



## Duke's Values in Action

Duke University and the Duke University Health System are vibrant, complex communities of individuals pursuing a wide range of scholarly, educational, and clinical activities. We find strength in the diversity of our pursuits, and one of our signature strengths is that Duke encourages and supports connections across a wide range of individuals and activities. Our vision and values statements are the fundamental building blocks for our success as a world-renowned university and a leading national academic health center committed to advancing health together. As a research university and academic medical center, we follow a wide range of laws and regulations. Given the differing governance structures for our faculty, staff and students, it is important to have shared principles of conduct that underscore our values, and that emphasize and explain the concepts that apply across individuals with Duke affiliation everywhere.

The statements herein aim to concisely express the purpose, direction, drivers and character of our institution that are expressed by many of our documents, including the [Duke Values](#), [institutional policies](#), the [Duke Faculty Handbook](#), the [Standards of Conduct & Performance/Corrective Action Policy](#), [Duke Health Integrity in Action](#), and the [Duke Community Standard](#). Some aspects of our day-to-day activities are also guided by professional codes of conduct and professionalism statements, which are consistent with Duke's values and expectations. Values in Action is intended to express these documents in an accessible manner, and further complements and strengthens any local values statements adopted by units that may be reflective of their individual work cultures and missions.

Duke's Values in Action is intended to strengthen our community by ensuring that we are good citizens to each other, to those we serve, to the Durham community, and to individuals in all of the wider groups with which we interact on behalf of Duke. This is a statement of our responsibilities that ensures we perform to the best of our abilities, act with integrity, and comply with applicable laws, rules, regulations, professional and accreditation standards and Duke policies and procedures. The expectations and examples of common dilemmas or questions provided are not an exhaustive list, but are meant to illuminate concepts for further evaluation, to encourage members of our community to think carefully about choices, and to inspire debate and questions about what is right. By lifting shared values and standards, we seek to celebrate and ensure the positive aspects of Duke's culture and endeavors.

Duke's Values in Action presents the principles that guide our work, research, study and volunteer activities on behalf of Duke. Our ability to provide the very best of education, healthcare, research and community engagement depends upon the commitment of each one of us toward these shared ideals for a supportive workplace environment, positive interactions with others, and stewardship of our resources. The vast majority of Duke-affiliated persons uphold and go beyond this Code on a daily basis. We applaud those who take these expectations as the benchmark and who strive to go beyond it to uphold Duke's Values.

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# Academic, Healthcare and Workplace Environment

## Community, Diversity, Equity & Inclusion

Duke aspires to create a community built on innovation, creativity, collaboration, and belonging, and free from harassment, discrimination and unwelcome conduct. Our collective success and the achievement of excellence depends on our commitment to infuse diversity and equity into every aspect of our teaching, research, learning, patient care and community engagement.

### Find out more

HR Policies

Office for Institutional Equity Policies, Procedures and Statements

Anti-racism

Ask a question or share a concern



### Expected Behaviors

- Raise awareness and resist racism, sexism, homophobia and other forms of harmful biases, in our communications and actions
- Value and embrace the individual lived experiences of each member of our community, including their beliefs, appearances, backgrounds, experiences and abilities
- If possible, be an ally and/or active bystander to address others' harmful behavior



### Potential Questions, Dilemmas and Concerns

- Biased behaviors or actions
- Practices or behaviors that purposefully exclude, disadvantage or inappropriately advantage certain individuals or groups
- Offensive or abusive behaviors or actions
- Conduct that creates a distressing, threatening or hostile environment

# Professionalism and Duty of Care

We improve our knowledge, work and community by conscientiously applying our time and talents, and demonstrate and practice genuine concern and respect for others. We encourage questions, dialogue, and challenges, holding individuals and organizations accountable for their actions and decisions.

