



vcuarts
QATAR

2026 Annual Security Report

VCUArts Qatar Campus

*REPORT PUBLISHED FOR THE 2026-2027 ACADEMIC YEAR.
CONTAINS CRIME STATISTICS FOR CALENDAR YEARS 2023,
2024 & 2025.





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A Word from President Rao

Dear VCU Community,

At VCU, our highest priority is working diligently to ensure an environment where all who come here to live, learn, work, and heal, can do so with peace of mind. Our community is made up of people who help foster a respectful, civil and welcoming environment.

Each year, in alignment with the federal Clery Act guidelines, we publish our Annual Security Report to highlight important policies, procedures, safety initiatives and resources. This comprehensive, data-driven and practical resource is a vital tool to help us stay informed and actively participate in keeping our campuses safe.

While it ensures our compliance with federal law, more importantly, it reflects VCU's commitment to providing a safe and secure environment for our students, employees and visitors.

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Safety is an ongoing, shared institutional responsibility. This report is coordinated through deep collaboration across our university, overseen by our Clery Compliance Administrator within the VCU Integrity and Compliance Office. This work is made possible through the dedicated partnerships of VCU Police, Student Affairs, Human Resources, Equity and Access Services, and VCUarts Qatar Safety and Risk Management.

I extend my sincere thanks to the many professionals who work to compile and share this important information in an open, accessible way. Thank you for your continued partnership and shared dedication to the well-being of our community.

Sincerely,
Michael Rao
President



From the VCU Clery Compliance Team

VCU is committed to fostering a safe, informed, and empowered campus community. The 2026 Annual Security and Fire Safety Report (ASFSR) reflects that commitment by providing transparent information about campus safety policies, prevention efforts, and crime statistics, as required under the Clery Act. This report is more than a compliance document; it reflects a shared responsibility and a collective achievement made possible through the dedication of many partners across the university.

The Clery Act requires institutions to maintain accurate records, issue timely and meaningful safety communications, and ensure that students and employees have access to the information they need to make informed decisions. At VCU, meeting these responsibilities is a university-wide effort. The Clery Team works closely with VCU Police, Title IX, the Dean of Students Office, Human Resources, Student Conduct & Academic Integrity, Residential Life & Housing, Student Affairs, and many academic and administrative units. Their collaboration, professionalism, and commitment to accuracy strengthen this report; and our compliance program.

Campus safety also extends beyond reporting requirements. It is grounded in a culture of awareness, prevention, and care. The programs, resources, and partnerships highlighted throughout this report demonstrate VCU's ongoing investment in an environment where every member of our community feels supported and secure. Through prevention education, emergency preparedness, and the daily work of maintaining accurate safety data, our collective efforts reinforce VCU's commitment to transparency and continuous improvement.

As you review this report, we invite you to learn more about the policies, resources, and initiatives that support safety at VCU. We encourage you to engage with the information, explore available services, and reach out to the Clery Team with questions or suggestions. Your awareness and involvement strengthen our community and help ensure that VCU remains a place where students, faculty, staff, and visitors can thrive.

Thank you for taking the time to review this report and for your partnership in supporting a safe and informed university community.



One of the highest priorities at the Virginia Commonwealth University Qatar (VCUarts Qatar) campus is maintaining a warm and welcoming campus environment that not only allows everyone the right to be safe, but also to feel safe. Our goal is to cultivate a campus environment that allows everyone to safely study and work. The VCU Clery Compliance team and VCUarts Qatar Safety & Risk Management oversees the Clery Compliance Program for the campus, and prepares the Annual Security Report, with information shared from a variety of campus partners. Campus Security Authorities (CSAs), Qatar Safety & Risk Management, Qatar Foundation Security, or Qatari law enforcement.

Located in Doha, the capital city of Qatar, VCUarts Qatar was established in 1998 through a partnership with the Qatar Foundation for Education, Science and Community Development. VCUarts Qatar was the first campus established in Education City, a unique 2,500-acre campus community. VCUarts Qatar offers students the opportunity to earn a Bachelor of Fine Arts degree in Graphic Design, Interior Design, Painting & Printmaking, and Kinetic Imaging, a Bachelor of Arts degree in Art History, or a Master of Fine Arts degree in Design. VCUarts Qatar is fully accredited by the National Association of Schools of Art and Design, the Southern Association of Colleges and Schools and the Council for Interior Design Accreditation. VCUarts Qatar is committed to fostering a safe, supportive, and well-informed campus community. Our goal is to cultivate a campus environment that allows everyone to safely study and work.

As part of this commitment, VCUarts Qatar complies with the Jeanne Clery Campus Safety Act, commonly known as the Clery Act. This federal law requires institutions of higher education that participate in federal financial aid programs to maintain and publicly disclose information about crime occurring on or near their campuses. The goal of the Clery Act is to promote transparency in campus safety and to empower students, employees, families, and the broader community with timely, accurate information that supports informed decision-making. This report allows current students and employees, as well as prospective students and employees to read about current safety policies and procedures, resources, reporting options, prevention programs, emergency procedures, and crime statistics from the previous three years. The law also requires VCUarts Qatar to issue timely warnings about certain ongoing threats, maintain a daily crime log, and uphold specific rights and resources for victims of sexual assault, dating violence, domestic violence, and stalking. The spirit of the Clery Act is transparency and consumer protection.

The VCU Clery Compliance team and the VCUarts Qatar Safety & Risk Management department oversees the Clery Compliance Program for the campus, and prepares the Annual Security Report, with information shared from multiple offices across the VCUarts Qatar campus, including the Division of Student Affairs, and Human Resources.

All of the statistics are gathered, compiled, and reported to the University community via this report. The crime statistics contained within this report are obtained from VCUarts Qatar's Safety and Risk Management in collaboration with local campus offices and partner Universities across Education City. The VCU Clery Compliance Office submits the annual crime statistics published in this report to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

All VCUarts Qatar students, faculty, staff, and community members are encouraged to act responsibly, work collaboratively, and whenever possible, assist each other to promptly, accurately, and effectively report all unsafe incidents and criminal offenses. Instructions for reporting campus policy violations, crimes, and Title IX incidents are included in this report. This report should be a valuable and informative tool. Personal safety is everyone's responsibility, and we need your assistance in maintaining a safe campus environment. VCUarts Qatar encourages readers to review the full report before examining the crime statistics. The information provided in the preceding sections offers important context about reporting processes, definitions, and geographic categories, helping readers better understand how the statistics are compiled and what they represent.

Together, these efforts reflect VCU's dedication to creating an environment where all members of the community can learn, work, and thrive with confidence.

Paper copies may be obtained in person from the Safety and Risk Management Office during normal business hours, 8:00 a.m. to 5:00 p.m., Sunday through Thursday. Questions about this report, or to request a copy, please contact the VCU Clery Compliance team at clery@vcu.edu.

Virginia Commonwealth University Clery Policy

The Clery Compliance Policy outlines the university's responsibilities for complying with the Jeanne Clery Campus Safety Act and related United States federal laws. The policy establishes the framework for procedures and responsibilities necessary for meeting federal requirements. It requires the maintenance of a daily crime log, timely warnings and emergency notifications, and ongoing prevention and education programs addressing sexual violence, hazing, alcohol and drug misuse, and other safety concerns.

To ensure accuracy and compliance, the policy assigns responsibilities across multiple university units, including Campus Security Authorities, the VCU Police Department, the Division of Student Affairs, Human Resources, Equity and Access Services, Capital Assets, Real Estate, and Facilities Management, the Clery Compliance Administrator, and other administrative partners. A full version of the policy may be found [here](#).



Campus Safety, Personal Safety, and Crime Prevention

VCUarts Qatar is committed to maintaining a safe and healthy educational environment for all students, employees and visitors to campus. The success of individuals and the university does not rest solely on staff, but depends on the commitment to looking out for others. What we do, or fail to do, affects our safety and the safety of others.

Maintenance of Campus Facilities

Facilities and landscaping are maintained in a manner to minimize hazardous conditions. The maintenance of the campus is the responsibility of the Qatar Foundation Facilities Directorate. The Qatar Foundation Health, Safety and Environment Directorate reports to the Facilities Directorate, in writing, conditions that could be hazardous. Additionally, lighting is monitored by Qatar Foundation City Operations security personnel; any lights that may not be working are also reported to the Mechanical and Electrical Department. Problems reported by visitors, students, faculty, staff and custodians are sent to Qatar Foundation Health, Safety and Environment Department for action.

Security of and Access to Campus Facilities

VCUarts Qatar building access rules are in place for the safety and security of the community and follow QF Security protocols for the Education City Campus. Details of building access control procedures can be found in the VCUarts Qatar Building Access Control Policy maintained by the Safety and Risk Department. The policy also contains a matrix which has been approved by each Partner University and QF Security. Should the need arise to change building access procedures due to a large event on campus or a recognized threat, access may be restricted to Education City buildings and in a uniform manner across the campus. Reduced access has also occurred when the QF Stadium hosts major events. The community is informed of these changes through the Communications Department VCUQalert email address, university whatsapp groups, and official university social media platforms.

All VCUarts Qatar employees and students are provided an ID card which identifies the issuing building on the campus (in our case, a VCUarts Qatar identifying ID card). Access is only granted through the main entrance by swiping the card reader with an issued ID or by showing a form of identification (Qatari ID or passport) and signing into the facility. ID cards from other Partner Universities and the Qatar Foundation are honored for building entry as long as these card holders also sign-in at the main entrance. Visitors are required to show either a Qatari ID or passport and sign-in at the main entrance and are given an ID badge which must be worn during their entire visit.

The contracted security force regularly conducts rounds to ensure that all other ground floor access doors are locked and secure. Should an emergency occur within the building, all ground floor entry/exit doors automatically unlock once the fire alarm is activated.

Campus Safety Services

At VCUarts Qatar, the safety and security of our campus community are foundational to our mission of academic excellence and student success. Personal safety and crime prevention are essential components of our campus culture, and VCUarts Qatar takes a proactive approach to reducing risk and promoting awareness.

Through a combination of security patrols on campus and within buildings, education, outreach, and community engagement, VCUarts Qatar offers a variety of programs designed to prevent crime before it occurs and to equip individuals with strategies for responding to potential threats.

Personal Safety and Crime Prevention

Responsibilities of the VCUarts Qatar community for their safety and the safety of others

VCUarts Qatar community members should assume responsibility for their safety and the security of their personal property and are encouraged to assist others. The following provides crime prevention and personal safety tips.

Things you can do if someone tries to harm you:



Stay calm and think rationally



Remember what the attacker looks like



Consider what you can do to defend yourself



Be verbally assertive to draw attention to the situation



Flee at the first opportunity



When in a safe location, notify the police immediately

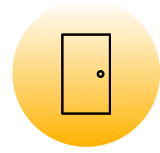
In your residence:



Keep your room locked and keep your keys with you; don't loan them to others



Be careful when inviting casual acquaintances into your room



Do not prop open exterior doors of residence halls



If someone knocks on your door, find out who it is before opening it



Do not leave a message on your door concerning your whereabouts



Do not let strangers enter the residence halls

Vehicles



Lock car doors and windows



Never pick up hitchhikers



Store valuables out of sight or lock them in the trunk when the car is parked



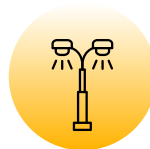
If your car breaks down, activate emergency flashers



In emergency, immediately call for assistance; if someone stops to help, ask the person to call for help for you



Sound the horn if threatened



Park in well-lit areas



If your car breaks down, stay in the locked car

Personal Property



Record the serial numbers to your property and mark personal items with your name or some other traceable identification



Keep your credit cards, debit cards and important documents out of sight and secure



Leave items of high monetary value at home



Do not leave personal property unattended



Do not carry excess cash



Keep your purse/backpack close to your body

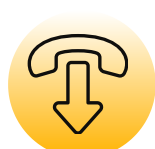
Phone security



Secure phones by passcode and biometrics



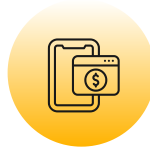
Do not divulge your name and address to people you don't know



Hang up immediately on obscene phone callers



Ignore and block text requests for personal or banking information



Do not store financial cards and ID's on the backs of phones



Use caution when sharing photos of yourself



Never reveal that you are alone

General Information



At night, travel in well-lit areas and in pairs when possible



Report incidents and suspicious activity or persons to security



Do not take personal safety for granted; pay attention to your surroundings



Beware of email scams; if it's too good to be true, it probably is



Secure your bicycles, scooters, motorcycles, etc.



Try to avoid walking alone at night

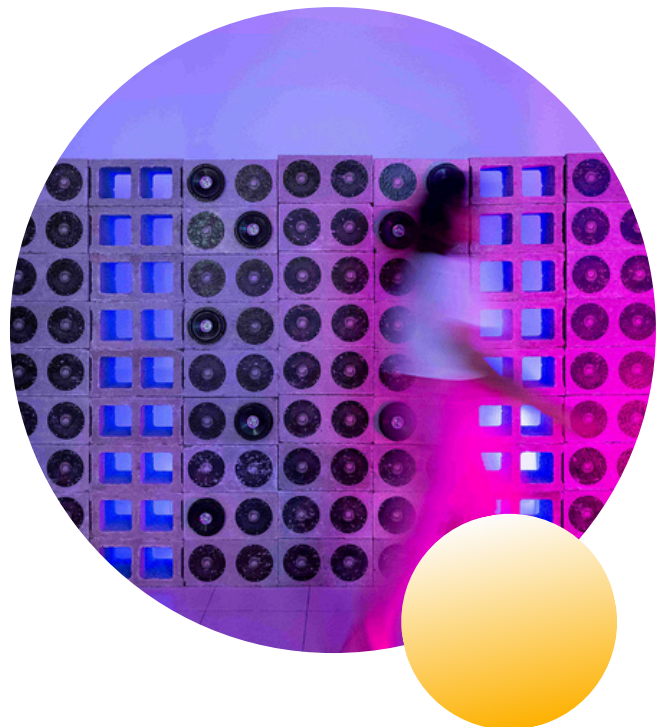
Campus Security Policies

Missing Student Notification Policy

The US Higher Education Opportunity Act of 2008 set forth requirements for educational institutions regarding reporting, investigating, and making emergency notifications for any currently enrolled student living on campus believed to be missing. The VCUarts Qatar campus does not have on-campus student housing facilities, therefore these policies and procedures do not apply.

Sex offender registration

The US federal Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement advising the campus community where information concerning registered sex offenders may be obtained. The State of Qatar does not maintain a sex offender registry.



Emergency Response, Evacuation, and Preparedness

VCUarts Qatar recognizes that specific emergencies may occur that require an immediate response from emergency services. To address mitigation, preparedness, response, and recovery, VCUarts Qatar works with the Qatar Foundation through the QF Higher Education Issues and Crisis Management Protocols document. The basic emergency procedures are to protect lives and property by effectively using university and Education City campus community resources.

VCUarts Qatar works in concert with the Qatar Foundation, Qatar Foundation-contracted security, Qatar Civil Defense and police services. Any event requiring interaction with these organizations is maintained by the Qatar Foundation and all follow-up findings are documented and archived. The partner universities also maintain a working group, the Hazard, Vulnerability, Assessment and Planning forum (HVAP). This group meets on a regular basis and during times of heightened awareness, as required. HVAP also maintains a shared dedicated webpage for all group members.

Additionally, should an event warrant a notification, the VCUarts Qatar Safety and Risk Department will work with the Communications Department and notify the community using the VCUQalerts email address and multiple official university social media platforms.

The VCUarts Qatar Safety and Risk Department provides due diligence and duty of care in the evaluation of local and international travel for the community through consultation with the third-party contracted provider Global Rescue ([https:// www.globalrescue.com](https://www.globalrescue.com)).

If you are the first to recognize a fire situation, or other emergency; activate the alarm, evacuate to a safe location using the nearest exit, and notify Qatar Foundation Emergency Response at (+974) 4454-0999.

Emergency Notification, Response and Evacuation Policy

In accordance with the VCUarts Qatar Emergency Management program policies, the VCUarts Qatar Crisis Management Team (CMT) will coordinate the emergency notification, response and evacuation of the VCUarts Qatar with Qatar Foundation security and university fire wardens.

The CMT is comprised of two groups:

1. the CMT Executive Policy Group, and
2. the CMT Implementation Group.

