

**2016-17 Annual Report of the Review Committee of
Recent Student Complaints of Discriminatory Behavior
During the Recruiting Process or Summer Employment**

Annual Report

This report is issued pursuant to the Law School's "Policy & Procedures for Addressing Student Complaints of Discriminatory Behavior During the Recruiting Process or Summer Employment" (attached below). The Policy and Procedures require the Review Committee to prepare and distribute a report at least annually to the community describing recent policy violations that have been reported on a Complaint Form pursuant to this policy, along with measures recommended and/or taken by the Law School and the offending employer.

Incidents Reported During the 2016-17 Academic Year

During the 2016-17 academic year, one incident of discriminatory behavior was reported by a Duke Law student to the Law School pursuant to the Policy and Procedures. In this case, a student reported inappropriate behavior by an organization's personnel at a recruiting related, night-time social outing that implicated the Law School's Non-Discrimination Policy. Prior to the night-time social outing, the student reported a very positive visit and experience at the organization's offices earlier in the day for a number of students, and that the organization had also provided financial support to Duke students to attend an educational and recruiting conference the day after the office visit.

The student requested that the Law School become involved in light of the incident; the student spoke with members of the Law School on several occasions and provided the information required on a Discriminatory Complaint Form. The Law School's Review Committee assessed the matter, consulted with the Duke University Office for Institutional Equity and reviewed the student's stated wishes on preferred outcomes.

The Law School subsequently contacted several senior members at the organization involved, and received an immediate call back to discuss the incident further. Following the initial call where the Law School described the facts of the incident as reported, the employer representative (the "Representative") initiated a discussion internally on how it would proceed. Shortly after the initial call the Representative contacted the Law School to inform it that a formal, internal investigation led by the organization's Office of General Counsel was being initiated.

Following the three week investigation, the organization reported to the Law School that all employer representatives present at the incident were interviewed by the General Counsel or his/her colleagues. In addition, all such representatives provided written statements. The organization's official responsible for promoting diversity efforts was involved in the discussions, as well.

As a result of the investigation, the organization concurred that the behavior by its employees was inappropriate and unacceptable. The organization reported that the “instigating” employee(s) received formal sanctions, that this incident has been reflected in employee files and that the employees involved understand that subsequent similar behavior would directly impact their continuation at the organization. In addition, the organization’s representatives involved in the incident will not participate in Duke, or other, related recruiting events for the foreseeable future. The organization is also reviewing its diversity training and practices for recruiting-related social events, and will provide further education and training to its employees.

These outcomes closely align with the student’s request. Accordingly, given the student’s preferences, the nature of the behavior and the organization’s response, other than maintaining a record of the violation, no further action was or will be taken based on this incident.