Policy on Prohibited Discrimination, Harassment, and Related Misconduct

This Policy prohibits discrimination and harassment on the basis of age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex (including pregnancy), sexual orientation, or veteran status (collectively, “protected status” or “protected characteristics”). This prohibition includes discrimination and harassment based on the perception of an individual’s protected status, even if that perception is incorrect. The Policy also prohibits related misconduct, such as sexual assault, relationship violence, and stalking. This Policy applies to all operations of Duke University.

Duke Confidential Resources for Concerns

STUDENT CONDUCT
- Office of Student Conduct
  919-684-8938 | conduct@duke.edu
  studentaffairs.duke.edu/conduct

- The Women’s Center
  919-684-3897 or 919-970-2108
  wchelp@duke.edu

- Interactive Guide for Reporting Concerns
  projects.gradschool.duke.edu/reporting

- Counseling and Psychological Services: 919-660-1000
  studentaffairs.duke.edu/caps

- Ombuds for Undergrad & SOM Students
  oie.duke.edu/ombuds

FOR EMPLOYEES

- Office of Institutional Equity
  919-684-9222 | oie-help@duke.edu
  oie.duke.edu/reporting-process

- Office of Audit, Risk and Compliance
  919-613-7630 | parc@duke.edu
  values.duke.edu/speak-up-reporting

- Duke Health Integrity in Action
  1-800-826-8109 | Duke Health
  hr.duke.edu/policies/expectations/compliance

- Personal Assistance Service (PAS)
  919-416-1727 | dukepas@duke.edu
  pas.duke.edu/about/crisis-response-services

- Department Chair
  Raphael Valdivia, PhD
  919-668-3831
  raphael.valdivia@duke.edu

- Vice Chair for Equity, Diversity & Inclusion
  Ed Miao, MD PhD
  919-668-7555
  edward.miao@duke.edu

- Director of Graduate Studies
  Mari Shinohara, PhD
  919-613-8977
  mari.shinohara@duke.edu

ANONYMOUS REPORTING FORM

Includes non-anonymous non-confidential option, if you choose to enter your contact information
https://immunology.duke.edu/equity-diversity-inclusion/filing-report

Adapted from Duke Population Health Sciences Reporting Structure