Annual Security and Fire Safety Report 2015

NORTHWESTERN UNIVERSITY
Table of Contents

3 Introduction
4 University Police
4 Crime, Emergency Reporting and Response at NU-Qatar
9 Information Regarding Sexual Misconduct for the NU-Q Campus
15 Crisis Management
22 Crime Prevention and Safety
24 Miscellaneous

Appendices

25 Appendix A – University Policy on Sexual Misconduct *
   http://www.northwestern.edu/sexual-misconduct/docs/sexual_misconduct_policy.pdf
* Given the unique setting of the NU-Q campus, relevant supplemental NU-Q specific information is provided starting on page 9.

Page 50 Appendix A** - Resource of Relevant Terms and Definitions in Illinois
   [download]

Appendix B** - “You Have Options. We Can Help:
   Northwestern University Resource Guide on Sexual Misconduct and Title IX”
   [download]

Appendix C** - “What You Should Know About Discrimination, Harassment, Sexual Harassment, and Sexual Misconduct”

52 Appendix B – NU-Q Student Code of Conduct
   http://www.qatar.northwestern.edu/life/policies/student-code-of-conduct.html

58 Appendix C - Local / University Resources

61 Appendix D - EthicsPoint Reporting

62 Appendix E - Crime Prevention, Safety and Security Awareness Programs / Information

64 Appendix F - Clery Act Crimes and Reportable Locations (Definitions)

68 Appendix G - Crime Data - NU-Qatar

** Appendices A, B and C are specific to the external University policy and these alpha indicators do not apply to the appendices section in this Annual Security Report.
Introduction

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime, and security and safety policies. The material that follows is designed to familiarize you with issues of safety and security at the Northwestern University in Qatar (NU-Q) campus located in Education City on the outskirts of Doha, Qatar.

We rely on every community member to contribute to security on campus by reporting crime and suspicious activities in a timely manner and using common sense when going about daily activities. Safety is a shared responsibility. We hope that you will use the information to help foster a safe environment for yourself and others. The Northwestern University Police Department is responsible for preparing and distributing this report. Contact Northwestern University Police Deputy Chief Daniel McAleer at d-mcaleer@northwestern.edu or (+1 847) 491-3256 if you have any questions or comments about this material. Do not hesitate to call University Police should the need arise.

Information about this Report

The Northwestern University Police Department is responsible for preparing and distributing this report. University community members are annually notified via a campus wide e-mail of the availability of the Report, and posted web address, http://www.northwestern.edu/up/safety/annual-report/index.html. This Report can also be reviewed electronically at a kiosk located in the lobby of the Chicago (211 E. Superior Street) and Evanston (1201 Davis Street) University Police stations, and also at the Evanston campus Parking Office (1841 Sheridan Road).

Paper copies of this Report are available from University Police upon request. Prospective students / employees may contact either Northwestern University in Qatar at compliance@northwestern.edu or by calling +974 4454 5000 or Northwestern University Police at universitypolice@northwestern.edu or by calling +1 (847) 491-3256 to request a paper copy of this Report.

About NU-Q

Qatar Foundation’s Education City is a 2,500 acre multi-institution access controlled educational complex. NU-Q is located on the 3rd floor of the building that houses the Carnegie Mellon University program. Virtually all NU-Q academic and administrative functions are located in this building and within a studio facility on Education City campus, until such time that NU-Q’s final building has been completed. Northwestern University does not own or lease any student residential facilities in Qatar and there are no officially recognized non campus student organizations.

Although Arabic is the official language in Qatar, English is widely spoken and is the language in which all NU-Q business is conducted. In addition to NU-Q, Education City hosts branch campus programs from Virginia Commonwealth, Weill Cornell, Texas A&M, Carnegie Mellon, Georgetown, HEC Paris and University College
London in addition to other educational, science and research and community development institutions and corporate joint ventures. Students are able to cross register for classes at other institutions, in addition to taking classes at their school. For more information about Education City and the Qatar Foundation, visit http://www.qf.edu.qa/home.

I. University Police

The NU-Q Education City campus does not have Northwestern University security or police personnel on site. The Qatar Foundation is responsible for campus safety, security, and maintenance throughout Education City. The Qatar Foundation Security Department is managed within QF HSSE Directorate and consist of more than 800 contracted security guards that are directed and supervised by QF security officers and is operational 24 hours a day - 7 days a week. Northwestern University Police does not have formal written memoranda of understanding with the Qatar Foundation or any local or state law enforcement agency in Qatar regarding the formal investigation of criminal incidents. University Police has requested the Qatar Foundation to provide timely notification of situations on or off campus that could pose a serious or continuing threat and/or any incidents that are considered an immediate threat to the health and/or safety of the NU-Q campus community. Designated NU-Q crisis management personnel, as notified, will maintain communication with local Qatar Foundation and/or local law enforcement and request status reports on these types on incidents. In addition, NU-Q and NU representatives will collaborate with the Qatar Foundation and/or other Qatar local or state law enforcement agencies as formally requested by the responsible agency.

II. Crime, Emergency Reporting and Response at NU-Q

Students, faculty, staff and guests are encouraged to immediately report all on campus crimes, emergencies, safety and security issues, any time of day or night seven days a week. There is Qatar Foundation security presence in each building on the Education City campus. For in-building incidents, it is best to report to in building security staff who facilitate with building management. For general on-campus incidents, one can report this in person at the Qatar Foundation main security control room at the Central Plant Building, ground floor, Room G-04 or by calling either +974 4454 1086 (non-emergency) or +974 4454 0999 (emergency) and also to the designated on-call NU-Q emergency personnel by calling +974 4454 5291/4454 5292. For all off campus incidents and emergencies, callers should contact State of Qatar emergency response at 999 first and then NU-Q designated on-call emergency personnel at +974 4454 5291/4454 5292, if deemed necessary. NU-Q administrators can assist students in notifying the appropriate security or law enforcement agency.

Campus Security Authorities

Campus Security Authorities (CSAs) are federally mandated crime reporters. The intent of including non-law enforcement personnel in the role of CSA is to acknowledge that some community members and students in particular may be hesitant about reporting crimes to the police, but may be more inclined to report incidents to other campus-affiliated individuals. To further encourage the timely
reporting of incidents affecting the campus community, the Clery Act identifies four categories of CSAs: University Police; non-police security staff responsible for monitoring University property; people/offices designated under Northwestern University policy as those to whom/which crimes should be reported; and “officials with significant responsibility for student and campus activities”.

**CSA Crime Reporting**

University CSAs are encouraged to report, on a timely basis, all crimes reported to them to the NU-Q Clery Compliance committee though, under the Clery Act, are only obligated to report Clery Act crimes which occurred within the Clery geography (on campus, in public areas bordering campus and in certain non-campus buildings owned or controlled (leased) by the University). CSAs should only report those crimes that have not been previously reported to the NU-Q Clery Compliance committee or another University CSA, if they have confirmation that the other CSA has reported the crime. The NU-Q Clery Compliance Committee will forward reports to Northwestern University Police in Evanston. A pastoral or professional counselor, who is functioning within that scope at the time a crime is reported, is not considered a CSA and not required to report crimes, but is encouraged to review crime reporting options with reporting parties.

**Anonymous Reporting**

Victims and witnesses may report crimes on an anonymous basis to CSAs so those crimes can be included in the University’s annual statistical report of crimes occurring on and around campus. With such data, the University can maintain accurate records of the number of incidents and determine if there is a pattern of crime with regard to a particular location, method, or offender, and as appropriate, alert the community to potential danger.

In reporting crime to a CSA when the reporter wishes to be anonymous, CSAs will provide a detailed description and occurrence date (time frame) and location of the crime, without identifying the alleged victim, witnesses or perpetrator. The purpose of this type of report is to comply with the reporting party’s wish to keep the matter anonymous, while taking steps to contribute to future campus safety.

**CSA Crime Report**

For Clery Act crimes, a CSA must complete and submit a Campus Security Authority Crime Report Form (Report Form). The Report Form is located on the NU-Q internal SharePoint site at: https://share.qatar.northwestern.edu/team/nuq-riskmanagement/Clery/SitePages/Clery Crime Report Form.aspx and must be submitted online. This form is accessible using net ID authentication. The NU-Q Clery Coordinator is responsible for ensuring that completed CSA Crime Report Forms are forwarded to University Police.

Note, if the reported crime or incident involves an emergency, the CSA should immediately notify Qatar Foundation Security (via +974 4454 0999 on campus) and the Director of HSSE, the Chief Operating Officer (COO), or the NU-Q Clery Coordinator. For additional information on the Clery Act and CSA crime reporting
responsibilities, visit http://www.northwestern.edu/up/safety/campus-security-authorities.html and http://www.northwestern.edu/up/docs/csa_clery_act_reportable_crimes_current.pdf.

CSAs have an important role in complying with the Clery Act, which was enacted to help create a safer University community. Timely reporting of crimes by CSAs allows the University the opportunity to review whether or not a community Crime Alert (Timely Warning) should be issued and assists in maintaining accurate crime data.

Data Collection / Publication
Qatar Foundation and NU-Q administrators in Education City are contacted and asked to provide crime, arrest and student disciplinary referral (NU-Q only) data as required by the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act. If reports in these categories are made to the Northwestern University Police Department, those incidents are also included in these totals. As data is available from these sources it is recorded in this Report and on-line on the Northwestern University Police and U.S. Department of Education websites.

Definitions
For statistical reporting purposes, NU-Q adheres to the corresponding state of Illinois crime definitions.

Consent: Under Illinois law, consent is defined as “a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent.” 720 ILCS § 5/11-1.70. The law continues by stating that “[a] person who initially consents to sexual penetration or sexual conduct is not deemed to have consented to any sexual penetration or sexual conduct that occurs after he or she withdraws consent during the course of that sexual penetration or sexual conduct.” Id.

Domestic Violence: The complete Illinois Domestic Violence Act can be found at 750 ILCS §60/101, et seq. Under that law, “domestic violence” is defined as “physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation but does not include reasonable direction of a minor child by a parent or person in loco parentis.” 750 ILCS § 60/103. Prohibited domestic violence directed at a “family or household member” includes “spouses, former spouses, parents, children, stepchildren and other persons related by blood or by present or prior marriage, persons who share or formerly shared a common dwelling, persons who have or allegedly have a child in common, persons who share or allegedly share a blood relationship through a child, persons who have or have had a dating or engagement relationship, persons with disabilities and their personal assistants, and caregivers as defined in Section 12-4.4a of the Criminal Code of 2012. For purposes of this paragraph, neither a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship.” Id.
**Dating Violence:** In Illinois, the Illinois Domestic Violence Act prohibits “physical abuse, harassment, interference with personal liberty or willful deprivation” directed toward “persons who have or have had a dating or engagement relationship.” 750 ILCS § 60/103. “[N]either a casual acquaintance nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship.” *Id.*

**Sexual Assault:** In Illinois a person commits “criminal sexual assault” if “that person commits an act of sexual penetration and: (1) uses force or threat of force; (2) knows that the victim is unable to understand the nature of the act or is unable to give knowing consent; (3) is a family member of the victim, and the victim is under 18 years or age; or (4) is 17 years of age or over and holds a positions of trust, authority, or supervision in relations to the victim, and the victim is at least 13 years of age but under 18 years of age.” 720 ILCS § 5/11-1.20 1.

**Stalking:** In Illinois, a person commits the criminal offense of “stalking” when “he or she knowingly engages in a course of conduct directed at a specific person, and he or she knows or should know that this course of conduct would cause a reasonable person to: (1) fear for his or her safety or the safety of a third person; or (2) suffer other emotional distress.” 720 ILCS § 5/12-7.3(a) 2.

**Timely Warnings**

Timely Warnings will be disseminated by Northwestern University in Qatar (NU-Q) in a timely manner and utilizing method(s) likely to reach members of the affected campus community when the reported incident is a Clery Act crime that: (1) is reported to the NU-Q Clery Compliance Committee in a timely manner; (2) occurs within the Clery geography (on campus, public property bordering campus or non-campus / off campus University leased and / or controlled property and; (3) is determined, in the judgment of The Chief Operations Officer (COO), or a back-up, typically the Director of Health, Safety, Security Environment (HSSE), to represent a serious or continuing threat to NU-Q community members. Issued Timely Warnings will not include the names or identifying information of victims.

The Clery Act does not require universities to issue community Timely Warnings on Clery Act crimes occurring outside the Clery Geography (noted in point 2, in above paragraph) or on non-Cler Act crimes. However, designated University officials may, in their discretion, may choose to provide community Timely Warnings on crimes outside the above noted parameters. In short, as appropriate, the University will notify and inform community members under either its timely warning or emergency notification procedures of any emergency or dangerous situation when such events represent a serious, immediate or continuing threat to the health or safety of University community members. Timely Warnings may take the form of an Emergency Notification depending on the circumstance of the incident.

---

1 Please also see the Illinois Abused and Neglected Child Reporting Act at 325 ILCS § 5/1, et seq.; criminal sexual abuse at 720 ILCS § 5/11-1.50; aggravated criminal sexual assault at 720 ILCS § 5/11-1.30; and aggravated criminal sexual abuse at 720 ILCS § 5/11-1.60.

2 The terms “stalking” is further defined in subsections 720 ILCS § 5/12-7.3(a-3) and (a-5); the definition for “aggravated stalking” can be found at 720 ILCS § 5/12-7.4; and the definition of “cyber stalking” can be found at 720 ILCS § 5/12-7.5.
Emergency Notification is an announcement to inform the University community about a “significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.” An emergency response expands upon the definition of “timely warning”, as it includes both Clery Act crimes and other types of emergencies (examples: a fire, infectious disease outbreak, terrorist attack, natural disaster, weather emergency, etc.). For additional information on community emergency notification, see the “Crisis Management” section in this Report.

Typically, the COO or as a back-up, the Director of HSSE, consults with Qatar Foundation (QF) (HSSE) contacts, QF security staff and other appropriate resources to substantiate and ascertain pertinent incident information. As deemed appropriate, the Government Relations Manager may also consult with local law enforcement and other relevant Education City officials. Typically, the COO or as a back-up, the Director of HSSE, assesses incident information to determine whether a community Timely Warning notice for a reported crime shall be issued to the NU-Q community.

Timely Warnings are usually distributed for the following Uniform Crime Reporting Program (UCR) classifications: major incidents of arson, criminal homicide and robbery. Cases of aggravated assault, sex offenses, dating violence, domestic violence and stalking are considered on a case by case basis. Case by case consideration includes, but is not limited to, reviewing the facts surrounding a reported crime, the nature of the crime, the crime occurrence location, the serious or continuing threat to the campus community, the possible risk of compromising law enforcement efforts and the factors listed below. NU-Q may not issue a Timely Warning for the above Clery Act crimes if:

1. A law enforcement agency apprehends the suspect(s) and the serious or continuing threat to members of the NU-Q community has been mitigated by the apprehension;
2. the NU-Q Clery Compliance Committee was not notified of the crime in a manner that would allow NU-Q to post a “timely” notice for the NU-Q community. The term “timely”, for community notification purposes, is typically considered to be notice of a Clery Act crime within 7 days following the occurrence of a crime.

Typically, Timely Warning content is determined by the Dean’s Office, the Communications Policy, and the Director of HSSE who also determine the dissemination method(s) in her/his discretion. Methods of dissemination may include, but are not limited to, email, text messages and posting of hard copies in appropriate public areas. The Qatar Foundation is responsible for providing notice to local media, if necessary. Timely Warnings may additionally be posted on the NU and NU-Q web pages. Timely Warnings will generally include a succinct statement describing the incident, the occurrence location and time it occurred, if known, suspect(s) location (known or unknown), suspect(s) description (as credible/useful information exist), method of operation and/or possible connection to previous incidents (as applicable), injury(ies) sustained by the victim(s), if relevant, and personal safety information to aid members of the University community in protecting themselves from becoming victims of a similar crime and to promote
overall safety. Typically, the Dean or COO will determine in his/her discretion the appropriate categories of information to be included in a Timely Warning to promote safety.

