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
- Investigation Report
- Live Hearing
- Determination
- Appeal

**Harassment & Discrimination Student Respondent**
- Notice of Investigation to Parties
- Investigation
- Investigation Report
- Student Conduct Hearing
- Determination
- Appeal

**Harassment & Discrimination Faculty/Staff Respondent**
- Notice of Investigation to Parties
- Investigation
- Investigation Report
- Final Determination By OIE
- Action based on other misconduct

### Confidential Resources
- **Students:** Student Health, Counseling & Psychological Services (CAPS), Gender Violence Prevention & Intervention (GVPPI), 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

FLOWCHART KEY

- - If Applicable
- Action Step

**Confidential resources and/or supportive measures**
(e.g., accommodations, no-contact orders, change in work schedule)

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