The Executive Policy Group makes top-tier policy decisions and provides direction to the Implementation Group through consultation with the Implementation Group Facilitator (appointed at the direction of the dean). The Executive Policy Group does not direct on-scene operations and will only directly manage the Implementation Group or the Emergency Operations Center (EOC), when activated, after consulting with the Implementation Group Facilitator. Upon learning of an emergency incident, any member of the CMT may suggest activation of the EOC via the VCUarts Qatar Emergency WhatsApp group. The dean, or their designee, will authorize the activation of the EOC; the Communications Department will then inform CMT members of the official activation and relay any urgent details. When the EOC is activated (either virtually or physically), the EOC serves as the central location for coordination and decision-making in support of a response to an emergency incident.

Members of the CMT Implementation Group make up the core personnel of the EOC, and any or all of the members of the CMT Executive Policy Group may join the CMT Implementation Group in the EOC. The CMT Implementation Group Facilitator acts as the EOC facilitator and will describe the nature of the incident to the group which was communicated from the scene. In extreme cases, a relocation from the State of Qatar may also be coordinated with input from VCU's Incident Coordination Team (ICT) and Global Rescue.

Emergency Evacuation Procedures

If appropriate, campus and building evacuations will be completed according to the Qatar Foundation building evacuation protocols, supported by VCUarts Qatar fire wardens.

University buildings have emergency directories and signage to assist with evacuation and emergency procedures. At the sound of a fire alarm or if you are instructed to evacuate, leave your work area or classroom, immediately proceed to the nearest exit and leave the building.

Buildings

- All building evacuations will occur when an alarm sounds and/or upon notification by first responders, staff, or a designee.
- When the fire alarm is activated remain calm and leave by the nearest marked exit and alert others to do the same.
 - Do not use the lift; use the stairs.
 - Assist the physically impaired. Emergency wheelchairs are strategically located on the first and second floors; if the person is not ambulatory, make sure they are in a safe place and notify responding emergency services of the person's location. Know your evacuation assembly points.
- Once outside proceed to a clear area that is at least 100 meters away from the affected building.
- Keep streets, fire lanes, hydrant areas, and walkways clear for emergency vehicles and personnel.
- Do not re-enter the building until the Qatar Foundation Emergency Response Team or Qatari Civil Defense advises it is safe to do so.

Action to take when an Alert is sent

If a Qatari national alert is sent over a mobile device, or a VCUQalert whatsapp message is sent to the community, follow all instructions given in the message.

Exercises and Tests of the Plan

Training, testing and exercise procedures

The VCUarts Qatar CMT, in coordination with the QF Emergency Response Team, will test the emergency response and evacuation procedures at least annually. The emergency response and evacuation procedures are publicized in conjunction with at least one test per calendar year.

VCUarts Qatar will utilize the procedures below for testing institutional responses for emergency notification, response and evacuation:

- **Training, testing and exercises**
 - The QF Emergency Response Team holds annual Fire Warden training for VCUarts Qatar volunteer wardens. They also conduct an annual fire safety inspection of the building.
 - Two unannounced fire drills are conducted per year in coordination with the university Safety and Risk Management Department.
 - These tests, which may be announced or unannounced, are designed to assess and evaluate the emergency plans and capabilities of the institution. Each test is documented and includes a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced.
- **After Action Review (AAR) and improvement plan**
 - After action reports from both the fire and safety inspection and fire drills are authored by the QF Emergency Response Team and shared with the VCUarts Qatar Safety and Risk Management Department.

VCUarts Qatar Resources

VCUarts Qatar does not have a police department and does not provide law enforcement services to off-campus residences, including events for student organizations. These areas will fall under the jurisdiction of Qatari Police and Emergency Services. If VCUarts Qatar students or student organizations are involved in alleged criminal activity, local law enforcement will work with VCUarts Qatar as needed to address the concerns related to University policy.

For assistance off campus, students and employees should contact the resources on the following page.

Local Police/Off-Campus Medical

Qatari Emergency Services, off campus: 999

QF Primary Care Clinic

(+974) 4454-1244

Any other services

Global Rescue Emergency Response Travel Services: (+1) 617-459-4200

Off Campus Safety Considerations

Living alone off campus requires considerations for safety and the following should be considered:

- Make sure the apartment or house locks have been changed since the previous tenants
- Leave lights on or use a timer when you are away for an extended time or plan to arrive home after dark
- If your keys are lost or stolen, change your locks immediately

When you find a new place to live, prior to moving in and signing a lease, be mindful of security and carefully inspect your potential home keeping security in mind. Here are some questions to keep in mind:

- How safe is the neighborhood?
- Are there smoke detectors throughout the unit, especially near the bedroom area?
- Is there sufficient lighting indoors and outdoors?
- Is the landscaping maintained to keep windows, doors, and walkways visible and to eliminate hiding places?
- Are there quality locks with a deadbolt on doors, as well as locks on the windows?
- Does the route to walk to and from public transportation appear safe?

Off Campus Students and Student Organizations

While VCUarts Qatar has officially recognized student organizations, based on the information known to the university, there are no Clery-defined noncampus locations owned or controlled by a student organization officially recognized by VCUarts Qatar. Therefore, VCUarts Qatar does not monitor or record through local police agencies any criminal activity involving students engaged at off-campus locations that do not fall within Clery-defined geography.

Campus Safety Related Departments

Qatar Foundation Security

Qatar Foundation (QF) City Operations is responsible for campus security and works closely with VCUarts Qatar to coordinate staffing, events security and VIP security needs through QF Security staff and a third-party contractor. QF Security and contractor staff are not sworn officers, do not have arrest authority or any other police powers. QF Security Officers have the authority to enforce University policies. However, they work closely with Qatari law enforcement and act as a liaison for the VCUarts Qatar community when investigating alleged criminal offenses that may have occurred on the Education City Campus. Their primary jurisdiction includes all university-owned, -leased and -controlled by VCUarts Qatar.

Headquartered at Central Plant 2, the campus security force is open 24 hours a day. The reporting of incidents or emergencies can be made to any contracted security guard at the VCUarts Qatar building, any contracted security guard closest to the incident on Education City, or by calling (+974) 4454-0999.

Mutual Aid Agreements with Law Enforcement

VCUarts Qatar and QF security do not have any written agreements or memorandums of understanding regarding any topics, including the investigation of criminal incidents, with local law enforcement agencies, although they do work closely with Qatari law enforcement.

VCUarts Qatar Student Conduct

At VCUarts Qatar we adhere to the [VCU Student Code of Conduct](#). Under the terms of the Virginia Commonwealth University Student Code of Conduct students have extended rights, but also assume many responsibilities. For a student to succeed at VCU, they must know and understand this policy and live within the parameters of the Student Code of Conduct and other university policies. In addition we work with other QF and entities to ensure student behavior across Education City. The Office of the Assistant Dean for Student Affairs supports the educational mission of VCUQatar by educating students about appropriate behavior and fostering a community supporting academic success. When concerns about student conduct arise, our office will ensure that each matter is addressed promptly, fairly, and with care. We are committed to upholding the VCU Student Code of Conduct while also supporting the individual needs and rights of students throughout the resolution process.

To report an incident

To report any violations of the VCU Student Code of Conduct please use this link: [Student Code of Conduct Incident Reporting Form](#). Your submission will be treated with the utmost confidentiality, and all information provided will be used solely for the purpose of addressing the reported incident. Note: if there is immediate and significant risk to health or safety contact:

VCUarts Qatar Security Control Room

P: (+974) 4402-0769

Emergency in Education City

P: (+974) 4454-0999

VCUarts Qatar Honor System and Standards of Academic Conduct

The Assistant Dean for Student Affairs provides the overall guidelines and steps for the process and the Associate Dean For Academic Affairs or designee is the final authority for questions involving interpretation or application of the Honor System and Standards of Academic Conduct at VCUarts Qatar.

The Honor System and Standards of Academic Conduct aims to ensure the fair resolution of allegations and the appropriate sanction of violations so as to hold students justly accountable, remedy the effects of misconduct, and encourage future behavior that meets the university's standards of academic honesty, ethics and integrity.

Students charged with academic misconduct are responsible for seeking guidance from Student Affairs about the potential application of any program standards to a particular violation in the event they are found responsible through this process.

To report an incident:

To report any violations of the VCUarts Qatar Honor System and Standards of Academic Conduct please use this [link](#). Your submission will be treated with the utmost confidentiality, and all information provided will be used solely for the purpose of addressing the reported incident.

VCU Equity and Access Services

Equity and Access Services (EAS) is committed to equity and access for students, employees, patients and visitors. EAS includes teams focused on equal opportunity (Title VI), discrimination, and responding to allegations of prohibited conduct under Title IX.

At VCUarts Qatar, the Assistant Dean for Student Affairs office assists students with adherence to Title IX, a law in the United States that ensures a safe and secure learning environment for students. We respond to allegations of prohibited conduct defined in the University's [Sex-Based Misconduct Policy – Interim](#). In addition we respond to concerns related to accessibility, [equal opportunity](#), [affirmative action](#), [discrimination](#), [harassment](#) and protection of minors.

We are available to meet with members of the VCUQ community to discuss policies, support, and resources and to connect members to our VCU Richmond home campus [VCU Equity and Access Services](#) for reporting and investigations.

Personal Development and Counseling Office

The Office of Personal Development and Counseling Services offers a safe and confidential setting where you can discuss any aspect of your life, whether personal, academic, or related to your relationships with others, or brainstorm ways to improve your quality of life and well-being. Personal Development and Counseling Services promotes the success of the whole student and fosters the values of self-discovery, attainment of optimal mental health and wellness, and the removal of internal and environmental barriers that challenge students' success. In order to assist students in achieving their personal goals and to ensure the quality of student life and learning, the department focuses on the combined efforts of academic support, personal counseling, and advocacy services.

The Counseling Office is dedicated to supporting students through life's challenges, offering a safe and confidential environment to discuss your thoughts, feelings, and concerns. Our one-on-one counseling offers you an opportunity to talk privately about personal concerns in a safe, confidential setting. Every student's sense of privacy is important to us. We do not release your personal counseling information without written consent, except in emergency situations where information is needed to protect your health and safety. Services are intended to help students with short-term problems as opposed to providing long-term intensive psychotherapeutic services. Some common concerns students seek counseling for include, but not limited to; depression, coping with stress and anxiety, diversity and cultural differences, addictions, eating and body image concerns, grief or loss, adjustment to university life, and academic difficulties.

The office is located in the Student Services Suite and can be contacted by calling (+974) 4402-0555 or emailing vcuaq.counseling@vcu.edu to schedule an appointment.

Emergency Services

On Campus: (+974) 4454-0999

Qatari Emergency Services, Off Campus: 999

Police/Security Agencies

VCUarts Qatar Security Control Room: (+974) 4402-0769

Fire/EMS

QF Emergency and Ambulance Services On Campus: (+974) 4454-0999

Health and Medical

QF Primary Care Clinic: (+974) 4454-1244

Campus Resources

Director of Safety and Risk Management, VCUarts Qatar

Office: (+974) 4402-0668

Mobile: (+974) 3025-1232

Assistant Dean for Student Affairs, VCUarts Qatar

Office: (+974) 4402-0636

Mobile: (+974) 6699-0294

Director of Human Resources, VCUarts Qatar

Office: (+974) 4402-0546

Mobile: (+974) 3013-3505

Global Rescue Emergency Response Travel Services:

(+1) 617-459-4200

Integrity and Compliance Office: 918 W. Franklin St.

- (804) 828-0500
- VCU Helpline: (866) 921-4971
- vcuhelpline.com

Transparency: Timely Warnings, Emergency Notifications, and Crime and Fire Logs

VCUarts Qatar is committed to fostering a safe and transparent campus environment. As part of this commitment, VCUarts Qatar maintains policies and procedures for issuing Timely Warnings and Emergency Notifications. These notifications alert the campus community about crimes, serious threats, and potential threats to safety. These alerts are coordinated by the VCUarts Qatar Safety and Risk Management Director, in conjunction with QF Security and Clery officers at other partner universities located on the Education City campus.

In addition to real-time alerts, VCUarts Qatar ensures public access to its Daily Crime Log, which documents crimes reported to QF security. The Crime log is available in person.

Anyone with information warranting a timely warning/crime alert should report the circumstances to the QF Security desk, (+974) 4454-0999, or in person to Command Post 2, North Campus.

Timely Warning Overview

Timely warnings are notifications about Clery Act crimes that have already occurred, but represent a serious or ongoing threat to the campus community, and apply to crimes that occur within VCUarts Qatar Clery geography. At VCUarts Qatar, a Timely Warning is issued as soon as pertinent information about a Clery Act crime is available. These warnings are provided in a manner that is timely, that withholds the names of victims as confidential, and aids in the prevention of similar occurrences. Timely Warnings are primarily disseminated via VCUarts Qatar email.

The intent of a timely warning is to aid in the prevention of similar crimes by helping members of the campus community protect themselves. The university encourages anyone with information regarding criminal activity that may warrant a timely warning to immediately report the circumstances to QF security. Clery crimes disclosed to pastoral and professional counselors are exempt from timely warning consideration.

Enrolling and Signing up for VCUQalerts

- **Email Alerts:** All VCUarts Qatar students, faculty, and staff are automatically enrolled in official university email communications through their VCU email account. Community members are asked to regularly monitor their university email during a crisis or incident.
- **WhatsApp Emergency Channel:** Community members can subscribe to the official VCUarts Qatar WhatsApp Alert Channel by opening the invitation link or QR code distributed by the university and selecting "Follow" within WhatsApp. Once subscribed, members will receive emergency notifications, safety updates, and operational announcements directly through the app.
- **Mobile Emergency Notifications:** Community members are also encouraged to enable emergency notifications on their mobile devices to ensure they receive Qatar's National Warning System alerts when issued.

Timely Warning Policy and Procedures

VCUQalerts Criteria

A VCUQalert may be issued when the VCUarts Qatar Safety and Risk Management Director, in conjunction with QF Security and Clery officers at other partner universities located on the Education City campus, identifies a Clery Act-reportable crime that occurs on Clery Act geography that poses a serious or continuing threat to students, faculty, employees and/or guests. VCUarts Qatar is not required to issue an alert with respect to crimes reported to a professional or pastoral counselor. All decisions on whether or not an alert is issued will be made on a case-by-case basis, considering the facts surrounding a crime including:

- The nature of the crime,
- The continuing danger or threat to the campus community,
- The amount of time that has elapsed between the occurrence and report date which may impede the university's ability to issue a warning that is timely,
- Whether the identity of the offender(s) is known and is in custody, and
- The possible risk of compromising security/law enforcement efforts.



Crime Alerts are typically issued for the following Clery crime classifications:

- Murder/Non-Negligent Manslaughter
- A string of Burglaries or Motor Vehicle Thefts that occur in reasonably close proximity to one another;
- Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger VCU community)
- Robbery involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Timely Warning Notice, but will be assessed on a case-by-case basis)
- Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount information known at time of report). All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.
- Major incidents of Arson

Decision to Issue a VCUQalert

The decision to issue an Alert is made on a case-by-case basis considering the facts known at the time of the report. The assessment includes factors such as: the nature of the crime, the continuing danger to the campus community (including whether the suspect was quickly apprehended by security/law enforcement), and the amount of time that has elapsed between the crime's occurrence and the date of the report.

When it is determined that a timely warning is necessary, the director of safety and risk will inform the available Crisis Management Team Executive Policy Group members, who will then decide if the situation presents an ongoing threat to the community.

There may be times when a Clery Act crime has occurred in Clery geography, but the situation does not present a serious or ongoing threat to the campus community, and thus would not necessitate a crime alert.

Determining the Content of a VCUQalert

VCUarts Qatar utilizes templates that have been developed into a standard format for all alerts. The templates are agreed upon by the Communications Departments for each partner university located on the Education City campus and QF Security. The templates are used to ease the development of the notification and ensure all required elements of the notification are included.

The Communications Department for the partner university who owns or controls the property in Education City where the reported incident occurred will take the lead in developing the specific details for the alert message, and will consult with the Clery officers for the other partner universities and QF Security in order to finalize the content of the alert message.

The content of the alert is intended to enable members of the campus community to protect themselves, and will typically include the following, unless issuing any of this information would risk compromising security/law enforcement efforts:

- A succinct statement of the incident including the date, time, general location, and nature of the reported crime(s);
- Possible connection to previous incidents;
- Information that will promote safety and potentially aid in the prevention of similar crimes (i.e., crime prevention or safety tips).
- Suspect description(s) when deemed appropriate and if there is sufficient detail (see below)
- Law enforcement contact information
- Other relevant and important information about the crime(s); as deemed appropriate

The description of subjects in a case will only be included in the alert if there is a sufficient amount of detail to describe the individual. If the only known descriptors are sex and race, that will not be included in the alert. In order to maintain confidentiality, all timely warnings will be provided without the names of victims.

