

# Reminder...

## *Duke University and Duke Health System prohibit 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 a sexual 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>, Duke Staff and Labor Relations at 919 684 2808 or 919 684 5557, or their supervisor/manager (e.g., chair, dean or chief). 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. A representative from OIE will meet with you to hear your concerns and collect information to begin an investigation.
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, make recommendations as to remedy it.
5. OIE will generally complete this process within 45 business days.

# Additional Resources

\*Confidential within the limits of Duke's procedures

- \*Women's Center (students): 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: 919 257 0160
  - Faculty Ombudsperson: 919 613 7055
  - Medical School Students & Postdoctoral Appointees: 919 668 3326
- \*Counseling and Psychological Services (students): 919 660 1000
- \*Personal Assistance Service (employees): 919 416 1727 or 800 327 2251 (Duke Raleigh)
- \*Clergy (students): [https://chapel.duke.edu/student\\_ministries/religious-life](https://chapel.duke.edu/student_ministries/religious-life)
- Duke University Compliance and Fraud Hotline (can be anonymous) 800 849 9793
- Duke Health Integrity (can be anonymous) 1-800-826-8109

For questions or concerns:

Cynthia Clinton, 919 668 6214  
cynthia.clinton@duke.edu

Howard Kallem, 919 684 1437  
howard.kallem@duke.edu

Potentially criminal conduct can be reported to Duke Police, 911 or 919 684 2444

To report sexual or other forms of harassment committed by students, contact the Office of Student Conduct at [conduct@duke.edu](mailto:conduct@duke.edu) or <https://studentaffairs.duke.edu/conduct/report-incident>.