## Find out more

[Faculty Handbook: Professional Affairs of the Faculty](#)

[Statement on Faculty Professionalism](#)

[HR Policies: Workplace Expectations and Guidelines](#)

[Ask a question or share a concern](#)



## Expected Behaviors

- Treat everyone in the work environment with courtesy, respect, and dignity
- Promote and encourage inclusion, respect, agency and voice for every member of the Duke community
- Strive to create an environment where everyone can thrive and bring their whole selves to their work and learning
- Lead by example to cultivate a respectful and inclusive work environment and respond to unprofessional behavior on the part of others



## Potential Questions, Dilemmas and Concerns

- Verbal, physical or visual conduct or other actions that interfere with the work, learning, or living environment
- Actions or behaviors that may call into question mental, physical or emotional capabilities to perform job requirements ("fitness for duty")
- Actions of professional misconduct, including neglect of duty, abuse of power, research misconduct and other violations of policies or regulations
- Requests to cover for another person's misconduct, inappropriate or harmful actions
- Unprofessional behaviors or actions
- Conditioning receipt of a benefit, service, or aid on participation in unwelcome or prohibited conduct

# Physical Facilities and Workplace Environment

Duke believes in providing everyone with the facilities and surrounding environment that enable our academic, research, healthcare, administration and community engagement activities. We ensure classrooms, offices, laboratories, residence halls, patient care areas, and common spaces are physically safe, welcoming to all, appropriately accessible.

## Find out more

[Office for Institutional Equity](#)

[Duke Disability Management System](#)

[Duke Human Resources: Workplace Health & Safety Policies](#)

[Duke Health Policy Center](#)

[Ask a question or share a concern](#)



## Expected Behaviors

- Maintain a safe workplace and patient care environment
- Follow established safety protocols
- Complete required training



## Potential Questions, Dilemmas and Concerns

- Cutting corners that can endanger safety
- Lack of available and/or poor condition of protective equipment
- Performing duties without appropriate or required training
- Difficulty navigating or accessing within buildings

# Interacting and Doing Business with Others

## Open Expression

One of Duke's most cherished values is unfettered debate and deliberation, granting wide freedom of expression to those in our campus and workplace community. With that freedom comes the responsibility to foster scholarly discourse, not offer a platform for polemics, and to ensure ideas are tested, challenged, defended and debated in a way that advances knowledge, rather than obscures or impedes it.

### Find out more

[Statement on Open Expression](#)[HR Policies](#)[Ask a question or share a concern](#)

### Expected Behaviors

- Allow discourse and debate, even when we may disagree with the ideas being expressed
- Respect differences of opinion on all issues, including longstanding and highly charged issues



### Potential Questions, Dilemmas and Concerns

- Uncivil, threatening or hate-based words or actions
- Words or action that threaten or incite violence
- Discouraging others from collegially expressing views, sharing opinions or voicing concerns

## Faculty and Scholarship

To achieve our mission and meet the needs of a rapidly changing world, Duke strives to create a climate of collaboration, creativity, and innovation within and across disciplines.

### Find out more

[The Duke University Faculty Handbook](#)[Ask a question or share a concern](#)

### Expected Behaviors

- Practice integrity and professionalism in all academic and research endeavors
- Uphold the Duke University Faculty Handbook and the institutional statement on culture and values



### Potential Questions, Dilemmas and Concerns

- Harassment, bullying or abuse of power differentials
- Fabrication, plagiarism or falsification of credentials, scholarship or reporting
- Inappropriate relationship with students

## Students and Scholarship

Duke expects and supports students to maintain high expectations for scholarship and conduct, and supports them in reaching their highest potential.

### Find out more

[Duke Community Standard](#)[Ask a question or share a concern](#)

### Expected Behaviors

- Do not lie, cheat, or steal in academic endeavors
- Conduct oneself honorably at all times



### Potential Questions, Dilemmas and Concerns

- Unwarranted secrecy or evasion
- Hazing, bullying or other forms of physical or mental misconduct

- Share responsibility for the campus community and uphold the Duke Community Standard
- Take constructive action when behaviors are not consistent
- Sharing prior class materials such as old tests and exams without faculty permission

## Human Resources and Employee Engagement

Duke is an Affirmative Action/Equal Opportunity Employer committed to providing employment opportunity without regard to an individual's age, color, disability, gender, gender expression, gender identity, genetic information, national origin, race, religion, sex, sexual orientation, or veteran status.

