

Dear Senators, in response to discussion at the emergency senate meeting on 8/4, the Handbook Committee has updated the text (currently noted in blue font) that will precede Chapter 6 in the Faculty Handbook. The update clarifies certain terms and includes guidance for faculty on locating policies and information related to Title IX and other misconduct.

The text is included below. The vote on the Resolution adopting the EEO-TIX Policies 2020 as part of the Faculty Handbook will take place at the **second emergency meeting on August 11 at 2:00 pm**. Following the Resolution vote, Provost Zukoski will provide an update on Restart at 3:15 pm. The same Zoom link will be used for both parts of this meeting.

Please let us know if you have questions.

**This language will be added to the Faculty Handbook. v8.9.21**

*The Policy on Prohibited Discrimination, Harassment, and Retaliation (LINK#1); The Resolution Process for Discrimination, Harassment, and Retaliation (LINK #2); and The Resolution Process for Sexual Misconduct (LINK #3), issued August 2020, collectively referred to as the “EEO-TIX Policies 2020”, reflect the University’s effort to implement the 2020 Title IX regulations of the U.S. Office for Civil Rights, the Resolution Agreements between USC and the Office for Civil Rights, other federal laws including the Clery Act, and state law applicable to students and employees. Academic Senate representatives are consulting in the annual review of the EEO-TIX Policies.*

Revisions to Faculty Handbook chapters 6-8 are currently under consideration; until they are revised, the EEO-TIX Policies 2020 are in force rather than any inconsistent provisions of these chapters.

To clarify the appeal provisions of the EEO-TIX Policies 2020, the grounds for appeal include: (a) whether the conclusions are supported by the findings, (b) whether the findings are supported by the information considered by the panel, (c) whether there were procedural errors that had a material impact on the fairness of the investigation, and (d) whether the sanctions and corrective actions are grossly disproportionate to the violation found.

As an aid to faculty seeking to navigate policies and locate information, the following road map may be helpful.

- Title IX sexual harassment and sexual misconduct are discussed in *The Policy on Prohibited Discrimination, Harassment, and Retaliation* and *The Resolution Process for Sexual Misconduct*.
- Other misconduct related to legally protected classes (such as race, national origin, religion, age, or disability), as well as sexual harassment and sexual misconduct that fall outside the scope of Title IX, are discussed in *The Policy on Prohibited Discrimination, Harassment, and Retaliation* and *The Resolution Process for Discrimination, Harassment, and Retaliation*.
- Additional provisions on misconduct are discussed in the Faculty Handbook.

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Zoom: <https://usc.zoom.us/my/tracytambascia>