00 - 13:30	TBC	Cancelled
20	Virtual AAU Student Engagement Survey	04/08/2020 - 04/17/2020	NA	Online	182

Due to the COVID-19 pandemic, events that were scheduled from mid-March 2020 were postponed or cancelled. In order to continue collecting feedback from the student community, a Virtual AAU Student Engagement Survey, which consisted of key findings from the AAU Survey and open-ended questions for students to type their answers, was created. The survey was disseminated from April 8-17, 2020, through campus partners who were scheduled to host in-person AAU Data Walk events. A total of 182 students responded to the survey (34 graduate or professional students and 148 undergraduate students from 15 schools within USC; 111 cisgender women, 21 cisgender men, 50 LGBTQ+; 46 Asian, 26 Latinx, 24 Mixed Race or Other, and 72 White).

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Student Focus Groups

In order to gain a deeper understanding into student experiences of USC's climate on sexual assault and misconduct, seven focus groups were completed in Spring 2020. Priority student populations were selected based on their disproportionately higher rates of sexual assault according to the AAU survey. Despite multiple outreach efforts on a variety of communication channels, one selected group did not express any interest in participating (students in Interfraternity Council fraternities.)

Student participants were recruited through email communication to their organization leadership. Relevant campus departments, such as Recreational Sports and Disability Services and Programs, also assisted in recruitment by distributing recruitment emails to their listservs. The recruitment message offered a $20 gift card for participation upon completion of the focus group.

Focus groups were facilitated by student Community Health Organizers (CHOs). These students received intensive training on qualitative data collection and analysis by USC Student Health, Office for Health Promotion Strategy. The Community Health Organizers used a moderator guide to facilitate the focus groups. Key questions included:

A. What education did you receive at USC about resources for sexual assault and sexual misconduct?
B. Are there aspects of USC that you think promote harassment? How can these unfavorable aspects be changed?
C. Is sexual assault or harassment discussed in your student community?
D. How can we amplify topics of gender-based violence and substance misuse at USC?
E. In what places, spaces or locations on or around campus do you feel most safe?
F. How can more people be engaged as allies to prevent gender-based violence?

Table 11: List of focus groups conducted in Spring 2020

Focus Group	# of Student Participants
Student athletes in club or intramural sports	5
Students members of peer advocacy group VOICE (Violence Outreach Intervention and Community Empowerment)	5
Students in Panhellenic sororities	4
Students in professional fraternities (1)	10
Students in professional fraternities (2)	8
Students who identify as LGBTQ+	7
Students who identify as having a disability	11
Total	**50**

Feedback from these student engagement activities are included here, and highlighted in quotes throughout this report.

Community Discussion

Student feedback from these engagement activities primarily focused on the following themes:

- A profound lack of trust in the university

> ***A lot of the student body have a lack of trust with the administration's ability to act, so if they could somehow demonstrate that they are taking effective actions, it would be very reassuring to us.***
>
> Third-year undergraduate student from USC Annenberg

- An embedded culture of "work hard, play hard" that elicits exclusion and entitlement

> ***USC has a culture of making students feel superior to one another, which can cause harassment. The concept of the Trojan family can at times make people feel excluded.***
>
> A final year JD student

- Greater consequences and accountability for incidents of sexual harassment

> ***Allowing someone to resign so quietly after having done those things sends a message to the faculty that, even if they were to do anything, they would still be okay because, worse comes to worst, they'll just be let go quietly and they can find a different school to go to.***
>
> An undergraduate student

- An unsafe environment due to alcohol and drugs at parties

> ***I feel unsafe walking throughout the campus at night. However, the moments that I feel the least safe are any party where there is alcohol being consumed.***
>
> A senior undergraduate student in social sciences

- A need for continuous education beyond first-year students

> ***What I didn't understand about that is why I had to join this exclusive program that I had to apply for, that had all of these requirements, to learn this information, and it was the only place I've ever gotten this information in my five years on campus.***
>
> A student with disabilities

- Increased DPS presence and enforcement of alcohol policies

> ***There should be stricter requirements for allowing parties to distribute alcohol. There should also be greater punishments for parties that give minors alcohol. I understand that shutting down a party is very effective, but there should be fines or regulations. A house should not be allowed to have a party, get shut down for serving alcohol to minors, and then host a party the next month as though nothing happened.***
>
> A senior undergraduate student

IX. Recommendations

While this report contains specific recommendations including action items and responsible parties, the first two recommendations are more global in nature. They are also necessary to facilitate accomplishment of the rest of the specific action items listed in this section. The Task Force strongly recommends that USC adopt both recommendations because, without their adoption, USC is unlikely to accomplish the rest of the action items in this report, as there will be no defined mechanism to ensure that USC follows through on the recommendations listed here.

First, the Task Force strongly recommends that USC create a Campus Coordinating Response Team (CCRT) regarding comprehensive sexual harassment and gender-based violence prevention. The CCRT should be organized according to best practices developed by the Office on Violence against Women in the U.S. Department of Justice for Coordinated Community Response Teams, as well as according to models of common university standing committees such as Commissions on the Status of Women. This CCRT should include the initial members convened as of February 2020 by the Relationship and Sexual Violence Prevention Services and Response office in connection with a recent grant to serve LGTBQ survivors. However the committee must be broader than that group, both in membership and in charge, and should include representatives from stakeholder groups throughout the university, as this will efficiently and effectively identify the right partners / offices to implement the committee's decisions.

The Task Force recommends that USC consider including the following members on the CCRT: the Senior Vice President of Human Resources, Vice President for Equity, Equal Opportunity, and Title IX, other senior administrators, faculty and staff content experts, community members, and student leaders. USC should also develop a mechanism to include representatives from schools and units as a liaison between the CCRT and the schools and units so as to facilitate implementation and communication between the two. USC should identify persons with expertise in developing and guiding standing committees and CCRTs to assist in creating such CCRTs, including by performing the following steps: (1) establishing who the proper members of the committee should be and which stakeholder groups those members should represent; (2) convening the inaugural CCRT; (3) establishing the CCRT's leadership and mission; and (4) co-chairing the CCRT (with the selected USC leaders) for at least the first six months. The CCRT's first charge should include leading and coordinating implementation of the other, more specific, recommendations in this report. Second, the full report and recommendations for implementation of this report should not only be made public but also publicized to the campus community, both as a whole and with specific outreach to those who participated in the data walks and the town halls. The history of task forces whose recommendations are not visibly implemented (either because no implementation occurred or because it was done without much fanfare) could lead—perhaps already has led—to feelings of distrust with the university and with its leadership, especially by those members of the community who are most invested in the university taking serious and effective steps to address sexual harassment and gender-based violence (notably, survivors and their allies).

Additional recommendations related to policy, prevention and support are provided in the following pages.