### Find out more

- [HR Policies](#)
- [Affirmative Action Policy](#)
- [The Duke University Faculty Handbook](#)
- [Ask a question or share a concern](#)



### Expected Behaviors

- Unbiased and good faith efforts to recruit, hire, and promote qualified individuals
- Conduct regular discussions regarding job performance, expectations, behaviors and professional development goals
- Resolve conduct and performance issues using dialog, coaching, counseling, additional training, and if necessary, formal dispute resolution processes
- Evaluate and resolve inequitable compensation



### Potential Questions, Dilemmas and Concerns

- Secretive hiring and promotion practices
- Not conducting performance reviews
- Discouraging or restricting access to performance improvement and/or dispute resolution processes
- Lack of transparency or availability of information necessary to perform job duties
- Not disclosing dual financial interests or competing time commitments
- Disregarding confidentiality of personnel matters

## Patient Care

We strive to serve our patients in a way that achieves excellence, is free from bias, discrimination and mistreatment, and that maintains the highest ethical standards. We address instances of harassment and discrimination between our patients and their healthcare providers.

### Find out more

- [Duke Health Integrity In Action](#)
- [Ask a question or share a concern](#)



### Expected Behaviors

- Genuine caring for each other, our patients and their loved ones
- Understand job responsibilities and follow the laws, regulations, licensing and accreditation standards
- Seek out opportunities for education and training
- Contact management about any concerns or problems



### Potential Questions, Dilemmas and Concerns

- Requests or pressure to violate patient care standards and/or patient rights
- Requests or pressure to limit or refuse patient care
- Behaviors or actions that call into question fitness for duty
- Unsafe workplace or patient care environment
- Bullying, mistreatment or other threatening behavior among the provider, patient, family or advocate

### Find out more

- [Ask a question or share a concern](#)

## Scientific Integrity, Sponsor Relations, and Performing Research

At Duke, we conduct sponsored research and other funded program work as a trusted steward of the resources, in accordance with agreements, and in a way that can be replicated and/or reproduced. Responsible conduct of research principles, promote ongoing discussion and examination of research procedures, collaborator relationships and ethical considerations in the research culture. Duke believes in and supports scientific excellence and a culture of rigor, reproducibility, and continuous improvement in our practices.

[Faculty Handbook: Policies Related to Research](#)

[myResearch Path](#)

[Ask a question or share a concern](#)



### Expected Behaviors

- Understand and follow Duke policies for conduct of research
- Ensure adequate supervision of the research team and monitor research programs to ensure quality, culture and accountability
- Keep an open line of communication with team members, collaborators and sponsor representative(s)
- Protect human subjects and their privacy
- Ensure humane and approved use of animals and hazardous materials in research
- Maintain complete and accurate records
- Store data in a secure and approved location
- Honor patents, trademarks, discoveries, authorship and other intellectual property
- Report concerns regarding falsification, fabrication and/or plagiarism



### Potential Questions, Dilemmas and Concerns

- Practices that jeopardize research quality, participant safety or data integrity
- Absent, incomplete or unsuitable data management plans, lab policies, or research procedures
- Pressuring research subjects or participants
- Indications of falsification, fabrication or plagiarism of proposals, research data or scientific conclusions
- Concerns or challenges arising about interactions with the research team members or collaborators, including mistreatment or abuse of colleagues, students or trainees
- Discussing Duke contractual arrangements with representatives other than the program officer or contract monitor.

## Donor Engagement and Fundraising

Every gift to Duke – large or small – plays a role in pushing us forward. Philanthropy enables research, financial aid, recruitment and funding for new ideas and programs. Every relationship with a donor or potential donor must be built upon fairness, trust and transparency.