III. Information Regarding Sexual Misconduct for the NU-Q Campus

Sexual Misconduct Statement
Northwestern University prohibits all forms of sexual misconduct, including but not limited to, sexual assault, stalking, dating or domestic violence, and sexual harassment. Such conduct violates the community values and principles of our institution and disrupts the living, learning, and working environment for students, faculty, staff and other community members. In furtherance of this policy, Northwestern University has adopted the following standards of conduct for all members of our community – students, faculty, and staff, as well as University vendors, contractors, visitors, guests, and third parties – with respect to sexual misconduct. These standards apply equally to all regardless of the sex, gender, sexual orientation, gender identity, or gender expression of any of the individuals involved.

For a complete copy of Northwestern University’s Policy on Sexual Misconduct, see Appendix A. However, given the unique setting of the NU-Q campus, relevant NU-Q specific supplemental information is provided below.

Title IX Contact
The on campus NU-Q Title IX Deputy Coordinator is Kathryn Bright Symank (kathryn.symank@northwestern.edu or +974 4454 5155). A person may file a complaint with the NU-Q Title IX Deputy Coordinator. A complaint may also be filed with the Department of Education’s Office for Civil Rights regarding an alleged violation of Title IX by visiting http://www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling (+1) 1-800-421-3481.

Procedures Survivors Can Follow After an Offense – for the NU-Q Community
If you are a victim (survivor) of sexual violence, stalking, or dating or domestic violence:

• Get to a safe place as soon as possible. Following an incident, the primary concern is for the sexual violence survivor’s safety. Contact someone you trust to be with you and support you.
• Seek medical attention as soon as possible to ensure physical well-being.
• Try to preserve all physical evidence. Do not bathe, shower, or change clothes before seeking medical attention. Preserving evidence is important in later pursuing a criminal or other judicial case. Outside of Qatar, a forensic rape exam is a consideration for many survivors of sexual violence. Within the State of Qatar, it is a possible consideration for survivors of sexual violence.
• Consider contacting University designated CSA or the Title IX Deputy Coordinator. The CSAs and Title IX Deputy Coordinator can provide support and help identify available resources. Contacting local law enforcement to file a report is also an option.
Survivors of sexual violence are encouraged to speak with a NU-Q confidential counselor, (listed in the NU-Q and Qatar Resources (local) - Counseling and Support Resources section) who will help explain your options, and provide relevant information and emotional support. In addition to a student survivor’s choice to pursue options through the legal system, if the alleged perpetrator is University affiliated, there are disciplinary and non-disciplinary options available through Northwestern University in Qatar. A student survivor can discuss these options by contacting Greg Bergida, Director of Student Affairs, or Patricia Collins, Counselor/Coordinator of Counseling, Health, and Wellness (see Local / University Resources section for contact information).

**Medical Attention – for the NU-Q Community**

It is important to seek immediate and follow-up medical attention for several reasons. These include assessing and treating any physical injuries, determining the risk of sexually transmitted diseases or pregnancy, and gathering evidence that could aid criminal prosecution. If a victim goes to the hospital in Qatar, they may not retain sole discretion over whether or not to pursue criminal charges. Ideally, physical evidence should be collected within the first 24 hours. Survivors should visit a hospital or doctor they feel comfortable with. The Qatar Foundation Primary Healthcare Center (QF PHCC) is located in the HBKU Student Center on Education City Campus, and services are free of charge for all QF constituents. The QF PHCC Center is staffed with licensed general practitioners and nurses. The hours of operation are Sunday - Thursday, 7:30 a.m. to 8:30 p.m. and Saturday, 12:00 p.m. to 8:00 p.m., closed on Friday. Please note this facility only provides services during the hours listed. The Qatar Foundation also has an emergency staff and ambulance available 24 hours/day 7 days/week, call +974 4454 0999.

**Reporting Sexual Violence – for the NU-Q Community**

Reporting sexual violence to local law enforcement, the Title IX Coordinator or Deputy Coordinator, or a CSA could assist in gaining information that may lead to the arrest of an offender or aid in the investigation of other incidents. The investigation or discipline of the offender may help prevent future incidents. In addition to, or instead of, possible criminal prosecution, a student may also choose to pursue University disciplinary action. In any disciplinary proceeding alleging a sex offense, the accuser and the accused are entitled to the same opportunities to have others present as representatives and witnesses. At the conclusion of the hearing, both parties are informed of the hearing's outcome. For additional information on University options, contact Greg Bergida, Director of Student Affairs.

A victim has the option to report the incident to the appropriate local police department in the jurisdiction where the crime occurred. The Title IX Deputy Coordinator or Department of Student Affairs will assist the victim in notifying the appropriate NU-Q administrators and/or law enforcement agency upon request or as required by law.

**Academic / Residential / Crime Reporting Assistance at NU-Q**

CSAs and the Title IX Coordinator, or Deputy Coordinator, will as requested, assist a NU-Q community member in reporting a sexual offense (or other crime) to local law enforcement authorities. The University will change a student victim's academic
and living situations after an alleged sex offense if those changes are requested by the victim and are reasonably available. For additional information, contact Greg Bergida, Director of Student Affairs or Patricia Collins, Counselor/Coordinator of Counseling, Health, and Wellness. Because of the confidential nature of the counselor/counselee relationship, seeking advice from a confidential counselor (i.e., Counselor/Coordinator of Counseling, Health, and Wellness) who is acting in their role as a counselor is exempt from reporting the incident for Clery Act reporting purposes.

**Responding to Sexual Misconduct and Sexual Violence at NU-Q**

The University strongly encourages individuals to report incidents of sexual misconduct to a NU-Q CSA and a University Title IX Coordinator or Deputy Title IX Coordinator. All University employees (including student employees), as well as non-employees with teaching or supervisory authority, are obligated to report sexual misconduct of which they become aware to a Title IX Coordinator or Deputy Coordinator, unless they have a recognized confidentiality privilege.

Any NU-Q community member who is aware of sexual violence is encouraged to immediately contact a designated CSA who can assist in reviewing options and identifying and facilitating support resources which include: medical attention; legal procedures; University administrative procedures / options; counseling options; and contact with appropriate University and community services. To receive additional information about University sexual violence response options and procedures, a student survivor can contact Greg Bergida, Director of Student Affairs, or Patricia Collins, Counselor/Coordinator of Counseling, Health, and Wellness.

**Notifying Police and Campus Security Authorities**

The survivor has the right to choose whether to file a police report. While Campus Security Authorities (CSAs) have the duty to inform the Clery Compliance Committee for Clery purposes, it should be understood that notifying the Clery Compliance Committee can be anonymous and is a separate and distinct process from filing a police report. When acting in the role of confidential counselor, the Counselor/Coordinator of Counseling, Health, and Wellness is bound by confidentiality and therefore, is exempt from reporting incidents disclosed when acting in this role to the Clery Compliance Committee.

**Protective Measures and Sanctions**

Regardless of whether a victim chooses to report a crime to campus police or local law enforcement, the Title IX Coordinator, Deputy Title IX Coordinator, or their designate will determine whether interim interventions and protective measures should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include, but are not limited to: an order of no contact, safe-space zones, residence hall relocation, adjustment of course schedules or work-study employment, a leave of absence, transportation arrangements, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Violations of these directives and/or protective measures will constitute violations that may lead to disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined
by Northwestern University. For additional information, students should contact NU-Q Director of Student Affairs or the Counselor/Coordinator of Counseling, Health, and Wellness (see Local / University Resources section for contact information). Staff and faculty should contact the NU-Q Title IX Deputy Coordinator (Kathryn Bright Symank at kathryn.symank@northwestern.edu or (+974 4415 5155).

University Procedures for Investigating and Resolving a Complaint
In addition to, or instead of, possible criminal prosecution, a survivor may also choose to pursue a complaint through applicable University procedures. It is the victim’s choice whether or not to make such a report and victims have the right to decline involvement with the police. Upon request, University officials (including individuals from Counseling and Wellness, Student Affairs or Human Resources) are available to assist any victim with notifying local police if they so desire.

The procedures are intended to afford a prompt, fair and impartial response to charges of sexual misconduct, to maintain fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of University policy.

For NU-Q Students: The NU-Q Department of Student Affairs handles investigation and resolution of complaints against students. See Appendix B for process and procedures. http://www.qatar.northwestern.edu/life/policies/student-code-of-conduct.html.

For Faculty/Staff: The NU-Q Title IX Deputy Coordinator coordinates the investigation of complaints of sexual misconduct, including sexual harassment and sexual violence. For complaint resolution procedures contact the Title IX Deputy Coordinator (Kathryn Bright Symank at kathryn.symank@northwestern.edu or +974 4454 5155).

Resources for Survivors of Domestic Violence, Dating Violence, Sexual Assault & Stalking (NU-Q and Qatar Resources (local) - Counseling and Support Resources)
Guaranteed confidential counseling and referral resources are available at NU-Q’s Counseling, Health and Wellness and you can reach them during office hours at +974 4454 5084 or +974 4454 5073. NU-Q provided student health insurance (StudentCare Plus) can be utilized for private mental health service claims. University employees can access counseling support through the contracted employee assistance program by calling the NU-Q Employee Assistance Program [EAP] +974 4454 5293 or their direct UK number +44 1865 397 074. For additional information on the employee assistance program, visit http://www.ppcworldwide.com/ or call +974 4454 5293. An email address and password is necessary to access website. These can be obtained from NU-Q Human Resources.

For legal, counseling, psychological and shelter services for women and children, contact the Qatar Foundation for Social Protection and Rehabilitation on one of the following numbers +974 4466 6671, +974 4466 6672, +974 4466 6673 or call the hotline on 919. Please note that mandatory reporting to the authorities applies for cases involving persons less than 18 years of age. NU-Q students who decide to
utilize the services of a private healthcare provider are encouraged to inquire about and understand the extent of confidentiality provided to patients/clients. The confidentiality laws and regulations in the student’s country of study may differ substantially from a student’s home country.

**Campus Sex Crimes Prevention Act (Sex Offender Registration)**
The 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. For information on registered sex offenders who may be employed or attend school on the Northwestern University Evanston or Chicago campuses, contact the University Police Criminal Investigations unit at +1 (847) 467-0654.

**Education and Prevention Programs Regarding Sexual Misconduct**
The University engages in comprehensive, intentional, and integrated educational programming, initiatives, strategies, and campaigns intended to prevent domestic violence, dating violence, sexual assault and stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Department of Student Affairs (DSA) Counseling and Wellness engages in educational programming to prevent domestic violence, dating violence, sexual assault and stalking. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students, faculty, and staff that:

a. Identify domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
b. Define what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
c. Define what behavior and actions constitute consent to sexual activity under University policy and in the State of Illinois;
d. Provide a description of safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
e. Provide information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks. Risk reduction means options designed to decrease perpetration and
bystander inaction, and to increase empowerment for survivors in order to promote safety and to help individuals and communities address conditions that facilitate violence;


The University has developed an annual educational campaign consisting of presentations that include distribution of educational materials to new students; participating in and presenting information and materials during new employee orientation; and educational activities, programming and training on an ongoing basis to all employees and students.

**Northwestern University – Qatar Campus Programming**

The Northwestern University campus main campus (Evanston) is working with Northwestern’s remote campuses in developing additional training initiatives, programs and campaigns in accordance with the Violence Against Women Act (VAWA). Establishing VAWA training initiatives programs and campaigns is an ongoing process at NU-Q.

NU-Q has revised documents that provide specific roles and responsibilities for CSAs, faculty, staff, and students. These were distributed in March, 2015.

NU-Q administrators are working with the Evanston campus Human Resources Learning and Organizational Development division to explore opportunities for establishing VAWA related online training for NU-Q faculty and staff members.

In addition NU-Q is looking into partnerships for developing training that is appropriate in Qatar.

The NU-Q Counselor and Coordinator of Counseling, Health, and Wellness works regularly with other Education City universities on campus in Qatar to partner and bring in a local speaker to campus to discuss violence against women issues with faculty, staff and students. NU-Q will continue to look for opportunities to bring speakers to campus.

Topical posters and handouts for NU-Q faculty, staff and students have been distributed. The NU-Q administration is also exploring VAWA informational sessions that can be incorporated into the annual orientation for faculty, staff, and students.

NU-Q will take the cultural context of these issues into account when planning training for the next academic year.

Currently, NU-Q engages in some educational programming to prevent domestic and dating violence. Educational programming consists of primary prevention and awareness programs for students. For example, through the Counselor/Coordinator of Counseling, Health, and Wellness, a program called “Wellness Wednesdays” provided 2 resource tables for “Relationship Violence, Stop the Silence” where materials on harassment, domestic abuse, and violence in relationships was distributed. Sixty-five students stopped by the table. In Spring of 2014, the
Counselor/Coordinator of Counseling, Health, and Wellness provided risk reduction training for travel to all students going on Journalism Residency and sent out information via emails to student travelers regarding safety and mental/physical health interventions. The Counselor/Coordinator of Counseling, Health, and Wellness and the Business and Risk Analyst are currently developing risk training for student travel. This will be an online module that students will be required to take prior to any university sponsored travel.

The Department of Student Affairs is the primary provider of sexual violence education and prevention on campus. Sessions on the prevention of sexual violence for the entire campus community are available at request. Education awareness and risk reduction sessions are available in the following areas: sexual assault, bystander intervention, drug and alcohol-facilitated sexual assault, healthy sexual relationships, communication and consent, relationship violence, and how to support a survivor of sexual assault. To schedule a program, call the Department of Student Affairs at +974 4454 5073.

IV. Crisis Management

Northwestern University is committed to notifying and informing its campus community in the event of an emergency. Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty or staff, Northwestern University will use appropriate communications channels to immediately notify the community.

Northwestern has several different means of communications that may be used in the event of an emergency that affects one or all of the Northwestern University campuses. These systems include an Emergency Notification System that combines phone calls, text messaging and e-mails and social media; a bulk e-mail system; posting messages on the University’s website; and other methods of disseminating information, including but not limited to, posting fliers in public places, faxes and notifying local media.

NU-Q crisis management personnel are comprised of a number of NU-Q staff members across the organization and form two groups, collectively, they form the Crisis Management Team (CMT). The two groups are: The Policy Group (PG) and the Implementation Group (IG). Details of membership can be found at the end of this section.

Emergency Warning Systems

Usage Policy - The ENS may be activated, along with other communications channels, in the event of a serious or continuous threat to students, faculty, staff, or visitors.

Authorization to Direct System Activation:

1. Dean
2. Chief Operations Officer
3. Associate Dean for Academic Affairs
4. Associate Dean of Research
5. Director of Media Strategy, Marketing, and Communication
6. Director and Chief Financial Officer
7. Director of Human Resources
8. Director of Student Affairs
9. Director of HSSE

Procedures
The Crisis Management Team Communications Section Leads and the Director of Media Strategy, Marketing, and Communication are responsible for communicating with the Dean, Chief Operations Officer, and other departments, including but not limited to, Facilities and Student Affairs, in making the determination about when the ENS should be activated. When the ENS is used, it should be determined whether the message should be sent to the entire community or only certain groups on NU-Q's campus.

The following individuals may activate the system:
1. Director of Information and Technology
2. Human Resources Manager
3. Manager of Infrastructure Operations
4. Human Resources Administrative Manager
5. Director of HSSE

Alerts issued via the ENS should include information about the emergency or threat and what steps, if any, members should take in response to the emergency. The message should include the date and time it is issued.

Emergency Communication Capabilities
Emergency Notification System
Blackboard Connect is an external vendor service that can call phones, send text messages, and send e-mails rapidly when activated to alert community members. Because NU-Q might need to contact you before you arrive on campus in an urgent emergency situation, it is important that all possible means of contacting you at home and at work are up to date. For instructions on how University community members can enter or update their Emergency Contact information, visit:
Student: http://www.registrar.northwestern.edu/academic_records/CAESAR_emergency_contact_tips.html
Employee: https://nuhr.northwestern.edu/psp/hr91prod_ss/?cmd=login

Manual Calling Tree
NU-Q also has developed a manual calling tree in order to relay accurate information to community members during a time of crisis. Information regarding a crisis and recommended actions may be communicated via the calling tree to NU-Q faculty, staff and dependents. The calling tree, along with the Blackboard Connect Emergency Notification System are the main conduits to ensure faculty, staff, and dependents are kept abreast of any issues related to overall safety of community members. The calling tree will be activated whenever a crisis enters Phases 2-5 (as outlined in the Northwestern University in Qatar Crisis Management Plan) or whenever it is necessary to update the NU-Q community as to a particular situation. Once activated, faculty, staff, and dependents will communicate with the Crisis
Management Team (CMT) through their assigned Calling Tree Coordinator as to any concerns or issues that they might have regarding the situation. In most cases, telephones will be used to make necessary notifications. Should the telephone system not be operational, the calling tree coordinator will be required to make personal contact with the individuals on their contact list.