Authority and Dissemination of VCUQalerts

A VCUQalert is distributed by the dean of VCUarts Qatar, in consultation with the director of safety and risk management and the Crisis Management Team Executive Policy Group, and will be issued to the campus community (students, faculty and staff, and community members) via blast email. VCUarts Qatar does not disseminate messages outside of their notifications methods described below.

Emergency Notifications

Overview

If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its emergency notification procedures. VCUarts Qatar, or the Qatari National Command Center (NCC), will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation occurring on the campus that involves an immediate threat to the health or safety of students or employees. A threat is imminent when the need for action is instant, overwhelming, and leaves no moment for deliberation. Such situations include but are not limited to a hazardous materials incident, an armed intruder on or near campus, an incoming attack/bomb threat, a gas leak, or a fire in a campus building.

Upon confirmation, the university or QF/local authorities will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system to the appropriate segment or segments of the campus community, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate an emergency.

In the event that a significant emergency or dangerous situation occurs, VCUarts Qatar, QF security or local authorities will; (1) confirm the existence of a significant emergency or dangerous situation; (2) determine the appropriate segment or segments of the campus community to notify; (3) determine the content of the emergency notification; and (4) initiate the emergency notification system.

By following the above university procedures, the university is not required to issue a crime alert based on the same circumstances that initiated the emergency notification; however, the university must provide adequate follow-up information to the community as needed.

Emergency Notification Procedures

In accordance with the VCUarts Qatar Emergency Management program, the VCUarts Qatar Crisis Management Team (CMT) will coordinate the emergency notification as necessary to amplify QF and/or Qatari messaging. The CMT is composed of two groups; the CMT Executive Policy Group, and the CMT Implementation Group. The CMT is responsible for or part of the following processes.

Confirming a Significant Emergency or Dangerous Situation

Emergencies within VCUarts Qatar's building, or within Education City, are confirmed by the CMT, in consultation with QF proprietary and contract security providers, to include QF Security. Activation of the emergency notification system will occur immediately upon confirmation of a significant emergency or dangerous situation at VCUarts Qatar's Education City campus involving an immediate or ongoing threat to the health and safety of the students, faculty and staff, so they may take reasonable precautions for their safety.

Determining the Appropriate Segment or Segments of the Campus Community to Notify

Regardless of the event, whenever the Emergency Notification system is activated all members of the VCUarts Qatar community will be notified. There will be no segments of the campus that will be omitted from receiving an Emergency Notification.

Determining the Content of the Emergency Notification

VCUarts Qatar will determine the content of the notification based on each situation. If an emergency notification is deemed necessary for an incident that occurred on VCUarts Qatar property, the message will be developed by the Communications Department based on templates agreed upon with partner universities on Education City. If the incident originated on property owned or controlled by another partner university in Education City, VCUarts Qatar will consult with partner universities and QF Security to develop the contents of the emergency notification message.

Notifications will include as much of the following information as is known at the time of the notification;

1. specific information about the nature of the incident/threat to include the location;
2. directions about how students, faculty, staff, and guests should respond to the threat;
3. details on what to do to get additional information.

Follow up/status update notifications may be released when/if there is new information or instructions for the campus. Messages may also be sent at appropriate intervals to reiterate the current state of the emergency, especially if significant time has passed since the last update. An all-clear notification will be sent at the conclusion of an event when/if it is helpful to provide an all-clear message.

Initiating the Notification System

VCUarts Qatar has various systems in place for communicating information quickly. Some or all of these methods of communication may be activated. The authorized representatives to request or initiate all or some portions of the emergency notification system in an emergency, urgent, or important situation include the dean of VCUarts Qatar, in consultation with the director of safety and risk management and the Crisis Management Team Executive Policy Group.

Distribution Methods

VCUarts Qatar uses a multi-channel approach during emergencies to ensure timely, accurate, and accessible communication with students, faculty, and staff. Communications are coordinated with Qatar Foundation and home campus university leadership as needed.

Key communication channels include:

- Email notification via VCUalerts email for official updates, operational changes, safety guidance, and instructions.
- Email messaging from the Dean directly as appropriate.
- WhatsApp Channel (new) for rapid, real-time emergency updates and critical announcements delivered directly to mobile devices.
- VCUarts Qatar website and intranet for detailed updates, FAQs, and ongoing situation information.
- Direct outreach from supervisors, chairs, directors, and Student Affairs teams to support specific groups or individuals.
- Coordination with Qatar Foundation emergency notification systems and national emergency alerts when applicable.

The university encourages community members to monitor multiple channels during an emergency, as information may be updated frequently as situations evolve.

Procedures for Disseminating Emergency Information to the Larger Community and Follow Up Messages (i.e. individuals and organizations outside the campus community)

The Qatar Foundation is responsible for disseminating emergency information to the larger community. Qatar Foundation Security and partner universities on the Education City campus will be informed of any emergency notification that is authored by VCUarts Qatar, so that every-one on campus stays informed. This will be done through the office of the VCUarts Qatar Dean, or as designated by the Dean.

VCU Response to Hazing

Hazing has no place at VCUarts Qatar, on or off campus, and is prohibited by the [Student Code of Conduct](#) and the [Hazing Prevention and Discipline](#) policy. The 2024 Stop Campus Hazing Act is a significant legislative milestone in the effort to combat hazing in higher education institutions. It requires reporting of hazing incidents and the implementation of comprehensive hazing prevention policies. The Act also renamed the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act to the Jeanne Clery Campus Safety Act, underscoring the importance of transparency and accountability in campus safety. This section outlines key provisions of the Stop Campus Hazing Act and VCU policy. This section includes VCUarts Qatar reporting and investigation information, programming and education opportunities, and transparency reports including the [Campus Hazing Transparency Report and the Student Organization Conduct Report](#).

For more information about hazing and prevention at VCU, please visit the [hazing prevention website](#), [hazing.vcu.edu](#).

There are no Hazing Laws in Qatar.

Stop Campus Hazing Act

The Stop Campus Hazing Act is designed to strengthen campus safety by increasing transparency and accountability around hazing. The Act requires institutions to publicly report hazing incidents, include hazing statistics in their Annual Security Reports, and provide students with clear, accessible information about hazing prevention and institutional policies. It also emphasizes early education, timely communication, and coordinated institutional responses. The goal is to help prevent hazing, keep students informed, and ensure a quick and consistent response when concerns are reported.

The Stop Campus Hazing Act defines Hazing as “any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons, regardless of the willingness of such other person or persons to participate, that

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury, including
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.”

VCU Hazing Prevention and Discipline Policy

The [Hazing Prevention and Discipline](#) policy was implemented in March 2022 and outlines guidelines for the VCU. The following explains the policy and expectations of the university community. It emphasizes that everyone associated with VCU is responsible for fostering an atmosphere of learning, social responsibility, and respect for human dignity. This policy applies to all persons and groups associated with the university, including, but not limited to, administrators, coaches, faculty, staff, students, student organization advisors, athletic teams, bands, fraternities, sororities, and other registered student organizations. Failure to comply with this policy may result in disciplinary action, up to and including termination or expulsion.

Definitions

Hazing

Any reckless or intentional psychological or physical requirement, request, or obligation placed upon any person for the purpose of admission, affiliation, initiation, or continued association with a student organization that could cause discomfort, pain, fright, disgrace, or injury; that is personally degrading; or that violates Virginia law, regardless of the voluntary or willful participation of the so endangered or injured person.

Student

All persons taking courses through VCU for any type of academic credit, including credit or non-credit classes (including auditing a class or English Language Program classes), whether full-time or part-time, online or in-person, single or dual enrolled, and pursuing undergraduate, graduate, or professional studies. "Student" also includes all persons who withdraw after allegedly violating university policy but prior to adjudication, persons who are not enrolled officially for a particular term but who have not officially withdrawn from the university, persons who have been notified of their acceptance for admissions, and persons living in VCU residence halls regardless of course enrollment. Employees of Virginia Commonwealth University or the Virginia Commonwealth University Health System may also be students.

Student Organization

Any student group registered or has applied for registration with the university, to include student organizations supported by university departments, colleges, or schools.

For purposes of the University's Hazing policy, the phrase "student organization" means "an organization at VCU (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the University." While student organizations that are not recognized or established by the University are not subject to the University's disciplinary jurisdiction, individuals who engage in violations of the standards of conduct outlined in the University's Hazing policy will be held accountable regardless of whether the student organization in which the Hazing activities occurred is recognized or established by the institution.

Reporting Prohibited Hazing Conduct

Anyone who learns of hazing activities, or alleged hazing activity, that occurred within a student organization, should report it to the university or law enforcement as soon as possible. Anyone designated as a Campus Security Authority (CSA) must report it to the university. Reporting allows the university to initiate a coordinated response that includes supporting those affected, conducting a fair and thorough investigation, and adjudicating any policy violations to address and prevent hazing.

If you have immediate safety concerns for yourself or another member of the VCUarts Qatar community, please call local law enforcement for your area. The below information is applicable to all VCU campuses.

To file a report of Hazing, please use the [Hazing Reporting Form](#). The form walks you through a series of questions to help capture as much information as possible regarding the alleged incident. VCUarts Qatar can best address an incident of hazing when provided with detailed information. Helpful information includes: name of the organization and/or individuals involved, relationship to the organization/people involved, when the incident occurred, location of the incident, names of who was present or would have additional information about the incident, and specific details of the incident.

Upon submission the form is routed to appropriate offices in addition to the Hazing Incident Review Team. Incidents involving employees can also be reported directly to Human Resources or the [VCU Helpline](#) or calling (866) 921-4971.

Hazing Incident Review Team

Representatives from Student Conduct and Academic Integrity, the Dean of Students Office, Fraternity & Sorority Life, Hazing Prevention, and Clery Compliance review incoming hazing reports to determine immediate response needs, including safety concerns, potential hazing under university policy, law enforcement referrals, and Clery Timely Warning considerations. The group's purpose is to quickly align stakeholders, activate the appropriate response steps, and ensure the investigation and campus support processes are initiated effectively.

Hazing Incident Investigation Process

Student, Student Organization, and Employee Conduct Investigations: Upon receipt of a report, the Student Conduct & Academic Integrity office will work with campus partners to adjudicate the complaint in accordance with the applicable disciplinary procedures for student organizations and students. If the reported conduct involves an employee, the incident will be referred to the applicable human resources partner for review pursuant to applicable policies and procedures.

More information related to student, student organization, and employee conduct can be found below.

The Student Conduct Investigative Process

1. Report Intake and Initial Assessment

- When a hazing concern is reported, an initial assessment is done to determine:
 - Whether the allegation meets the definition of hazing under university policy
 - Which office has jurisdiction based on the individuals or groups involved
 - Whether an interim suspension or other immediate safety measure is necessary

2. Notification and Coordination

- Student Conduct & Academic Integrity has the responsibility to investigate hazing allegations. When an investigation begins the involved student organization receives a Notification Letter outlining:
 - The nature of the reported concern
 - The next steps in the investigative process
 - Expectations for cooperation and timelines

3. Investigation Process

- VCU uses a tiered investigation model to ensure that the response is proportional to the nature and severity of the allegation.
 - Tier 1 Investigation: address concerns that may be resolved through an educational process.
 - SCAI reviews available information and determines whether hazing occurred
 - The organization has five business days to respond to the finding
 - Organizations may submit evidence or witness information during this period
 - If concerns remain unresolved or additional information emerges, the case may be elevated to Tier 2.
 - Tier 2 Investigation: used for more serious or complex allegations.
 - Investigation Orientation Meeting: SCAI meets with the organization to explain the process, expectations, and rights.
 - Investigation Activities: the investigator may use multiple methods, including:
 - Interviews with involved parties and witnesses
 - Collection of physical or documentary evidence
 - Review of locations or environments relevant to the allegation
 - Investigation Report
 - A written report is completed within five business days after the investigation concludes
 - The organization has five business days to review the report and submit additional evidence or witness information

4. Administrative Adjudication

- After the investigation, SCAI conducts an administrative review of all information.
 - SCAI applies the preponderance of the evidence standard
 - Findings are issued for each charge
 - Sanctions are assigned with an educational foundation, focusing on prevention, accountability, and organizational development

The organization then completes a Hearing Outcomes Form documenting receipt of the findings and required actions.

5. Administrative Adjudication Agreement

- Organizations may enter into an Administrative Adjudication Agreement, which outlines:
 - The findings
 - Required sanctions
 - Timelines for completion
 - Expectations for future compliance

6. Sanction Review Board and Decision Board

- In some cases, sanctions or outcomes may be reviewed by:
 - A Sanction Review Board, which evaluates the appropriateness of assigned sanctions
 - A Decision Board, which may review findings or outcomes as outlined in university policy

Investigation of Hazing incidents involving Faculty and Staff Respondents

1. Report Intake and Initial Assessment

- When a hazing concern involving an employee is reported, VCU conducts an initial assessment to determine:
 - Whether the allegation meets the definition of hazing under university policy
 - Which office has jurisdiction based on the individuals involved
 - Whether any immediate safety measures are necessary
- Reports may be routed to Human Resources – Employee Relations, the Integrity and Compliance Office, or Qatari Law Enforcement if criminal conduct is suspected.

2. Assignment of a Neutral Investigator

- Once jurisdiction is established, VCU assigns a neutral investigator to ensure a fair and impartial review. Investigations may be led by:
 - A Human Resources investigator, or
 - An Integrity and Compliance Office investigator, depending on the circumstances
- The investigator outlines the process and expectations for all parties involved.

3. Investigation Process

- The investigation focuses on gathering relevant, reliable information. Activities may include:
 - Conducting an intake meeting with the complainant
 - Interviewing identified parties and witnesses
 - Reviewing documents, communications, and other available evidence
- The investigator evaluates all information using the preponderance of the evidence standard.

4. Findings

- After reviewing the evidence:
 - The investigator prepares written findings summarizing the facts and conclusions
 - Findings are shared with Human Resources and other appropriate university officials for review and action
- Reporters and involved parties may be notified when the investigation has concluded.

5. Adjudication and Corrective Action

- If the investigation substantiates hazing or related misconduct, VCU determines appropriate corrective or disciplinary action. Possible outcomes include:
 - Coaching or corrective guidance
 - Formal disciplinary action
 - Suspension
 - Termination, for serious or repeated violations
- Corrective actions are designed to address the behavior, uphold university policy, and maintain a safe and respectful environment.

Campus Hazing Transparency Report & Student Organization Conduct Report

VCU is required to maintain and make publicly available a Campus Hazing Transparency Report. The report must be published on a prominent location of their public website. The report will summarize findings concerning any student organization found to be in violation of the institution's standards of conduct related to hazing.

Any student organization recognized or established by the University that is found to be responsible for violating the University's Hazing policy will be recorded in the Campus Hazing Transparency Report. However, all reports of hazing involving student organizations that occur in the University's Clery Geography will be included in the crime statistics regardless of whether the organization is established or recognized by the institution.

The Hazing Transparency Report will be updated to include new findings of organizational responsibility no less than twice annually following a final determination that a student organization has violated the University's Hazing policy. It should be noted, the first Transparency Report will be published by December 23, 2025, unless no organizations have been found responsible for Hazing at that time, as the University is not required to publish a Transparency Report until a student organization has been found responsible for violating the University's Hazing policy on or after July 1, 2025.

The report will include:

- The name of the student organization;
- A general description of the violation that resulted in a finding of responsibility;
- Whether the violation involved the abuse or illegal use of alcohol or drugs;
- The findings of the institution (i.e., the rationale for finding the organization responsible for Hazing);
- Any sanctions placed on the student organization; and
- Related dates (the date of the alleged incident, the date of the initiation of the investigation, the date the investigation ended with a finding, and the date the institution provided notice to the organization of the finding).

While required to provide transparency around responsible findings related to hazing, VCU provides transparency regarding all policy violations for student organizations. As such, VCU has created the Student Organization Conduct Report to compile and make publicly available the requirements under both legal requirements and beyond.

The Campus Hazing Transparency Report and Student Organization Conduct Report can be found [here](#).

On this page, the University also publishes additional information, including:

- A statement notifying the public of the availability of Hazing statistics that are published in the Annual Security Report;
- Information about the institution's policies relating to Hazing; and
- Information on applicable local, State, and Tribal laws regarding Hazing.

Policies Governing Alcohol and Drugs

VCUarts Qatar strives to maintain a campus community free from illegal use, possession, or distribution of alcohol and controlled substances. In alignment with the US Drug-Free Schools and Communities Act and the US Drug-Free Workplace Act, VCU enforces comprehensive policies governing the possession, use, and distribution of alcohol and other drugs. These policies apply to all students, faculty, and staff, and are designed to promote well-being, academic success, and campus safety.

