

'Gray' Areas: When you're not sure whether to file a formal complaint, but someone's behavior makes you feel uncomfortable ...

What kind of help do you want?	Counseling Services	Help Navigating the System	Raising a Concern – Documenting Observed Behavior			
Whom to call	<p>All Students: CAPS: 919.660.1000</p> <p>Women's Center WCHelp@duke.edu</p> <p>Clergy</p> <p>Faculty/Staff: PAS: 919.416.1727</p> <p>Any student who needs referral to any services: DukeReach: 919.681.2455 or website report</p>	<p>Ombuds: University Students: Ada Gregory 919.660.2444 ada.gregory@duke.edu</p> <p>SoM Students and postdocs: Jean Spaulding, MD 919.668.3326 ombudsman@mc.duke.edu</p> <p>Faculty - University: Tom Metzloff, PhD 919.613.7055 metzloff@law.duke.edu</p> <p>Faculty – School of Medicine: Laura Svetkey, MD, MHS 919.681.6386 laura.svetkey@duke.edu</p> <p>Center for Sexual and Gender Diversity (CSGD)</p> <p>Harassment Prevention Advisors (HPAs)</p>	<p>University Students: Office of Student Conduct</p> <p>Office for Institutional Equity</p> <p>Center for Sexual and Gender Diversity</p> <p>Harassment Prevention Advisors</p> <p>School of Medicine Students: Office for Institutional Equity</p> <p>Center for Sexual and Gender Diversity</p> <p>Harassment Prevention Advisors</p> <p>Housestaff GME-Committee on Appropriate Treatment (CAT) link in MedHub https://duke.medhub.com/index.mh</p> <p>GME Hotline 919.684.2999</p>	<p>Faculty or Staff (University and SoM):</p> <p>Office for Institutional Equity 919.684.8222</p>	<p>Faculty (University):</p> <p>Chair or Dean</p> <p>Office of the Vice Provost for Faculty Advancement 919.684.4997</p>	<p>Faculty (SoM):</p> <p>DUHS Safety Reporting System (confidential) Intranet.dh.duke.edu</p> <p>Department Chair or Vice Chair for Faculty</p> <p>Office of the Vice Dean for Faculty 919.684.5002</p> <p>Integrity Line: 1.800.826.8109 (anonymous)</p>
What to expect after calling	Appointment in timely manner	Appointment in timely manner; help evaluation options, information about university resources	Report will be collected and documented	<p>Low Level: complaint documented</p> <p>Higher level: Investigation, followed by mediation, training, supervisory intervention</p>	Appointment in timely manner; help directing to appropriate people and resources; help exploring faculty development and support programs and resources	<p>"Coffee Chat" with respondent if appropriate; official documentation.</p> <p>If no resolution, Dean may refer issue to Dean's Advisory Council on Faculty Conduct</p>
Confidential for complainant?	Yes, unless imminent danger	Ombuds: Yes, unless imminent danger HPAs and CSGD: No	OSC/OIE: Yes, unless formal report is filed HPAs: No	No, if complaint is filed	Depends on situation and prevailing guidelines and policies	<p>Low level: Yes</p> <p>Clear misconduct: No. <u>Must be reported</u></p>
Will complainant learn of outcome?	Not applicable	No, complainant decides whether to go forward with reporting	Yes, if there is an investigation	Maybe: depends on the nature of department's or OIE's response	Maybe: depends on the nature of the case	If formal complaint filed: Yes. Otherwise, No