Table 11.1: Recommendations for the lack of knowledge on sexual assault and sexual misconduct	
1a. Student knowledge of campus resources for sexual assault and sexual misconduct is limited. Student victims may not be getting the support they need to thrive academically after an incident.	
Action	**Who**
• Institute a policy requiring routine dissemination and discourse on relevant policies, definitions, procedures, and mechanisms for students to report through addenda to student orientation, registration materials, course syllabi, student meetings and student events; make this policy readily available online • Maintain a live hearing model compliant with emerging state and federal law but which is also fully accessible to participants[1] • Create a dedicated Title IX structure for the Health Sciences Campus[2] • Create restorative justice practices for appropriate sexual harassment cases to create a legally-compliant and ethical restorative justice model (e.g., PRISM) [29] as an option to administrative resolution • Re-engage with student population by providing outreach on reporting and opportunities for feedback on Title IX resources and process	OED/Title IX
1b. Less than 30% of undergraduate and graduate students are knowledgeable about how sexual assault and misconduct are defined. Inability to recognize sexual misconduct leads to decreased reporting and help-seeking.	
Action	**Who**
• Integrate sexual misconduct and gender harassment resources and efforts into a campus-wide communications plan	University Communications

1 Policy on Prohibited Discrimination, Harassment, and Retaliation establishes a live hearing model for sex and gender based harassment.

2 Pursuant to the OCR Resolution Agreement, The Title IX Coordinator will designate a Deputy Title IX Coordinator and will also designate one or more Title IX Office employee(s) or external professionals as the Health Care Title IX investigator(s) to focus on possible sex discrimination by Keck Medical Enterprise employees against students and employees."

Table 11.2: Recommendations to address sexual harassing behaviors

2a. LGBTQ+ students experienced sexual harassing behaviors at the highest rates. Sex, gender, gender identity, gender expression and sexual orientation are protected classes in California; sexual harassing behaviors against LGBTQ+ students contributed to the disproportionately negative mental health outcomes compared to cis-heterosexual students. [30]

Action	Who
• Implement an omnibus policy for protected class (sex and gender) misconduct that is widely accessible[3]	OED/ TITLE IX VP Human Resources Faculty Senate
• Implement Office of Civil Rights provisions for enforcement of faculty/staff reporting requirements	
• Incorporate Bystander skills training to faculty and staff onboarding, and expand across the institution[4]	
• Establish rigorous evaluation plan for sexual harassment trainings that address issues of sexual misconduct and gender harassment among culturally diverse populations	

2b. Almost 10% of online students experienced sexual harassing behaviors. Online students do not have access to the breadth of resources and support services that on-campus students have, leaving a critical gap within the graduate or professional student population. Although online students do not have a physical presence on campus, they are still integral to the success and prestige of the university and have the right to feel safe in academic settings.

Action	Who
• Develop sexual harassment trainings for online students that include information on resources available to them and how to contact appropriate offices for support[5]	TBD
• Create a web-based online student resource and engagement portal[6] where online students can access information on their rights as online students and interact with other online students, across all disciplines, via blogs or message boards to increase social support	

3 On August 14, 2020 USC announced the university-wide Policy on Prohibited Discrimination, Harassment, and Retaliation [https://policy.usc.edu/discrimination/]

4 Bystander Training is incorporated into new training module for faculty and staff, "Preventing Discrimination and Harassment in Higher Education" launching in September 2020, required for all staff at onboarding and every 2 years.

5 Sexual Assault Prevention training module has been updated for September 2020 to reflect new Policy on Prohibted Discrimination, Harassment, and Retaliation and applicable federal and state laws. The online Sexual Assault Prevention training module is mandatory, annual training for students.

6 On August 14, 2020 USC announced the new Office for Equity, Equal Opportunity, and Title IX with the launch of a website: https://eeotix.usc.edu/

3. Over 20% of graduate or professional students reported sexual harassing behaviors from faculty. The inherent power dynamic between graduate students (particularly doctoral students) and faculty advisors should be addressed.

Action	Who
• Develop faculty training regarding sexual harassing behavior towards students to be included in all onboarding processed through Human Resources • For doctoral programs that operate on the faculty advisor model, pool program admissions so that students are not tied to one specific mentor; require co-advising for students to provide checks and balances in mentoring relationships with faculty • Create and promote role of Ombuds to reduce students' fear of retaliation from faculty, and to provide advocacy and confidential resources for student reporting • Develop procedures and standards of behavior in Faculty handbook to address off-hours professional conduct and romantic relationships • Educate incoming graduate students on standards and expectations at USC, how to address sexual harassment in professional settings both on and off campus, including academic conferences, lab happy hours, and lab dinners at their PI's home • Develop curriculum for graduate students on sexual harassment and intimate partner violence • Work with HR to implement strict consequences for faculty who perpetrate sexual harassment, such as loss of PI status on federally funded grants[7] • Offer emergency financial aid and academic support for students impacted by sexual harassment or assault.[8] (i.e graduate students needing to switch advisor or leave a lab secure emergency until new funding is secured)	Senior VP of Human Resources USC Student Health, RSVP

4. Over 80% of sexual harassing behaviors went unreported to USC services/programs. A majority of student victims were not seeking and receiving valuable support services offered by the university.

Action	Who
• Require sexual misconduct and harassment reporting and resources into syllabi/course work • Develop and evaluate an Alternative Response System and formalize the current practice of Alternative Intervention • Provide RSVP escort/advocate to students who have experienced sexual assault • Increase number of VOICE and other student-led volunteers and influencers to promote resources and support services available to students • Expand campus-wide and community partnerships (DPS, rape crisis centers, Residential Services, Student Affairs, student groups, etc.)	OED/TITLE IX Academic Senate RSVP

7 The Office of Ethics Culture and Compliance, within the office of Human Resourse works to support people, create accountability, and advance USC's mission, providing important services to faculty, staff and student employees to access benefits, support and career advancement resources. Unversity HR also confronts discrimination in all of its forms, aligning policies, procedures and practices that reflect and give meaning to USC's foundational commitment to equity and inclusion. The new universty-wide policy and processes was announced on August 14, 2020: Policy on Prohibited Discrimination, Harassment, and Retaliation.

8 Supportive measures are required by regulation and available through the EEO-TIX, even if a formal complaint is not filed.

Table 11.3: Recommendations to address sexual assault

5. Sexual assaults were disproportionately reported by the following undergraduate sub-populations: Cis-hetero women, LGBTQ+, Black/African American men, Asian-Indian students, Greek students, cis-hetero female athletes and sports club members, and students with disabilities.

Action	Who
• Develop prevention planning for diverse student cohorts, including: international students (e.g., from South Asia), LGBTQ+ students, students with disabilities, ethnic groups with higher risk (e.g., Black or African American men), athletes, and on-line students • Add onboarding training for new faculty/staff to address issues of sexual misconduct and gender harassment among culturally diverse populations (using both an intersectional and trauma informed lens)[9] • Require training for Registered Student Organizations (RSOs) to address issues of sexual misconduct and gender harassment among culturally diverse populations (using both an intersectional and trauma informed lens) • Establish LGBTQ+ on-campus Advocate through RSVP • Require fraternities to have guests recite 5 Pillars of Consent at all social events (see Appendix B)	VPSA, Cultural Centers, Campus Activities USC Student Health, RSVP, Senior VP of Human Resources

6. Approximately 70% or more of sexual assault incidents were not reported to USC programs and services for both graduate and undergraduate students. A majority of student victims are not seeking and receiving valuable support services offered by the university.