**Bulk Email System**

Bulk Email is a service provided by NU-Q Information Technology in coordination with NU Information Technology (in Evanston) that can send messages to University email accounts during emergency situations.

**Satellite Phones**

NU-Q maintains satellite phones in the event of a disruption of cell communication during an emergency. The satellite phones are maintained by the Director of HSSE.

**Timely Warnings**

The COO will designate a member of the CMT to work with the Qatar Foundation to obtain relevant information in order to develop Timely Warnings and notify the NU-Q community about certain crimes that pose a serious or continuing threat to NU-Q community members in a timely fashion. Community members who know of or are advised of the occurrence of a crime or other serious incident should report that incident as soon as possible to an NU-Q CSA, who should inform the NU-Q Clery Compliance Committee, so a Timely Warning can be issued, if warranted. Timely Warning distribution may include email, fax, voice message, text message, web posting and flyer.

On the Evanston and Chicago campuses, University Police issues Timely Warnings (also known as Crime Alerts), in a timely manner, to notify community members about certain crimes that pose a serious or continuing threat to Northwestern community members. For additional information on the Evanston / Chicago campus Crime Alert processes, see the Evanston / Chicago Annual Security and Fire Safety Report at [http://www.northwestern.edu/up/safety/annual-report/index.html](http://www.northwestern.edu/up/safety/annual-report/index.html).

**Emergency Notification and Warning Process**

Emergency notification and warning is a capability that includes public information, alert/warning and notification. It involves developing, coordinating, and disseminating information to the public effectively under all hazard conditions. Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus, NU-Q will, without delay taking into account the safety of the community, assess and determine the content of the emergency notifications to be sent and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or contain, respond to, or otherwise mitigate the emergency. The noted procedures/steps are generally followed, but the University determines the most effective means of assessment and communication depending on the facts and circumstances of each individual incident.
Step 1: Critical Incident Assessment

Gather facts: The IG will gather information to provide situational awareness to the Dean, who will serve as Chief Policy Official (CPO) or designate the COO to serve in this role as appropriate. At that time a determination will be made by the CPO or COO as to the threat level and impact to the NU-Q community. If the CPO or COO confirm that there is a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees or family members residing in Qatar, the parties involved will move to the assessment phase.

Assess the Situation: Once the facts have been gathered, CMT members will meet to assess the nature and severity of the critical incident and the appropriate response. CMT membership is listed at the end of this document.

- The CPO or COO is responsible for notifying CMT members of the need to issue emergency communications and will keep the University Relations Vice President apprised of new information and developments.
- The IG members may devise an action plan to address the incident without activating the CMT and coordinate the incident with University personnel directly involved in the response. IG membership is listed at the end of this section.

Convene Crisis Management Team (CMT): If the IG Director decides that a critical incident warrants the activation of the CMT or the Emergency Operation Center (EOC); members of the CMT, as well as any other relevant NU-Q or NU officials, will be contacted. The NU-Q EOC serves as a centralized management center for emergency operations when circumstances warrant.

Step 2: Incident/Protective Action Communications

The CPO or COO in close coordination with the CMT, will determine the appropriate segment(s) of the campus community to receive notification, the content of any notification, and initiate the notification system as follows:

Identify key audiences and communications strategy: Determine which of NU-Q key audiences need to be informed of the situation and in what order, how they should be informed and who is responsible for communicating to these audiences.

Designate a spokesperson: Assign one or two spokespersons to address key audiences to ensure a unified, consistent message is delivered at all times.

Prepare initial statement: Prepare a statement about the critical incident or issue unfolding to provide to key audiences initially while the CMT determines next steps.

Develop key messages and, if appropriate, prepare Q&A: Develop key messages tailored to specific audiences to prepare for inquiries about the potential critical incident or issue. Messages must be based on confirmed and accurate facts and actions taken by the University. If appropriate, make a list of anticipated questions from audiences and prepare corresponding responses.
Inform key audiences: Implement communications to key audiences through identified distribution channels, which could include:

- Northwestern and NU-Q website or posted alerts
- Direct contact via telephone or in-person
- Mass e-mail
- Emergency Notification System (Blackboard Connect)
- Signage

Determine response to media: If the media are identified as a key audience, decide on the appropriate level of communications with media. Communications with the media will be coordinated with the QF Communications Directorate. The issue could warrant either a statement release or media briefing.

Control flow of information: Key audiences and media should be given periodic updates on the situation from dedicated spokespersons and the CMT to control the message and assist in rumor control. Alerts issued via the Emergency Notification System will include information about the emergency or threat occurring on campus and directions on what steps, if any, members of the community should take in response to the emergency. The message should include the date and time that it is issued.

**Step 3: Evaluate Incident Response**

*Meet and Assess:* When the critical incident has passed, the CMT continues to meet to review media coverage and critical incident reports to determine the effectiveness of the response.

*Monitor Media Coverage:* Monitor local media coverage to ensure accurate information is being communicated and determine if any further action is needed.

**Evacuation**

Buildings in Education City have notification systems for emergency evacuation. In most buildings this is a fire alarm system. Some systems sound only an alarm while others give voice evacuation directions or announcements. Whenever the alarm system sounds and/or voice command for evacuation is sounded, everyone must leave the building or move to the designated assembly points. NU-Q has MOU’s with adjacent universities that evacuees can shelter in their building during high temperatures or inclement weather. There is a designated building manager for all buildings on campus who serves as the key contact during an emergency. NU-Q has sufficient numbers of trained fire wardens who are responsible for facilitating evacuation from their respective areas, encompassing all NU-Q spaces.

**Emergency Response and Evacuation Testing**

Emergency response testing may be announced or unannounced. The University publicizes its emergency response procedures.

Northwestern University in Qatar is currently housed in a building owned by the Qatar Foundation and managed by Carnegie Mellon University in Qatar. Services in the building (including issues related to security and safety) are provided by or
overseen by the Qatar Foundation and/or Carnegie Mellon in Qatar. NU-Q participates in all emergency response drills and evacuation drills initiated by its hosts, the Qatar Foundation and Carnegie Mellon in Qatar. NU-Q has also raised the importance of such testing at the Qatar Foundation Health Safety Security and Environment (HSSE) Committee meeting, with the recommendation that such testing is completed on at least an annual basis, and that appropriate historical documentation for each test be maintained.

**NU-Q Crisis Management Teams and Membership**

**NU-Q Policy Group (PG)**
The NU-Q Policy Group serves to advise the CPO on policy issues during periods of heightened threat and crisis. The Dean or COO serve as the Chief Official for the PG. The PG is activated at the direction of the CPO or COO. The Policy Group is responsible for the strategic priorities for the incident based on threat information from established security sources, threat assessment/analysis, determining best actions, and communicating with the NU-Q community, visitors, QF, and NU-E.

The team is chaired by the CPO, or COO. Other members include the Director of Business and Finance, Associate Dean of Academics, Director of Student Affairs, Director of Human Resources, Associate Dean for Research, and Manager of the Qatar Support Office (QSO in Evanston). The chair may designate additional members.

**NU-Q Crisis Management Implementation Group (CMIG)**
The NU-Q CMIG serves to support and execute the decisions of the Policy Group and its Chief Official. Members of the CMIG are responsible for monitoring the incident, providing consistent situational awareness by validating information, maintaining a status boards, and may be tasked with providing status updates during an incident. They are also responsible for setting operational objectives based on strategic direction, communicating with external parties and offering advice to the CMT.

**Crisis Management Planning Group (CMPG)**
The team is chaired by the Chief Operations Officer, and meets monthly to discuss security awareness, security measures, and crisis management, crisis communication, community resilience, and business continuity. It is the group responsible for developing the NU-Q Crisis Management Framework and oversees the exercise of specific emergency planning, preparedness and response protocols.

Other members include the Dean of NU-Q (as an ex-officio member), Director of Information and Technology, Manager of Human Resources, Director of Facilities, Director of Marketing and Strategic Communications, Research Administrator, Director of HSSE, and the Director of Business and Finance. Additional members may be designated by the NU-Q Chief Operating Officer. The meetings are also attended over teleconference by the Northwestern University Police Department in Evanston, NU Evanston Business Continuity, and the Qatar Support Office (QSO in Evanston).
Following an incident, the Crisis Management Planning Group (CMPG) prepares a summary report of actions taken and lessons learned.

**International ISOS**

NU-Q has contracted with a company called International SOS (ISOS) to provide worldwide assistance for emergency medical and evacuation services for all students and employees in Qatar and during travel for University-related activities. All students are required to enroll in the StudentCare insurance program which is separate from ISOS. ISOS services are intended to augment StudentCare where necessary. ISOS coordinates with insurance providers to request reimbursement where appropriate.

The services provided by ISOS range from telephone advice and referrals to full-scale evacuation. The ISOS network of multilingual specialists operates 24 hours a day, 365 days a year from ISOS Alarm Centers around the world. ISOS membership is provided by NU-Q free of charge to its students and employees to protect against a variety of difficulties that could arise. The ISOS program is designed to supplement the policies, procedures and support staff that Northwestern University already has in place.

It is important to understand that, although ISOS will offer students and employees travel, medical and security advice and services, ISOS is NOT health insurance. NU-Q ensures that all students travelling abroad for University related activities are covered by the travel medical insurance program purchased by NU-Q.

Whenever traveling or living abroad, students and employees can access up-to-date reports on more than 200 countries worldwide on health issues, medical care and vaccination requirements via the ISOS website—your home page for travel health and safety information (located [https://www.internationalsos.com/en/](https://www.internationalsos.com/en/)). Students of NU-Q who travel away from Qatar on University-sponsored trips are required to provide requested information to the member of the staff assigned to serve as the trip advisor or coordinator. The purpose is to ensure that important information about the students’ travel is available and accessible to the University and its service providers in the event of a crisis or emergency.

Approval of student travel for University-related activities includes an assessment of the risk to student safety in the destination country. A Travel Advisory Report for the destination country is available upon request and is supplied by NU-Q’s Business and Risk Analyst as advised by global security consultants and other security resources at their disposal.

While you are abroad, your first contact should always be the trip advisor, as instructed during your orientation. If you are traveling, and/or in a situation where you are not able to reach that person, you should contact the ISOS (see [https://www.internationalsos.com/locations](https://www.internationalsos.com/locations) for ISOS contact information) in cases of emergency, or NU-Q Student Affairs office (+974 4454 5070) for other queries. If you are visiting the campus of Northwestern University in Evanston, you can contact the Northwestern University Qatar Support Office (+1 847 467 0900),
who will provide guidance and will contact the University’s on-call staff. You may also contact the University Police (+1 847 491 3254) in an emergency situation.

V. Crime Prevention and Safety

Although Northwestern University and NU-Q administrators and staff work hard to ensure the safety of all individuals within our campus community, students and employees themselves must take responsibility for their own personal safety and property security. The Education City campus is not a sanctuary from crime. NU-Q community members are strongly encouraged to maintain a high level of vigilance at all times and to be aware of local events. Should you require immediate emergency assistance, call +974 4454 0999 (inside QF) or 999 (outside of QF) from any telephone to reach Local Authority Emergency Services.

Realizing you could be a victim is the first step in self-protection. Simple, common sense proactive precautions are the most effective means of maintaining property security and personal safety. Students, faculty and staff members who practice crime prevention can make this special community a safer place to learn, live and work. The common tenets of crime prevention are straightforward: remain alert and attentive to potential dangers; don’t put yourself or your property at risk; and immediately report suspicious incidents / circumstances to the police or campus security. A safe and secure campus is everyone’s responsibility.

Community members are encouraged to visit the University Police website to access a variety of information on safety, security and crime prevention (http://www.northwestern.edu/up/).

Theft

Theft prevention is the anticipation, recognition, and appraisal of a risk of theft and taking steps to reduce or remove that risk. The techniques outlined in this Report are designed to reduce the opportunity for theft and increase risk for a would-be thief.

- Lock your office or study area whenever you are absent.
- Secure all valuables out of sight during your absence.
- Don’t leave valuables lying around in open areas that are unattended.
- Never leave valuables and property in plain view in a parked vehicle.
- Practice vigilance - watch for and immediately report suspicious activity and behavior.
- When contacting Police or security provide detailed information.
- Ask unescorted visitors entering your office to identify themselves and whom they are meeting.
- Request identification from persons who wish to repair or remove property.
- Immediately report all criminal incidents to building security and a designated CSA.

Local Crime

The crime rate in Qatar is generally low, and incidents of violence are extremely rare. Police presence throughout the country is high. Nevertheless, reports of petty
Theft have grown, including ATM and credit card theft, pick-pocketing, and purse snatching.

The State of Qatar Legal System
While in a foreign country, NU-Q community members are subject to its laws and regulations, which may differ substantially from and not offer the protection laws offer in your resident country. Islamic law forms the basis of Qatari law, and its penalties can be severe. Persons violating Qatari laws, even unknowingly, may be arrested, imprisoned, deported, or banned from leaving Qatar. Travel bans remain in effect until the involved parties or a court resolve the dispute. Qatari law enforcement authorities have also detained witnesses and relatives throughout a criminal investigation. According to the US State Department, Qatari law enforcement does not routinely advise the US Embassy in Doha of a US citizen’s arrest.

US Embassy officials are often prevented from visiting arrested US citizens until after the initial interrogation. If arrested, a US citizen should ask to speak to the US Embassy immediately. If this is not allowed, ask a friend or family member to notify the US Embassy as soon as possible. This US State Department advisory may also hold true for NU-Q community members who are residents of other countries.

Public intoxication, drunk driving, and other alcohol-related offenses are treated with severity and result in arrest, heavy fines, imprisonment, or expulsion from Qatar. Expatriates are permitted to purchase, possess, and consume alcohol in Qatar although they should do so without drawing attention. Drinking in public, public intoxication, and drunk driving can result in severe fines and a harsh prison sentence. Alcohol is available in various Western-owned hotels, except during Ramadan. Resident expatriates may purchase alcohol at the Qatar Distribution Company upon presentation of an alcohol permit. For information on obtaining the permit, consult the “Settling In” portion of the Northwestern publication Guide to Northwestern Life in Qatar. The country has a zero-tolerance attitude toward the use and possession of illegal drugs. Penalties for possession, use, or trafficking are severe. The penalty for possession is a two to six month prison sentence and deportation. The prison term for drug trafficking is 10 to 20 years. Convicted offenders can also expect large fines.

Obscene language, obscene gestures, or other insults often result in arrest, overnight detention, and/or fines. Both civil and religious law in Qatar prohibits gambling. Homosexual activity is a criminal offense in Qatar. According to the US State Department, conviction may result in lashing, a prison sentence, and/or deportation. Importing the following items is prohibited: • Alcohol • Obscene material • Counterfeit currency • Pork products • Fireworks • Religious materials intended for recruitment • Narcotics and illicit drugs • Weapons and ammunition.

Access to Campus Facilities and Building Security
The security strategy Education City is to maintain an “Open Campus” approach which means that the campus itself is accessible to the public through guarded gates, but has the flexibility to increase the level of security at these access points based on the monitored Qatar Foundation Threat Level. Individual buildings have their own
security arrangements based on a security risk assessment conducted by the Qatar
Foundation.

NU-Q community members are issued identification cards that they are asked to
display at all times. The cards, in addition to serving as identification, also provide
access to authorized locations. During normal business hours (Sunday through
Thursday, 8:00 a.m. to 5:00 p.m.), the Carnegie Mellon building is open to NU-Q
community members and their guests / visitors. During non-business hours, access
to the building entrance and internal areas is controlled through the use of the fore
mentioned identification cards. External contractors are only allowed in the building
under a “permit to work” system.