### Find out more

[Giving to Duke](#)

[Giving to Duke Health](#)

[Ask a question or share a concern](#)



### Expected Behaviors

- Honor agreed upon donor requests and gift restrictions
- Fulfill commitments to communicate with donors
- Ensure relationships and gifts are consistent with and continue to support our mission and values



### Potential Questions, Dilemmas and Concerns

- Pressuring donors to make a gift
- Requests to disregard gift restrictions
- Accepting gifts that undermine or are not consistent with Duke Values

## Business Practices

### Find out more

[Antitrust Policy and Guidelines](#)

We are all stewards of Duke's resources and reputation and we strive to conduct all business discussions, activities and decisions fairly and with appropriate transparency. Seek advice when expectations are not clear or when we question what is "right" or "allowed."

[Procurement Purchasing Programs](#)



[Ask a question or share a concern](#)



### Expected Behaviors

- Avoid all discussions with competitors that concern pricing, hiring or prospective business plans
- Do not knowingly submit or cause another person or entity to submit false claims for payment of government funds or any other funds
- Do business with people, entities and organizations that are approved vendors, partners and collaborators
- Be fair and honest with all vendors, partners and collaborators



### Potential Questions, Dilemmas and Concerns

- Coordinating pricing with competitors for services or products
- Agreements with competitors that allocate or restrict hiring, recruitment, purchasing or services
- Requests to share information that is not publicly available
- Choosing or continuing to use vendors, partners or collaborators that do not honor Duke's values and/or policies
- Secretive or deceptive practices or not honoring contractual agreements

## Dual Interest and Outside Activities

Outside activities are a valuable means for professional and civic engagement with the community. Avoid or manage real or perceived conflicts of interest in all aspects of business, patient care, research, time commitment, and governance. Avoid activities, pursuits or financial interests that are not compatible, in reality or perception, with our responsibilities. Do not use our positions of influence or authority to secure personal advantage or gain.

### Find out more

[Policy on Dual Interest and Outside Activity](#)



[Managing Research Conflicts of Interest](#)



[OLV Licensing Policy](#)



[Ask a question or share a concern](#)



### Expected Behaviors

- Complete annual dual interest disclosures and make interim updates as warranted
- Follow conflict of interest or conflict of commitment management plans
- Inform collaborators and supervisor about conflict management plans



### Potential Questions, Dilemmas and Concerns

- Time commitments for outside compensation or volunteer activities that interfere with work at Duke
- Ownership interest or compensation from an entity that also does business with Duke not reported or managed as a conflict of interest
- Doing business with immediate family members not reported or managed as a conflict of interest
- Inappropriate personal financial gain from research discoveries
- Accepting personal compensation or employment from a foreign government or entity not reported or managed as a conflict of interest
- Accepting gifts or favors from those seeking to do business with Duke
- Sharing confidential information without permission

[Find out more](#)

# International Activities

Duke's international reach, reputation and aspirations require a community that is mindful of laws and regulations that stipulate the way in which business can be conducted outside the United States and how research activities can be shared with collaborators, students and employees who are not citizens of the United States.

[Export Controls](#)

[Duke Global](#)

[Ask a question or share a concern](#)



## Expected Behaviors

- Respect local culture, practices and preferences
- Inform Duke of your international business and research activities, including non-domestic travel plans associated with Duke endeavors
- Consult with Export Controls regarding international collaborations, shipments and data transfers
- Implement controls to restrict access to sensitive or regulated information
- Ensure Duke is registered to do business in a country or location within a country
- Follow Duke policies and procedures for engaging in study, research or other programs outside the United States



## Potential Questions, Dilemmas and Concerns

- Work with debarred or restricted countries and individuals that cannot participate in Duke business or research
- Requests or actions to send data or research materials abroad without permission from Export Controls
- Performing work in restricted or debarred regions or countries without appropriate authorizations

# Sportsmanship and Athletic Competition

Duke Athletics aims to engage the mind, to elevate the spirit, and stimulate the best effort of all who are associated with the University. Athletic competition at Duke demands the highest level of standards and performance, working with others as a team, adherence to codes of fairness and sportsmanship and compliance with ACC and NCAA regulations.