Action	Who
• Establish a permanent and accessible website[10] that provides a single source of information on support services and reporting; include decision tree that explains differences between Title IX, OED [11], and RSVP; list prophylactic services available at Student Health; define the role of RSVP advocates and include headshots; clearly state which services are available 24/7; include page on "how to support someone who has been sexually assaulted" • Develop training for faculty to include trauma-informed pedagogy and how to recommend services to a student in distress	USC Student Health Communications / RSVP

9 Fall 2020 new online training module incorporates modules on sexual misconduct and gender harassment prevention. Everfi "Discrimination and Harassment Prevention in Higher Education"

10 Launched eeotix.usc.edu in August 2020

11 As of August 2020, OED and Title IX Office have been merged into a centralized Office for Equity, Equal Opportunity, and Title IX.

7. The majority of perpetrators of sexual assault identified as male, and students were most likely to be assaulted by other USC students. Student-on-student sexual violence violates peer trust that is necessary for fostering an inclusive campus community.

Action	Who
• Launch a campus-wide communications campaign that integrates Trojan community values to foster a culture of consent and healthy relationships • Develop skill-building workshops to be offered to male student groups and organizations • Engage with male-identified students and train to facilitate additional affirmative consent skill-building workshops • Launch ConSCent campaign (see Appendix B)	USC Student Health, RSVP

8a. 20% or more of sexual assault incidents occurred in USC residence hall/dorm or other residential housing. Students should feel safe in their residential building.

Action	Who
• Increase sexual assault training for Resident Advisors and general residents who live in student housing, including bystander intervention to prevent incidents, education on available resources and support services to offer student victims, and trauma-informed care for meaningful and supportive conversations	VPSA, USC Student Health, RSVP

8b. Over 20% of undergraduate victims of sexual assault reported that the incidents occurred in fraternity houses.

Action	Who
• Increase sexual assault training for greek members, including bystander intervention to prevent incidents, education on available resources and support services to offer student victims, and trauma-informed care for meaningful and supportive conversations • Appoint a greek life working group to address disproportionate representation of fraternity facilities as locations for sexual assault and students' perception of environment as conducive to sexual misconduct	VPSA, FSLD, Greek council chapters, USC Student Health, RSVP

8c. Graduate/professional students who were victims of sexual assault were more likely to experience an incident somewhere off-campus not affiliated with the university. Graduate or professional students often participate in university-sponsored professional travel, such as academic conferences and professional training; although these occur off-campus, students should feel safe while pursuing their education.

Action	Who
• Develop Procedures and Standards of Behavior in Faculty handbook to address off-hours professional conduct and romantic relationships • Educate incoming graduate students on standards and expectations at USC and how to address sexual assault in professional settings both on and off campus, including academic conferences, lab happy hours, and lab dinners at their PI's home • Implement strict consequences for faculty who perpetrate sexual assault, such as loss of PI status on federally funded grants[12]	TBD USC Student Health/ RSVP

12 Implemented new Policy on Prohibited Discrimination, Harassment, and Retaliation.

9. Alcohol is a common factor among sexual assault experiences. Alcohol impairs judgement and may lead to high-risk scenarios; however, it is legal to consume for a majority of the USC student population.	
Action	**Who**
• Require all social events during undergraduate orientation to be "dry" to normalize alcohol-free peer socialization • Create and disseminate a university-wide social norms campaign, including asking for and respecting verbal consent • Expand hours at campus center/student activity spaces, recreation facilities, and similar alcohol-free settings so students have access to a variety of options for social interaction with peers • Implement all of the proposed game day tailgate policy/procedure changes • Create a Game Day Safety/ Bystander Campaign • Strengthen support for Resident Assistants to enforce alcohol policies • Include implications of alcohol consumption as a topic in sexual misconduct training for graduate/professional students, staff, and faculty with realistic settings, such as lab happy hours and academic conference travel	VPSA, USC Student Health Communication RSVP

X. Appendices

Appendix A

5 Pillars of Consent & ConSCent Campaign

5 Pillars of Consent

- The 5 Pillars of Consent was a policy implemented at the University of Berkeley. Before entering a fraternity event at Berkeley, members of the organization are required to give a consent talk to every individual who attends.

- According the the 5 Pillars, Consent must be:
    - Freely Given
    - Revocable
    - Informed
    - Enthusiastic
    - Specific

https://uhs.berkeley.edu/sites/default/files/hp-consentdiscussionguide.pdf

ConSCent Campaign

- The ConSCent campaign was a social media campaign started by USG. The ConSCent campaign was created to raise awareness about the increased incidence of sexual assault and harassment during game days. In addition, the campaign was meant to teach students uniform definitions for terms like sexual assault, sexual harrasment, consent, prosocial bystander, etc. The campaign also highlighted key resources around campus locations, such as RSVP, Title IX, and Student Health. The campaign was about two weeks and included posts and videos on Instagram and Facebook as well as stickers, informational cards, and buttons. The campaign drew involvement from cultural assemblies, RSVP, Student Health, Panhellenic, and IFC.

Here is the link to promotional materials.
https://drive.google.com/open?id=1uabIVxftr35L6pbDfCV1rOG8pxU3ybqS

Appendix B

Home Football Game Day Security & Safety Proposal

Current State – Over the past two years, DPS, Fire Safety, and Student Affairs have observed a marked increase in destructive behaviors associated with over consumption of alcohol on home football game days. The change in behaviors identified above has occurred despite the following actions taken over the past years:

- After the 2013 season, the President's cabinet asked that we look at the overall game day experience from a safety perspective to make on-campus tailgating a more "Fan & Family friendly" environment.
- A new game day committee was formed, chaired by Adam Rosen, with representatives from the Department of Public Safety, Facilities Management Services, Fire & Safety, Student Affairs, Alumni Association, Athletics, and Auxiliary Services & Risk Management. The committee created a multi-year plan for cabinet review that included these three main elements: updated policies, limiting campus tailgating time, creating programmed spaces, which were partially approved and implemented.
- Starting in the 2014 season, the university's tailgate policy was expanded and a communications plan was deployed that included significant campus signage with student street teams distributing flyers explaining the updated policy, and the addition of the Trojan Family Game Day Experience (TFGDE) in Alumni Park.
    - In 2018 TFGDE serviced over 2,500 patrons per game, providing games and safe tailgating activities for families and children. Funded by Provost's office and corporate sponsorship.
- Beginning in 2016, the university implemented a campus tailgate reservations program in which guests can pre-register their tailgate location, and are permitted to use the space for a small fee (starting at $20 for a group of up to 20).
    - In 2018 reservations increased to an average of 260 per game with a high of 314, which was a 55% increase compared to the 2017 season.

- Since the implementation of these measures the level of unacceptable behavior remains concerning, but we have seen that these measures have made an impact. We expect further improvements to follow implementation of the recommendations below.

Objectives – Our goal is to create a safe and welcoming game day on-campus environment by reducing at-risk drinking and eliminating dangerous and illegal behaviors (e.g., under-age drinking, open containers, unlicensed pouring, public disturbances, person-to-person violence, sexual assaults, etc. see attachment). We propose actions below that we believe will aid in achieving this change, through significant changes of current policy, policing, programming, and communication.