VCUarts Qatar employees and students are prohibited from unlawful manufacture, distribution, dispensing, possession, use, or sale of alcohol or controlled substances on the Education City campus and according to local Qatari laws. In addition, employees and students shall not use illegal substances or abuse legal substances in a manner that impairs work performance, scholarly activities, or student life according to Qatari law. Students who violate this policy may face disciplinary action, up to and including dismissal, as set forth in the Student Code of Conduct. Employees found to be in violation of this policy, including student employees, when circumstances warrant, may face corrective action, up to and including termination. More information related to sanctions for both students and employees can be found below.

Information about the VCU Drug and Alcohol Abuse Prevention Program (DAAPP) is found in the [Alcohol and Other Drugs \(AOD\) policy](#). This document includes information about the standards of conduct, sanctions for violations of university policy, legal ramifications of drug and alcohol abuse, the health risks of alcohol and illicit drug use, and a summary of university prevention and education efforts.

Standards of Conduct - Students

The enforcement of alcohol and drug laws on-campus is the primary responsibility of Qatar Foundation Security and Qatari Law Enforcement. Violators of alcohol policies are subject to the provisions of applicable Qatari laws as well as university disciplinary actions. Organizations or groups violating alcohol/substance policies or laws may be subject to sanctions by the university.

At VCUarts Qatar we adhere to the [VCU Student Code of Conduct](#). Under the terms of the Virginia Commonwealth University Student Code of Conduct students have extended rights, but also assume many responsibilities. For a student to succeed at VCU, they must know and understand this policy and live within the parameters of the Student Code of Conduct and other university policies. In addition we work with other QF and entities to ensure student behavior across Education City. In addition, students that visit or reside in Qatar Foundation Student Housing are subject to their Community Living Standards which includes policies related to alcohol and drugs.

Alcoholic Beverages Policy

Specifically, VCU prohibits:

- The unlawful possession, use, or distribution of alcohol, including but not limited to, conduct prohibited by the Alcohol and Other Drugs policy, the Tobacco and Smoke-Free Campus policy, and the Events with Alcohol policy in the Student Organization Handbook.

Illegal Drug Use Policy

Specifically, VCU prohibits:

- The unlawful possession, use, or distribution of drugs, including but not limited to, conduct prohibited by the Alcohol and Other Drugs policy, the Tobacco and Smoke-Free Campus policy, and the Events with Alcohol policy in the Student Organization Handbook.
- Paraphernalia – Possession of paraphernalia used to consume illegal drugs is not permitted on university property. Paraphernalia includes but is not limited to roach clips, bongs, pipes, blow tubes, bowls, and any type of water pipe or object filled with water through which smoke is drawn.

Standards of Conduct - Employees

Employees are prohibited from engaging in any of the following acts:

- The unlawful possession, use, or distribution of drugs and/ or alcohol on university property, or as part of any university activity, or off campus.
- Reporting to or remaining at work impaired by or under the influence of alcohol or drugs except from the use of drugs for legitimate medical purposes.
- Violation of any criminal drug law based upon conduct occurring either in or outside the workplace.
- Violation of any law that governs driving while intoxicated based upon conduct occurring in the workplace.

Consequences Related to University Policy: Alcohol and Drug Violations - Students

Upon any final finding of responsibility for a violation of policy, one or more sanctions may be imposed for each violation, up to and including expulsion from the university. Failure to complete any assigned sanction is a separate violation of policy. Impairment from the voluntary use of alcohol and/or other drugs (other than as medically prescribed) shall be considered an aggravating, and not a mitigating, factor in sanctioning.

The university will not take disciplinary action against a student who has demonstrated prohibited conduct in the following limited circumstances, where Disciplinary (Medical) Amnesty may be applied: (1) if a student seeks medical assistance for themselves or others due to the use of alcohol or drugs, neither the student seeking assistance nor the student needing aid will be subject to disciplinary action by the university for prohibited conduct under this policy, or (2) based on disclosure of personal consumption of alcohol or other drugs where such disclosures are made in connection with a good faith report of violation of university policy or cooperation with a university investigation.

The following describe the sanctions that may be imposed when there is a finding of responsibility:

- **Warning** - A written notice to the student to avoid a recurrence of any conduct that violates the Student Code of Conduct and/or any University policy. Subsequent violations may result in more severe disciplinary action.
- **Disciplinary Probation** - A specified period of time requiring the respondent to avoid the recurrence of any conduct that violates the Student Code of Conduct and/or any University policy that may result in additional university sanctions including suspension or expulsion.
- **Deferred Suspension** - During this designated period of time, a respondent is given the opportunity to demonstrate the ability to abide by the Student Code of Conduct's articulated behavioral expectations. Subsequent violations of this policy during the term of a deferred suspension will result in suspension or expulsion.
- **Educational Experiences**
 - Personal Development & Counseling Services - offers a safe and confidential setting where you can discuss any aspect of your life, whether personal, academic, or related to your relationships with others, or brainstorm ways to improve your quality of life and well-being.
 - Reflective Paper Series – Focused on Alcohol or Drugs with the goals of having students reflect on the incident, the finding of responsibility, the impact on themselves and the broader university community, and how they progress and make a positive impact in the future.
- **Loss of Privileges** - Loss of privileges is a denial for a designated period of time of access to university services, privileges, and benefits, which may impact participating in extracurricular activities, residence in university housing, university student leadership responsibilities, leadership within student organizations, academic activities, ability to reserve space, funding, intramurals, and study abroad. Bans, deactivations, and holds are restrictions on access to university services, activities, facilities, or registration.
- **Restitution** - Restitution is monetary recompense to the university and/or a member of the university community or others to cover the cost of damage, injury, or loss of community or personal property as a result of a violation.
- **University Policy Sanctions** - University Policy Sanctions are any sanctions not specified in this policy, but which are applied to a respondent as a result of prohibited conduct of another university policy and as set forth therein.

- **Suspension** - Removal of a student for a defined period during which a student loses all university privileges, which generally includes access to classes, facilities, programs, activities, services, and property.
- **Expulsion** - Permanent dismissal from the university, administrative withdrawal from classes, and loss of all University privileges. Notation of expulsion remains on the student's transcript permanently.

Qatar Foundation Student Housing Specific Sanctions

Students that visit or reside in Qatar Foundation Student Housing are subject to their Community Living Standards which includes policies related to alcohol and drugs. VCU Student Code of Conduct outlines behavioral standards addressing misconduct for students and student organizations. The university may impose disciplinary charges against any student who violates the VCU Code of Student Conduct and/or local, state and federal laws.

Qatar Foundation Student Housing Community Living Standards

Policy 7: Substance Use

Qatar has strict laws regarding alcohol and drugs, and as residents, it is your responsibility to uphold those laws. This policy protects the legal standing and safety of all community members. It also helps maintain a respectful, distraction-free environment where students can focus on their goals without fear of exposure to illegal or disruptive behavior. All residents must respect and abide by Qatar law, displaying signs of intoxication or promoting substance use is not allowed, and possession, use and or distribution of illegal substances is prohibited.

Violations of this policy, particularly concerning illegal substances, may result in immediate notification of local law enforcement.

Employees

Violation of any of the foregoing prohibitions may subject an employee to disciplinary action including, but not limited to termination or suspension, in accordance with applicable Qatari laws and university policies. Upon any final finding of responsibility of a violation of policy, one or more sanctions may be imposed for each violation. The following describe the sanctions that may be imposed when there is a finding of responsibility:

Sanctions based on progressive discipline for University Staff

[Working @ VCU: "Great Place" HR Policies](#) - University and Academic Professionals

- **Written Warning I & II:**
 - A manager may issue a formal Written Warning I for minor and non-recurring substandard performance, attendance problems, minor misconduct, and other types of minor yet impactful issues that warrant formal action, or a Written Warning II when conduct and/or performance concerns are recurring, significant and/or have a direct, adverse impact on the workplace.
- **Imposed probation:**
 - A manager may place an employee on probation with the approval of that manager's manager and VCU HR for 30, 45, 60, or 90 calendar days. Imposed probation does not ordinarily occur prior to a written warning or an unsatisfactory performance review and a notice of imposed probation may accompany a written warning. Employees who fail to meet the expectations set forth in the Notice of Imposed Probation during the probationary period may be dismissed or face further disciplinary action with appropriate notice and a reasonable opportunity to respond.
- **Suspension:**
 - A manager may suspend an employee, with the approval of that manager's manager and VCU HR, where behavioral, performance or misconduct issues pose substantial risk. Suspension may occur after prior warning or may be imposed without notice where the behavioral, performance or misconduct issues pose immediate risk. Suspensions may be with or without pay.
- **Demotion:**
 - A manager may demote an employee, with the approval of that manager's manager and VCU HR, into a position with lesser qualifications and lower pay where that employee has demonstrated an inability to satisfactorily perform the essential functions of the current job. Demotion may also be used as a disciplinary measure.

Dismissal: A manager may dismiss an employee, with the approval of that manager's manager and VCU HR, where that employee has demonstrated a documented pattern of unsatisfactory job performance that has not been corrected after written notice and an opportunity has been provided to correct identified performance deficiencies through the progressive discipline process, has been convicted of a felony or committed an act of serious misconduct, or performance or conduct that has a severe adverse impact on university operations and/or reputation.

Sanctions based on progressive discipline for Classified staff

[DHRM Policy 1.60, Standards Of Conduct](#) - Classified employees

- A Written Notice may be accompanied by additional actions including suspension; a demotion or transfer with reduced responsibilities with a disciplinary salary action; a transfer to an equivalent position in a different work area; or termination.
- **Group I Written Notice** - Offenses in this category include acts of minor misconduct that require formal disciplinary action. This level is appropriate for repeated acts of minor misconduct or for first offenses that have a relatively minor impact on business operations but still require formal intervention.
- **Group II Written Notice** - Offenses in this category include acts of misconduct of a more serious and/or repeat nature that require formal disciplinary action. This level is appropriate for offenses that significantly impact business operations and/or constitute neglect of duty involving major consequences, insubordinate behaviors and abuse of state resources, violations of policies, procedures, or laws.
- **Group III Written Notice** - Offenses in this category include acts of misconduct of such a severe nature that a first occurrence normally should warrant termination. This level is appropriate for offenses that, for example, endanger others in the workplace, constitute illegal or unethical conduct; indicate significant neglect of duty; result in disruption of the workplace; or other serious violations of policies, procedures, or laws.
- **Disciplinary Suspensions** - All disciplinary suspensions represent a Leave without Pay or pay docking transaction. Employees on suspension normally shall not be allowed on the agency's premises, nor shall they be allowed to work except to fulfill previously scheduled court obligations or to file and process a grievance or Equal Employment Opportunity complaint.
- **Disciplinary Demotion** - Management initiated assignment of an employee to the same or a different position in the same or lower Pay Band/Grade with reduced job responsibilities that must result in a minimum of a 5% reduction in base salary. In no case may an employee's salary exceed the maximum of the pay band following a disciplinary salary action.

Progressive Discipline Guidelines for Faculty

Progressive discipline is a process that includes a series of graduated steps to address performance or conduct, typically beginning with verbal counseling and potentially leading to further discipline, up to and including dismissal from employment.

Informal Discipline

- **Counseling:** This initial step entails issuing informal counseling to the employee in the form of verbal feedback and/or a written counseling memorandum. Managers may also assign certain training or development as part of the written counseling in instances where additional learning is needed to correct performance or conduct concerns. Depending upon the level of severity, a supervisor may bypass the informal counseling step and move to formal discipline.

Formal Discipline

- **Written Warning:** If problematic conduct/performance concerns escalate, or if the initial concern warrants, a written warning letter may be issued. Written warning letters clearly outline the concern(s) and/or issue(s), including specific details such as dates and times of infractions where possible.

- **Suspension:** Disciplinary suspension, which may be with or without pay, may occur if behavior/performance concerns continue after the written warning(s). It may also be imposed without notice where behavioral, performance or misconduct issues pose an immediate risk or threat, or where the faculty member is being investigated for alleged criminal activity that is related to their job or to the university's mission.

Dismissal

- A faculty member (including tenured faculty) may be dismissed for cause under certain circumstances including, but not limited to conviction of a felony, committing an act of serious misconduct.

Laws Pertaining to Alcohol

Alcohol consumption is heavily regulated in the State of Qatar and forbidden to all Muslims. There also are strict laws that must be followed with respect to the possession, use and sale of alcoholic beverages by non-Muslims and these requirements are administered by the State of Qatar. Also, in order to purchase packaged alcoholic beverages, members of the VCUarts Qatar community are required to obtain a permit that allows alcoholic beverages to be purchased from State of Qatar authorized vendors. All members of the VCUarts Qatar community are expected to follow these requirements.

Laws Pertaining to Drugs

Drugs are illegal in the State of Qatar. All members of the VCUarts Qatar community are required to respect and follow these requirements. Alleged violations of law may result in criminal charges/arrest by a law enforcement agency and may also be adjudicated through university disciplinary procedure.

Laws Pertaining to Weapons

The laws of the State of Qatar govern possession of weapons at VCUarts Qatar. Illegal or unauthorized use, or possession of fireworks or explosive, other weapons, or dangerous chemicals on the VCUarts Qatar campus or at any sponsored activity or use of any such item, even if legally possessed, in a manner that harms, threatens or causes fear to others is prohibited. Illegal or unauthorized use or storage of any weapon is prohibited. The term weapon may be defined as any object or substance designed to inflict a wound, cause injury or pain, or to incapacitate.

Drug Types and Associated Hazards

Fact sheets describing the health effects to your body and brain while using drugs and alcohol can be found on the US [Drug Enforcement Administration's website](#).

Health Risks Associated with Alcohol and Drugs

The health risks and effects of alcohol and other drugs are well-documented. However, the risks and effects of these drugs vary from person to person based on factors such as frequency of use, concentration or dosage of substance, the person's health, etc. Excessive alcohol use poses immediate health risks as well as long-term physical consequences. Those concerned about their own use or the use of a family or friend are encouraged to contact one of the resources listed on [VCU Alcohol and Other Drugs Resources and FAQs](#).

Alcohol and Other Drugs (AOD) Education and Outreach

Currently, there are no formal substance use education programs offered at VCUarts Qatar. VCUarts Qatar Employee Assistance Program partner, ICA, is also available to discuss substance use education. They can be contacted at youriscamena@icasworld.com.

University Procedures and Response to Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Policy Statement

VCUarts Qatar is committed to providing an environment that emphasizes the dignity and value of every member of its community while maintaining a safe and non-discriminatory learning, living, and working environment. VCUarts Qatar prohibits the crimes of sexual assault, dating violence, domestic violence, and stalking. VCUarts Qatar operates outside the jurisdiction of United States federal laws, including Title IX of the Education Amendments of 1972. As such, Title IX does not apply to the VCUarts Qatar campus. However, VCU's [Sex-Based Misconduct Policy - Interim](#) applies fully to all members of the VCUarts Qatar community.

This policy covers sex-based misconduct including university sexual harassment and sexual exploitation. It also applies to incidents of sexual assault, domestic violence, dating violence, and stalking that do not meet the jurisdictional requirements of Title IX. Retaliation against a person for reporting violations of this policy or for participating, or refusing to participate, in any investigation or proceeding is strictly prohibited.

VCUarts Qatar is committed to maintaining a safe, and non-discriminatory learning, living, and working environment for all members of the university community. All forms of Prohibited Conduct under this policy are regarded as serious offenses that are harmful to the safety and well-being of our community. Depending on the nature of the violation, employees or students who violate this policy may face disciplinary action up to and including expulsion or termination of employment. Third Parties who violate this policy may be permanently barred from VCUarts Qatar, including its education programs and activities.

The university strongly urges students, faculty, staff and third parties to report incidents of prohibited conduct. Responsible Employees of the University are required to promptly report such incidents as outlined in this policy. The University will respond to all reports with prompt, fair, and impartial investigation. The standard of evidence that will be used in investigating and resolving complaints made under this policy is the "preponderance of the evidence" standard. An allegation is considered true if it is "more likely than not" to be true based on the available evidence.

Title IX investigators and hearing officers receive annual training on dating violence, domestic violence, sexual assault, and stalking, and on running a process that protects victims and promotes accountability. The following will give more information about policy definitions, Clery Act, VAWA, local criminal laws, confidentiality, retaliation, risk reduction information, resources, reporting options, resolution options, the hearing and appeals process, sanctions, and programs to prevent dating violence, domestic violence, sexual assault, and stalking.

