Title IX

Pursuant to Title IX of the Education Amendments of 1972, “no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance...”

Title IX of the Education Amendments of 1972 ("Title IX") prohibits sex discrimination in educational programs receiving federal funds. Some of these programs and activities include: admissions, recruitment, financial aid, academic programs, athletics, housing and employment. Title IX also protects students from unlawful sexual harassment (including sexual violence) in school programs or activities. Title IX protects both male and female students from sexual harassment, regardless of who is the harasser.

Duke, as a recipient of federal funds, has an obligation to operate in a nondiscriminatory manner. More important is Duke’s own mandate of equal opportunity, inclusiveness and nondiscrimination in work and learning. The Office for Institutional Equity supports Duke in its compliance and enforcement efforts by serving as an integral resource for Title IX issues. The Office for Institutional Equity partners with other Duke departments and offices to assist in their Title IX compliance efforts.

The Office for Institutional Equity also provides assistance by serving as an entry point for complaints of sex discrimination (including sexual harassment and sexual violence) committed by employees and faculty; complaints of sexual harassment and sexual violence committed by students are handled by the Office of Student Conduct, https://studentaffairs.duke.edu/conduct. The objective of the complaint-handling process is to resolve the complaint of discrimination as promptly as possible in a fair and appropriate manner. Important components of the process include ascertaining the basis for the complaint and examining strategies or tools for its resolution. The complaint handling process may include an inquiry as to whether an objective, factual basis exists to support the allegation.

As Director for Title IX Compliance, Howard Kallem is the Title IX Coordinator for Duke University and Duke University Health System. As the Title IX Coordinator, Mr. Kallem is responsible for administration and coordination of Duke’s Title IX programs and compliance efforts. The scope of this responsibility includes, among other things, monitoring of complaints, communications, and training in connection with Title IX’s prohibition of sex discrimination and sexual harassment (including sexual violence). Concerns related to Title IX can be directed to:

Howard Kallem, Director for Title IX Compliance
Office for Institutional Equity
Smith Warehouse, Bay 8
Box 90012
Durham, NC 27708

At the federal level, Title IX is enforced by the Office for Civil Rights (OCR). This federal office is responsible for ensuring that institutions receiving federal funds comply with Title IX. The primary OCR enforcement activity is the investigation and resolution of complaints filed by people alleging sex discrimination. OCR may also self---initiate reviews of selected educational institutions. Through these reviews, OCR can identify and remedy sex discrimination which may not be addressed through complaint investigations.