Proposed Actions – In conjunction with limiting alcohol events at fraternity and sorority houses on 28th Street "the Row", restricting alcohol advertising at the USC Village, and enforcing city noise regulations in North University Park non-USC-owned housing where USC students reside, we are proposing a comprehensive set of changes to improve the university's control over the on-campus USC home football game day experience. The means we are proposing include intensive space management, schedule management, external/internal messaging management, and pre-game activity monitoring / inter-departmental communication / policy enforcement. The following proposed initiatives are best practices at many other universities and recommended by the National Institute on Alcohol Abuse and Alcoholism as evidence-based environmental interventions [Strategy Reference – ENV-# - in Brackets]. Please note that we are not proposing an outright ban on the consumption of alcohol on campus during home football game days, nor are we proposing to eliminate on-campus tailgating.

1. Limit tailgate time to open 6 hours before game time. [ENV-9, 17]
   a. Objective: Limited time in which consumers can over-imbibe
   b. Benchmarks: University of Arizona, UCLA, Florida State, Nebraska, Stanford

2. Increase security presence [ENV-11]
   a. Discontinue DPS staffing of student entrance at Coliseum and transfer those officers to UPC for game days
   b. NOTE: DPS are no longer needed at the Coliseum, OR, the DPS presence at the Coliseum would be replaced by LAPD and private security.

3. Shut down campus tailgates 30 minutes before kick-off. [ENV- 17]

4. Formally program and/or reserve more campus space. (e.g., Trojan Family Game Day Experience (family zone), etc.)

5. Increase and encourage (media, discounts, etc.) dry tailgate space. [ENV-2, 24, 30]

6. Continue to limit materials (e.g., kegs, ice slides, glass bottles…) that can be brought onto campus. [ENV-9, 13]
   a. Benchmarks: UCLA, Arizona, Washington, Oregon State, Michigan State, Minnesota, and Notre Dame.

7. Leverage new city house party ordinance. [ENV-33]

8. Expand pre- and in-season communication campaigns with USC Communications to announce all of the changes recommended above.

9. Sponsor visiting team public safety and Student Affairs personnel to come to USC on Game days to assist with managing their own students.

The stakeholder group includes: Dr. Monique Allard (Student Affairs), Hatcher Parnell (Athletics), Assistant Chief Dave Carlisle (DPS), Dean Varun Soni / Dr. Lynette Merriman / Michelle Morgan / Patrick Prince (USC Crisis Management), Adam Rosen (Cultural Relations and Events), Gail Starks (Risk Management), Dr. Sarah Van Orman (USC Student Health), and Mark Ewalt (Administrative Operations).

National Institutes on Health: National Institute on Alcohol Abuse and Alcoholism National Institute on Alcohol Abuse and Alcoholism (2015). College Aim Alcohol Intervention Matrix (Publication No. 15-AA-8017). Retrieved from https://www.collegedrinkingprevention.gov/CollegeAIM/

Appendix C

Over the course of the past year, the University has already engaged in efforts that align with these the recommendations of the AAU USC Task Force.
Under Table 11.1, recommendations to raise awareness, the University has taken responsive action to the following recommended actions:

- **Maintain a live hearing model compliant with emerging state and federal law but which is also fully accessible to participants**
  On August 14, 2020, the University issued a University-wide Policy on Prohibited Discrimination, Harassment, and Retaliation and accompanying Resolution Processes. The Resolution Process for Sexual Misconduct provides a live hearing model for students, staff and faculty that is compliant with state and federal law, but includes specific elements to make the hearing fully accessible. For example, hearings may be conducted virtually, an advisor will be provided, free of charge, at the hearing for any reporting party or respondent who does not have an advisor, and only relevant questions may be asked of the reporting party, respondent, or witnesses.
- **Create a dedicated Title IX structure for the Health Sciences Campus**
  Under the terms of the Resolution Agreement with the Office for Civil Rights, the University has agreed to create a position of Deputy Title IX Coordinator re: Keck Matters and utilize dedicated Health Care Title IX Investigators. The Deputy Title IX Coordinator, who will report directly to the Vice President for Equity, Equal Opportunity, and Title IX, will be primarily responsible for overseeing the investigation of complaints or reports of sex discrimination regarding alleged incidents within Keck Medical Enterprises. The Deputy Title IX Coordinator will coordinate with the Title IX Coordinator to implement policies and provide oversight to ensure that Keck Medical Enterprises' provision of services to students complies with Title IX, including coordination to ensure a prompt and effective response where reports or complaints potentially involve both medical standard of care and Title IX issues. The Deputy Title IX Coordinator will also conduct or coordinate the Title IX trainings for employees of the Student Health Center required under the Resolution Agreement.
- **Re-engage with student population by providing outreach on reporting and opportunities for feedback on Title IX resources and process**
  In the summer of 2020, the University created the Policy and Community Advisory Committee (PCAC), which includes undergraduate and graduate student representation, to help inform development and implementation of the Policy on Prohibited Discrimination, Harassment, and Retaliation and accompanying Resolution Processes. The PCAC is a standing committee that will continue to provide a forum for community engagement, facilitate learning opportunities around the new Policy, and input into continuing improvements to other university policies, practices and procedures. In addition, the communications announcing the roll out of the Policy included an opportunity to submit comment and feedback, which will be incorporated as part of an annual review of policy. The University will also be providing opportunities throughout the fall semester for community feedback, including webinars and an online survey for anonymous comments.

Under Table 11.2, recommendations to address sexual harassing behaviors, the University has taken responsive action to the following recommended actions:

- **Implement an omnibus policy for protected class (sex and gender) misconduct that is widely accessible**

The Policy on Prohibited Discrimination, Harassment, and Retaliation applies to all forms of protected class discrimination and harassment. It applies equally to faculty, staff and students, and maintains parallel resolution processes for robust investigation and adjudication of sexual misconduct and all other forms of protected class discrimination and harassment. The Policy has been disseminated campus-wide, and training for all campus constituents is underway. In addition, the Policy is readily accessible on the new Equity, Equal Opportunity and Title IX webpage: www.eeotix.usc.edu. The Policy was developed through an inclusive process that involved consultation with University administrators and staff in the prior OED and Title IX Office, the incoming Vice President for EEO-TIX, external subject matter experts, and a newly-created internal Policy and Community Advisory Committee (PCAC) that includes student, faculty, and staff representation.