Policy Definitions

There are numerous terms used by VCU in our policies and procedures. The terms sexual assault, domestic violence, dating violence and stalking are at times defined differently by university policy, the Commonwealth of Virginia, the Clery Act and the Federal Bureau of Investigation. Students and employees reporting sexual misconduct have access to on campus administrative processes for reporting and complaint resolution, as well as criminal complaint reporting and resolution.

Advisor

The person chosen by a party or provided by the university to provide guidance during the grievance process and, when a Formal Complaint progresses to hearing, to conduct cross-examination.

Affirmative consent

The voluntary expression of willingness, permission, or agreement to engage in specific sexual activity. Consent must be clearly communicated by mutually understandable words or actions. Silence, passivity or lack of resistance do not imply consent. It is important not to make assumptions about whether a sexual partner is consenting. If confusion arises during sexual activity, participants must stop and verbally clarify willingness to continue.

Prior consent does not imply consent to future acts, even in ongoing relationships. Consent to one form of sexual activity does not imply consent to other forms. Violating agreed upon boundaries is non-consensual conduct. A person who is incapacitated or coerced by force or threat of force cannot consent. Using alcohol or drugs is not an excuse for failing to obtain consent. Consent can be withdrawn at any time, through clear words or actions. Once consent is withdrawn, the sexual activity must stop immediately.

The person who initiates a sexual act is responsible for obtaining consent. When disputes arise about whether a specific sexual activity was consensual, the university will assess whether the person initiating, knew, or should have known that it was not consensual. The burden of determining policy violations rests with the university, not with either party.

Coercion

An unreasonable amount of pressure to compel a person to take an action, make a choice or allow an act to happen that they would otherwise not choose or to which they would not give consent.

Complainant

The individual who is alleged to have been subjected to conduct prohibited under the policy.

Force

The use of physical violence, threats, intimidation and/or coercion to cause or make a person engage in an activity that they would not have otherwise agreed to or did not want to engage in.

Formal Complaint

A document or electronic submission filed by a Complainant alleging conduct that could violate the policy. It names a Respondent and requests that the university investigate the allegation(s). A complaint must contain the Complainant's physical or digital signature, or otherwise indicate that the Complainant is filing it. The Title IX Coordinator may sign a Formal Complaint but is not a Complainant or otherwise a party to the complaint.

Incapacitation

The state in which a person's perception or judgment is so impaired that they lack the cognitive capacity to make or act on conscious decisions. Specifically, an incapacitated person lacks the ability to make an informed and rational decision about whether to engage in sexual activity. They are unable, temporarily or permanently, to give affirmative consent because they are mentally or physically helpless, asleep, unconscious or unaware that sexual activity is taking place. Incapacitation may result from alcohol, or other drugs, or due to a temporary or permanent physical or mental health condition. A person who is incapacitated cannot give affirmative consent even if they appear to be a willing participant to the sexual activity.

Intimidation

An implied threat that menaces or causes reasonable fear in another person.

No Contact Directive

An official university directive that serves as notice to an individual that they are prohibited from verbal, electronic, written, or third-party communications with another individual.

Physical Violence

When a person exerts control over another person through the use of physical force.

Respondent

The individual who has been reported to be the perpetrator of conduct that could violate the policy.

Retaliation

Any materially adverse action taken against an individual or group of individuals for reporting an alleged violation of the policy, filing a formal complaint, filing an external complaint, participating or refusing to participate in an investigation or grievance process, opposing in a reasonable manner an action believed to constitute a violation of the policy, or assisting in any manner in an investigation and grievance process. This includes intimidation, threats, coercion, harassment, discrimination, or any other conduct against any individuals for the purpose of interfering or discouraging a person from engaging in the activity. A materially adverse action "has an adverse effect on the working, academic or VCU-controlled living environment of an individual or actions that hinder or prevent the individual from effectively carrying out their VCU responsibilities.

Sexual Harassment

Conduct on the basis of sex that satisfies one or more of the following:

- Unwelcome verbal or physical conduct that is sufficiently severe, persistent or pervasive and objectively offensive that it unreasonably interferes with, denies, or limits an individual's ability to participate in or benefit from the university's education programs and activities or the individual's employment;
- Unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature by an individual not employed by the university in which submission to or rejection of such conduct is either an explicit or implicit term or condition of an individual's employment or advancement in employment, academic work or advancement in an academic program, or basis for participation in any aspect of a VCU program or activity or decisions affecting the individual; and/or
- Sexual assault, dating violence, domestic violence or stalking.

Sexual Exploitation (University)

Taking non-consensual sexual advantage of another person, excluding behavior that constitutes one of the other forms of sex-based misconduct.

Threats

Words or actions that would compel a reasonable person to engage in unwanted activity.

Jeanne Clery Campus Safety Act and Violence Against Women Act Definitions

In accordance with its prohibition against sex discrimination, including sexual assault, domestic violence, dating violence and stalking, VCU's Title IX Sexual Harassment (Title IX) and Sex-Based Misconduct (University) Policies define the following as prohibited conduct:

Rape

The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling

The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest

Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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Incest

Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape

Sexual intercourse with a person who is under the statutory age of consent.

Note: if force was used or threatened, or the victim was incapable of giving consent because of his/her age or temporary or permanent mental impairment the offense is rape.

Dating Violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

- The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship.
- For the purposes of this definition:
 - Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - It does not include acts covered under the definition of domestic violence.

Domestic Violence

A felony or misdemeanor crime of violence committed:

- By a current or former spouse or intimate partner of the victim
- By a person with whom the victim shares a child in common
- By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred
- By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person's safety or the safety of others
- Suffer substantial emotional distress
- For the purpose of this definition:
 - Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person's property.
 - A reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Qatari Crime Laws

As the laws in foreign countries differ from those of the U.S., below is the translation of Qatar law as it relates to rape, fondling, incest, statutory rape, domestic and dating violence and stalking. It is important to note that Qatar's criminal code does not use the same terms as the United States. Below is a brief explanation of the offense, and the term in () indicates how it would apply in regards to the Clery Act. Qatar law does not define Consent.

Section: Adultery and Crimes of Honour

Article 279 (Rape)

Anyone who copulates with a female without her consent whether coercively, under duress or by ruse is sentenced to death or to life imprisonment. The sentence is death if the culprit is the relative, the guardian, the caretaker or the servant of the victim or of the previously mentioned.

Article 280 (Rape)

Anyone who copulates with a female without compulsion, duress or ruse knowing that she is mentally unstable or under sixteen is sentenced to life imprisonment. The culprit is sentenced to death if he is one of the previously mentioned in the second paragraph of the above article.

Article 282 (Fondling)

Criminalizes indecent assault committed without consent, which includes any sexual touching of another person's body, including private areas, for sexual gratification. Punishable by up to 7 years' imprisonment, with higher penalties in aggravated circumstances.

Article 283 (Rape)

Anyone who copulates with a male without any consent whether coercively, under duress or by ruse is convicted to no more than fifteen years in prison. The culprit, being one of the previously mentioned in the second paragraph of article (279), is sentenced to death.

Article 285 (Incest)

Criminalizes sexual intercourse outside lawful marriage. Because close relatives cannot marry under Sharia-based family law, sexual intercourse between them is prosecuted under this article.

Article 286 (Rape)

Anyone who commits rape by force, ruse or under duress is convicted to no more than fifteen years in prison. The culprit, being one of the previously mentioned in the second paragraph of article (279), is sentenced to life imprisonment or to no more than fifteen years in prison.

Article 287 (Statutory Rape)

Anyone who copulates with a person without compulsion, duress or ruse, knowing that this person is mentally unstable, under sixteen, unwilling or unaware of the action being exposed to, is convicted to no more than fifteen years in prison. The culprit, being one of the previously mentioned in the

second paragraph of article (279), is sentenced to life imprisonment or to no more than fifteen years in prison.

Law No. 16 of 2020: Family Cohesion and Protection from Domestic Violence (Domestic and Dating Violence)

Criminalizes physical, psychological, sexual, and economic abuse within family settings. It applies to spouses, children, parents, and other family members living in the same household.

Emergency Law Enforcement, Medical, Campus and Community Resources

When VCUarts Qatar receives a report of dating violence, domestic violence, sexual assault, or stalking, the university will provide written notification to students and employees about existing assistance with and information about obtaining resources and services, including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and assistance in notifying appropriate local law enforcement. The following is a list of services and resources available within the community and on campus.

Emergency, Law Enforcement, and Medical Resources	
Resource	Phone number
Qatar Foundation Security	(+974) 4454-0999
Qatari Emergency Services	999
VCUarts Qatar Security Control Room	(+974) 4402-0769
Hamad Women's Hospital Primary Care Center	(+974) 4439-6666
Qatar Foundation Primary Care Center	(+974) 4454-1244
VCUarts Qatar On-Campus Resources	
Resource	Phone number
Human Resources	(+974) 4402-0546
Assistant Dean for Student Affairs	(+974) 4402-0636
Director of Safety and Risk Management	(+974) 4402-0668
Personal Development & Counseling Services	(+974) 4402-0555

Article 293 (Stalking)

Anyone who disturbs or annoys other people by using immoral expressions or words through tireless set or electronic means is convicted to no more than six months and to a fine of no more than three thousand riyals, or to one of these two penalties.

University Commitment to Confidentiality

The university will make reasonable efforts to protect the privacy of participants while balancing the need to gather information to assess the report and effectively and appropriately respond to the misconduct.

Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers, mental health providers, counselors, advocates and ordained clergy, all of whom may engage in confidential communications under Virginia law. Information shared with designated confidential employees and confidential resources listed in Section 5 of the policy will not be revealed to any other person without expressed permission of the individual, or as otherwise permitted or required by law. Further, the university will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

If a complainant or another reporting party wishes to keep a report confidential, such report must be made to licensed health care providers or licensed counselors, or an accredited rape crisis or domestic violence counselor. VCUarts Qatar does not publish any personal identifying information belonging to survivors or other necessary parties in its disclosures of public records in compliance with the Jeanne Clery Campus Safety Act.

All publicly available record keeping will be made without inclusion of identifying information about the complainant, which includes any required Clery Act reporting and disclosures. Under Virginia Code § 23.1-806, the university is required to report information about certain allegations of prohibited conduct to the law enforcement agencies and the prosecuting authorities who would be responsible for investigating and prosecuting such allegations. Further, the institution will maintain as confidential any accommodations or protective measures provided to the complainant to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

Prohibition on Retaliation

University policies applicable to students and employees prohibit retaliation against individuals who file a complaint. Retaliation is any materially adverse action taken against an individual or group of individuals for reporting an alleged violation of university policy, filing a formal complaint, filing an external complaint, participating or refusing to participate in an investigation or grievance process, opposing in a reasonable manner an action believed to constitute a violation of the policy, or assisting in any manner in an investigation and grievance process. Retaliation includes intimidation, threats, coercion, harassment, discrimination, or any other conduct against any individuals in a manner that would discourage a reasonable person from engaging in activity protected under the policy.

Risk Reduction Strategies

The following risk-reduction strategies are designed to decrease perpetration and to increase empowerment in an effort to promote safety and to help individuals and communities address conditions that facilitate violence:

- Be aware of your surroundings, avoid isolated areas. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Walk with purpose and trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- Make sure your cell phone is with you and charged.

- Avoid being isolated with someone you don't trust or someone you don't know.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings.
- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other through-out the evening and leave together.
- Don't accept drinks from people you don't know or leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
- If you suspect you or a friend has been drugged, contact law enforcement immediately.
- If you need to get out of a situation here are some things that you can try:
 - Be true to yourself. Don't feel obligated to do any-thing you don't want to do.
 - Remember that being in this situation is not your fault.
 - Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort.
 - Lie. If you don't want to hurt the person's feelings, it is better to lie and make up a reason to leave.
- Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- If you drink, drink responsibly: eat a full meal before go-ing out, have a glass of water between each drink, stick to one type of alcoholic beverage, know your limits and don't go beyond them, have a designated driver, and don't let anyone else make the decision of how much you will drink.
 - Listen carefully. Take time to hear what the other person has to say. If you feel they are not being direct or are giving you a "mixed message," ask for clarification.
 - Be careful in group situations; resist pressure from friends to participate in violent acts.

Remember that even if you follow any, all, or none of the above, an assault can still occur. It is not your fault and you are not alone.

Assistance for Complainants and Respondents

Responsibilities for orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

As part of the criminal complaint process, you can seek relief and protection from the court. A protective order is a civil order issued by the Qatari Ministry of Social Development and Family or the police. Violating a protective order can result in contempt charges, fines, and/or arrest. For assistance in obtaining this type of relief, please contact the police or the Ministry of Social Development and Family.

When an initial report indicates a persistent and potentially escalating conflict between members of the University community, a "No Contact Directive" may be issued as a remedial, non-punitive deterrent to further conflict or situational complication. "No Contact Directives" can be issued by staff in the Division of Student Affairs, including Student Advocacy and Residence Life, and Title IX Staff. The notice serves as an official directive that the parties have no contact. A No Contact Directive is a non-disciplinary, non-punitive measure; although failure to abide by the terms of a No Contact Directive could result in disciplinary action under the Student code of conduct or Employee conduct policies, as applicable.

Failure to comply with the "No Contact Directive" may result in disciplinary action, including possible suspension or expulsion and may also result in emergency removal pending the completion of a grievance process.

Advisors

Both parties may choose an advisor of their choice to accompany them to all meetings, interviews, and hearings during the grievance process. An advisor of choice may include a friend, mentor, family member, attorney, or any other individual a party chooses to advise, support, and/or consult with them throughout the resolution process.

The university will not limit the choice or presence of an advisor for any meeting or proceeding in the grievance process. However, advisors may not speak on behalf of the party or otherwise participate in any proceeding during the grievance process. The sole exception is that the advisor for a party will conduct cross-examination in accordance with policy. An advisor can assist a party by taking notes, providing emotional support and reassurance, organizing documentation, or consulting directly with a party in a way that does not disrupt or delay the process.

The Title IX office keeps a list of advisors who are trained by the university and familiar with the university's grievance process. Parties may, but are not required to, select a trained advisor from the list. A party must have an advisor present at the hearing to conduct the questioning of the other party and witnesses. If a party does not have an advisor for the hearing, regardless of their participation, the party may select an advisor from the university's list at no fee or charge to the party. If the party does not select an advisor, the Title IX Coordinator will appoint an advisor from the list of trained advisors for the limited purpose of conducting any questioning. A party may have more than one advisor upon special request to the Title IX Coordinator. The Coordinator has the sole discretion to grant this request and will do so equitably to all parties.

Parties must provide the Title IX office with the name of advisor and contact information at least two days before the meeting or proceeding. Parties must also inform the Title IX office if they change their advisor during any stage of the process. Advisors should plan to be available for meetings throughout the process. While the university will make reasonable efforts to accommodate the advisors schedule, an advisor's inability to attend a meeting does not constitute good cause that would necessitate rescheduling. An advisor whose presence is deemed at the sole discretion of the university official conducting the meeting or proceeding to be abusive, disruptive or improperly interfering with the meeting or proceeding will be required to leave and may be prohibited from participating in future meetings or proceedings.

Rights, Options, and Supportive Measures

Whether a victim elects to pursue a criminal complaint or the offense is alleged to have occurred on- or off-campus, the university will provide each victim with a written explanation of their rights and options. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred
- information about how the institution will protect the confidentiality of victims and other necessary parties
- a statement that the institution will provide written notification to students and employees about victim services in the institution and in the community
- a statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures
- an explanation of the procedures for institutional disciplinary action
- an explanation of the institutional/law enforcement ability to enforce civil/criminal protective orders

Supportive Measures

The university will maintain as confidential any supportive measures provided to the extent that maintaining such confidentiality would not impair the ability of the university to provide such services. Upon receipt of a report, the Title IX Coordinator will promptly contact the complainant to discuss the availability of supportive measures, regardless of formal complaint.

Supportive measures are described in writing in the initial communication following a report and include academics, living, transportation, and working situations. A supportive measures document is provided to parties during the intake meetings and made available at multiple offices on campus. The university will offer supportive measures to maintain an environment free from harassment, discrimination, and/or retaliation; protect the safety and well-being of the parties and the university community; and restore or preserve equal access to the university's education programs or activities. These supportive measures remain in place through or beyond the conclusion of any review, investigation, or appeal process and may be implemented regardless of whether the complainant files a formal complaint.