Normally, building offices are secured and only authorized personnel are permitted
access with proper identification. The building is controlled 24 hours a day by a
security team that is managed by the Qatar Foundation. Security guards regularly
patrol campus grounds and buildings. Closed circuit TV cameras (CCTV) are
located throughout the building (interior and exterior) and are monitored by security
personnel.

The Qatar Foundation has control and responsibility for student residential facilities.
A security guard is posted at the entrance of every residence hall. The front door
of the building is open and security is seated immediately inside. Residents receive
a personal entry device that allows them access to the facility. In order for visitors
to enter a residence, proper identification must be presented and a resident must
accompany visitor(s). Overnight guests in residences are not allowed. Residences are
gender segregated and visitors can only be of the same gender.

Security Considerations in the Maintenance of Campus Facilities
Landscaping and facilities are maintained in a manner to minimize hazardous
conditions. Education City maintenance is the responsibility of the Qatar
Foundation. The Qatar Foundation Facilities Management (FM) Directorate reports
conditions that could be hazardous to FM for follow-up and repair as necessary.
Campus lighting is monitored by Qatar Foundation HSSE officers and any lighting
outages are reported to the FM department. Community members are encouraged
to report maintenance issues, on a timely basis, to HSSE at +974 4454 0999.

VI. Miscellaneous

Student Conduct
Students involved in any University activity, program, function, or sponsored event
are subject to all University rules and regulations. Disciplinary matters are reviewed
and sanctions applied, as appropriate, under the authority of the NU-Q Student
Affairs Office. As applicable, University community members are held accountable
for their actions through state law, city ordinance and the University’s NU-Q student
disciplinary processes. For additional information, contact Greg Bergida, Director of
Student Affairs.

Alcohol and Other Drug Policies
NU-Q community members are expected to be acquainted with and fulfill their
obligations and responsibilities pursuant to University policy as well as the laws of
the State of Qatar. NU-Q fully supports US federal laws that require that academic
and working environments be free from illicit drug and alcohol use. For further
information, consult the University’s March 1989 policy statement complying with
the Drug-Free Workplace Act of 1988 (copies are available from Human Resources).
Information on the University’s drug policy is also available in the Human Resources
Policies and Procedures Handbook (http://www.northwestern.edu/hr/policies-forms/
policies-procedures/); and in the Student Code of Conduct (http://www.qatar.north-
western.edu/life/policies/student-code-of-conduct.html). The State of Qatar law
enforcement agencies (for the NU-Q campus) enforce all local and State of Qatar
drug and liquor laws, including underage drinking violations. Individuals found in
violation may be arrested or referred.

**Counseling Assistance**

NU-Q provides awareness education programs for drug and alcohol use and abuse
for its students through its Wellness Wednesday resource table events. Students may
speak confidentially with a mental health professional staff member from Counseling
and Wellness. Faculty and staff may reach out to NU-Q’s Employee Assistance
Program [EAP] +974 4454 5293 or their direct UK number (+44) 1 865 397 074.
Contact details are listed in the section below.

Additional support resources can also be found in Qatar, but the confidentiality laws
and regulations may differ substantially from and not offer the protection laws offer
in your resident country. For legal, counseling, psychological and shelter services for
women and children, contact QF Social Protection and Rehabilitation (contact
details in Appendix C). Please note that mandatory reporting to the authorities
applies for cases involving persons less than 18 years of age. Students may also wish
to investigate private service providers of their choice, but make sure to enquire
about and understand the extent of confidentiality they can provide. NU-Q provided
student health insurance can be utilized for private claims from mental health
professional service providers.
APPENDIX A – POLICY ON SEXUAL MISCONDUCT

A. Sexual Misconduct Policy
Northwestern has established a policy prohibiting sexual misconduct which explains options and resources available for members of the University community and how reported incidents are handled. That policy is available online at, http://www.northwestern.edu/provost/policies/title-ix/sexual_misconduct_policy.pdf and is included here: In addition, Northwestern University will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

POLICY ON SEXUAL MISCONDUCT

Policy Statement
Northwestern University prohibits all forms of sexual misconduct, including but not limited to, sexual assault, stalking, dating or domestic violence, and sexual harassment. Such conduct violates the community values and principles of our institution and disrupts the living, learning, and working environment for students, faculty, staff and other community members. In furtherance of this policy, Northwestern University has adopted the following standards of conduct for all members of our community – students, faculty, and staff, as well as University vendors, contractors, visitors, guests, and third parties – with respect to sexual misconduct. These standards apply equally to all regardless of the sex, gender, sexual orientation, gender identity, or gender expression of any of the individuals involved.

Reason for Policy/Purpose
Northwestern University is committed to fostering an environment in which all members of our campus community are safe, secure, and free from sexual misconduct of any form. Our community expects that all interpersonal relationships and interactions – especially those of an intimate nature – will be grounded upon mutual respect, open communication, and clear consent. When learning of conduct or behavior that may not meet these standards, community members are expected take an active role in upholding this policy and promoting the inherent dignity of all individuals.

Who Approved This Policy
Vice President of Student Affairs
Provost
Executive Vice President for Business and Finance

Who Needs to Know This Policy
All Northwestern University community members, including students, faculty and staff, as well as University vendors, contractors, visitors, guests, volunteers, interns, and third parties.
Jurisdictional Statement
Northwestern University has jurisdiction to investigate any alleged violations of this policy that occur in the context of a University program or activity or that otherwise affect the University’s working or learning environments, regardless of whether that conduct occurred on or off campus. In situations where the alleged sexual misconduct occurred outside of the context of a University program or activity or off-campus, and where one or more of the parties are not members of the University community, the University’s ability to investigate and/or impose disciplinary sanctions may be limited. In such instances, the University reserves the right to take any steps it deems appropriate to address the situation and provide appropriate resources to those individuals impacted and, where appropriate, the broader University community.

Website Address for This Policy
http://www.northwestern.edu/sexual-misconduct/university-policy/sexual-misconduct-policy.html

Contacts
If you have any questions about this policy, you may contact:
1. Title IX Coordinator and Director of the Office of Sexual Harassment Prevention: (847) 491-3745 or sexual-harassment@northwestern.edu
2. Dean of Students: (847) 491-8430 or dos@northwestern.edu
3. Deputy Title IX Coordinator for sexual misconduct complaints against students: (847) 467-5078 or student-conduct@northwestern.edu

Policy
The terms and definitions used here are important components of University policy. The definitions are intended to give meaning to these terms in the context of the Northwestern University community. Criminal and other applicable state laws may use different definitions. Appendix A provides Illinois criminal law terms and definitions.

I. Consent
Consent represents the cornerstone of respectful and healthy intimate relationships. Northwestern University strongly encourages its community members to communicate – openly, honestly and clearly – about their actions, wishes, and intentions when it comes to sexual behavior, and to do so before engaging in intimate conduct. It is always the requirement of the individual initiating sexual contact (or undertaking a new type of sexual activity) to ensure that consent is present before acting and is present during sexual activity.

When determining whether consent was present, the University will consider whether a sober, reasonable person in the same position should have known whether the other party could or could not consent to the sexual activity.

A. For purposes of this policy, consent is present when clearly understandable words or actions manifest a knowing, active, voluntary, and present and ongoing agreement to engage in specific sexual or intimate conduct.
Consent must be all of the following:

- **Knowing:** Consent must demonstrate that all individuals understand, are aware of, and agree to the “who” (same partners), “what” (same acts), “where” (same location), “when” (same time), and “how” (the same way and under the same conditions) of the sexual activity.

- **Active:** Consent must take the form of “clearly understandable words or actions” that reveal one’s expectations and agreement to engage in specific sexual activity. This means that silence, passivity, submission, or the lack of verbal or physical resistance (including the lack of a “no”) should not – in and of themselves – be understood as consent. Consent cannot be inferred by an individual’s manner of dress, the giving or acceptance of gifts, the extension or acceptance of an invitation to go to a private room or location, or going on a date.

- **Voluntary:** Consent must be freely given and cannot be the result of force (violence, physical restraint, or the presence of a weapon), threats (indications of intent to harm, whether direct or indirect), intimidation (extortion, menacing behavior, bullying), coercion (undue pressure) or fraud (misrepresentation or material omission about oneself or the present situation in order to gain permission for sexual or intimate activity).

- **Present and ongoing:** Consent must exist at the time of the sexual activity. Consent to previous sexual activity does not imply consent to later sexual acts; similarly, consent to one type of sexual activity does not imply consent to other sexual acts. Consent may also be withdrawn at any time – provided the person withdrawing consent makes that known in clearly understandable words or actions.

**B.** Consent is not present when an individual does not have the capacity to give consent, voluntarily or involuntarily, due to age (generally 17 in Illinois), physical condition, or disability that impairs the individual’s ability to give consent. Reasons why one could lack capacity to give consent due to a physical condition include, but are not limited to, consumption of drugs or alcohol (voluntarily or involuntarily) or being in a state of unconsciousness, sleep, or other state in which the person is unaware that sexual activity is occurring.

Signs of incapacitation include when an individual demonstrates that they are unaware of where they are, how they got there, or why or how they became engaged in a sexual interaction. Some indicators of a lack of capacity to give consent due to consumption of drugs or alcohol may include, but are not limited to:

- Lack of full control over physical movements (for example, difficulty walking or standing without stumbling or assistance)
- Lack of awareness of circumstances or surroundings (for example, lack of awareness of where one is, how one got there, who one is with, or how or why one became engaged in sexual interaction)
- Inability to effectively communicate for any reason (for example, slurring
speech, difficulty finding words)

A person may appear to be giving consent but may not have the capacity to do so, in which case the apparent consent is not effective. If there is any doubt as to another person’s capacity to give consent, community members should assume that the other person does not have the capacity to give consent.

Being intoxicated or impaired by drugs or alcohol does not excuse one from the responsibility to obtain consent. Being intoxicated or impaired by drugs or alcohol is never an excuse to commit sexual misconduct.

II. Prohibited Conduct
Northwestern University prohibits all forms of sexual misconduct. Such conduct violates the community values and principles of our institution and disrupts the living, learning, and working environment for students, faculty, staff and other community members. Therefore, the University prohibits the actions listed below. An attempt to commit an act identified in this policy, as well as assisting or willfully encouraging any such act, is also considered a violation of this policy. An act may violate one or more parts of this policy. Community members may also be held responsible for the misconduct of their visitors and guests.

A. Sexual Assault

1. Sexual Penetration without Consent (e.g., rape): Any penetration of the sex organs or anus of another person when consent is not present, or any penetration of the mouth of another person with a sex organ when consent is not present.

   This includes penetration or intrusion, however slight, of the sex organs or anus of another person by an object or any part of the body, specifically including cunnilingus, fellatio, vaginal intercourse, and anal intercourse.

2. Sexual Contact without Consent (e.g., fondling): Knowingly touching or fondling a person’s genitals, breasts, thighs, groin, or buttocks, or knowingly touching a person with one’s own genitals, breasts or buttocks, when consent is not present.

   This includes contact done directly or indirectly through clothing, bodily fluids, or with an object. It also includes causing or inducing a person, when consent is not present, to similarly touch or fondle oneself or someone else.

3. Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by the laws of the state in which the incident occurred.

4. Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent under the laws of the state in which the incident occurred.

---

3 For incidents that occur outside of the U.S. (e.g., study abroad programs), Illinois law will apply in determining a violation of this policy.

4 For incidents that occur outside of the U.S. (e.g., study abroad programs), Illinois law will apply in determining a violation of this policy.
B. Sexual Exploitation: Taking sexual advantage of another person for the benefit of oneself or a third party when consent is not present.

This includes, but is not limited to, the following actions (including when they are done via electronic means, methods or devices):

- Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person’s consent;
- Indecent or lewd exposure or inducing others to expose themselves when consent is not present;5
- Recording any person engaged in sexual or intimate activity in a private space without that person’s consent;
- Distributing sexual information, images, or recordings about another person without that person’s consent;
- Recruiting, harboring, transporting, providing, or obtaining another person for the purpose of sexual exploitation;
- Inducing incapacitation in another person with the intent to engage in sexual conduct, regardless of whether prohibited sexual conduct actually occurs.

C. Stalking: A course of conduct directed at a specific person that is unwelcome and that would cause a reasonable person to fear for their safety (or the safety of a third party) or suffer substantial emotional distress.

Conduct that can amount to stalking may include two or more actions directed at another person, whether done directly, indirectly, through others, via devices, or via any other methods or means (specifically including electronic means), including but not limited to:

- Following a person;
- Being or remaining in close proximity to a person;
- Entering or remaining on or near a person’s property, residence, or place of employment;
- Monitoring, observing or conducting surveillance of a person;
- Threatening (directly or indirectly) a person;
- Communicating to or about a person;
- Giving gifts or objects to, or leaving items for, a person;
- Interfering with or damaging a person’s property (including pets); or
- Engaging in other unwelcome contact.

D. Dating/Domestic Violence: Intimidation, harassment, physical abuse, sexual abuse, or interference with personal liberty of any person by someone in an intimate relationship, as described below. These actions may include, but are not limited to:

5 Breast-feeding a child is not indecent.
- Physical abuse: hitting, slapping, shoving, grabbing, pinching, biting, or hair pulling.
- Sexual abuse: marital rape, attacks on sexual parts of the body, forcing sex after physical violence, treating one in a sexually demeaning manner, coercing or attempting to coerce any sexual contact or behavior without consent.
- Psychological or emotional abuse: a pattern of behavior undermining an individual’s sense of self-worth or self-esteem, constant criticism, diminishing one’s abilities, name-calling, or damaging one’s relationship with one’s children.

Individuals encompassed in the definition of Dating Violence include, but are not limited to:
- Persons who have or have had a dating relationship
- Persons who have or have had a social relationship of a romantic or intimate nature

Individuals encompassed in Domestic Violence include, but are not limited to:
- Current and former spouses
- Current and former domestic partners
- Intimate partners or dating partners who share or formerly shared a common dwelling
- Persons who otherwise have a child in common or share a relationship through a child

E. Sexual Harassment: Sexual harassment is any unwelcome conduct of a sexual nature where: sexual favors are used or threatened to be used as a basis for academic or employment decisions (quid pro quo harassment); where the conduct creates a hostile, intimidating or offensive academic or working environment; where the conduct has the effect of unreasonably interfering with an individual's work performance; or where other verbal, nonverbal, or physical conduct of a sexual nature is sufficiently severe, persistent, or pervasive to limit a person’s ability to participate in or benefit from an educational program or activity.

Some examples of sexual harassment may include:
- Pressure for a dating, romantic, or intimate relationship
- Unwelcome sexual advances
- Unwelcome touching, kissing, hugging, or massaging
- Pressure for or forced sexual activity
- Unnecessary references to parts of the body
- Remarks about a person’s gender, nonconformity with gender stereotypes, or sexual orientation
• Sexual innuendoes or humor
• Obscene gestures
• Sexual graffiti, pictures, or posters
• Sexually explicit profanity
• Stalking or cyberbullying that is based on gender or sex
• E-mail, texting (“sexting”) and Internet use that violates this policy
• Sexual assault or violence

All forms of sexual misconduct identified in this policy are also prohibited forms of sexual harassment. The University’s Policy on Sexual Harassment has been restated here, but is also available separately at http://www.northwestern.edu/sexual-harassment/university-policies/sexual-harassment-policy/index.html.

III. Reporting Obligation
All University employees (including student employees), as well as non-employees with teaching or supervisory authority, are obligated to promptly report sexual misconduct of which they become aware to the Title IX Coordinator or Deputy Title IX Coordinator, unless they have a recognized confidentiality privilege. For information regarding employees with confidentiality privileges, see Procedures Section 3.

IV. Retaliation
Northwestern University strictly prohibits any material adverse action against any individual for reporting, providing information, exercising one’s rights or responsibilities under this policy, or otherwise being involved in the process of responding to, investigating, or addressing allegations of sexual misconduct. Therefore, retaliatory actions such as intimidation, threats, or coercion against any such individual for having engaged in the above activities will be addressed in the most serious way by Northwestern. Individuals who engage in such actions are subject to disciplinary action that may include, but is not limited to, the sanctions listed in Procedures Section 6B, up to and including exclusion, expulsion, or dismissal from the University, and termination of employment, including revocation of tenure. Anyone who is aware of possible retaliation or has other concerns regarding the response to a complaint of sexual misconduct should report such concerns to the Title IX Coordinator or to a Deputy Title IX Coordinator, who shall investigate the matter and make findings so the University can take appropriate actions to address such conduct in a fair and impartial manner.