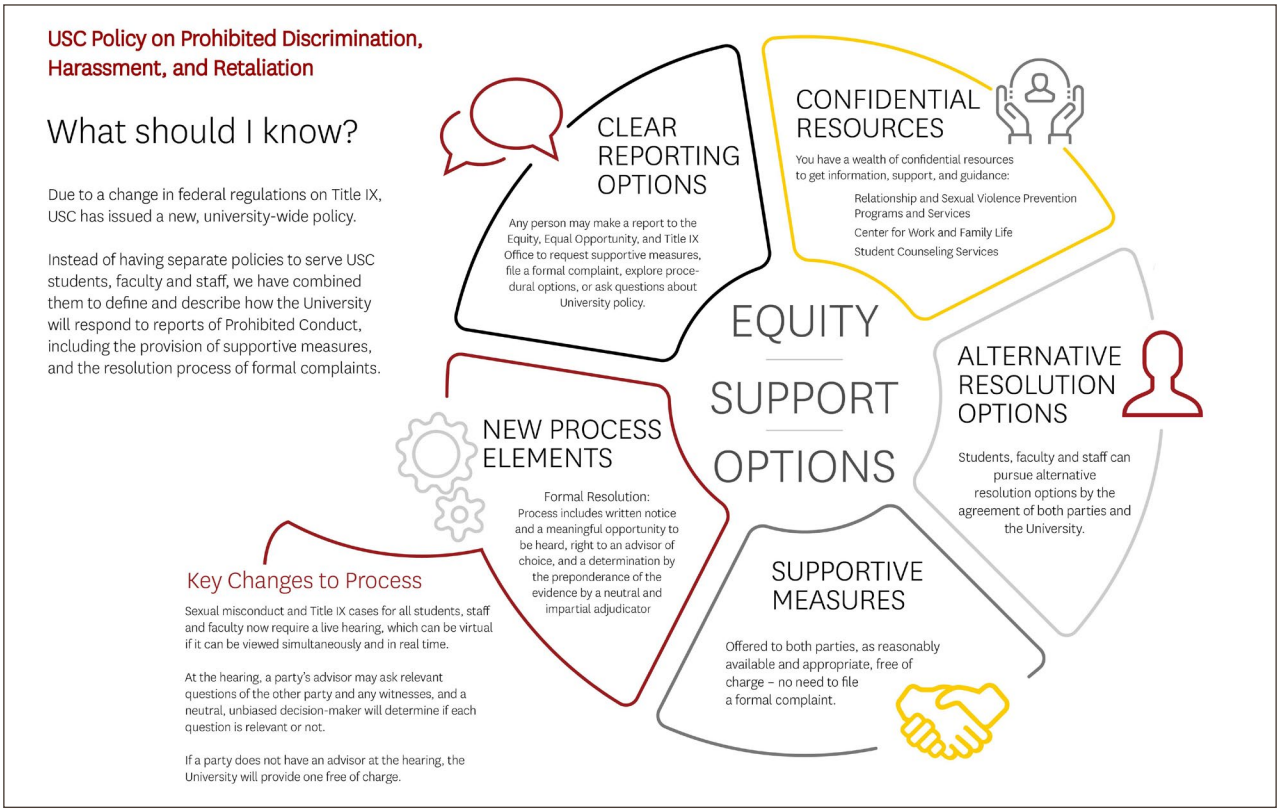
- **Implement an omnibus policy for protected class (sex and gender) misconduct that is widely accessible**

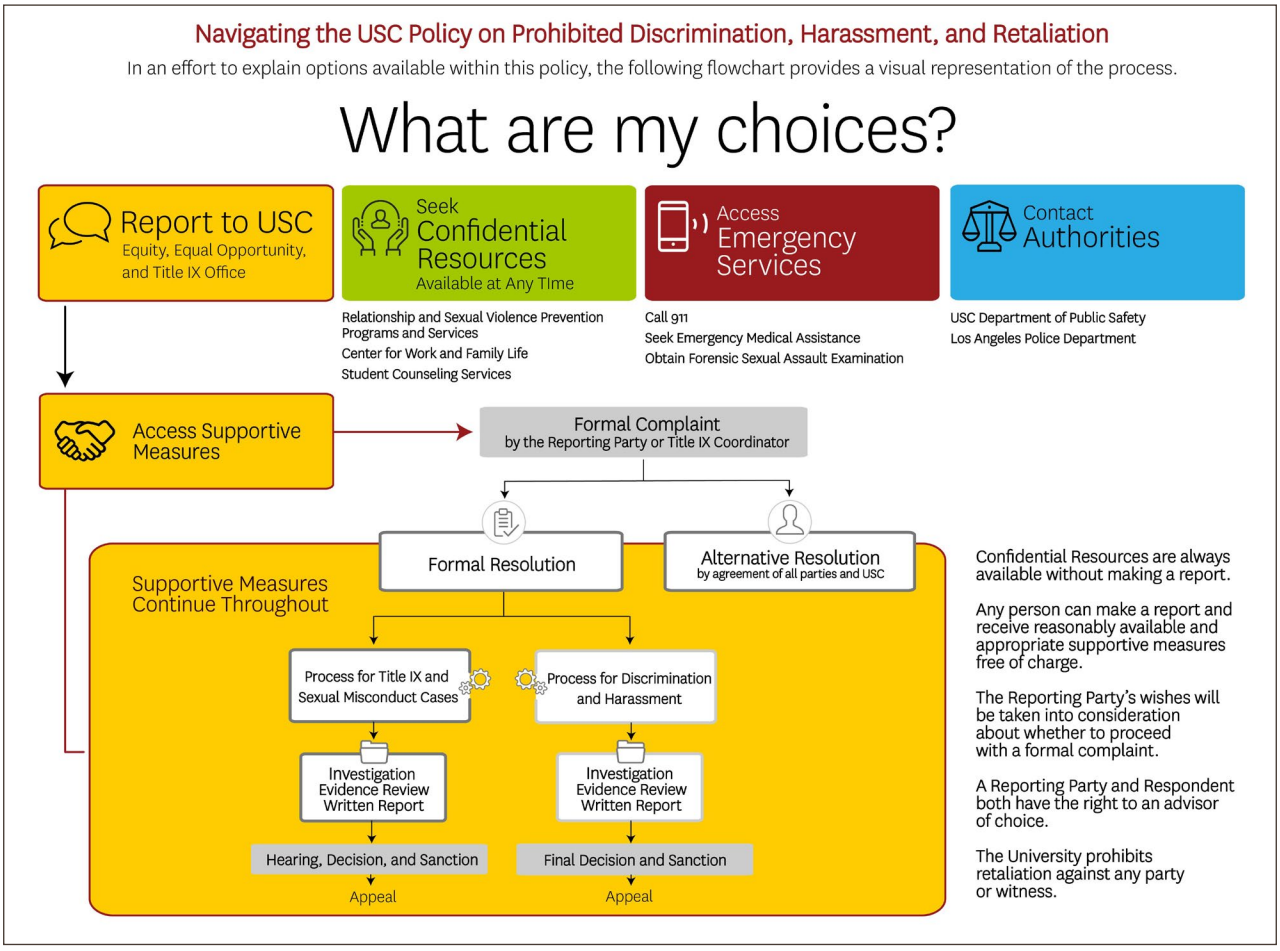
These efforts are in progress. In the new Policy, the University has continued to designate certain employees as having reporting responsibilities, and is in the process of revising the performance appraisal process and forms to reflect assessment of whether an employee has satisfied their reporting obligations.

Under Table 11.3, recommendations to address sexual assault, the University has taken responsive action to the following recommended actions:

- **Establish a permanent and accessible website that provides a single source of information on support services and reporting; include decision tree that explains differences between Title IX, OED, and RSVP; list prophylactic services available at Student Health; define the role of RSVP advocates and include headshots; clearly state which services are available 24/7; include page on "how to support someone who has been sexually assaulted."**

On August 14, 2020, the University launched a re-designed website for the Equity, Equal Opportunity, and Title IX Office: https://eeotix.usc.edu/. The website includes an infographic and flow chart regarding reporting to the University, accessing confidential resources, seeking emergency medical assistance, or reporting to law enforcement.