Supportive measures are individualized services that are designed to restore or preserve equal access to the university's education program or activity. In addition to any sanctions imposed by the Hearing Panel, the university may provide remedies designed to restore and preserve equal access to the university's Education Program or Activity to the complainant. The Title IX Coordinator is responsible for coordinating and implementing any services and has the discretion to ensure the appropriateness of any supportive measure based on all available information. Supportive measures include, but are not limited to:

- no-contact directives
- campus ban
- residence modifications
- academic modification and support, such as an extension of deadlines or other course-related adjustments
- counseling, training and/or other support services
- safety planning
- work schedule and/or location modifications
- Referral to the Employee Assistance Program
- campus escort services
- leaves of absence
- increased security and monitoring of certain areas of the campus or workplace
- any other actions deemed appropriate by the Title IX Coordinator

Reporting Options

Procedures to report a crime of dating violence, domestic violence, sexual assault, or stalking. If you experience sexual assault, dating violence, domestic violence, or stalking you may file a report with the police, the university, or anonymously. There are multiple channels for reporting and it is important to be aware of the options in order to make informed choices when reporting. This section will cover the available options at VCUarts Qatar and within the community.

In addition to reporting crimes, a survivor should seek medical attention as soon as possible to make sure you are physically well. It is important that a survivor of sexual assault take steps to preserve and collect evidence; doing so preserves the full range of options available to you, be it through the university process or criminal prosecution. To preserve evidence; do not wash your face or hands; do not shower or bathe; do not brush your teeth; do not change clothes; do not straighten up the area where the assault took place; do not dispose of clothes or other items that were present during the assault, or use the restroom; and seek a medical exam immediately.

Reporting to Law Enforcement

Individuals in Qatar can report crimes through the national emergency number, the Ministry of Interior's digital platforms, or by visiting a police station in person. Qatar's Ministry of Interior (MOI) oversees all policing and emergency response functions, and reports may be made in English or Arabic.

Emergency Reporting (Immediate Threats or Active Crimes)

Call 999 Qatar's national emergency number connects callers to police, ambulance, and fire services. This line operates 24/7 and supports multiple languages.

Non-Emergency Reporting Options

- **Metrash2 App** - Residents with a Qatar ID (QID) may submit certain non-emergency reports through the MOI's Metrash2 mobile application. The app allows users to file minor incident reports, request official documentation, and communicate with MOI services.
- **MOI Online Reporting Portal** - The Ministry of Interior provides an online portal for reporting cybercrimes, lost property, and other non-emergency matters. This option is available to residents and visitors.
- **In-Person Reporting at Police Stations** - Individuals may report crimes directly at any police station in Doha. Police stations operate 24 hours a day and can take statements, receive evidence, and initiate investigations. Common stations include:
 - o Al Sadd Police Station
 - o Madinat Khalifa Police Station

Note: In-person reporting is recommended for incidents involving sexual assault, domestic violence, physical harm, or situations requiring detailed documentation.

Reporting to the University

If you have experienced sexual assault, dating violence, domestic violence, or stalking you may report to the Title IX Office 24 hours a day, 365 days a year by filing a report [online](#). The Title IX Office is not a confidential reporting entity and is required to report incidents as a Campus Security Authority (CSA) for Clery Act compliance purposes. Reporting options include:

- VCU Title IX Coordinator: Elizabeth Scott-Francis, Ed.D. by calling (804) 828-1347, TDD: (804) 828-1420, or email titleix@vcu.edu
- Qatar local representatives: Andrea Cecetka, Director of Safety and Risk Management by calling (+974) 4402-0668 or (+974) 3025-1232
- Using the [Title IX and Sex-Based Misconduct Reporting Form](#)
- Personal Development and Counseling Staff (confidential reporting source): (+974) 4402-0635, or email at vcuqdc@vcu.edu

The university can most effectively respond to reports when they are made as promptly as possible after the conduct has occurred. However, there is no time limitation on reporting alleged violations of the policy. If the Respondent is no longer enrolled as a student or employed by the university at the time of reporting and/or a significant time has elapsed, the university will still inform the complainant of the availability of supportive measures and discuss options available under applicable policy.

After an incident of sexual assault and/or domestic violence, the complainant should consider seeking medical attention as soon as possible at Hamad Women's Hospital or Qatar Foundation Medical Clinic.

Anonymous Reporting

While the university accepts anonymous reports using the Title IX reporting form, a formal complaint may only be filed by an identified complainant. The university seeks to provide supportive measures for all complainants, which is not possible with an anonymous report. Reporting an incident does not require filing a formal complaint that would initiate an investigation. A complainant should not fear a loss of privacy by making a report. A report allows the university to discuss the options available, provide supportive measures and other resources, as well as the option to file a formal complaint. Responsible Employees cannot use anonymous reporting to fulfill their mandatory reporting obligations.

Mandatory Reporting Requirements

All VCU Employees are either "Confidential Employees" or "Responsible Employees" as defined in policy. All responsible Employees have a responsibility to immediately share a report of misconduct with the university's Title IX Coordinator. In addition to the reporting obligations imposed by this policy, responsible employees have a legal obligation to report to the Title IX Coordinator. The purpose of this requirement is to permit the university to take immediate and corrective action to respond to the allegations and offer supportive measures.

An employee may face disciplinary consequences up to and including termination of their employment for failure to make the mandated reports. The responsible employee must report all relevant details of the incident (dates, times, locations, names, incident details) to the Title IX Coordinator. Responsible employees should make the extent of their reporting obligations clear to the disclosing individual and provide the individual with information on support resources, to the best of their ability. While a responsible employee cannot offer confidentiality to an individual who discloses an incident, they will maintain privacy by sharing the information with only those who "need to know."

Procedures law enforcement will follow with a crime of dating violence, domestic violence, sexual assault, or stalking is reported

Generally, a report to the law enforcement will involve speaking with an officer who will make sure you are safe, gather basic information about the incident, collect evidence, and document the circumstances in a police report. The officer may also take photographs to document any injuries or other evidence. During a sexual assault investigation, the officer may recommend a medical exam for your health and the collecting of evidence, you also have the right to decline a medical exam.

The Qatar Foundation Security has authority to investigate incidents of sexual assault, sexual exploitation, domestic violence, stalking and dating violence in VCUarts Qatar-owned or VCUarts Qatar controlled property. The State of Qatar law enforcement officials also respond to calls for the above referenced offenses that occur outside of the Qatar Foundation Security's authority. Both agencies work cooperatively to assist complainants and investigate offenses as needed.

Preserving DNA evidence can be key to identifying the perpetrator in a sexual violence case. As time passes, evidence may be lost or unavailable, making investigation, prosecution, disciplinary proceedings difficult. Timely collection of physical evidence through a forensic medical exam may aid in the possibility of a successful criminal prosecution or obtaining a protection order. If possible, a victim of a sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical exam. If possible, any clothing removed should be placed in a paper bag. Evidence of violence, such as bruising or other visible injuries, following an incident of sexual assault or dating/domestic violence should be documented if possible, including through the preservation of photographic evidence.

Evidence of stalking, including any communication, such as written notes, voicemail, or other electronic communications should be saved and not altered in any way.

After the initial responding police officer documents the report, it may be necessary for further follow-up. This would typically happen within a few days; however, If you become aware of any additional details you would like to have documented you may contact law enforcement at any time and ask to speak with an officer. Once an investigation is complete and a suspect has been identified, the report will be presented for review of charges.

Policy, Scope, and Jurisdiction

The following information applies to all conduct that occurs on or after the effective date (August 16, 2021) of this policy; Sex-Based Misconduct Policy. When the incident precedes the effective date of this policy, the definitions of misconduct and the procedures in the Sexual Misconduct/Violence and Sex/ Gender Discrimination Policy, dated August 5, 2015, as revised March 13, 2016 shall be used to address, investigate and/or resolve the matter.

It is important to know these policies have limitations related to covered persons and locations.

Persons Covered

The policies apply to all members of the VCU community, including employees, students, officially recognized student organizations, and third-parties.

- **Unknown and Unaffiliated Respondents**

- If a Respondent to a Formal Complaint is not enrolled as a student or employed by the university, the university may dismiss the Formal Complaint and resolve the matter administratively.

- **Unaffiliated Complainants**

- When an unaffiliated complainant has experienced conduct which is alleged to have been committed by a VCU student or employee and may or may not have occurred as part of a VCU education program or activity, the university may address the incident under the Sex-Based Misconduct Policy.

Locations Covered Under the Sex-Based Misconduct Policy

This policy also applies to VCU's Education Programs and Activities. When the conduct occurs outside of the university's education program and activities, the policy applies if the conduct effectively deprives someone of access to a VCU Education Program or Activity. The university may extend jurisdiction to off-campus and/or to online conduct when the Title IX Coordinator determines that the conduct affects a substantial university interest.

When a report is received, the Title IX Coordinator conducts an initial assessment, then the report moves through several structured steps designed to evaluate safety, determine required notifications, and guide the university's response. The below information explains each of those steps.

Initial Assessment

Upon receipt of a report the Title IX Coordinator completes an initial assessment that includes:

- Offer supportive measures to the complainant;
- Inform the complainant of the importance of obtaining and preserving forensic and other evidence;
- Inform the complainant of the right to contact law enforcement, decline to contact law enforcement and/or seek a protective order;
- Determine whether the appropriate child protective service agency should be notified pursuant to mandatory child abuse and neglect reporting laws;
- Determine whether the report triggers any Clery Act obligations, including entry of the report into the daily crime log and/or issuance of a timely warning, and take steps to meet those obligations;
- Explain the university's prohibition against retaliation;
- Discuss available options with the complainant for addressing the conduct, including their right to seek resolution under this policy; and
- Ascertain the complainant's wishes to: file a formal complaint or request confidentiality

Emergency Removal of a Student

The university's threat assessment team may recommend an interim suspension, or emergency removal from a particular aspect of the university's educational programs and activities. Such recommendations will be based on an individualized safety and risk analysis. The university will provide the Respondent with written notice of the decision and an opportunity to request review of any interim suspension or emergency removal decision.

NOTE: This provision applies to student-respondents. Existing university policies for administrative leave apply to employee-respondents.

TIX Policy Information

Filing a Formal Complaint

If a Complainant wishes to proceed with an investigation, they must submit a Formal Complaint to the university's Title IX office using any of the following options:

- In-person during normal business hours or by surface mail to the university's Title IX office located in Grace Street Center, 912 W. Grace Street, 2nd Floor, Box 843022, Richmond, VA 23284
- Email titleix@vcu.edu or call 804.828.1347 to schedule an appointment.
- Online using the [Online Complaint Form](#)

Timeframe for Filing Formal Complaints

There is no time limitation on filing a Formal Complaint. If a Respondent is no longer enrolled as a student or employed by the university, the Title IX Coordinator has the discretion to dismiss the Formal Complaint. If at the time the Complainant is not participating in or attempting to participate in the university's educational program or activity, the complaint will be dismissed under this policy but may, in the discretion of the Title IX Coordinator, be investigated and resolved under the Sex-Based Misconduct Policy.

When a Complainant Does Not Want to File a Formal Complaint

If a Complainant does not wish to file a Formal Complaint, they may make such request to the Title IX Coordinator, who will evaluate that request in light of the university's obligation to provide a safe and nondiscriminatory learning and work environment and to comply with state and federal law and regulations.

The Title IX Coordinator has the ultimate discretion over whether the university proceeds with an investigation when a Complainant does not wish to do so. The Title IX Coordinator may, in some circumstances, sign a Formal Complaint to initiate the investigation and grievance process. The Title IX Coordinator's decision will be based upon a determination of whether there is a risk to health and/or safety that requires the university to pursue formal action to protect the university community.

Dismissal of Formal Complaint

Dismissal of a Formal Complaint does not preclude the university from taking further action under other university codes of conduct or policies.

Mandatory Dismissal

The Title IX Coordinator shall dismiss a Formal Complaint or any allegations therein if, at any time during the grievance process:

- The conduct alleged would not constitute Title IX Sexual Harassment even if proved true;
- The conduct did not occur in a VCU Education Program or Activity and/or the university did not exercise substantial control of the Respondent at the time of the events giving rise to the complaint;
- The conduct did not occur against a person in the United States; and/or,
- At the time of filing a Formal Complaint, the Complainant is not participating in or attempting to participate in a VCU Education Program or Activity.

Discretionary Dismissal

The Title IX Coordinator may dismiss a Formal Complaint or any allegations if, at any time during the grievance process:

- A Complainant submits written notification that they would like to withdraw their Formal Complaint or any allegations therein;
- The Respondent is no longer enrolled in or employed by the university; or
- Specific circumstances prevent the university from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

Notification of Dismissal and Opportunity to Appeal

Upon any dismissal, the Title IX Coordinator will promptly send written notice of the dismissal and the rationale for doing so simultaneously to the Parties. Any party may appeal the dismissal decision or decision not to dismiss.

Informal Resolution

Informal resolution resolves a formal complaint by the parties reaching a mutually agreed upon resolution that does not involve a full investigation and adjudication. Informal resolution is voluntary and the university will not compel a complainant or a respondent to engage in this resolution option.

Eligibility

Informal resolution is not appropriate in all cases and any informal resolution must address the concerns of the complainant and the respondent, as well as the overall interest of the university in stopping, remedying and preventing the misconduct. Informal resolution is not available to resolve allegations that an employee sexually harassed a student.

Initiation of Informal Resolution

To initiate the informal resolution process, a complainant needs to submit a formal complaint and communicate their preference to resolve the matter informally to the Title IX Coordinator. A respondent who wishes to initiate the informal resolution process should contact the Title IX Coordinator.

Informal Resolution Facilitator

Once the parties have provided written consent to engage in informal resolution and it has been determined that informal resolution is appropriate, the Title IX Coordinator will appoint a trained person to facilitate the informal resolution process. Any facilitator appointed to informally resolve a formal complaint will be free from bias and any actual conflict of interest.

Disclosure of Information

If the complainant or respondent withdraws from informal resolution, if informal resolution is otherwise terminated for any reason, or an informal resolution agreement is breached by either party, any statements or disclosures made by the parties during the course of informal resolution cannot be used in the grievance process without written consent of the parties.

Acceptance of Responsibility

A respondent may accept responsibility for all or part of the alleged policy violations at any point during the grievance process. When a resolution is accomplished, the appropriate sanction and/or remedies are promptly implemented, prevent its recurrence, and remedy its effects, both on the complainant and the university community.

Outcome

Any agreement reached during informal resolution must be approved by the Title IX Coordinator. Once approved the formal complaint is considered resolved and the matter will be closed, both parties will receive simultaneous written notification of the final outcome. Failure to abide by a resolution agreement may result in recommending the grievance process and/or disciplinary action. If no agreement is reached, the formal complaint will be referred back to the Title IX Coordinator for further action. The outcome of formal complaints resolved by informal resolution is not appealable.

Time Frame

The time frame for completing informal resolution may vary, but the university will seek to complete the process within thirty (30) business days of a party's request for informal resolution.

Grievance Process Formal Complaints

The grievance process is initiated when one of the following occurs:

- A complainant signs a formal complaint requesting that the university investigate allegations of a violation of the policy;
- The parties do not reach an agreement following the informal resolution process; or
- The Title IX Coordinator signs a formal complaint to initiate the investigation and grievance process based upon a determination that there is a risk to health and/or safety that requires the university to pursue formal action to protect the university community.

The university's grievance process involves an objective evaluation of all relevant evidence obtained, including evidence that supports that the respondent engaged in a policy violation and evidence that supports that the respondent did not engage in a policy violation. Credibility determinations may not be based solely on an individual's status or participation as a complainant, respondent, or witness.

Notice of Investigation

Following receipt of a formal complaint that is not subject to dismissal, the Title IX Coordinator will notify the complainant and the respondent, in writing, of the commencement of an investigation.

Such notice will:

- Identify the parties involved in the incident (if known);
- Specify the date, time and location of the alleged misconduct (if known);
- Summarize the allegations and conduct being investigated;
- Identify the specific policies implicated;
- Identify the applicable procedures;
- Describe the range of potential sanctions;
- Identify the individual(s) appointed to conduct the investigation and the process for raising an objection of the appointment based on bias or conflict of interest;
- Inform the parties of their right to be accompanied by an advisor of their choosing at all meetings, interviews and proceedings;

- State that the respondent is presumed not responsible for the alleged misconduct unless and until the evidence supports a different determination;
- Explain that the investigation is a neutral fact-gathering process with a conclusion dependent on the preponderance of the evidence;
- Notify the parties of the opportunity to inspect and review the evidence and information obtained during the investigation;
- State the university's policy on prohibiting retaliation;
- Instruct the parties to preserve any potentially relevant evidence;
- Describe privacy and confidentiality of information;
- Notify the parties of their obligation to provide truthful information;
- Include any No Contact Directive issued by the university; and
- Explain how to request reasonable accommodations.