V. Amnesty for Sexual Misconduct Complainants and Witnesses
Northwestern University encourages reporting of sexual misconduct and seeks to remove any barriers to an individual/group making a report. The University recognizes that an individual who has been drinking or using drugs at the time of the incident may be hesitant to make a report because of potential consequences for their own conduct. An individual(s) who reports sexual misconduct that was directed at them or another person, either as a Complainant or a third party witness, will not be subject to disciplinary action by the University for their own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk.
The University may, however, initiate an educational discussion or pursue other educational interventions regarding alcohol or other drugs. These interventions do not include involuntary leaves for students from the University. Amnesty will not be extended for any violations of University policy other than alcohol/drug use. In addition, amnesty does not preclude or prevent action by police or other legal authorities.

VI. Free Expression and Academic Freedom
Northwestern University is firmly committed to free expression and academic freedom. We are equally committed to creating and maintaining a safe, healthy, and harassment-free environment for all members of our community. We firmly believe that these two legitimate interests can coexist. Discrimination, harassment, and retaliation against members of the Northwestern community are not protected expression or the proper exercise of academic freedom. The University will consider academic freedom in the investigation of reports of sexual misconduct or retaliation that involve an individual’s statements or speech.

VII. Title IX Statement
It is the policy of Northwestern University to comply with Title IX of the Education Amendments of 1972, which prohibits discrimination (including sexual harassment and sexual violence) based on sex in the University’s educational programs and activities. Title IX also prohibits retaliation for asserting or otherwise participating in claims of sex discrimination. Northwestern has designated the Title IX Coordinator, with assistance of the Deputy Title IX Coordinators, to coordinate Northwestern’s compliance with Title IX and to respond to reports of violations. For more information about Title IX, please go to http://www.northwestern.edu/sexual-misconduct. A person may also file a complaint with the Department of Education’s Office for Civil Rights regarding an alleged violation of Title IX by visiting http://www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling 1 (800) 421-3481.

VIII. The Violence Against Women Act (VAWA) Statement
It is the policy of Northwestern University to comply with the federal Violence Against Women Act amendments to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act, and the accompanying regulations which became effective on July 1, 2015 (collectively referred to as VAWA). VAWA imposes additional duties on universities and colleges to investigate and respond to reports of sexual assault, stalking, and dating or domestic violence, and to publish policies and procedures related to the way these reports are handled. Northwestern has directed its Title IX Coordinator, with assistance of the Deputy Title IX Coordinators, to coordinate Northwestern’s compliance with VAWA and to respond to reports of violations, and its Clery Coordinator to coordinate Northwestern’s compliance with the Clery reporting-related VAWA requirements.
**Procedures**

Information covered in this section includes:

1. **Seeking Medical Assistance**
2. **Preserving Evidence**
3. **Confidential Support, Advocacy & Counseling Services**
4. **Reporting Sexual Misconduct**
5. **Interim Protective Measures & Accommodations**
6. **Investigation & Resolution of Alleged Sexual Misconduct Violations**
7. **Educational Training, Awareness & Prevention Programs**

1. **Seeking Medical Assistance**

   Experiencing any form of sexual misconduct, especially acts of violence, is difficult and overwhelming. Survivors often experience a range of emotions, including fear, anxiety, and confusion, and may be unsure of what they want to, or should do, next. Regardless of whether the individual chooses to report the incident, the University strongly encourages survivors of any form of violence to seek medical attention as soon as possible, even if they feel no injury was sustained. Medical assistance providers can treat visible physical injuries and identify injuries that may not be visible, and, where appropriate, also test for and treat sexually transmitted infections, test for pregnancy, and provide emergency contraception (if requested). In addition, a hospital can test for the presence of alcohol or drugs (e.g., “date rape” drugs) and perform a rape evidence collection procedure (see Procedures Section 2), which are also strongly recommended to maintain all legal options.

   Medical services are available from the following resources on or near Evanston and Chicago campuses:

   **Northwestern University Health Services**

   *Evidence collection kit cannot be provided; CARE staff can be contacted to provide support services, if desired. (See Procedures Section 3 for more information on CARE).*

   **Evanston Campus:**

   633 Emerson Street, Evanston  
   Phone: (847) 491-8100 (doctor on call 24 hours)  
   Website: [http://www.northwestern.edu/healthservice-evanston](http://www.northwestern.edu/healthservice-evanston)  
   (for regular hours of operation and 24-hour emergency contact info)

   **Chicago Campus:**

   675 North St. Clair Suite 18-200, Chicago  
   Phone: (312) 695-8134  
   Website: [http://www.northwestern.edu/healthservice-chicago/medical-services/appointments/index.html](http://www.northwestern.edu/healthservice-chicago/medical-services/appointments/index.html)  
   (for regular hours of operation and 24-hour emergency contact info)
NorthShore University Health System / Evanston Hospital, Emergency Dept. (24 hours)
Evidence collection kit available; Evanston Police Victim Services advocate can be present to provide support services, if desired.
Location: 2650 Ridge Avenue, Evanston
Phone: (847) 570-2111 (emergency room)
Website: http://www.northshore.org/locations/our-hospitals/evanston-hospital
(for more information or to request an appointment online)

Northwestern Memorial Hospital, Emergency Department (24 hours)
Evidence collection kit available; Advocate from Rape Victim Advocates will be present to provide support services, if desired.
Location: 251 E Erie Street, Chicago
Phone: (312) 926-5188 (emergency room)
Website: http://www.nmh.org/nm/quality-emergency-department-servcies
(for more information)

Under Illinois law, medical personnel are required to alert police when it reasonably appears that the person requesting treatment has sustained an injury as a victim of a criminal offense, including sexual assault or violence, but individuals have the right to refuse to speak to police.

2. Preserving Evidence
Many sexual misconduct offenses also are crimes in the state or locality in which the incident occurred. For that reason, survivors of sexual misconduct often have legal options that they can pursue. These options are available solely at the discretion of survivors, who may change their minds about pursuing them at any time. For example, a survivor may seek a protective order from a court against the perpetrator(s); pursue a civil action against the perpetrator(s); and/or participate in a law enforcement investigation and criminal prosecution of the perpetrator(s). Regardless of whether an incident of sexual misconduct is reported to the police or the University, Northwestern strongly encourages individuals who have experienced sexual misconduct to preserve evidence to the greatest extent possible, as this will best maintain all legal options for them in the future.

Additionally, such evidence may be helpful in pursuing a complaint with the University. While the University does not conduct forensic tests for parties involved in a complaint of sexual misconduct, the results of such tests that have been conducted by law enforcement agencies and medical assistance providers may be submitted as evidence that may be considered in a University investigation or proceeding, provided they are available at the time of the investigation or proceeding.

Below are suggestions for preserving evidence related to an incident of sexual misconduct. It is important to keep in mind that each suggestion may not apply in every incident:
**General evidence preservation suggestions:**

- Do not alter, dispose of, or destroy any physical evidence.

- If there is suspicion that a drink may have been drugged, inform a medical assistance provider and/or law enforcement as soon as possible so they can attempt to collect possible evidence (e.g., from the drink, through urine or blood sample).

- Preserve evidence of electronic communications by saving them and/or by taking screen shots of text messages, instant messages, social networking pages, or other electronic communications, and by keeping pictures, logs, or copies of documents that relate to the incident and/or perpetrator.

- Even if survivors choose not to make a complaint regarding sexual misconduct, they should nevertheless consider speaking with University Police or other law enforcement to preserve evidence in the event that they change their mind at a later date.

**Evidence preservation suggestions specific to sexual assault**

- Because some evidence, particularly evidence that may be located on the body, dissipates quickly (within 48-96 hours), individuals who have been sexually assaulted and wish to preserve evidence should go to a hospital or medical facility immediately to seek a medical examination and/or evidence collection. Under Illinois law, any cost for an emergency medical or forensic examination for a victim of sexual violence that is not covered by private insurance or Illinois Public Aid will be covered by the Illinois Department of Healthcare and Family Services, and should not be billed to the patient.

- An individual who has been sexually assaulted should not shower, bathe, douche, smoke, brush teeth, eat, drink, or change clothes or bedding before going to the hospital or seeking medical attention.

- If the individual who has been sexually assaulted decides to change clothes or bedding, they should not wash the clothes worn or bedding used during the assault, and should bring them to a hospital, medical facility or the police in a non-plastic bag (e.g., paper bag).

- In Illinois, individuals who have been sexually assaulted may allow the collection of evidence even if they choose not to make a report to law enforcement. After the evidence is collected, Illinois law requires hospital staff to store it for two weeks. A sexual assault evidence collection kit may not be released by an Illinois hospital without written consent from the survivor.
3. Confidential Support, Advocacy & Counseling Services
The following resources are available for individuals to discuss incidents and issues related to sexual misconduct on a confidential basis. Confidential resources will not disclose information about incidents of sexual misconduct to anyone, including law enforcement or the University, except in very limited situations, such as when failure to disclose the information would result in imminent danger to the individual or to others or where state law requires a report be made. Confidential resources can provide survivors with information about support services and their options. Because of the confidential nature of these resources, disclosing information to or seeking advice from a confidential counselor does not constitute a report or complaint to the University and will not result in a response or intervention by the University.
### On-Campus Confidential Resources:

<table>
<thead>
<tr>
<th>Resource</th>
<th>Evanston Campus:</th>
<th>Chicago Campus:</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>CARE: Center for Awareness,</td>
<td>633 Emerson Street, 3rd</td>
<td>Abbott Hall, Suite 1400</td>
<td>(Central location for students, survivors, or friends of survivors to</td>
</tr>
<tr>
<td>Response &amp; Education</td>
<td>Floor</td>
<td>710 North Lake Shore Drive</td>
<td>seek survivor-centered, trauma-informed support services and advocacy</td>
</tr>
<tr>
<td></td>
<td>(847) 491-2054</td>
<td>(312) 503-3400</td>
<td>regarding sexual misconduct)</td>
</tr>
<tr>
<td></td>
<td>(847) 491-2054</td>
<td><a href="mailto:s-walz@northwestern.edu">s-walz@northwestern.edu</a></td>
<td>Advocacy Services include (but are not limited to): help obtaining</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:care@northwestern.edu">care@northwestern.edu</a></td>
<td><a href="http://www.northwestern.edu/care">http://www.northwestern.edu/care</a></td>
<td>academic, housing, or other accommodations from the University;</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>counseling referrals; information about sexual health concerns;</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>information about reporting options; referrals for medical and/or legal</td>
</tr>
<tr>
<td>Women's Center Counseling</td>
<td>2000 Sheridan Road</td>
<td><a href="mailto:s-walz@northwestern.edu">s-walz@northwestern.edu</a></td>
<td>advocacy.</td>
</tr>
<tr>
<td>Services</td>
<td>(847) 491-7360</td>
<td><a href="http://www.northwestern.edu/womenscenter/">http://www.northwestern.edu/womenscenter/</a></td>
<td>Provides counseling services for faculty, students and staff members</td>
</tr>
<tr>
<td>CAPS: Counseling and</td>
<td>633 Emerson Street, 2nd</td>
<td>710 N. Lake Shore Drive</td>
<td>Provides counseling services to students, also provides a counselor</td>
</tr>
<tr>
<td>Psychological Services</td>
<td>Floor</td>
<td>(312) 503-0936</td>
<td>on-call 24 hours a day</td>
</tr>
<tr>
<td></td>
<td>(847) 491-2151 (24-hours)</td>
<td><a href="http://www.northwestern.edu/counseling/">http://www.northwestern.edu/counseling/</a></td>
<td></td>
</tr>
<tr>
<td>Office of the University</td>
<td>1870 Sheridan Road</td>
<td><a href="mailto:chaplain@northwestern.edu">chaplain@northwestern.edu</a></td>
<td>Provides spiritual counseling and advice for all members of the</td>
</tr>
<tr>
<td>Chaplain/Office of</td>
<td>(847) 491-7256</td>
<td><a href="http://www.northwestern.edu/reli-">http://www.northwestern.edu/reli-</a></td>
<td>University community</td>
</tr>
<tr>
<td>Religious Life</td>
<td>(847) 864-7865 (after</td>
<td>gious-life/</td>
<td></td>
</tr>
<tr>
<td></td>
<td>hours)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NU Life Matters</td>
<td>(855) 547-1851 (24 hours)</td>
<td><a href="http://www.northwestern.edu/hr/">http://www.northwestern.edu/hr/</a></td>
<td>Provides confidential crisis intervention and short-term counseling</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>for faculty and staff, as well as their household family members at no</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>cost.</td>
</tr>
</tbody>
</table>
### Off-Campus Confidential Resources:

| Hotlines (not staffed by or affiliated with Northwestern) | Chicago Metro Rape Crisis Hotline (YWCA): (888) 293-2080  
Chicago Domestic Violence Line: (877) 863-6338  
Evanston Domestic Violence Line (YWCA): (877) 718-1868  
RAINN: Rape, Abuse & Incest National Network (800) 656-HOPE [https://ohl.rainn.org/online/](https://ohl.rainn.org/online/) (online hotline) | All hotlines provide 24 hour (7 days/week) crisis counseling and information regarding sexual assault, dating violence and stalking. Survivors and friends of survivors can call. Note- the hotlines can also provide information on local hospitals, such as what hospitals will have a victim advocate or SANE (Sexual Assault Nurse Examiner) available. |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Rape Victim Advocates</td>
<td>Main Office: 180 N. Michigan Ave, Suite 600, Chicago (312) 443-9603 <a href="http://www.rapevictimadvocates.org">http://www.rapevictimadvocates.org</a></td>
<td>Services include: medical and legal advocacy, counseling services (individual and group). Services are free and for survivors or friends/partners of survivors.</td>
</tr>
<tr>
<td>YWCA- Evanston</td>
<td>1215 Church St, Evanston (847) 864-8445 <a href="http://www.ywca.org/evanston">http://www.ywca.org/evanston</a></td>
<td>Services include: Counseling and support for survivors of dating/domestic violence, legal advocacy and residential services (emergency shelter)</td>
</tr>
<tr>
<td>Life Span Center for Legal Services and Advocacy</td>
<td>70 E. Lake Street, Suite 700, Chicago, (312) 408-1210 <a href="mailto:life-span@life-span.org">life-span@life-span.org</a> <a href="http://www.life-span.org">http://www.life-span.org</a></td>
<td>Services include (for survivors of DV and SV): legal services, legal advocacy (i.e. assistance with Orders of Protection, etc.) and counseling.</td>
</tr>
<tr>
<td>Center for Contextual Change</td>
<td>9239 Gross Point Road, Skokie (847) 676-4447 x304 (for appointments or a confidential assessment) <a href="http://www.centerforcontextualchange.org">http://www.centerforcontextualchange.org</a></td>
<td>Services for survivors of sexual and domestic/dating violence: individual and group counseling. Services for perpetrators of sexual and domestic/dating violence: individual and group counseling</td>
</tr>
<tr>
<td>Porchlight Counseling Services</td>
<td>(773) 750-7077 confidential helpline and intake <a href="http://www.porchlightcounseling.org">http://www.porchlightcounseling.org</a></td>
<td>Services include: free counseling for survivors of sexual and/or domestic/dating violence</td>
</tr>
</tbody>
</table>
4. Reporting Sexual Misconduct
While the University strongly encourages reporting, members of the University community who believe they have experienced sexual misconduct have the right to choose whether or not to report the incident to the University or law enforcement and pursue a sexual misconduct complaint with the University. The information below provides information for individuals who wish to report incidents of sexual misconduct.

A. Reporting to Law Enforcement
Northwestern University encourages individuals to report incidents of sexual misconduct to University Police or local law enforcement officials. Timely reporting to the police is an important factor in successful investigation and prosecution of crimes, including sexual violence crimes, and may lead to the arrest of an offender or aid in the investigation of other incidents.