The website includes a robust list of campus and community resources, including Student Health and RSVP. The website content will continue to be expanded following community feedback and recommendations from PCAC. In addition, the University created a new website – https://svphr.usc.edu/ – that presents the Senior Vice President of Human Resources in her expanded leadership role supporting people, creating accountability, and advancing USC's mission. The website acts as a "front door" to the broader scope of offices, initiatives, and collaborations.

Along with these efforts that track these specific recommendations, in 2019, the University engaged in the USC Culture Journey, a University-wide initiative to explore USC's values, align the supportive behaviors that bring those values to life, and shape opportunities to improve systems, processes, and culture. The premise of the Culture Journey is to align the University's values, behaviors, systems, processes, and roles to drive changes and ongoing improvements to the centralization of core University functions, including Title IX, human resources performance management, leadership development and internal communications. Through the Culture Journey, co-led by Stacy Giwa, Vice President for Ethics and Compliance, the University has developed a deeper understanding of the culture required to support USC's mission to serve its student, patients, and community. In October 2019, as part of the Culture Journey, the University orchestrated a University-wide "Values Poll" that included nearly 20,000 participants; feedback from the Poll has provided the University with valuable input on values and behaviors from USC staff, faculty and students. In addition, between January and March 2020, more than 1,800 members of the USC community shared their input at USC-wide and School/unit-specific Culture Session Town Halls and Discussion Sessions. High-level results from the Poll and Culture Sessions reflect a clear desire from the University community to support values around accountability, collaboration, continuous improvement, clarity of vision, communication, and ethical behavior that shows respect and consideration of others. These values will continue to inform review of the Code of Ethics and enhancement of Title IX implementation through attention to coordination, accountability, collaboration, and communication. The steps taken as part of the Culture Journey have laid the groundwork for continued community engagement regarding shared values, care for the campus community, prevention work, and the rollout of the centralized EEO-TIX Office.

USC has also implemented numerous structural and policy changes in an effort to transform campus culture to celebrate integrity, respect, trust and achievement. For example, the Senior Vice President for Human Resources has been tasked with creating a professionalized, centralized, high-performing Human Resources organization. The goals of the realignment of functions include: coordination of overlapping systems; more effective use of resources; informed and consistent training, education and messaging; centralized oversight for effective responses; clear line of sight into accurate reliable and real-time information; rationalization of functions and associated costs; accountability; nimble oversight; and controls for compliance requirements, caring responses and pathways for continuous improvement and sustainability. The Human Resources Design for the Future initiative, launching in Fall 2020, will coordinate efforts, centralize services, and prioritize leadership development.

As part of the realignment, the EEO-TIX Office, opened in August 2020, merged the Office of Equity and Diversity and the Title IX Office into one, elevating the Title IX Coordinator position and centralizing resources for all community members. The EEO-TIX Office leads efforts to foster a climate free from discrimination and harassment, to seek to reduce barriers to reporting, and to hold individuals accountable for conduct that violates University

policy. The EEO-TIX Office also coordinates the provision of supportive measures for any individual who makes a report.

The launch of the Policy and central EEO-TIX Office is accompanied by new, comprehensive prevention-oriented training. To reflect changes in law and policy, the University will distribute mandatory training modules. Students are required to take sexual assault prevention training annually; staff and faculty take discrimination and harassment prevention training every 2 years, with a new module launch in Fall 2020. This training includes the new USC Policy on Prohibited Discrimination, Harassment, and Retaliation, and it features communications from the Provost, Senior Vice President of Human Resources, and Vice President of Student Affairs, in the form of a welcome letter and video introduction.

In response to President Carol Folt's Call to Action in June, with the goal to ensure that the USC community is actively combatting discrimination and anti-Blackness, the University developed a mandatory unconscious bias training program for all faculty, staff, and students to launch Fall 2020. This follows a summer webinar series – "Racial Justice + Social Equity + Well-being" – was sponsored by University Human Resources and presented by the Center for Work and Family Life (CWFL) and Campus Wellbeing and Crisis Intervention (CWCI). These four sessions include speakers, panel discussions, and Q&A, to discuss issues regarding systemic racism, privilege, and systemic oppression.

Appendix D: Data Tables

Table 1: Percent of USC students who self-reported that they were very or extremely knowledgeable about...

	Undergraduate at UPC (n = 20,060)	Graduate/Professional at UPC (n = 17,331)	Graduate/Professional at HSC (n = 3,474)	Graduate/Professional Online (n = 5,696)
a. How sexual assault and sexual misconduct are defined at USC	26.1%	49%	15%	36.7%
b. Where to get help at USC if you or a friend experience sexual assault or sexual misconduct	23.6%	49%	15%	25.4%
c. How to make a report of sexual assault or sexual misconduct to USC	21.4%	49%	15%	27.0%

***National Aggregate refers to both undergraduate and graduate students from the national AAU weighted sample**

Table 2.1: : Percent of USC students who experienced at least one incident of sexual harassing behavior by program of study and gender identity/sexual orientation since entering USC

	Undergraduate at UPC		Graduate/ Professional at UPC		Graduate/ Professional at HSC		Graduate/ Professional Online	
	n	%	n	%	n	%	n	%
All	10,949	54.9%	4,479	26.0%	1,115	32.3%	512	9.1%
Cis-heterosexual male	3,241	39.0%	1,651	18.1%	367	27.3%	142	7.0%
Cis-heterosexual female	4,729	63.5%	1,697	31.8%	587	35.1%	275	9.6%
LGBTQ+	2,776	73.3%	1,036	46.6%	123	35.3%	86	14.9%

Table 2.2: Percent of USC undergraduate students at UPC who experienced at least one incident of sexual harassing behavior by race/ethnicity and gender identity/sexual orientation

	Cis-Heterosexual Male		Cis-Heterosexual Female		LGBTQ+	
	n	%	n	%	n	%
All	3,241	39.0%	4,729	63.5%	2,776	73.3%
Asian - All	639	30.7%	901	48.9%	480	65.5%
Asian - Chinese	254	24.8%	449	44.3%	305	67.0%
Asian - Indian	201	46.4%	228	73.8%	123	71.5%
Black	196	54.1%	369	68.8%	155	63.0%
Hispanic or Latinx	467	35.1%	786	64.9%	462	75.2%
Multi-racial or other	541	39.2%	667	65.3%	514	69.8%
White	1,849	42.0%	2742	69.3%	1581	78.0%

Table 3.1: : Gender of the perpetrators as reported by USC students who had experienced sexual harassing behaviors

	Undergraduate at UPC		Graduate/ Professional at UPC		Graduate/ Professional at HSC		Graduate/ Professional Online	
	n	%	n	%	n	%	n	%
Man	9,611	88.5%	3,722	84.6%	946	86.3%	407	81.4%
Woman	2,377	21.9%	1,011	23.0%	260	23.7%	143	28.6%
Don't Know/Other identity	524	4.8%	322	7.3%	55	5.0%	28	5.6%

Table 3.2: Most frequently mentioned perpetrators as reported by USC students who had experienced at least one sexual harassing behavior