Resolution Timeline

The university will make a good faith effort to complete the grievance process within a ninety to one hundred twenty (90-120) business day time period, including appeal. Any extension will be communicated via written notice to both Parties and include the reasons for the action.

Overview of Investigation

During the investigation, the parties will have equal opportunity to be heard, to present witnesses, to gather and present inculpatory and exculpatory evidence, and to submit questions that they believe should be directed by the Investigator to each other and/or to any witness. The Investigator will notify and meet separately with the complainant, respondent, witnesses and will collect available evidence and information. The university bears the burden of proof and the burden of gathering evidence sufficient to make a determination regarding responsibility.

Investigations are completed promptly, normally within forty-five (45) business days, though some investigations may take longer. The university will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

Appointment of Investigator(s)

The Title IX Coordinator will designate one or more Investigators to conduct a prompt, thorough, fair and impartial investigation. The investigator(s) will typically be a member of the Title IX office, although the investigator may be a trained individual from inside or outside the university. A party who has concerns that the appointed investigator cannot conduct a fair and impartial investigation may report those concerns to the Title IX Coordinator.

Stages of the Investigation

Investigations involve interviews with all relevant parties and will be conducted in stages as follows:

1. Preliminary Investigation: During the preliminary investigation stage, the Investigator will:

- Interview all parties and conduct follow-up interviews as necessary
- Collect any available physical or documentary evidence
- Visit relevant sites or locations as necessary and record observations through written, photographic or others means
- Consult medical, forensic, technological or other experts when expertise on a topic is needed
- Contact any law enforcement agency known to be conducting its own investigation to ascertain the extent to which any evidence collected by law enforcement may be available to the university in its investigation
- Allow each party the opportunity to submit written or oral questions they wish the investigator to ask the other party and witnesses

Interviews with the parties will be audio-recorded and interviewees will be provided the opportunity to review and correct the transcript of their interview. If the interviewee has no corrections to the interview transcript, the interviewee will sign an acknowledgement that they have reviewed the transcript and agree that it is accurate. If the interviewee has corrections to the interview transcript, the interviewee may submit any corrections that the interviewee believes are necessary to ensure the accuracy of the transcript within the five (5) business day time frame.

2. Inspection and Review of Evidence and the Preliminary Investigation Report: Prior to the completion of the investigation, the investigator will prepare a preliminary investigation report summarizing all of the evidence gathered. Both parties will have the opportunity to review the preliminary investigation report and to inspect and review all evidence obtained as part of the investigation that is directly related to the allegations in the formal complaint.

The parties will have ten (10) business days from the date of the preliminary investigation report to review and respond to the report and the evidence collected. During the inspection and review period, the parties may meet with the investigator; submit comments on the preliminary investigation report or the evidence to the Investigator; submit additional evidence or identify additional witnesses for the Investigator to pursue; submit further questions that they believe should be directed by the Investigator to a party or to any witness; and, object to evidence that has been included or excluded as an exhibit to the preliminary investigation report.

3. Additional Investigation: The investigator may conduct further investigations based on the information by the parties during the inspection and review period and the parties' responses to the preliminary investigation report.

4. Final Investigation Report and Notice of Investigative Finding Under the Sex-Based Misconduct Policy - Interim: the investigator will prepare a final investigation report that fairly summarizes the relevant evidence, including relevant elements of the parties' responses to the preliminary investigation report and evidence inspection and review. The final investigation report will include the investigator's findings as to whether the conduct occurred as alleged and whether a policy violation occurred. The investigator will use the preponderance of the evidence standard in reaching a determination regarding responsibility. The investigator will submit the final investigation report to the Title IX Coordinator, who will issue a Notice of Investigative Finding simultaneously to the parties. The notice will:

- Identify the allegations and the policy violations for which the Respondent was found responsible or not responsible;
- Explain the procedures and permissible bases for con-testing the investigator's findings; and
- Attach a copy of the final investigation report and exhibits.

Resolution Options Following Notice of Investigative Finding

Finding(s) of Responsibility

When the investigator determines there is sufficient evidence to support a finding of responsibility for one or more of the allegations, the respondent may accept or contest the investigator's finding(s). The respondent must communicate their decision, in writing, to the Title IX Coordinator, within five (5) business days of receipt of the Notice of Investigative Finding.

If the respondent accepts the investigator's finding(s) or does not submit a response within five (5) business days, the Title IX Coordinator will refer the case for an administrative resolution on sanctions. In an administrative resolution on sanctions, the complainant, respondent, the Title IX Coordinator, the Vice President for Student Affairs or the responsible senior management executive (in the case of Employees) will attempt to agree upon an appropriate sanction. If an agreement on sanctions is not reached, the Title IX Coordinator will refer the case for a hearing solely on the issue of sanctions.

If the respondent contests one or more of the investigator's finding(s), the respondent shall submit a written statement explaining the reasons for contesting and how the grounds to contest are met. The matter will then proceed through the hearing process. The Title IX Coordinator will ensure that the complainant has an opportunity to review and respond in writing to any such statement within five (5) business days. The Title IX Coordinator shall review these statements and may return the case for additional investigation or refer the case to the Hearing Officer for further proceedings as outlined below, notifying the parties of the action taken.

Finding(s) of No Responsibility

When the investigator has found that there is insufficient evidence, by a preponderance of the evidence, to support a finding of responsibility for one or more of the allegations, the complainant may accept or contest the investigator's finding(s).

The complainant must submit written notification of their decision to the Title IX Coordinator, within five (5) business days or receipt of the Notice of Investigative Finding. If the complainant accepts the investigator's finding(s) or does not submit a response within five (5) business days, the Formal Complaint will be considered resolved and the case closed and documented in accordance with applicable university policies. If the complainant contests one or more of the investigator's finding(s), the complainant shall submit a written statement explaining the reasons for contesting and how the grounds to contest are met. The Title IX Coordinator will ensure that the respondent has an opportunity to review and respond in writing to any such statement within five (5) business days. The Title IX Coordinator shall review these statements and may return the case for additional investigation or refer the case to the Hearing Officer for further proceedings as outlined below, notifying the parties of the action taken. The matter will then proceed through the hearing process.

Under the Title IX Sexual Harassment Policy, once the final investigation report is shared with the parties, the Title IX Coordinator will refer the matter for a hearing. Different from the Sex-Based Misconduct Policy, which will only proceed to a hearing if a party contests the findings of responsibility or the sanctions. Once the matter is referred for a hearing, the process is the same for both policies.

Hearing Process

Under the **Sex-Based Misconduct Policy**, the hearing will be held no less than ten (10) business days following receipt of a party contesting the investigators findings of responsibility or when the parties are unable to come to an agreement as to appropriate sanctions.

Review Standard

When a party contests the investigator's findings regarding responsibility for an alleged violation of the policy, a hearing will be held to determine whether the preponderance of the evidence standard was appropriately applied by the investigator.

Hearing Panel Composition

The panel will be composed of three members; two members to serve on the Hearing Panel, and an individual to serve as the Hearing Officer. The Hearing Officer presides over and is a voting member of the Hearing Panel. The panel shall include trained members of the university community and also may include external professionals with appropriate experience and training at the Title IX Coordinator's discretion. All individuals appointed to the Hearing Panel pool shall receive training.

Notice of Hearing

No less than ten (10) business days prior to the hearing, the Hearing Officer will send written notice of the hearing to the parties, which will include, but not limited to:

- The time, date, and location of the hearing;
- The names of the individuals who will serve on the Hearing Panel
- Information on how to object to a Hearing Panel member
- A reminder that if any party does not appear at the scheduled hearing, the hearing may be held in their absence;
- A reminder that a party may have an Advisor accompany them at the hearing
- Information on how to arrange any reasonable accommodations based on disability, language assistance, and/or interpretation services that may be needed at the hearing.

Access to Evidence

All evidence that was the subject of the parties' inspection and review as described above, will be available at the hearing to give each party equal opportunity to refer to such evidence during the hearing, including for the purposes of cross-examination. The Hearing Panel will have access to the final investigation report, including exhibits and the evidence that was subject to the parties' inspection and review.

Pre-Hearing Meeting

Prior to the hearing, the Hearing Officer will conduct a pre-hearing meeting with the parties and their advisors. The purpose of the pre-hearing meeting is to confirm the advisors for the parties, review the date, time, and location for the hearing, determine the order of proceeding and procedures to be followed, identify the witnesses that each party expects to call, review the evidence and/or exhibits that will be presented, and identify any requests for accommodation and safety concerns.

Hearing Format

The Hearing Officer is responsible for maintaining an orderly, fair, and respectful hearing; and determining the sequence of events during the hearing. Hearings are closed to the public. The individuals who may be present at the hearing include but are not limited to the complainant, respondent, advisors to the parties, the investigator, and/or witnesses.

Anyone appearing at the hearing to provide information will respond to questions on their own behalf. Each party has the opportunity to be heard and respond to any questions of the Hearing Panel. Under the Sex-based Misconduct policy, the parties may not directly question one another, the investigator, or any witnesses. A party may proffer questions to the Hearing Officer, who will determine whether the question will be permitted. Under the Title IX Sexual Harassment policy advisors are involved in the process to cross examine and ask questions.

The hearing (excluding deliberations of the Hearing Panel) will be recorded. This is the sole official recording of the hearing and all other recording is prohibited. The recording or transcript of the hearing will be made available to the parties for inspection and review in a secure manner.

Determination Regarding Responsibility

The Hearing Panel will deliberate in private to determine whether the conduct occurred as alleged and whether the respondent violated the policy. The Hearing Panel shall reach its decision by majority vote using the preponderance of the evidence standard.

Determination of Sanction

The panel will determine the appropriate sanctions. As part of its deliberations, the panel shall receive the respondent's prior conduct record/personnel actions (if any) and the parties' impact and mitigation statements. The appropriateness of any particular sanction is reviewed on an individual basis based on the unique facts and circumstances of the case. The panel will determine sanctions by a majority vote.

Hearing Determination

Within (10) business days of the hearing, the Hearing Officer will simultaneously issue a written determination to both parties regarding responsibility. The determination will include the identification of the allegations, a description of the procedural steps taken, findings of fact supporting the determination, conclusions regarding the application of the policy, a statement of, and rationale for, the result as to each allegation, any sanctions imposed, any supportive measures or other remedies provided, the procedures and permissible bases for an appeal.

Appeal Process

A party may appeal the dismissal of a formal complaint and/or a determination regarding responsibility. The party who submits a request for appeal is considered the "Appellant" and the responding party is considered the "Appellee." Any sanctions imposed as a result of the hearing are stayed during the appeal process.

Grounds for Appeal

A request for appeal must specifically explain the reasons for appealing and how the grounds to appeal are met. Appeals are limited to the following grounds:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- The Title IX Coordinator or Investigator(s), Hearing Officer or other member of the Hearing Panel had a Conflict of Interest of bias against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

Process for Appeal

Appeals are initiated by submitting a written appeal request to the Title IX Coordinator within five (5) business days of the date of the Notice of Dismissal or Hearing Determination. If a request for appeal is not received within the five (5) Business Day time frame, the outcome (i.e, dismissal or determination of responsibility) will be considered final and the grievance process will be permanently closed.

Review of Appeal Request

The Appellate Officer will review the request and determine if it meets the grounds for appeal. The Appellate Officer's review is not a review of the merits of appeal, but whether the request is: (1) timely, and (2) based on at least one of the limited grounds for appeal listed above. The request shall be denied if both conditions are not met and will notify the Parties, their Advisors, and the Title IX Coordinator, in writing of the denial and the rationale.

If both conditions are met then the Appellate Officer will notify the Parties, their Advisors, the Title IX Coordinator, and, when appropriate, the Investigator and/or Hearing Officer, in writing that the request has been approved.

The Parties will have ten (10) business days from the date they received notice that the appeal has been accepted to submit a written statement in support of, or challenging, the appeal. The Title IX Coordinator, the Investigator and/or Hearing Officer will also be provided an opportunity to respond to any portion of the appeal that was approved and that involves them. Copies of written responses will be shared with the other Parties.

Appellate Review

Typically, the appeal will be confined to a review of the written documentation and record of the investigation and/or hearing, and pertinent documentation regarding the grounds for appeal. The Appellate Officer, however, may choose to meet with a party if they deem it necessary for their review of the appeal. If the opportunity to meet is provided to one party, it will be provided automatically to the other party.

Appeal Outcome

Within ten (10) business days of receipt of the written statements in support of or challenging the appeal, the Appellate Officer will issue the outcome of the appeal and the rationale for the result to the Parties and Title IX Coordinator. The Appellate Officer's decision is final and not subject to any further appeal.

Sanctions and Remedies

VCU policy prohibits a broad range of conduct, all of which is serious in nature. Where there is a finding of responsibility or a Respondent accepts responsibility, the Hearing Panel may impose one or more sanctions. In keeping with the university's commitment to foster an environment that is safe, inclusive and free from discrimination and harassment, the Hearing Panel shall have wide latitude in the imposition of sanctions tailored to the facts and circumstances of each complaint, the impact of the conduct on the Complainant and university community and accountability for the Respondent.

Sanctions may include educational, restorative, rehabilitative and punitive components. In determining the appropriate sanction(s), the Hearing Panel will be guided by a number of considerations, including:

- The nature and severity of the policy violation
- The impact of the misconduct on the Complainant
- The impact or implications of the misconduct within the university community
- Prior misconduct by the Respondent, including the Respondent's relevant prior discipline history, at the university or elsewhere, and any relevant criminal convictions
- Whether the Respondent has accepted responsibility for the misconduct
- The maintenance of a safe, nondiscriminatory and respect-ful university environment
- Any other mitigating, aggravating or compelling factors
- When present, the following aggravating factors may lead to more severe sanctions:
 - Respondent is in a position of authority or influence
 - Use of Force or violence related to the violation of the policy or a pattern of violent behavior
 - Use or display of a weapon
 - Deliberately taking advantage of another person's state of Incapacitation
- Victim under the statutory age of consent.

Sanctions for Students

Sanctions are effective immediately, unless otherwise specified by the university. They may include any of the sanctions below, individually or in combination:

- **Campus Ban:** Prohibits access to all or a portion of the VCUarts Qatar campus.
- **Censure:** Written notice warning a Respondent to avoid recurrence of any conduct that violates the policy and/or any university policy. Subsequent violations of the policy or any university policy may result in more severe disciplinary action.
- **Deferred Suspension:** Designated period of time during which a student is given the opportunity to demonstrate the ability to abide by university policy. Subsequent violations of university policy during the term of a deferred suspension will result in a full suspension.
- **Disciplinary Probation:** A specified period of time, a minimum of one semester, requiring a Respondent to avoid a recurrence of any conduct that violates the Student Code of Conduct and/or any university policy that may result in additional university sanctions, including but not limited to, suspension or expulsion.
- **Expulsion:** Permanent dismissal from the university, administrative withdrawal from classes and loss of all university privileges.
- **Loss of University-Related Privileges:** Denial of services, privileges, and benefits which may impact participation in extracurricular activities, residence in university housing, university employment, Honors College, leadership within Student organizations, academic activities, and study abroad.
- **Restitution:** Monetary reimbursement to the university and/or members of the university community or others to cover costs of damage, injury, or loss of community or personal property as a result of misconduct.
- **Revocation of Admission:** Rescinding an offer of university admission.
- **Revocation of Degree:** Rescinding a university degree that has been awarded.
- **Suspension:** Removal of a Respondent from the university for a defined period of time, for a maximum of six (6) consecutive semesters, during which a student loses all university privileges, which generally includes access to facilities, programs, classes, and premises.
- **Withholding Degree:** Delay awarding a degree otherwise earned until completion of all sanctions imposed.

Sanctions for Employees

Sanctions are effective immediately, unless otherwise specified by the university. They may include any of the sanctions below, individually or in combination:

- **Campus Ban:** Prohibits access to all or a portion of the VCUarts Qatar campus.
- **Counseling:** Verbal or written communication which conveys that an Employee's conduct was improper and must be corrected.
- **Demotion:** Change in position with lower qualifications and pay.
- **Loss of Merit Pay Increase:** Ineligibility for a merit pay increase for a defined period of time.
- **Loss of Supervisory Titles and/or Responsibilities:** Loss title and/or the ability to supervise other Employees or Students, which may have an effect of changing an Employee's job classification status.
- **Suspension/Administrative Leave (Employee-Respondents):** Loss of work for a defined period of time, with or without pay, during which Respondent will not be allowed on university premises or permitted to participate in, or supervise, any university Education Program or Activity.
- **Termination of Employment:** Permanent separation of the employment relationship between the university and the Respondent.
- **Written Notice or Warning:** Formal disciplinary action which has been taken in response to misconduct. Formal disciplinary actions are placed in an Employee's personnel record.