An individual who has experienced sexual misconduct has the right to choose whether to file a police report. Filing a police report can result in the investigation of whether sexual violence or related crimes occurred and the prosecution of those crimes against a perpetrator. It is important to know that reporting the incident to police or University Police does not mean an individual is obligated to testify in court.

The Northwestern University Police Department has officers who are specially trained to work with individuals reporting sexual violence. Further, University Police has a written guarantee for sexual violence survivors that reflects its primary concern for survivors and emphasizes sensitivity and privacy. (Available at: http://www.northwestern.edu/up/crime/awareness/sexual-violence/university-police-guarantee.html). University Police can also assist in reviewing options with survivors and identifying and facilitating support resources related to:

- Seeking medical attention
- Seeking support, advocacy and counseling services
- Discussing legal options, including seeking protective orders from a court
- Options under the University’s sexual misconduct investigation process

Reports of sexual misconduct made to University Police will automatically be reported to the Title IX Coordinator or a Deputy Title IX Coordinator regardless of whether the individual who experienced the sexual misconduct chooses to pursue criminal charges.

Northwestern University Police Department
Evanston Campus: 1201 Davis Street, Evanston
Phone: (847) 491-3456 (24 hours)

Chicago Campus: 211 East Superior Street, Chicago
Phone: (312) 503-3456 (24 hours)
Website: http://www.northwestern.edu/up/
B. Reporting Incidents to the University

An individual who has experienced sexual misconduct has the right to choose whether to report the incident to the Title IX Coordinator or Deputy Title IX Coordinator for investigation. As stated in Policy Section III, all University employees (including student employees) are obligated to promptly report incidents of sexual misconduct of which they become aware, unless they have a recognized confidentiality privilege. Further, the University encourages students and third parties who have observed or been made aware of sexual misconduct to report the incident to the Title IX Coordinator or a Deputy Title IX Coordinator for investigation.

The offices identified below are specially trained to work with individuals who report sexual misconduct and have knowledge about on- and off-campus resources, services, and options – including the availability of interim protective measures and accommodations discussed in Procedures Section 5. The University has generally designated the Title IX Coordinator to oversee complaints of sexual misconduct involving staff, faculty and third parties, and the Deputy Title IX Coordinator in the Office of Student Conduct to oversee complaints of sexual misconduct against students.

Title IX Coordinator and Director of the Office of Sexual Harassment Prevention (Sexual misconduct complaints against faculty, staff, and third parties)

Contact: Joan Slavin, Title IX Coordinator; Director, Office of Sexual Harassment Prevention
Location: 633 Clark Street, Room 2-636, Evanston
Phone: (847) 491-3745
Email: j-slavin@northwestern.edu or sexual-harassment@northwestern.edu
Website: http://www.northwestern.edu/sexual-misconduct

Office of Student Conduct
(Sexual misconduct complaints against students)

Contact: Tara Sullivan, Deputy Title IX Coordinator for sexual misconduct complaints against students; Assistant Dean of Students and Director of Student Conduct
Location: 601 University Place, Lower Level, Evanston
Phone: (847) 467-5078
Email: tara.sullivan@northwestern.edu or student-conduct@northwestern.edu
Other University Reporting Options

Office of Equal Opportunity and Access
(Discrimination and harassment complaints, including Title IX sex discrimination complaints)

Roberto Sanabria, Deputy Title IX Coordinator for Sex Discrimination Complaints; Director, Office of Equal Opportunity and Access
Location: 720 University Place, Evanston
Phone: (847) 491-7458
Email: roberto.sanabria@northwestern.edu or eeo@northwestern.edu
Website: http://www.northwestern.edu/hr/eeo

EthicsPoint
(For phone hotline or online complaints involving faculty, staff, and third parties):
Phone: (866) 294-3545
Website: secure.ethicspoint.com/domain/media/en/gui/7325/index.html

C. Reporting Incidents Involving Minors
As stated in the University’s Policy on Reporting Suspected Abuse and Neglect Related to Minors, it is the University’s Policy that all university community members are obligated to report to DCFS and University Police any suspected abuse and neglect of a child. This includes any and all incidents of sexual misconduct involving minors. Policy available at: http://policies.northwestern.edu/docs/Reporting_Child_Abuse_and_Neglect.pdf Further, it is a crime in Illinois to fail to report sexual abuse of a child of which someone over the age of 18 has personally observed.

5. Interim Protective Measures & Accommodations
Interim protective measures and accommodations are reasonable measures the University can put in place to provide immediate support and added protection to an individual who reports having experienced sexual misconduct or retaliation, at no cost to that individual. These measures can be temporary in duration pending the results of an investigation, but can become permanent. Interim protective measures and accommodations include, but are not limited to:

- A no-contact directive issued by the Title IX Coordinator, Deputy Title IX Coordinator, or their designee
- Housing or work space relocation
- Adjustment of course schedules or employment schedules
- Time off from class or work, or a leave of absence
- Transportation arrangements
- Safety planning
Interim protective measures and accommodations can be made available regardless of whether an individual chooses to report an incident to University police or local law enforcement or pursue a complaint with the University. The Title IX Coordinator, Deputy Title IX Coordinator, or their designee will determine whether interim protective measures or accommodations are reasonable and should be implemented, and, if so, will work to ensure that interim protective measures or accommodations are implemented as soon as possible. The University will keep confidential any accommodations or protective measures provided, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the protective measures or accommodations.

_Students should contact any of the following to seek an interim protective measure or accommodation:_

**The Center for Awareness, Response and Education (CARE)**
Location: 633 Emerson Street, Third Floor, Evanston
Phone: (847) 491-2054
Email: care@northwestern.edu
Website: [http://www.northwestern.edu/care](http://www.northwestern.edu/care)

Tara Sullivan, Deputy Title IX Coordinator for sexual misconduct complaints against students
Location: 601 University Place, Lower Level, Evanston
Phone: (847) 467-5078
Email: tara.sullivan@northwestern.edu or student-conduct@northwestern.edu
Website: [http://www.northwestern.edu/student-conduct](http://www.northwestern.edu/student-conduct)

_Staff and faculty should contact:_

Joan Slavin, Title IX Coordinator
Location: 633 Clark Street, #2-636, Evanston
Phone: (847) 491-3745
Email: j-slavin@northwestern.edu or sexual-harassment@northwestern.edu
Website: [http://www.northwestern.edu/sexual-misconduct](http://www.northwestern.edu/sexual-misconduct)  
[http://www.northwestern.edu/sexual-harassment](http://www.northwestern.edu/sexual-harassment)

Violations of directives related to interim protective measures or accommodations may lead to an investigation and disciplinary action which may include, but is not limited to, the sanctions listed in Procedures Section 6B, including exclusion, expulsion, or dismissal from the University, and termination of employment, including revocation of tenure.

6. **Investigation & Resolution of Alleged Violations of the Sexual Misconduct Policy**

Reporting an incident of sexual misconduct or retaliation to the University can result in the investigation of whether a violation of this policy occurred and can also result
in disciplinary action against any student, staff or faculty member, or outside party, who is determined to have violated this policy. The University has generally designated the Title IX Coordinator to oversee complaints of sexual misconduct and retaliation involving staff, faculty and third parties, and the Deputy Title IX Coordinator in the Office of Student Conduct to oversee reports of sexual misconduct and retaliation against students. The University may also rely upon any Deputy Title IX Coordinator or Title IX Investigator, the Office of Equal Opportunity and Access, the Office of Human Resources, and outside investigators to conduct investigations, as needed. Further, a report of sexual misconduct or retaliation will be routed to the appropriate office for investigation, regardless of where it is initially directed.

The University’s investigative and resolution processes of reports of violations of this policy will be prompt, fair and impartial. The procedures set forth below are intended to afford a prompt response to reports of sexual misconduct, to maintain privacy and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy.

Complaints of sexual misconduct and retaliation will be investigated and resolved in accordance with this policy. Because such allegations can sometimes raise novel issues and involve competing interests, the University reserves discretion to take reasonable actions to address those issues in a manner consistent with the spirit of this policy, and which preserves fairness for both parties and maintains the integrity in the investigation and resolution processes.

A. **Standard of review**
The University uses the preponderance of the evidence standard to determine responsibility of violations of this policy.

B. **Sanctions, corrective actions, and remedies**
Violations of this policy may result in sanctions and corrective actions, which can include, but are not limited to:

- Verbal warning
- Written warning
- Advisory letter
- Monitoring
- Disciplinary hold on academic and/or financial records
- Performance improvement/management process
- Required counseling or therapy
- Required training or education
- Campus access restrictions
- No trespass order issued by NUPD (with respect to campus locations)
- No contact directive (with respect to an individual)
- Loss of privileges
- Loss of oversight, teaching or supervisory responsibility
- Probation
- Demotion
- Loss of pay increase
- Transfer (employment)
• Revocation of offer (employment or admissions)
• Disciplinary suspension
• Suspension with pay
• Suspension without pay
• Exclusion
• Expulsion
• Degree revocation
• Termination of employment
• Revocation of tenure
• Termination of contract (for contractors)

The University may assign other sanctions as appropriate in each particular situation.

Sanctions and corrective actions will be imposed in accordance with relevant policies and/or procedures and other requirements set forth in the applicable Staff Handbook, Faculty Handbook, Student Handbook, other policies or handbooks that may be developed over time, or contracts. In addition, the University may take steps to remediate the effects of a violation on victims and others.

Following an investigation, the University may extend interim protective measures and accommodations, and/or take other measures to eliminate any hostile environment caused by the sexual misconduct, prevent the recurrence of any sexual misconduct, and remedy the effects of the sexual misconduct on the complainant and the University community. Such measures may include, but are not limited to, the interim measures and accommodations referenced in Procedures Section 5, as well as counseling, training, and other preventative measures.

C. Advisor/legal counsel

Complainants and respondents may be accompanied by one advisor throughout the investigation and any hearing process. An advisor is a support person who is present to provide support to a complainant or respondent throughout an investigation and/or hearing. A union representative may serve as an advisor, where applicable. An advisor may not speak, write, or otherwise communicate with an investigator, hearing officer or panel on behalf of the complainant or respondent, and, because these are internal University proceedings, may not function as legal counsel.

To enhance the integrity of the investigation process and help ensure fairness for all parties, advisors cannot be a witness or party in the matter or a related matter, a family member of the complainant or respondent, or an attorney. In matters in the Office of Student Conduct, advisors must also be members of the Northwestern community.

However, in any matter involving a complaint of sexual assault, stalking, or dating or domestic violence, the advisor may be any person of the party’s choosing, including an attorney. In this case, the advisor is still limited to the
supportive and not participatory role described above. Advisors who do not abide by these guidelines may be excluded from the process.

D. Privacy and Sharing of Information
The University considers complaints and investigations conducted under this Policy to be private matters for the parties involved. For that reason, the University will protect the identity of persons involved in reports of sexual misconduct to the best of its ability. The University will only share personally identifiable information with persons with a need-to-know in order for the University to investigate and respond or to deliver resources or support services. The University does not publish the names nor post identifiable information about persons involved in a report of sexual misconduct in the University Police Daily Crime Log (Blotter) or elsewhere online. The University does not confirm to outside parties the identity of an individual who may be involved in a report of sexual misconduct without that individual's consent. However, the University cannot promise complete confidentiality or privacy in the handling of sexual misconduct reports or complaints.

Most situations require the disclosure of the complainant's identity to those involved in the investigation in order to fully investigate the matter and/or to enable the respondent to fully respond to the allegations. When individuals report allegations of sexual misconduct to the University and do not consent to the disclosure of their names and/or do not disclose the identity of the alleged offenders or identifiable information about the alleged offenders, the University's ability to respond to the complaints may be limited. In cases where an individual reporting sexual misconduct requests anonymity or does not wish to proceed with an investigation, the University, will attempt to honor that request but, in some cases, the Title IX Coordinator or Deputy Title IX Coordinator may determine that the University needs to proceed with an investigation based on concern for the safety or well-being of the broader University community (e.g., risk of future acts of sexual violence or a pattern of sexual misconduct). Northwestern reserves the right to take appropriate action in such circumstances, including in cases when the individual reporting the misconduct is reluctant to proceed.

All participants in an investigation of sexual misconduct will be informed that confidentiality helps enhance the integrity of the investigation, protect the privacy interests of the parties and protect the participants from statements that might be interpreted to be retaliatory or defamatory. For these reasons, the complainant and respondent will be asked to keep the information related to the investigation private, to the extent consistent with applicable law. Witnesses and advisors will be directed to maintain complete confidentiality.

Upon the conclusion of an investigation, the complainant and respondent will notified in writing, at the same time, of the outcome of the investigation, including whether the alleged conduct was found to have occurred, and any sanctions imposed on the respondent that directly relate to the complainant. For the same reasons noted above, the University encourages the parties to maintain the confidentiality of this communication.
E. Investigations and resolution of complaints against faculty, staff and third parties

The University Sexual Harassment Prevention Office (USHPO), through the Title IX Coordinator, Title IX Investigator, or designee, investigates complaints of sexual misconduct, including complaints of sexual harassment and sexual assault, brought against faculty, staff and third parties.

When a complaint is received, the Title IX Coordinator, Title IX Investigator, or designee interviews parties and witnesses and reviews any relevant documents and evidence. Once an investigation is completed, the investigator makes findings on whether the preponderance of the evidence indicates that the respondent violated the University’s Policy on Sexual Misconduct. The investigator advises the parties of the findings in writing, and communicates findings and recommendations to other University offices as needed for resolution and determination of sanctions or corrective actions. Most investigations are completed within 60 days. Parties may file an appeal of an investigator’s findings.

USHPO’s Complaint Resolution Guidelines describe in detail the process used to investigate complaints of sexual misconduct against faculty, staff, and third parties, as well as the process for appealing the findings and sanctions and corrective actions. [http://www.northwestern.edu/sexual-harassment/where-to-get-help/what-happens-with-a-complaint.html](http://www.northwestern.edu/sexual-harassment/where-to-get-help/what-happens-with-a-complaint.html).

F. Investigations and resolution of reports against students

The Deputy Title IX Coordinator for sexual misconduct complaints against students, Title IX Investigator, or designee, investigates reports of alleged violations of this policy by Northwestern students.

When a report is received, the Deputy Title IX Coordinator or designee will conduct an initial inquiry to determine the resolution plan. If action is required to remediate the impact of the alleged policy violation, the Deputy Title IX Coordinator will take interim actions or make accommodations as appropriate. If the report has not been resolved informally, the matter will then be assigned to an investigator who will gather full details related to the report. The investigator will interview the parties and relevant witnesses and review relevant documents and evidence.

Resolution of these reports is determined through the University Hearing and Appeals System (UHAS) which is managed by the Office of Student Conduct (OSC). Under the UHAS process, if it is determined by the Director of OSC that the alleged policy violation has the potential to result in a separation from the University (e.g., suspension, exclusion, expulsion, degree revocation), the investigator will complete an investigative report that includes details of the investigation and the investigator's findings of fact. The report will be provided to the individual reporting the misconduct, the respondent, and the University's hearing panel. A Panel hearing will be held, in which the parties will have the
opportunity to meet with the panel individually. The panel will determine responsibility for policy violations and, if applicable, sanctions. If it is determined by the Director of OSC that the alleged policy violation does not have the potential to result in separation from the University, it will be resolved through an Administrative hearing.

Most investigations are completed within 60 days. There is a review/appeals process available to both reporters and respondents in all cases. Complete procedures for the University Hearing and Appeals System can be found in the student handbook [http://www.northwestern.edu/student-conduct/shared-assets/studenthandbook.pdf](http://www.northwestern.edu/student-conduct/shared-assets/studenthandbook.pdf)

**G. Complaints regarding the specific allegations of sexual assault, stalking, dating or domestic violence**

Individuals who report to the Title IX Coordinator, a Deputy Title IX Coordinator, or University Police that they have experienced sexual assault, stalking, or dating or domestic violence, whether the offense occurred on- or off-campus, will be provided with a written explanation of their rights, options, and resources including a link to this policy. Specifically, this notice will include information about:

- Services and resources related to counseling, health and mental health, legal, visa and immigration, and student financial aid;
- Interim protective measures and accommodations, and how to request them during the course of the investigation;
- The procedures for institutional disciplinary action in cases of sexual assault, dating or domestic violence and stalking; and
- Preserving evidence, reporting to law enforcement, being assisted by University officials in reporting to law enforcement, seeking a protective order, and confidentiality.

