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
  - Notice of Allegations to Parties
  - Investigation
    - Conduct Interviews
    - Collect Evidence
    - (Informal Resolution)
  - Investigation Report
    - Share Draft with Parties
    - Gather Feedback
    - Issue Final Report
  - Live Hearing
    - Determination
    - Appeal

**Harassment & Discrimination Student Respondent**
- Notice of Investigation to Parties
  - Investigation
    - Conduct Interviews
    - Collect Evidence
  - Investigation Report
    - Share Draft with Parties
    - Gather Feedback
    - Issue Final Report
  - Student Conduct Hearing
    - Determination
    - Appeal

**Harassment & Discrimination Faculty/Staff Respondent**
- Notice of Investigation to Parties
  - Investigation
    - Conduct Interviews
    - Collect Evidence
  - Make Determination
  - Investigation Report
    - Share Report with Parties (Report includes OIE determination)
  - Appeal*

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

**CONFIDENTIAL RESOURCES**
- **Students**: Student Health, Counseling & Psychological Services (CAPS), Gender Violence Prevention & Intervention (GVP), Clergy, Ombuds, Durham Crisis Response Center (DCRC), Speak Up Reporting
- **Staff & Postdocs**: Personal Assistance Service (PAS), Clergy, DCRC, Speak Up Reporting
- **Faculty**: PAS, Ombuds, Clergy, DCRC, Speak Up Reporting

**EMERGENCY CONTACTS**
- 911
- Duke Police: 919-684-2444