Nothing in this policy prevents the university from imposing disciplinary action against a Respondent for misconduct which does not constitute a violation of the policy, but may violate other university policies. The university reserves its right to take such action as it deems appropriate to further its educational mission and to protect the safety and security of the university community.

Executive Review of Sanction(s)

The ultimate determination and imposition of sanctions is made by the appropriate senior management executive (Vice President or equivalent) as determined by the Respondent's university affiliation. The appropriate senior management executive will base their decision on the recommendations made by the panel and the factors detailed above.

When there is no appeal of a Hearing Panel's determination, the appropriate senior management executive will have three (3) business days from the last date on which the Parties may submit a Request for Appeal to review all information and affirm, reject or modify the panel's recommendation on sanctions. The appropriate senior management executive will consult with other university officials as needed, including university Human Resources and the Title IX Coordinator, to ensure that any sanction is appropriate for the violation and consistent with prior university action for similar policy violations. The decision of the senior management executive is final without further recourse or appeal by the Parties.

Account Holds and Transcript Notation

The university shall place an administrative hold on a Respondent's Student account when there is an allegation pending for a violation of the policy. The hold is a registration lock and prohibits class registration, transcripts and graduation. The hold will remain in effect until pending allegations are resolved. The hold may be temporarily lifted during the course of the investigation for certain actions by contacting the Title IX Coordinator.

Education, Prevention and Awareness Programs

VCUarts Qatar provides educational programs designed to promote safety, prevent crime, reduce harm, and support a healthy and respectful campus environment. These programs fulfill federal requirements under the Clery Act, the Violence Against Women Reauthorization Act (VAWA), and the Stop Campus Hazing Act (SCHA).

Together, these initiatives help ensure that students and employees receive accurate information, practical skills, and accessible resources that support personal safety, community responsibility, and compliance with university policies and U.S. federal law.

Below is a list of VCUarts Qatar programs administered throughout the year. Before exploring the details, it is helpful to understand the key difference between them.

- Awareness Programs are designed to increase understanding of the topic through community-wide or audience-specific presentations, activities, or discussions.
- Ongoing Prevention and Awareness Campaigns are sustained programs, initiatives, or strategies designed to prevent specific crimes from occurring.
- Primary Prevention Programs are initiatives or strategies intended to stop crime before it occurs.

Alcohol and Drug Abuse Prevention Programs

Currently, there are no formal substance use education programs offered at VCUarts Qatar.

Crime Prevention and Security Awareness Programs

The VCUarts Qatar community is educated about incidents of crime and the importance of reporting crimes. From orientation to commencement, students are afforded the opportunity to learn from an array of programs designed to create a safer campus environment. Crime prevention and awareness programs usually begin with new student or new employee orientation sessions and are available throughout the student's or employee's tenure with the university.

During the onboarding process, the Human Resources Department hosts a new employee orientation throughout the year, in which a presentation is given by the VCUarts Qatar's Safety and Risk Department. This presentation provides an overview of security policies and procedures for VCUarts Qatar's building operations, Qatar Foundation safety and security protocols, and a brief introduction to Qatari laws which may differ from the home country of the new employee. The new employee is also provided with a variety of handouts for future reference; within this packet, they also receive the VCUarts Qatar Employee Preparedness Guide.

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Employees are encouraged to reach out to the Safety and Risk Management Department through private consultations and with any questions they may have during their employment. Employees are also made aware that VCUarts Qatar Human Resources collaborates closely, and in a confidential manner, with the Safety and Risk Department to assist in resolving matters relating to personal safety and security incidents of employees as necessary.

New students are made aware of VCUarts Qatar's safety and security programs through a session provided once during orientation at the beginning of each fall semester; this continues throughout the student's time with VCUarts Qatar in close collaboration with the Safety and Risk Department and the Division of Student Affairs. VCUarts Qatar's Personal Development and Counseling Services Department also offers counseling services and private sessions to discuss personal health and wellness related matters, including drug and substance abuse, sexual harassment, crime prevention and personal safety.

Hazing Prevention Programs

VCU offers a variety of programs designed to increase prevention and awareness related to hazing. While some programs aim to increase understanding of hazing, others strive to increase skills that help decrease the likelihood of hazing. These programs are research-informed, campus wide in scope and designed to reach all members of the VCU community throughout the academic year or upon request. Programs address various topics, including:

- the University's definition of Hazing, including a clear statement that the University prohibits Hazing;
- the definition of Student Organization, as it applies to the University's Hazing policy;
- how to report Hazing;
- the process the University will use to investigate reports of Hazing;
- information on applicable local, and State laws regarding Hazing; and
- primary prevention strategies intended to stop Hazing before it occurs including bystander intervention, ethical leadership, and strategies for building group cohesion.

These programs are part of the University's comprehensive strategy to prevent incidents of Hazing before they occur. These programs also raise awareness about the University's Campus Hazing Transparency Report that summarizes findings concerning student organizations established or recognized by the University that have been found responsible for violating the University's Hazing policy. These programs are delivered through training modules, workshops, outreach campaigns, and targeted initiatives for student organizations.

Primary Hazing Prevention Programs

VCU provides primary hazing prevention programs for incoming students and new employees. These programs include:

- A statement that VCU prohibits hazing
- Federal and state definitions of hazing
- Examples of prohibited behaviors
- Safe and positive bystander intervention strategies
- Risk-reduction strategies
- Information on reporting options, including anonymous reporting
- Information on VCU's response procedures following a hazing report
- Information on sanctions for individuals and student organizations

Ongoing Hazing Prevention and Awareness Campaigns

VCU provides ongoing hazing prevention programming throughout the year, including:

- Annual training for student organizations, athletic teams, and performance groups
- Awareness campaigns promoting respectful group practices
- Digital and in-person educational outreach
- Workshops addressing leadership, group dynamics, and harm prevention

VAWA Primary Prevention and Awareness Programs

VCUarts Qatar provides primary prevention and awareness programs for all incoming students and new employees, as required by VAWA. These programs are designed to prevent dating violence, domestic violence, sexual assault, and stalking, and to promote a culture of respect and safety.

These programs involve presenting and distributing educational materials during new student and employee orientations, providing programs by invitation at staff meetings or academic programs.

VCUarts Qatar engages in comprehensive, intentional and integrated programming, initiatives, strategies and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, informed by research, assessed for value, effectiveness, and outcome, and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels. VCUarts Qatar collaborates with campus departments and community resources to ensure population-specific relevance and awareness.

VAWA programs include:

- Clearly communicate that the institution prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking (as defined by the Clery Act).
- Provide the definitions of dating violence, domestic violence, sexual assault, and stalking as defined by the Violence Against Women Act (VAWA).
- Provide the definitions of dating violence, domestic violence, sexual assault, and stalking according to any applicable jurisdictional definitions of these terms.
- Define consent (institutional definition and local jurisdiction) and describe what behaviors and actions that constitute Consent.
- Provide a description of safe and positive options for bystander intervention.
- Provide information on risk reduction.
- Provide information regarding:
 - Procedure's victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking occurs
 - Written information about
 - The importance of preserving evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order;
 - How and to whom incidents should be reported, including the Title IX Coordinator;
 - Options to notify proper law enforcement authorities, including on-campus and local police;
 - Be assisted in notifying law enforcement authorities if the victim so chooses; and
 - The option to decline to notify law enforcement; and
 - How the institution will protect the confidentiality of victims and other necessary parties
 - Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both in the institution and in the community
 - Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures
- Procedures that the institution will follow when one of these crimes is reported.
- Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking

Within the Division of Student Affairs, the Personal Development and Counseling Services Department is the primary provider of sexual violence, dating and domestic violence, and stalking education and prevention on campus. Sessions on the prevention of these actions for the entire campus community are available upon request. Additionally, programs about Consent and Sexual Assault and Harassment policies are offered yearly to new students at the beginning of the fall semester. To schedule a program, contact the office at vcuqpdcs@vcu.edu.

How to be an active bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 999 (the emergency contact number countrywide for criminal and emergency reporting).

This could be when a person is yelling at or being physically abusive toward another, and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are OK.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on- or off-campus resources listed in this document for support in health, counseling, or with legal assistance.



Disclosure of Crime Statistics

Annual Disclosure of Crime Statistics

The Jeanne Clery Campus Safety Act (20 USC §1092(f)) requires colleges and universities across the United States to disclose information about crimes that occurred on and around their campuses. This section includes information on crime statistics specific to the VCUarts Campus in Education City, Doha, Qatar and is reflective of the calendar years 2023, 2024, and 2025.

Crime statistics reported within the tables included are in accordance with the definitions of crimes provided by the US FBI for use in the Uniform Crime Reporting (UCR) system. This report includes statistics for crimes reported that occurred within VCUarts Qatar Clery geography and were reported to Campus Security Authorities (CSAs), Qatar Safety & Risk Management, Qatar Foundation Security, or Qatari law enforcement. The report also includes statistics for referrals for campus disciplinary action for categories required under the Clery Act. These categories include liquor, drug and weapon law violations.

To understand the following tables, please note that the included crime statistics are for reported crimes that occurred within a specific set of geography defined by the Clery Act. The crime statistics include all persons and incidents that occurred within this geography regardless of affiliation with the university. What this means is that not all reported crimes involve a student or employee, not all reports are investigated, and statistics are based on reported allegations.

Clery Geography

The Clery Act uses a unique set of definitions to designate Clery geography and the statistics are published according to where the incident occurred. For purposes of the Clery Act, the crime statistics disclosed within the respective tables throughout this report occurred on or within the following Clery-defined geographic categories: (1) On-Campus Property; (2) On-campus Student Housing Facility; (3) Noncampus Property; and (4) Public Property. The following definitions are used to distinguish these various locations for statistical reporting purposes:

On-Campus

1. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and
2. Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) above, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).

On-Campus Residence Halls

NOTE: VCUarts Qatar does not have on-campus residence halls.

Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Noncampus Property

NOTE: VCUarts Qatar does not have noncampus property

- Any building or property owned or controlled by a student organization that is officially recognized by the institution; or
- Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Reasonably Contiguous

Refers to a building or property an institution owns or controls that is in a location that students consider to be, and treat as, part of the "campus." VCUarts Qatar generally considers locations within one mile from the core or main campus border to be reasonably contiguous with the campus.

Clery Reportable Crime Definitions

The Clery Act discloses statistical data in five general categories; Criminal Offenses, Hate Crimes, Violence Against Women's (VAWA) Offenses, Hazing, and Arrests and Referrals for Disciplinary Action. Statistics must be disclosed separately for each of these five general categories. This means that when an incident meets definitions in more than one of these categories, it must be reported in each category. **For example**, any Criminal Offense that is also a Hate Crime or VAWA Offense, or results in an arrest or disciplinary action for a Weapons, Drug Abuse or Liquor Law Violation, should be counted as a Criminal Offense and also as a Hate Crime, VAWA Offense, arrest, or disciplinary referral, as appropriate.

When counting crimes within the Criminal Offenses category, the Hierarchy Rule applies. Under this rule, when more than one criminal offense was committed during a single incident, only the most serious offense counts. A single incident means that the offenses were committed at the same time and place. Beginning with the most serious offense, the hierarchy for reporting Criminal Offenses is: (1) Murder and Non-negligent Manslaughter, (2) Manslaughter by Negligence, (3) Sexual Assault, (4) Robbery, (5) Aggravated Assault, (6) Burglary, and (7) Motor Vehicle Theft. Exceptions to this rule applies to the crimes of Arson, Sexual Assault, Dating Violence, Domestic Violence, Stalking, and Hate Crimes. Statistics for these incidents are reported in these categories in addition to any other crime category covered under the Hierarchy Rule, if applicable. There is no Hierarchy Rule for drug, liquor and weapon law violations, where the institution chooses the most severe infraction to count. An example of this would be if a person was arrested or referred for drug and liquor violations, a drug statistic would be counted and not the alcohol and an arrest is counted over a referral.

The following definitions and statistics are reported in accordance with these guidelines.

Criminal Offenses

Murder and Non-negligent Man-slaughter: The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence: The killing of another person through gross negligence.

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent. Note: if force was used or threatened, or the victim was incapable of giving consent because of his/her age or temporary or permanent mental impairment the offense is rape.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary: The unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle.

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Violence Against Women Act (VAWA) Offenses

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

1. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship.
2. For the purposes of this definition:
3. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
4. It does not include acts covered under the definition of domestic violence.

Domestic Violence: A felony or misdemeanor crime of violence committed:

1. By a current or former spouse or intimate partner of the victim
2. By a person with whom the victim shares a child in common
3. By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner
4. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred
5. By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to

1. Fear for the person's safety or the safety of others
2. Suffer substantial emotional distress
3. For the purpose of this definition:
4. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens or communicates to or about a person, or interferes with a person's property.
5. A reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
6. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Arrest and Disciplinary Referrals

Arrest for law violation: Persons processed by arrest, citation or summons

Referred for campus disciplinary action (Referral): The referral of any person to any campus official who initiates a disciplinary action for which a record is maintained and may result in the imposition of a sanction.

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrest for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

Weapons Law Violations (Carrying, Possessing, Etc.): The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Hazing: Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons, regardless of the willingness of such other person or persons to participate, that

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury, including
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Hate Crimes

The Clery Act defines a **Hate Crime** as a criminal offense (larceny-theft, simple assault, intimidation, destruction/damage/vandalism of property, and other Clery Act crimes) that manifests evidence that the victim was intentionally selected because of the perpetrator's bias (race, ethnicity, national origin, gender, gender identity, sexual orientation, religion and/or disability) against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability. In addition to the above mentioned Clery crime categories, the following crimes are also reportable as Hate Crimes.

Hate Crimes (in addition to the above categories)

Larceny-Theft: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Hate Crime bias categories:

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.

Sexual Orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

Gender: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Unfounded Crime Reports

The reauthorization of the Violence Against Women Reauthorization Act added the requirement to include information related to Unfounded Crimes. A reported Clery crime may be withheld or subsequently removed from its crime statistics only if sworn or commissioned law enforcement personnel have fully investigated the reported crime and based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless. A reported crime cannot be designated "unfounded" if no investigation was conducted or merely because the investigation failed to prove that the crime occurred. For the purposes of Unfounded Crimes, the recovery of stolen property, the low value of stolen property, refusal of the victim to cooperate with the prosecution, the failure to make an arrest, and a determination by a coroner, court or jury are not adequate grounds for unfounding a crime report.

2023-2025 VCUarts Qatar Campus Statistics

The crime statistics information for the calendar years of 2023, 2024, and 2025 are below. These tables are divided by Clery geography and specific crimes. The following statistical information was furnished by the Qatar Foundation. VCUarts Qatar does not have any residential housing facilities.

Criminal Offenses					
Crime Classification	Year	On-Campus Student Housing	On-Campus	Noncampus Property	Public Property
Murder/Non-negligent Manslaughter	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Manslaughter by Negligence	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Sex Offense: Rape	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Sex Offense: Fondling	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Sex Offense: Incest	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Sex Offense: Statutory Rape	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Robbery	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Aggravated Assault	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Burglary	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Motor Vehicle Theft	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Arson	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0

Violence Against Women Act Offenses					
Crime Classification	Year	On-Campus Student Housing	On-Campus	Noncampus Property	Public Property
Domestic Violence	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Dating Violence	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Stalking	2025	N/A	1	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0

Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse and Liquor Laws					
Crime Classification	Year	On-Campus Student Housing	On-Campus	Noncampus Property	Public Property
Liquor Law Arrest	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Drug Law Arrest	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Weapon Law Arrest	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Liquor Law Referral	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Drug Law Referral	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0
Weapon Law Referral	2025	N/A	0	N/A	0
	2024	N/A	0	N/A	0
	2023	N/A	0	N/A	0

Hazing					
Crime Classification	Year	On-Campus Student Housing	On-Campus	Noncampus Property	Public Property
	2025	N/A	0	N/A	0
Hazing	2024	N/A	N/A	N/A	N/A
	2023	N/A	N/A	N/A	N/A

2023-2025 Unfounded Reports

2025 - There were zero (0) unfounded reports

2024 - There were zero (0) unfounded reports

2023 - There were zero (0) unfounded reports

2023-2025 Hate Crimes

2025 - There were zero (0) reported hate crimes

2024 - There were zero (0) reported hate crimes

2023 - There were zero (0) reported hate crimes



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