



Reminder...

Duke University prohibits harassment, including sexual harassment and sexual violence

Harassment is unwelcome verbal or physical conduct that is serious enough to significantly interfere with one's work, learning, or living environment.

Individuals who feel that they have experienced unwanted verbal or physical contact of asexual nature or harassment in any form by faculty or staff should contact the Office for Institutional Equity at 919-684-8222, <https://oie.duke.edu/we-can-help/complaints-and-concerns>. Individuals have the right to come forward with concerns or complaints and our policies prohibit retaliation against them for doing so.

What to Expect When You Contact the Office for Institutional Equity

1. You will be interviewed by an investigator and asked to identify any witnesses and documents to support your concerns.
2. The investigator will interview others with information about your concerns, gather any relevant documents, and give you the opportunity to review that information.
3. Information will only be shared with those involved in investigating and responding to your concerns.
4. The investigator will decide whether there is a violation of Duke's Harassment Policy and, if so, will make recommendations as to remedy it.
5. OIE will generally complete this process within 45 business days.

While OIE cannot guarantee complete confidentiality, several Duke resources can provide confidentiality within the limits of Duke's procedures. They include:

- **Women's Center:** 919-684-3897 or 919-970-2108 (after hours), wchelp@duke.edu
- **Student Health:** 919-681-9355
- **Ombudspersons:** <https://oie.duke.edu/about-us/ombudsperson>
 - **Student Ombudsperson:** 919-660-2444
 - **Faculty Ombudsperson:** 919-613-7055
 - **Faculty of Medicine & Postdoctoral Appointees:** 919-668-3326
- **Counseling and Psychological Services:** 919-660-1000
- **Personal Assistance Service (employees):** 919-416-1727
- **Clergy:** https://chapel.duke.edu/student_ministries/religious-life

Questions or Concerns

Cynthia Clinton

919-668-6214

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Jayne Grandes

919-660-5766

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Report potentially criminal conduct to Duke Police: 911 or 919-684-2444

Report sexual or other forms of harassment committed by students to the Office of Student Conduct:

conduct@duke.edu or <https://studentaffairs.duke.edu/conduct/report-incident>.

Kimberly Hewitt, Vice President for Institutional Equity & Chief Diversity Officer