



June 2022

2021-22 Annual Report of the Review Committee of the Duke Law School Policy on Prohibited Discrimination, Harassment, and Related Misconduct during Student Recruiting

Annual Report

This report is issued in accordance with the Duke Law School Policy on Prohibited Discrimination, Harassment, and Related Misconduct during Student Recruiting (available <https://law.duke.edu/career/nondiscrimination/>). The Policy and Procedures require the Review Committee to prepare and distribute a report at least annually to the community describing recent alleged policy violations reported on a Complaint Form pursuant to this policy, along with measures recommended and/or taken by the Law School and the employer in question.

Incidents Reported During the 2021-22 Academic Year

During the 2021-22 academic year, the following two incidents of Prohibited Conduct were reported by two Duke Law students (in each report below, the “Student”) to the Law School pursuant to the Duke Law School Policy on Prohibited Discrimination, Harassment, and Related Misconduct during Student Recruiting (the “Procedures”).

Incident One

The Student reported that at a reception organized by the Student’s summer employer, an attorney at the Student’s employer made a “joke” and subsequent comments that were inappropriate and sexual in nature (the “Incident”). The Student was immediately uncomfortable after this interaction.

Subsequently, the Student raised this matter with a senior attorney and a recruiter at the employer. However, the Student was unsure if the matter was being addressed internally at the employer.

The Student met with the Student’s Career Counselor at the Law School, reported the Incident to a Student Liaison, and completed the Discriminatory Behavior Complaint Form. The Student initially requested that the Law School pursue no further action while the Student weighed employment options in light of the Incident and how best to navigate the situation as there was a possibility the Student would return to this employer the following summer. The Student later asked the Law School to move forward with its review of the Incident. The Review Committee reviewed the information provided about the Incident and determined that further action with the employer was appropriate.

The Law School contacted senior representatives of the employer to discuss the Incident. The representatives conducted an internal review of the Incident on an accelerated timeline, aware that this matter was time-sensitive. The employer reported that its investigation revealed additional information. Although not in complete agreement with information provided in the Student's report, in recognition of the impact of the Incident on the Student, the employer offered accommodations in response to requests by the Student. The Review Committee deemed the employer's response as adequate and no further action necessary in this matter. The Law School will maintain a record of the reported Incident and include it in the Annual Report.

Incident Two

The Student reported concerns about the actions and comments of an interviewer during a virtual OCI interview in August 2021 (the "Incident"). The Interviewer used an expletive when describing the Interviewer's work situation. The Interviewer also seemed to respond to a question from the Student based on the Student's appearance and inferred ethnicity. The Student reported that the interview experience felt unprofessional, made the Student uncomfortable, and left the Student feeling the interview was compromised.

The Student met with a career counselor, reported the Incident to the Student Liaison, and completed the Incident Report. The Student was not interested in pursuing further employment options with the organization though requested consideration of the Incident by the Review Committee for the benefit of future interviewees. The Review Committee reviewed the information provided about the Incident and determined that further action with the employer was appropriate.

The Law School contacted senior representatives of the employer to discuss the Incident. The representatives conducted an internal review of the Incident and reported the Incident to the employer's senior leadership. The employer pursued internal measures to address the Incident with the Interviewer, including subsequently suspending the Interviewer from further interviews this year. The employer reviewed its internal training policies with the Law School and its commitment to continue incorporating bias training in its interview training. The Review Committee deemed the employer's response as adequate and no further action necessary in this matter. The Law School will maintain a record of the reported Incident and include it in the Annual Report.