## Find out more

[Board of Trustees Policy for Athletics](#)

[Athletic Policy Manual](#)

[Ask a question or share a concern](#)



## Expected Behaviors

- Physical and emotional well-being is first priority
- Follow all ACC and NCAA rules and immediately report any potential issues for evaluation and resolution
- Respect and deliver a holistic academic, competitive and social experience



## Potential Questions, Dilemmas and Concerns

- Pressure to disclose competitive information or negatively alter performance standards
- Aggressive or unwelcome culture or communications
- Disregard for ACC or NCAA rules

# Social Media Activity

Duke supports professional and responsible use of social media to connect with our stakeholders and community.

## Find out more

[Social Media Guidelines for Communicators](#)

[School of Medicine Social Media Policy](#)

[Duke Health Social Media Policy](#)



Ask a question or share a concern



### Expected Behaviors

- Be mindful of your relationship with Duke
- Unless you are an official Duke communicator, avoid posting messages or content that can be interpreted as representing or speaking on behalf of Duke.



### Potential Questions, Dilemmas and Concerns

- Posting uncivil, untruthful or discriminatory messages or images
- Using Duke logos or trademarks without permission
- Posting personal messages purporting to represent Duke

## Political Activity and Engagement with Government Officials

As a non-profit, tax-exempt entity, Duke must abide by federal and state laws prohibiting the use of its facilities, funds, services, personnel or other resources to benefit political organizations, or to support or oppose individuals or organizations campaigning for public office.

### Find out more

Campus Political Activity and Engagement with Government Officials



Ask a question or share a concern



### Expected Behaviors

- Do not use Duke property or funds to support a political cause, party, meeting, event, fundraiser or candidate for public office
- When speaking or writing about campaign or political issues, clearly identify opinions as your own, and not representing Duke
- Duke encourages visits by government officials as part of their official duties, to learn about Duke programs and issues, or to participate in events or classes



### Potential Questions, Dilemmas and Concerns

- Using Duke funds or resources (email, computers or facilities) for meetings, events or fundraisers that support a political party or candidate running for office
- Using Duke funds for political donations
- Using Duke resources or affiliation to provide gifts or extra benefits to government officials or representatives
- Requests to participate in formal lobbying activities representing Duke or advocating for Duke interests

## Visitor Interactions

Duke welcomes visitors to our campus, workplace and facilities to participate in healthcare, scholarly activities, events, research, volunteerism, and to visit our gardens, museums and historic architecture. Duke is a place to study, tour, marvel, celebrate, heal, and give back.

### Find out more

Zero Tolerance for Aggressive Behavior



Visitor Restrictions in Place



Campus Visitors



Ask a question or share a concern



### Expected Behaviors

- Visitors and vendors should be properly registered and/or identified
- Accompany visitors at all times in restricted or limited access areas



### Potential Questions, Dilemmas and Concerns

- Individuals attempting to enter restricted or locked areas without a badge or key
- Disruptive or threatening behaviors

- Visitors must respect and abide by Duke's policies and procedures


- Engagement with minors without proper university consent


## Community Citizenship and Engagement

Duke faculty, staff, students and clinicians are an important part of the communities beyond our campus. Duke encourages purposeful partnerships and affiliations with our neighbors in the region through service and volunteerism, charitable activities and financial contributions. Duke also encourages meaningful engagement with our alumni, parents and friends through education, connections and communications.

