WHAT HAPPENS WHEN OIE RECEIVES A REPORT?
We receive reports through online reporting, from responsible employees and referrals.

There are three procedures that potentially apply.

**Title IX Complaint Report**
Formal complaint required

**Harassment & Discrimination Student Respondent**
Notice of Investigation to Parties
Investigation
- Conduct interviews
- Collect evidence
- (Alternative Resolution available)
Investigation Report
- Share draft with parties
- Gather feedback
- Issue final report
Live Hearing
Determination
Appeal

**Harassment & Discrimination Faculty/Staff Respondent**
Notice of Investigation to Parties
Investigation
- Conduct interviews
- Collect evidence
Investigation Report
- Share report with parties (Report includes OIE determination)
Appeal*

**Confidential resources and/or supportive measures**
EXAMPLES INCLUDE:
- Academic accommodations and/or schedule modifications
- No-contact orders
- Job assignment modifications

**Referral to campus partner**
- Office of Student Conduct
- Duke Police
- Human Resources

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*Faculty and Staff can challenge the outcome of the OIE process through the Faculty Hearing Committee or the Dispute Resolution Process, respectively.