**7. Educational Training, Awareness and Prevention Programs**

The University offers a variety of training, awareness and prevention programs to help prevent sexual misconduct within the Northwestern community. The University strives to ensure that such programming is developed to be culturally relevant; inclusive of diverse communities and identities; sustainable; responsive to community needs; is informed by research or assessed for value, effectiveness, or outcome; and considers environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels. Additionally, the University provides annual training to investigators, and hearing panel members are trained on issues related to sexual misconduct, investigation, and resolution. For information on educational training, awareness, and prevention programs offered each year, see [http://www.northwestern.edu/up/safety/annual-report/index.html](http://www.northwestern.edu/up/safety/annual-report/index.html).

**Forms/Instructions**

N/A
Appendices

Appendix A: Resource of Relevant Terms and Definitions in Illinois

Appendix B: Pamphlet: “You Have Options. We Can Help: Northwestern University Resource Guide on Sexual Misconduct and Title IX” [link]

Appendix C: Brochure: “What You Should Know About Discrimination, Harassment, Sexual Harassment, and Sexual Misconduct” [link]

Related Information
Appendix A, B and C are specific to the external University policy and these alpha indicators do not apply to the appendices section in this Annual Security Report.

History/Revision Dates
Origination Date: January 13, 2014
Amended Date: October 30, 2014
Last Amended Date: September 10, 2015
Appendix A
Resource of Relevant Terms and Definitions in Illinois

Because some of the offenses in this Policy are also crimes under State law, the University provides this summary of relevant Illinois terms and definitions as a resource. Community members who are involved in legal action related to a sexual crime or offense under Illinois law should consider speaking with an attorney for specific information about relevant State law and legal advice.

Consent: Under Illinois law, consent is defined as “a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent.” 720 ILCS § 5/11-1.70. The law continues by stating that “[a] person who initially consents to sexual penetration or sexual conduct is not deemed to have consented to any sexual penetration or sexual conduct that occurs after he or she withdraws consent during the course of that sexual penetration or sexual conduct.” See: 720 ILCS § 5/11-1.70.

Domestic Violence: The complete Illinois Domestic Violence Act can be found at 750 ILCS § 60/101, et seq. Under that law, “domestic violence” is defined as “physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation but does not include reasonable direction of a minor child by a parent or person in loco parentis.” 750 ILCS § 60/103. Prohibited domestic violence directed at a “family or household member” includes “spouses, former spouses, parents, children, stepchildren and other persons related by blood or by present or prior marriage, persons who share or formerly shared a common dwelling, persons who have or allegedly have a child in common, persons who share or allegedly share a blood relationship through a child, persons who have or have had a dating or engagement relationship, persons with disabilities and their personal assistants, and caregivers as defined in Section 12-4.4a of the Criminal Code of 2012. For purposes of this paragraph, neither a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship.” See: 750 ILCS § 60/103.

Dating Violence: In Illinois, the Illinois Domestic Violence Act prohibits “physical abuse, harassment, ... interference with personal liberty or willful deprivation” directed toward “persons who have or have had a dating or engagement relationship.” 750 ILCS § 60/103. “[N]either a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship.” See: 750 ILCS § 60/103.

Criminal Sexual Assault: In Illinois, a person commits “criminal sexual assault” if “that person commits an act of sexual penetration and: (1) uses force or threat of force; (2) knows that the victim is unable to understand the nature of the act or is unable to give knowing consent; (3) is a family member of the victim, and the victim is under 18 years or age; or (4) is 17 years of age or over and holds a positions of trust, authority, or supervision in relations to the victim, and the victim is at least
13 years of age but under 18 years of age.” 720 ILCS § 5/11-1.20⁶.

**Criminal Sexual Abuse:** Under Illinois law, a person commits “criminal sexual abuse” by sexual touching (short of penetration) by force or threat of force, or knowing that the victim is unable to consent to or understand the act. A person also commits sexual abuse by engaging in any sexual activity (including sexual penetration): (A) with a person over the age of nine, but under 17 years old, when the defendant is under the age of 17, or (B) with a person over the age of 13, but under 17 years old, when the defendant is at least five years older. See: 720 ILCS § 5/11-1.50.

**Aggravated Criminal Sexual Assault and Sexual Abuse:** Sexual assault and sexual abuse may be punished more severely in Illinois if (A) the defendant: uses, threatens, displays, or is armed with a weapon; causes bodily harm or injury; endangers or threatens the victim’s or someone else’s life; gives the victim a controlled substance without the victim’s consent; or (B) the crime is committed during the course of another felony; or (C) the victim is over 60 years old, physically handicapped, or severely mentally disabled. Depending on the age of the defendant and the victim, the relationship between the victim and the defendant, and whether the defendant uses force, sexual abuse and sexual assault may also be aggravated if the victim is a child under the age of 18. See: 720 ILCS 5/11-1.30, 720 ILCS 5/11-1.60.

**Stalking:** In Illinois, a person commits the criminal offense of “stalking” when “he or she knowingly engages in a course of conduct directed at a specific person, and he or she knows or should know that this course of conduct would cause a reasonable person to: (1) fear for his or her safety or the safety of a third person; or (2) suffer other emotional distress.” 720 ILCS § 5/12-7.3(a)⁷.

---

6 Please also see the Illinois Abused and Neglected Child Reporting Act at 325 ILCS § 5/1, et seq.; criminal sexual abuse at 720 ILCS § 5/11-1.50; aggravated criminal sexual assault at 720 ILCS § 5/11-1.30; and aggravated criminal sexual abuse at 720 ILCS § 5/11-1.60.

7 The terms “stalking” is further defined in subsections 720 ILCS § 5/12-7.3(a-3) and (a-5); the definition for “aggravated stalking” can be found at 720 ILCS § 5/12-7.4; and the definition of “cyberstalking” can be found at 720 ILCS § 5/12-7.5.
Appendix B

NU-Q Student Code of Conduct

STATEMENT OF EXPECTATIONS
As members of the University community, all NU-Q students, groups of students, and student organizations are expected to exemplify Northwestern’s community principles and values, to engage in socially responsible behavior, and to model exceptional conduct, character, and citizenship on campus and beyond.

JURISDICTION
NU-Q shall have jurisdiction over all cases, other than those arising because of unsatisfactory academic work, that may call for discipline of a student, group of students, or student organization of any school (undergraduate or graduate) of any school arising out of conduct that occurred during the time the student or students at issue were enrolled, including cases concerning the rights or property of the University, Qatar Foundation, or members of the University Community and the rights and property of any person if the acts complained of occurred (1) on University or Qatar Foundation premises; (2) at a University or Qatar Foundation activity, program, function, or sponsored event; (3) in a manner that otherwise relates to and/or reflects negatively on the University or Qatar Foundation.

PROHIBITED CONDUCT
The following acts, conduct, and behavior are prohibited by this Student Code of Conduct. An attempt to commit an act prohibited by this code, as well as assisting or willfully encouraging any such act, is considered a violation of this code. Students, groups of students, and student organizations may also be held responsible for any misconduct by their visitors and guests.

1. Physical abuse of any person or any action that threatens or endangers the emotional well-being, health, or safety of any person (including oneself).

2. Acts of theft or damage, including the following:
   1. Theft of property or services;
   2. Knowing possession of stolen property or materials; and
   3. Destroying, damaging, defacing, or vandalizing property.

3. Unauthorized entry to or use of University or Qatar Foundation facilities, property, systems, or services, including the unauthorized possession, duplication, distribution, or use of keys, access codes, access cards, or other means of entry or access to any University or Qatar Foundation property, premises or location.

4. Disorderly conduct or disruptive acts, including the following:
   1. Obstruction or disruption of teaching, research, administration, hearing procedures, or University or Qatar Foundation activities or of other authorized activities, including studying, learning, and emergency services, and other violations of the University’s Disruption Policy;
2. Disorderly conduct or other action that disturbs or endangers the peace or comfort of others or the community; and

3. Making, causing, continuing, or allowing to continue any loud, unnecessary, or unusual noise that disturbs the peace of others, including violations of residence-hall quiet hours

5. Acts of fraud, misrepresentation, or dishonesty, including the following:
   1. Forgery, alteration, or misuse of University or Qatar Foundation documents, records, or identification or other materials submitted to the University or Qatar Foundation;
   2. Knowingly furnishing false information to the University or Qatar Foundation or any University or Qatar Foundation official; and
   3. Intentionally initiating or causing to be initiated any false report, warning, or threat of fire, explosion, or other emergency; and

6. Abuses of the student conduct system, including the following:
   1. Failure or refusal to appear upon request or to cooperate in the investigation, hearing, or administration of cases of alleged offenses (provided that no students shall be required to furnish information that would be self-incriminating);
   2. Falsification, distortion, or misrepresentation of information in the investigation, hearing, or administration of cases of alleged offenses;
   3. Institution of a frivolous or malicious student conduct proceeding (including an appeal);
   4. Actions or attempts to harass, intimidate, retaliate against, or improperly influence any individual associated with the student conduct system, including efforts to discourage participation, to affect impartiality, or to influence statements or testimony;
   5. Unauthorized release or disclosure of information related to a student conduct proceeding; and
   6. Failure to comply with the sanctions or outcomes imposed for violations of this code or other University or Qatar Foundation rules, regulations, and policies.

7. Failure to comply or cooperate with University or Qatar Foundation officials, security officers or law enforcement officers acting in their official capacity within established guidelines (provided that no students shall be required to furnish information that would be self-incriminating), including failure to provide identification when asked or to surrender, upon request, one’s University identification card until an incident is resolved.

8. Infractions related to alcohol and alcoholic beverages, including the following:
   1. Use or possession of alcohol;
   2. Providing or distributing alcohol; and
   3. Other violations of the University alcohol policies or state and local laws, including the laws of the State of Qatar, pertaining to alcoholic beverages,
including those governing the transportation, possession, and consumption of alcohol.

9. Infractions related to illegal drugs and controlled substances (including marijuana, narcotics, cocaine, heroin, and prescription medication), including the following:
   1. Use, misuse, or possession of illegal drugs or controlled substances (except as expressly permitted by law);
   2. Manufacturing or distribution of illegal drugs or controlled substances;
   3. Use, possession, manufacturing, or distribution of drug paraphernalia;
   4. Other violations of the University’s drug policies or federal, state, and local laws, including the laws of the State of Qatar, pertaining to illegal drugs and controlled substances

10. Possession or use of firearms, weapons, explosives, or dangerous substances and devices, including the following:
   1. Possession of firearms, ammunition, BB guns, air rifles, pellet or paint guns, slingshots, knives, weapons of any description, explosives, firecrackers, fireworks, dangerous chemicals or substances, or any other object or substance designed to inflict a wound or cause injury (or imitations of any such items), on University of Qatar Foundation premises or at University or Qatar Foundation activities or events (except as specifically authorized); and
   2. Use or brandishing of any such item, even if legally possessed, in a manner that harms, threatens, causes fear to, or otherwise endangers others.

11. Actions that jeopardize the safety or security of the University, the University or Education City community, or any University or Qatar Foundation facilities, building, or premises, including:
   1. Intentionally damaging or destroying property by fire or explosives;
   2. Creating or maintaining a fire or fire hazard (except as specifically authorized), including burning candles or incense or use of unauthorized appliances or heating devices, including toasters, microwaves, hot plates, and space heaters;
   3. Tampering with or misuse of emergency or fire safety equipment, including emergency call devices, fire alarms, fire exits, firefighting equipment, smoke/heat detectors, or sprinkler systems;
   4. Failing to immediately exit any facility or building when a fire alarm or other emergency notification has been sounded, or hindering or impairing the orderly evacuation of any University or Qatar Foundation facility, building, or premises;
   5. Disobeying a directive or command by any University or emergency official in connection with a fire, alarm, or other safety, security, or emergency matter;
   6. Smoking in any enclosed University or Qatar Foundation facility (including, but not limited to, common work areas, auditoriums, health
facilities, athletic facilities, classrooms, conference rooms, private offices, libraries, lounges, hallways, campus living units, cafeterias, stairways, and restrooms), in any designated outdoor areas, or within 25 feet of an entrance, open window, ventilation intake, or similar feature of any enclosed University or Qatar Foundation facility (or other violation of the Smoking Policy); and

7. Violations of state or local fire and fire-related ordinances, including the laws of the State of Qatar.

12. Abuse of NU-Q, University or Qatar Foundation computer, network, or telecommunications systems or resources, including the following:
   1. Unauthorized use of facilities, services, equipment, account numbers, or files, including using a NetID or account assigned to another user or providing another user with access to one's NetID or account;
   2. Reading, copying, changing, deleting, tampering with, or destruction of another user's files, software, programs, and accounts (including monitoring another user's data communications) without permission of the owner;
   3. Use of University resources to interfere with the work of another student, a faculty member, or a University official, or that otherwise interferes with normal operation of University or Qatar Foundation systems;
   4. Use of computing facilities and resources in violation of copyright laws (including unauthorized downloading or sharing of copyrighted files); and
   5. Violation of any other University policy regarding computers, networks, or electronic communication.

13. Knowingly allowing one's visitors or guests to violate this Student Code of Conduct or other University or Qatar Foundation rules, regulations, or policies, or failing to monitor the behavior of one's visitors or guests to assure their adherence to such standards.

14. Actions that are deemed to violate any federal, state or local law or ordinance

15. Violation of any other rule, regulation, or policy set forth in the NU-Q Student Handbook or otherwise enacted and published by the Qatar Foundation, by the University, by living units, or by another delegated authority of the University.

SANCTIONS, OUTCOMES, AND INTERVENTIONS
Students, groups of students, or student organizations found to have violated this Student Code of Conduct (or any other University rules, regulations, or policies) shall be subject to a variety of sanctions, and outcomes, which may be imposed alone or in combination with one another. These include disciplinary sanctions, housing sanctions, educational and developmental requirements, corrective and restorative outcomes, and other interventions and referrals. Some of the most common sanctions and outcomes are listed below, but these lists do not exclude other appropriate sanctions or requirements. Failure to comply with sanctions or other requirements may result in additional charges or violations or in holds being placed on student accounts (including registration, graduation, and transcript holds).
When considering the sanctions or outcomes to be imposed, a range of factors may be considered, including:

- the nature and severity of the incident;
- the disciplinary history of the student;
- the developmental needs of the student;
- the level of accountability and responsibility taken by the student;
- the level of cooperation from the student;
- the interests of the community and those impacted by the conduct; and
- any other aggravating, mitigating, or relevant factors.

A student’s use of alcohol or other drugs prior to or in connection with an incident—even if lawfully consumed—will generally be viewed as an aggravating factor. Other aggravating factors, especially for incidents that involve alcohol, include participation in drinking games or other excessive, abusive, or irresponsible patterns of consumption (e.g., chugging, funneling, keg stands).

**Disciplinary sanctions include the following:**

1. **Exclusion:** A status in which students are deprived of all attributes of student status and may not register, submit written course work, receive academic credit, attend classes, or participate in any function or event sponsored by the University or any of its departments, groups, or organizations (unless specifically authorized). An NU-Q student who is excluded may not reenter the University without acceptance of formal application by the NU-Q Office of Admission and approval of the vice president for student affairs; exclusion may also include the imposition of additional conditions for re-enrollment or reapplication.

2. **Suspension:** A status, imposed for a minimum of one academic semester and a maximum of two academic semesters, in which students are removed from the University and may not register, attend classes, submit course work, receive academic credit, or participate in any function or event sponsored by the University or any of its departments, groups, or organizations (unless specifically authorized). Suspension may also include the imposition of conditions for reenrollment or reapplication.

3. **Disciplinary probation:** A status, imposed for a specific period of time, indicating that any violations committed during the period of probation may result in more serious sanctions, including suspension for a minimum of one academic semester.

