

University of Southern California Catalogue, 2014- 2015

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**University Park Campus Los Angeles,
California 90089
(213) 740-2311**

Credits

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Managing Editor: Diane Ver Steeg Anderson

Contributing Editors: Julie Wood, Lesley Zanich (The Oak Co.)

Student Assistants: James Lynch, Jessie Wong

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University of Southern California Non-Discrimination Policy

The University of Southern California is an equal opportunity employer and educator. Proudly pluralistic and firmly committed to providing equal opportunity for outstanding men and women of every race, creed and background, the University of Southern California strives to build a community in which each person respects the rights of other people to live, work and learn in peace and dignity, be proud of who and what they are, and to have equal opportunity to realize their full potential as

individuals and members of society. To this end, the university places great emphasis on those values and virtues that bind us together as human beings and members of the Trojan Family. The university enthusiastically supports this policy in its entirety, and expects that every person associated with the university will give continuing support to its implementation.

The university is committed to complying with all applicable laws and governmental regulations at the federal, state and local levels that prohibit discrimination against, or which mandate that special consideration be given to, students and applicants for admission, or faculty, staff and applicants for employment, on the basis of race, color, national origin, ancestry, religion, gender, sexual orientation, age, physical disability, mental disability, marital status, veteran status, genetic information, or any other characteristic that may be specified in such laws and regulations. This policy also shall apply to the administration of any of the university's educational programs and activities. Gender includes both the actual sex of an individual and that person's gender identity, appearance or behavior, whether or not that identity, appearance or behavior is traditionally associated with that person's sex at birth. An otherwise qualified individual must not be discriminated against or excluded from admission, employment or participation in educational programs and activities solely by reason of his or her disability. This policy applies to all of the university's educational programs and activities including admissions, and all personnel actions including but not limited to recruiting, hiring, promotion, demotion, compensation, benefits, transfers, layoffs, return from layoff, provision of leaves, training, education, tuition assistance and other programs. In addition, an otherwise qualified individual must not be discriminated against in, or excluded from, admissions, participation in educational programs and activities, or employment solely due to his or her disability.

University policies and procedures will ensure that students and student applicants with a disability will not, on the basis of a disability, be denied full and equal access to and enjoyment of academic and co-curricular programs or activities or otherwise be subjected to discrimination under programs or activities offered by the university. For more information on accommodations for any student or student applicant with a disability, contact the Office of Disability Services and Programs, (213) 740-0776.

The university seeks compliance with all statutes prohibiting discrimination in education, including Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990 which respectively prohibit discrimination. This good faith effort to comply is made even when such laws and regulations conflict with each other.

The university will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. Further information is available from Human Resources Administration at uschr@usc.edu or (213) 821-8111.

The Disabled/Veterans Affirmative Action Plan may be reviewed by employees and applicants upon request. For further information or to make an appointment during regular business hours, contact OED (see below).

Questions regarding the application of the various rules and regulations concerning equal employment opportunity, affirmative action, and non-discrimination should also be addressed to OED (see below). The university's Title IX Coordinator, ADA Coordinator, and AgeDA Coordinator is Jody Shipper, Executive Director of the OED, University Park Campus, Los Angeles, California 90089.

Responsible Office: Office of Equity and Diversity
(OED), usc.edu/dept/hr/equity_diversity, oed@usc.edu,
(213) 740-5086