### Find out more

[Durham & Community Affairs](#) | 

[Community Engagement Report](#) | 

[Duke Alumni](#) | 

[Ask a question or share a concern](#) | 



### Expected Behaviors

- Be aware of your influence and responsibilities as a member and representative of the Duke community
- Seek meaningful opportunities to engage with and give back to our community
- Appreciate the efforts of individuals who meaningfully give back to the community



### Potential Questions, Dilemmas and Concerns


- Pressure to volunteer time or to make charitable contributions
- People or organizations who take inappropriate advantage of Duke community programs
- Committing Duke time or resources on community engagement programs that have not been sanctioned by Duke
- Engagement with organizations that promote bias, racism, prejudice or other discriminatory behavior


## Protecting Information and Assets

### Financial Stewardship

Duke's relationships with our donors, students, sponsors and community partners assume that we will be responsible stewards of our financial resources. This requires individuals to engage in careful planning, use and conservation of financial resources.

### Find out more

[Duke Financial Policies](#) | 

[Ask a question or share a concern](#) | 



### Expected Behaviors

- Ensure use of funds aligns with approved budget restrictions and donor intentions
- Avoid wasteful or unnecessary spending
- Document all activity and transactions honestly and completely
- Promptly correct errors, mistakes or omissions



### Potential Questions, Dilemmas and Concerns

- Unauthorized use of restricted funds
- Unusual purchasing or hiring activity
- Deceptive behaviors or questionable explanations for financial transaction
- Evidence of fraud, waste or abuse of Duke resources
- Dishonest, inaccurate or incomplete reporting of time or expenses

# Data Protection, Privacy and Confidentiality

Duke faculty, staff, students, patients, collaborate and research subjects entrust us with their personal and confidential information. We balance the free exchange of information with the need to protect sensitive or regulated information and to ensure information is available for authorized use. We keep information confidential and use it only with permission and for its intended purposes.

## Find out more

- [Use of Computing & Electronic Resources Policy](#)
- [Duke University Privacy Statement](#)
- [Confidentiality Policy](#)
- [Duke Health Notice of Privacy Practices](#)
- [Data Classification Standard](#)
- [Ask a question or share a concern](#)



## Expected Behaviors

- Store data in approved locations
- Keep user login and password information confidential
- Treat all information with respect and use only for the intended and authorized purpose



## Potential Questions, Dilemmas and Concerns

- Requests to share passwords
- Using unapproved document sharing sites for sensitive or protected information
- Posting or sharing classified, private or protected information without permission

# Safeguarding Assets

Duke facilities, equipment, data and financial resources help us deliver on our mission, achieve our goals and support our daily activities. Duke entrusts each of us with protecting our financial, physical, intellectual and electronic property from unauthorized access, theft, misappropriation and damage.

## Find out more

- [Plant Accounting](#)
- [Intellectual Property](#)
- [Use of Computing & Electronic Resources](#)
- [Duke Brand](#)
- [Duke Health Brand Center](#)
- [Ask a question or share a concern](#)



## Expected Behaviors

- Maintain an accurate inventory of property and equipment promptly report missing items
- Protect and take care of Duke property
- Use the Duke name, mark, logo, image and other institutional trademarks only in authorized or approved ways



## Potential Questions, Dilemmas and Concerns

- Missing items
- Using Duke devices for purposes that conflict with Duke's mission
- Unauthorized use of Duke property or facilities for personal or financial gain
- Inappropriate or unauthorized use of Duke brand or images

# Environmental Stewardship

## Find out more

- [Sustainability](#)

Duke is committed to educating and empowering our community to create a more sustainable future through social, economic and environmental change. We endeavor to be responsible stewards of energy and transportation resources in support of carbon neutrality and holistic sustainability for the campus.