	Undergraduate at UPC		Graduate/ Professional at UPC		Graduate/ Professional at HSC		Graduate/ Professional Online	
	n	%	n	%	n	%	n	%
Other USC student	9,820	90.6%	3,207	73.3%	798	73.7%	341	68.5%
Someone I know or recognize, but was not a friend	5,018	46.6%	1,086	25.2%	271	24.9%	85	16.8%
Friend	4,324	40.2%	975	22.6%	253	23.2%	57	11.3%
Classmate	3,005	27.9%	1,882	43.6%	519	47.6%	274	54.5%
Faculty	796	7.3%	933	21.3%	285	26.3%	72	14.4%
Other USC staff	598	5.5%	357	8.2%	58	5.4%	71	14.3%
Student teaching assistant	335	3.1%	278	6.4%	7	0.7%	10	2.0%

Table 4: Percent of USC students who did not report sexual harassing behaviors to USC programs or services

	n	%
Undergraduate at UPC	9,010	84.1%
Graduate/Professional at UPC	3,820	87.1%
Graduate/Professional at HSC	961	87.4%
Graduate/ Professional Online	452	90.2%

Table 5.1: Percent of USC students who experienced at least one incident of sexual assault since entering USC

	Undergraduate at UPC		Graduate/ Professional at UPC		Graduate/ Professional at HSC		Graduate/ Professional Online	
	n	%	n	%	n	%	n	%
All	4,138	20.6%	705	4.1%	205	5.9%	171	3.0%
Cis-heterosexual male	716	8.6%	95	1.0%	5	0.4%	22	1.1%
Cis-heterosexual female	2131	28.4%	382	7.1%	141	8.3%	94	3.2%
LGBTQ+	1252	32.9%	217	9.7%	56	15.8%	48	8.3%

Table 5.2: Percent of USC undergraduate students at UPC who experienced at least one incident of sexual assault since entering USC by race/ethnicity and gender identity/sexual orientation

	Cis-Heterosexual Male		Cis-Heterosexual Female		LGBTQ+	
	n	%	n	%	n	%
All	716	8.6%	2,131	28.4%	1,252	32.9%
Asian - All	100	4.8%	310	16.8%	196	26.6%
Asian - Chinese	15	1.5%	158	15.6%	122	26.8%
Asian - Indian	45	10.4%	99	32.0%	84	48.6%
Black	98	26.1%	77	14.3%	54	22.0%
Hispanic or Latinx	87	6.5%	316	25.8%	223	35.6%
Multi-racial or other	139	10.1%	267	25.9%	285	38.6%
White	379	8.6%	1,460	36.7%	694	34.1%

Table 5.3: Percent of USC Greek and non-Greek students who experienced at least one incident of nonconsensual sexual contact involving physical force or inability to consent since entering USC

	Undergraduate Students						Graduate/ Professional Students			
	Member or Participated in Greek Life (n = 4,212)		Live in Fraternity or Sorority House (n = 1,154)		Non-Greek Students (n = 14,573)		Member or Participated in Greek Life (n = 718)		Non-Greek Students (n = 19,648)	
	n	%	n	%	n	%	n	%	n	%
All	1,078	25.6	343	29.8	2,698	18.5	117	16.4	764	3.9
Cis-heterosexual male	314	15.5	56	11.3	346	6.0	6	2.6	94	0.9
Cis-heterosexual female	641	36.7	265	47.2	1214	23.5	87	23.8	419	6.4
LGBTQ+	123	31.1	23	24.7	1098	33.5	24	23.8	238	9.8

Table 5.4: Percent of USC undergraduate students who experienced at least one incident of sexual assault since entering USC and was a member or participated in...

	General Undergraduate at UPC		Sports club		Varsity Team		Recreational Activities	
	n	%	n	%	n	%	n	%
Cis-heterosexual male	716	8.6	155	9.0	29	11.2	172	10.1
Cis-heterosexual female	2,131	28.4	348	34.5	120	39.7	406	33.3
LGBTQ+	1,252	32.9	134	26.4	16	22.2	265	37.5

Table 5.5: Percent of USC students with reported disabilities who experienced at least one incident of sexual assault since entering USC								
	Undergraduate at UPC With Reported Disabilities		Undergraduate at UPC With No Reported Disabilities		Graduate at UPC With Reported Disabilities		Graduate at UPC With No Reported Disabilities	
	n	%	n	%	n	%	n	%
Cis-heterosexual male	185	11.3	481	7.8	13	1.1	83	1.1
Cis-heterosexual female	849	46.6	1,151	21.8	137	14.7	237	5.5
LGBTQ+	742	43.6	457	24.2	92	12.7	109	7.8

Table 6: Percent of USC students who did not officially report or confidentially disclose a sexual assault incident to any USC programs or services		
	n	%
Undergraduate at UPC	9,010	84.1%
Graduate/Professional at UPC	3,820	87.1%
Graduate/Professional at HSC	961	87.4%
Graduate/ Professional Online	452	90.2%

Table 7.1: Gender of the perpetrators as reported by USC students who experienced sexual assault

	Undergraduate at UPC		Graduate/ Professional at UPC		Graduate/ Professional at HSC		Graduate/ Professional Online	
	n	%	n	%	n	%	n	%
Man	3,206	77.5%	560	79.4%	180	87.8%	153	89.5%
Woman	720	17.4%	87	12.3%	13	6.3%	23	13.5%
Don't Know/Other identity	43	1.0%	29	4.1%	0	0.0%	0	0.0%

Table 7.2: Most frequently mentioned perpetrators as reported by USC students who experienced sexual assault

	Undergraduate at UPC		Graduate/ Professional at UPC		Graduate/ Professional at HSC		Graduate/ Professional Online	
	n	%	n	%	n	%	n	%
Other USC student	3,142	81.8%	327	52.0%	100	51.8%	27	16.7%
Person not associated with USC	640	16.7%	213	33.9%	76	39.5%	41	24.9%
Someone I know or recognize, but was not a friend	1,081	28.4%	145	23.3%	83	43.0%	111	68.0%
Classmate	309	7.5%	127	20.5%	24	12.4%	32	19.4%
Friend	1,006	26.4%	119	19.1%	40	20.8%	39	23.6%
Previous partner	418	11.0%	67	10.7%	16	8.1%	12	7.1%
Partner at the time	500	13.1%	63	10.1%	34	17.7%	18	11.1%
Co-worker	56	1.5%	26	4.2%	9	4.9%	0	0.0%
Alumni	54	1.4%	26	4.1%	5	2.8%	13	8.1%
Other USC staff	14	0.4%	19	3.0%	0	0.0%	8	4.9%
Other person associated with USC	73	1.9%	15	2.3%	3	1.6%	0	0.0%
Student teaching assistant	18	0.5%	14	2.3%	0	0.0%	0	0.0%
Research staff	0	0.0%	12	2.0%	5	2.7%	0	0.0%
Faculty	14	0.4%	10	1.6%	6	3.0%	0	0.0%

Table 8.1: Where did this incident occur?