[Green Purchasing Program](#)

[Occupational and Environmental Safety](#)

[Ask a question or share a concern](#)



### Expected Behaviors

- Comply with environmental protection regulations
- Integrate sustainability into operations and planning



### Potential Questions, Dilemmas and Concerns

- Improper use or disposal of biologic material, chemicals or other substances
- Resource waste or abuse

## Ask Questions and Share Concerns

Illegal, immoral or fraudulent actions are never in keeping with our Values, and are always causes for concern. You can be part of the solution by asking questions when something does not seem right, or by reporting when you witness or are asked to participate in actions that are not consistent with our values or policies. Whether you use anonymous, confidential or other reporting channels, we want you to **please tell someone** if there is a problem. If you are comfortable doing so, ask your supervisor, department head, academic dean, residence advisor or ombudsman for advice. If you prefer, the Speak Up line is available to you as an [online form](#) or by calling **800.826.8109** to discuss your question or report your concern. The toll-free number and the online form are confidential, and anonymous if you choose. This service is available 24 hours per day, 365 days per year. A third party professionally staffs and administers the toll-free line and refers the information to the appropriate <http://oarc.duke.edu> office for follow-up and action. Other Duke resources that provide confidential consultation include [CAPS](#), [PAS](#), [Women's Center](#), [Center for Sexual and Gender Diversity](#), the [student ombuds](#) and [faculty ombuds](#) programs, [campus clergy](#) and [Duke Health clergy](#).

Staff, faculty, students, patients, trainees, volunteers and visiting scholars may also directly contact Duke's [Office of Audit, Risk and Compliance](#), the [Office for Institutional Equity](#), [Duke Human Resources](#) or [Duke University Health System Compliance Office](#). These resources are available during normal business hours for confidential advice and consultation.

If you are concerned about a Duke student's behavior or health, resources and assistance are available through the [DukeReach](#) program. Similarly, Duke's [Personal Assistance Service](#) is available to eligible faculty, staff and their family members. Its staff of licensed professionals offer assessment, short-term counseling and referrals at no charge to help resolve a range of personal, work and family problems.

Finally, illegal actions are never in keeping with our values, and are always cause for concern. If you observe or otherwise learn of any criminal offense or suspected criminal activity, please immediately report this directly to the Duke University Police Department (DUPD). The DUPD can be reached via its [website](#) or by calling 911 for emergencies on campus, submitting information using the LiveSafe mobile application, or by calling 919-684-2444 for any non-emergency issues or concerns.

It takes courage to come forward. Retaliation for reporting concerns in good faith is **strictly prohibited**. Retaliation may be in the form of threatening careers, discouraging others from reporting prohibited conduct or action or instructing others not to participate in an investigation.

Duke commits to conducting a fair and expeditious inquiry and to use any information to correct errors, make improvements, and ensure accountability. Should illegal activity be suspected or confirmed, Duke has a duty to report those facts to the appropriate authorities.

## Accountability

Duke's policies and procedures reflect our values and our expectations for the many and varied activities at Duke. This document serves as a statement of responsibilities for all members of the Duke community to honor our institutional

values, comply with our policies, and abide by legal and compliance requirements. Our Duke community is Duke University, Duke University Health System (DUHS), and all subsidiary and affiliate entities, and its members are trustees, governing and advisory board members, officers and senior administrators, faculty, staff, students, student employees, student leaders, trainees and authorized alumni and volunteers acting on behalf of Duke.

Duke's Values in Action provides the framework to ensure that our high standards of behavior are demonstrated consistently across our organization and that we live out our common mission, vision, and values on a daily basis, and that we perform our responsibilities to the best of our abilities and in compliance with applicable laws, regulations, professionalism and accreditation standards, and Duke policies and procedures. We do this with the understanding that our Duke community – colleagues, students, collaborators, neighbors, patients and sponsors – depend upon the integrity of our actions.

Behaviors or actions that not are not consistent with this statement or with laws, regulations, or Duke policies and standards are expected to result in sanctions or disciplinary action, which may include termination proceedings. The consequences will be determined based upon the facts and circumstances along with the severity of the actions determined not to be consistent with these conduct expectations.

## Additional Resources

[Community Conduct Statements](#) ↗

Do you have questions? Contact us at [oarc@duke.edu](mailto:oarc@duke.edu).

Do you have concerns to share? Please use our [speak-up resources](#) ↗.

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