	Undergraduate at UPC		Graduate/ Professional at UPC		Graduate/ Professional at HSC		Graduate/ Professional Online	
	n	%	n	%	n	%	n	%
Fraternity house	873	23.3%	27	4.3%	21	10.7%	7	4.4%
University residence hall/ dorm	737	19.6%	41	6.6%	13	6.5%	4	2.5%
Other residential housing	681	18.1%	97	15.6%	41	21.4%	31	19.1%
Some other place	653	17.4%	267	43.0%	51	26.3%	78	48.0%
Other non-residential building (not affiliated with USC)	293	7.8%	69	11.1%	14	7.1%		
Outdoor or recreational space	233	6.2%	27	4.4%	27	13.9%	7	4.2%
Restaurant, bar or club	195	5.2%	76	12.3%	22	11.4%	27	16.3%
Other space used by a single-sex student social organization	42	1.1%			3	1.4%		
Classroom, lab, or fieldwork setting	37	1.0%	17	2.7%	2	1.2%	9	5.6%
Faculty or staff office	7	0.2%						
Sorority house	2	0.1%						

Table 8.2: This incident occurred...

	Undergraduate at UPC		Graduate/ Professional at UPC		Graduate/ Professional at HSC		Graduate/ Professional Online	
	n	%	n	%	n	%	n	%
On USC campus location	916	24.4%	85	13.9%	24	12.7%	17	10.3%
On USC affiliated off-campus location	1,789	47.7%	117	19.2%	44	22.8%	13	7.8%
Some other place	1,043	27.8%	410	66.9%	124	64.5%	134	81.9%

Table 9: Alcohol and drug use before the most impactful sexual assault incident

	Undergraduate at UPC		Graduate/ Professional at UPC		Graduate/ Professional at HSC		Graduate/ Professional Online	
	n	%	n	%	n	%	n	%
Perpetrator was drinking alcohol before the incident	2,428	63.4%	331	53.0%	113	58.9%	68	41.5%
Perpetrator was using drugs before the incident	326	8.6%	37	6.1%	7	3.4%	14	8.8%
Victim was drinking alcohol before the incident	2,707	71.1%	330	52.9%	116	60.4%	77	46.9%
Victim was certain or suspected but not certain to be given alcohol or drugs without knowledge before the incident	409	10.8%	72	11.5%	26	13.4%	7	4.7%
Did not report the incident to USC programs/services because alcohol and/or other drugs were present	615	37.3%	38	12.5%	26	34.3%	16	20.7%

XI. Acknowledgements

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XII. Endnotes

1 The list of 33 institutions that participated in the 2019 AAU Survey can be found on https://www.aau.edu/newsroom/newsletters/universities-participate-aau-campus-climate-survey-sexual-assault-and-misconduct (Retrieved on May 5, 2020).

2 Sexual assault is defined as non-consensual sexual contact (sexual penetration or sexual touching) by physical force or inability to consent in the AAU survey.

3 Statistically significant but negligible effect size for undergraduate female and graduate/professional female students while no significant changes were detected among TQGN undergraduates and graduate/professional students (see USC Data Spotlight Summary). Retrieved from https://about.usc.edu/campus-climate-data/ on March 8, 2020. Determination of negligible effect size follows recommendation from Warmbrod, J.R. (2001). Calculating, Interpreting, and Reporting Estimates of "Effect Size". Retrieved from depts.ttu.edu/aged/toolbox/effect_size.pdf on March 1, 2020.

4 Refer to section IV. Definitions for how sexual harassing behaviors are defined in the AAU survey.

5 See figure 4 on page 18 in the 2019 AAU Campus Climate Survey Report. Retrieved from https://www.aau.edu/key-issues/campus-climate-and-safety/aau-campus-climate-survey-2019 on May 5, 2020. Prevalence of sexual assault at Georgetown University can be seen on page 18 from their AAU Survey Report, retrieved from https://georgetown.app.box.com/s/kg3d4vwoxyiftv4sdj4bw8qbvgzs8z8k on May 5, 2020.

6 "Comprehensive prevention" is used throughout this report to refer to the public health model of gender-based violence prevention, as developed and articulated by the Centers for Disease Control and Prevention, incorporating primary, secondary, and tertiary forms of prevention.

7 See U.S. Department of Education, Office for Civil Rights (OCR) fully executed Resolution Agreement. Retrieved from https://change.usc.edu/ocr-2020/ on March 3, 2020.

8 See Preventing and Addressing Campus Sexual Misconduct: A Guide for University and College Presidents, Chancellors, and Senior Administrators. Retrieved from https://www.whitehouse.gov/sites/whitehouse.gov/files/images/Documents/1.4.17.VAW%20Event.Guide%20for%20College%20Presidents.PDF on March 8, 2020.

9 Following the release of revised Title IX regulations in May 2020, the University replaced the Student Protected Class Misconduct Policy with a University-wide Policy on Prohibited Discrimination, Harassment, and Retaliation (effective August 14, 2020).

10 See page viii for the full list of members of the survey design team from the AAU Campus Climate Report for USC: University of Southern California Report and Appendices. Retrieved from https://about.usc.edu/campus-climate-data/ on April 4, 2020.

11 14 participating institutions with a size of over 25,000 students had an average survey response rate of 16.4% while the remaining 19 institutions with a size of lower than 25,000 students had an average survey response rate of 34.9%.

12 See page 16 from Fosnacht, K., Sarraf, S., Howe, E., & Peck, L. K. (2017). How important are high response rates for college surveys? The Review of Higher Education, 40(2), 245-265.

13 For more detail on data weighting procedure, see page 6 of the 2019 USC AAU Survey Report. Retrieved from https://about.usc.edu/campus-climate-data/ on April 4, 2020.

14 TQGN = students who identified as transgender, questioning, genderqueer or nonbinary, and not-listed

15 USC services/programs include: Relationship and Sexual Violence Prevention Services (RSVP), Counseling and Mental Health Services, Student Health, Department of Public Safety (DPS), Santa Monica Rape Treatment Center, USC Office of Equity and Diversity/Title IX, USC Student Support and Advocacy

16 Also refer to Table 1 in Appendix D

17 Also see Table 2.1 in Appendix D

18 See Table 2.2 in Appendix D

19 See Table 3.1 in Appendix D

20 See Table 3.2 in Appendix D

21 Also see Table 4 in Appendix D. USC services/programs include: Relationship and Sexual Violence Prevention Services (RSVP), Counseling and Mental Health Services, Student Health, Department of Public Safety (DPS), Santa Monica Rape Treatment Center, USC Office of Equity and Diversity/Title IX, USC Student Support and Advocacy

22 See Table 5.1 - 5.5 in Appendix D

23 See Table 6 in Appendix D

24 See Table 7.1 - 7.2 in Appendix D

25 See Table 8.1 in Appendix D

26 See Table 8.2 in Appendix D

27 See Table 9 in Appendix D

28 Data Walks were cancelled due to COVID-19

29 https://www.myacpa.org/entity/commission-student-conduct-legal-issues/blog/restorative-justice-path-forward-title-ix-cases

30 According to the Healthy Minds Study in 2018, LGBTQ+ students at USC had the highest rates of depression, anxiety, and suicide contemplation, and the lowest rates of positive mental health when compared to students who are heterosexual men and women. Retrieved from https://studenthealth.usc.edu/files/2019/04/HMS_2018-highlights-.pdf on February 12, 2020.