4. **Social probation:** A status, imposed for a specific period of time, in which students or student organizations are barred from or limited in engaging in, participating in, hosting, or sponsoring social events (formal or informal) or other nonacademic activities. The purpose of social probation is to allow students to reflect on creating and sustaining socially responsible environments and behaviors and to demonstrate the ability to abide by community standards and expectations. The precise parameters of social probation may vary depending on the circumstances and will be specified in writing.
5. **Warning:** Formal notice that a student’s actions violated a University rule or policy and that further misconduct, or any other violation of a University rule or policy, may result in more serious disciplinary action.

6. **Fines:** Monetary penalties imposed for violations.

7. **Loss or restriction of privileges or activities:** The withdrawal of the use of services or privileges as a student or member of the community, or the loss of the privilege to participate in an activity or event.

Other outcomes of an educational, developmental, restorative, supportive, and sustaining nature that may be imposed in conjunction with disciplinary or housing sanctions include the following:

1. **Educational requirements:** Participation or completion of a project, class, or other activity to build awareness or knowledge relevant to the nature of the offense or oneself, including research papers, personal reflections, workshops, designing an informational bulletin board, or preparing an action plan.

2. **University or community service:** Completion of a project or period of service to NU-Q or Qatar Foundation or with an organization providing services to the community.

3. **Referrals to other offices, departments, programs, or agencies:** Attendance at and completion of any assessment, program, treatment plan, or intervention to which a student is referred.

4. **Restrictions on access or contact:** Restrictions or prohibitions on a student’s entry or access to particular locations, premises, or events, or on a students’ contact with another student or group of students.

5. **Restitution or replacement:** Requiring a student to replace damaged property or pay for damages or costs caused by the student’s misconduct.

6. **Restorative actions:** Requiring a student to engage in actions to restore the impact of a violation and repair the harms resulting from misconduct on other members of the community. These actions may include letters of apology, drafting and implementing a plan of resolution, engaging in restorative justice conferences, and developing plans for reintegration.
Appendix C
Local / University Resources

Local
On-Campus Security - Qatar Foundation
Building 2 (CP2), ground floor, Room G-04: +974 4454 0999 main security
central plant

Emergency Response
(Police, Fire, Ambulance) 999

NU-Q Emergency Notification +974 4454 5291
Confirmed Employees Only +974 4454 5292

Hamad General Hospital: +974 4439 4444
Hamad Women's Hospital: +974 4439 6666

QF Primary Health Care Clinic: +974 4454 1244

QF for Social Protection
and Rehabilitation Hotline: 919

QF for Social Protection and Rehabilitation: +974 4466 6671
+974 4466 6672
+974 4467 4444

QF for combatting human trafficking (www.qfcht.qa): +974 4491 2888

Qatar Telecommunications: Telephone, facsimile, Internet, and cell phone
(GSM) services are managed by Ooredoo, previously known as Q-Tel, currently
the biggest communication provider in Qatar. Ooredoo changed its telephone
numbering system from seven digits to eight in 2010. If you see old listings
with seven-digit telephone numbers, simply repeat the first number. Vodafone
is the newest communication provider in Qatar, providing services to a limited
number of users.

Emergency assistance for US citizens is available 24 hours a day. In the event
of an emergency, please call +974 4488 4101 to reach an embassy duty officer.
Travel Information: for the latest information, US citizens should monitor the
US Department of State website for travel alerts. Updates also can be
obtained by calling +1 (888) 407-4747 toll-free in the US and Canada or
+1 (202) 501-4444 elsewhere between 7 a.m. and 7 p.m. (CST) on weekdays.
For further information, please review The Traveler’s Checklist at
http://travel.state.gov/content/passports/en/go.html.
University / NU Qatar Contacts

Everette Dennis: +974 4454 5002 (office)  
Dean and Chief Executive Officer +974 6606 9800 (cell)

D. Charles Whitney: +974 4454 5005 (office)  
Chief Academic Officer and Associate +974 6670 2986 (cell)  
and Associate Dean for Academic Affairs

Kathryn Bright Symank: +974 4415-5155 (office)  
Chief Operating Officer and +974 6640 3587 (cell)  
Title IX Deputy Coordinator

Sandra Richards: +974 4454 5061 (office)  
Professor in Residence of the Faculty +974 3347 8488 (cell)  
of Liberal Arts / Director of the Liberal Arts Program

Scott Curtis: +974 4454 5033 (office)  
Associate Professor of +974 3384 2319 (cell)  
Communication in Residence / Director of the Communication Program

Mary Dedinsky: +974 4454 5043 (office)  
Associate Professor of Journalism +974 6602 0784 (cell)  
Program in Residence / Director of the Journalism Program

Greg Bergida: +974 4454 5080 (office)  
Director of Student Affairs +974 6640 3586 (cell)

LaKisha Tillman: +974 4454 5086 (office)  
Coordinator for Student +974 3384 6494 (cell)  
Activities and Residential Life

Catherine (Katie) Jane Hyon: +974 4454 5085 (office)  
Student Affairs Specialist +974 3309 4960 (cell)

Patricia Collins: +974 4454 5073 (office)  
Counselor/Coordinator of Counseling, +974 5503 2187 (cell)  
Health, and Wellness

Michael McDonough: +974 4454 5240 (office)  
Director HSSE +974 5584 7532 (cell)

Saeed Mohamed: +974 4454 5126 (office)  
Government Relations Manager +974 3333 8992 (cell)

NU Evanston Contacts

Erin Rae Libby: +1 (847) 467 0900 (office)  
Program Coordinator +1 (773) 844 4556 (cell)  
Qatar Support Office
<table>
<thead>
<tr>
<th>Service</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northwestern University Police:</td>
<td>+1 (847) 491-3456</td>
</tr>
<tr>
<td><a href="mailto:UniversityPolice@northwestern.edu">UniversityPolice@northwestern.edu</a></td>
<td>+1 (847) 491-4931 (Fax)</td>
</tr>
<tr>
<td></td>
<td>+1 (847) 467-7883 (TDD)</td>
</tr>
<tr>
<td>Women's Center Evanston office:</td>
<td>+1 (847) 491-7360</td>
</tr>
<tr>
<td>Women's Center Chicago office:</td>
<td>+1 (312) 503-3400</td>
</tr>
<tr>
<td>Counseling and Psychological Services:</td>
<td>+1 (847) 491-2151 (CAPS)</td>
</tr>
<tr>
<td>University Police:</td>
<td>+1 (847) 467-0654</td>
</tr>
<tr>
<td>Criminal Investigations Division</td>
<td></td>
</tr>
</tbody>
</table>
Appendix D

EthicsPoint Reporting

Northwestern has selected EthicsPoint to provide community members with a simple way to report activities that may involve misconduct or violations of University policy. You may file a report on the following website, secure.ethicspoint.com/domain/media/en/gui/7325/index.html. This service is not a substitute for, nor does it supersede, any existing reporting methods or protocols already in place at Northwestern for reporting suspected problems or complaints. Instead, EthicsPoint provides an additional means of reporting such issues. Any suspected problems or complaints reported via EthicsPoint will be reviewed in accordance with current University procedures, including those described in the Faculty, Staff, or Student Handbooks. Northwestern policy prohibits the taking of retaliatory action against anyone for reporting or inquiring about potential breaches of University policy or seeking guidance on how to handle suspected breaches.
Appendix E

Crime Prevention, Safety and Security Awareness Programs / Information

NU-Q provides training and awareness in First Aid, AED, Fire Safety, Occupational Health and Safety, Fire Warden, Hazard Vulnerability Assessment, Risk Assessment, Bystander Intervention, Risk Reduction, and Travel Safety, as well as developing other safety and security programs for the whole of the NU-Q Community.

Students and employees are encouraged to participate in safety, security, and crime prevention programs that are offered on campus or locally. To access information about sexual violence, including crime prevention information, visit: http://www.northwestern.edu/up/crime/awareness/sexual-violence/index.html. Northwestern University in Qatar employees can find a wealth of resources on the internal SharePoint pages (https://share.qatar.northwestern.edu/team/nuq-riskmanagement/SitePages/Home.aspx), accessible using net ID authentication.

Online crime prevention / safety information is available at: http://www.northwestern.edu/up/crime/safety-tips.html. Printed materials (including copies of this Report) are available on site or upon request to University Police or NU-Q’s Business and Risk Analyst.

For Additional Information on Campus Safety

NU-Q Office of the Dean
Carnegie Mellon in Qatar Building
Third Floor
Doha, Qatar 34102
Telephone: +974 4454 5000

Northwestern University Police in Evanston
Website: http://www.northwestern.edu/up/
E-mail: universitypolice@northwestern.edu
## 2014 Crime Prevention, Safety and Security Awareness Program List

<table>
<thead>
<tr>
<th>Name of Program / Campaign</th>
<th>Audience</th>
<th>When Offered</th>
<th>Required?</th>
<th># Of Participants</th>
<th>Brief Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-departure training for Journalism Residency students and written materials sent to all students traveling on university sponsored trips</td>
<td>NU-Q Students</td>
<td>Spring, 2014 Semester</td>
<td></td>
<td></td>
<td>Risk reduction training for all JR students and emailed information students traveling on university sponsored trips about safety and mental/physical health interventions</td>
</tr>
<tr>
<td>New Student Orientation</td>
<td>All new students</td>
<td>August 17, 2014</td>
<td>Yes</td>
<td>All new incoming freshman 60</td>
<td>Presentation by Coordinator of Counseling, Health, and Wellness/Counselor for all new students covering University Policy on Sexual Misconduct, Stalking, and Dating and Domestic Violence</td>
</tr>
<tr>
<td>Lunch and Learn: Qatar Foundation Social Protection and Rehabilitation</td>
<td>Education City community, including NU-Q students, faculty, and staff</td>
<td>October 13, 2014</td>
<td></td>
<td>20</td>
<td>Speaker from community resource (QFSPR) shared information regarding resources for women and children in violent home environments</td>
</tr>
<tr>
<td>R.A.D. Self Defense Class</td>
<td>Northwestern University in Qatar, CMUQ, and Georgetown SFS-Q students</td>
<td>October 17 and 18, 2014</td>
<td></td>
<td>13</td>
<td>Nine hour self-defense training</td>
</tr>
<tr>
<td>First Aid Training</td>
<td>Registered participants from around Education City Community</td>
<td>October 25, 2014</td>
<td></td>
<td></td>
<td>Diversity Movie highlighting domestic violence-Cairo 678</td>
</tr>
<tr>
<td>Community Fair-Domestic Violence Awareness Month</td>
<td>Education City community, including NU-Q students, faculty, and staff</td>
<td>October 29, 2014</td>
<td></td>
<td>110</td>
<td>Coordinator of Counseling, Health, and Wellness/Counselor attended to share information on policies and resources, including information related to Title IX and violence</td>
</tr>
<tr>
<td>Awareness media campaign</td>
<td>NU-Q community</td>
<td>October 2014</td>
<td></td>
<td></td>
<td>Educational materials distributed across the entire building in the form of fliers, bulletin board posters, and table tents defining the behaviors of domestic violence, dating violence, sexual assault and stalking as prohibited conduct; the options for bystander intervention; risk awareness and reduction</td>
</tr>
<tr>
<td>Wellness Wednesday-“Relationship Violence, Stop the Silence”</td>
<td></td>
<td>October 2014</td>
<td>40 and 25, respectively</td>
<td></td>
<td>Educational materials on violence, stalking, and harassment</td>
</tr>
</tbody>
</table>
Appendix F

Clery Act Crimes and Reportable Locations
(Definitions)

Provided crime data tables reflect the mandatory reporting offenses as specified in the Jeanne Clery Act (Act). The tables display crime data over the past three calendar years and are separated by Act defined geography (see Clery Geography section below). The data reported on liquor laws, drug laws, and weapons offenses represent the number of people arrested or referred to campus judicial authorities for respective violations, not the number of offenses documented.

CRIMES (Section 1)

Murder: The willful (non-negligent) killing of a human being by another. Note: Deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded.

Manslaughter: The killing of another person through gross negligence. Gross negligence is the intentional failure to perform a manifest duty in reckless disregard of the consequences as affecting the life or property of another.

Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person by force or threat of force or violence and/or by putting the victim in fear. The taking of personal property in the possession of another, from his/her immediate presence, and against his/her will, accomplished by means of force or fear. (Includes attempts)

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. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed. An unlawful assault upon the person of another for the purpose of inflicting severe or aggravated bodily injury. (Includes attempts, and whether or not an injury occurred.)

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned - including joy riding).

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.
Sexual Assault

a. Sexual Penetration without Consent (e.g., rape): Any penetration of the sex organs, anus, or mouth of another person when consent is not present.

This includes penetration or intrusion, however slight, by an object or any part of the body, specifically including cunnilingus, fellatio, vaginal intercourse, and anal intercourse.

b. Sexual Contact without Consent (e.g., fondling): Knowingly touching or fondling a person’s genitals, breasts, thighs, groin, or buttocks, or knowingly touching a person with one’s own genitals, breasts or buttocks, when consent is not present.

This includes contact done directly or indirectly through clothing, bodily fluids, or with an object. It also includes causing or inducing a person, when consent is not present, to similarly touch, fondle, or contact oneself or someone else.

c. Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by the laws of the state in which the incident occurred.

d. Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent under the laws of the state in which the incident occurred.

Dating Violence: The term “dating violence” means violence committed by a person:

a. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and

b. Where the existence of such a relationship shall be determined based on a consideration of the following factors:
   (i) The length of the relationship.
   (ii) The type of relationship.
   (iii) The frequency of interaction between the persons involved in the relationship.

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

1. 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

---

1 For incidents that occur outside of the U.S. (e.g., study abroad programs), Illinois law will apply in determining a violation of this policy.

2 For incidents that occur outside of the U.S. (e.g., study abroad programs), Illinois law will apply in determining a violation of this policy.
4. By a person similarly situated to a spouse or 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 or 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 his or her safety or the safety of others; or
2. Suffer substantial emotional distress.

**CLERY ACT REPORTABLE ARRESTS AND REFERRALS (Section 2)**

**Drug/Narcotic Violations:** Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadones); and dangerous non-narcotic drugs (barbiturates, Benzedrine). (Drug/narcotic violations referred for campus disciplinary action under the Campus Code need not be reported to the Police Department).

**Alcohol Violations:** The violation of state laws or ordinance prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.) (Alcohol violations referred for campus disciplinary action under the Campus Code need not be reported to the Police Department.) The Clery Act does not require the reporting of public drunkenness or driving while under the influence offenses.

**Weapons Violation:** the violation of state laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

**CLERY ACT REPORTABLE HATE CRIMES (Section 3)**

**Hate Crimes:** A crime involving one or more of the above listed crimes (in Section 1), the crimes of theft, simple assault, intimidation and/or vandalism (see below) reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. The categories of bias include the victim’s actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.
• **Larceny-Theft: (Except Motor Vehicle Theft):** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

• **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.

**Clery Geography**
Under the Clery Act, reported crimes must have occurred on, or within, what is referred to as the institution’s “Clery geography.” This includes property located in the following areas:

*On-Campus* – any property owned or controlled by an institution within the same reasonably contiguous geographical area and used by the institution in direct support of, or in a manner related to, institutional educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by Northwestern University but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

*Non-Campus* – 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 being used in direct support of, or in relation to, the institution’s educational purposes, is frequented 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. The Clery Act does not require disclosure of crime statistics for public property that surrounds non-campus buildings or property.
## Appendix G

### CRIME DATA¹ – NU-Qatar

<table>
<thead>
<tr>
<th>Offense (Reported By Hierarchy)</th>
<th>Year</th>
<th>On Campus</th>
<th>Non-Campus</th>
<th>Public Property</th>
<th>Total</th>
<th>Unfounded Crimes²</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non Negligent Manslaughter</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Rape * ⁴</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fondling * ⁴</td>
<td>2014</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Incest * ⁴</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape * ⁴</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses (forcible)*</td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>(Rape, Sodomy, Sexual Assault w/object and Fondling)</td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses (non-forcible) ⁵</td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>(Incest and Statutory Rape)</td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault ⁵</td>
<td>2014</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Arrests ⁶</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
## Offense (Crimes Reported By Hierarchy)  

| Offense                                | Year | On Campus | Non-Campus | Public Property | Total | Unfounded Crimes  

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Drug Law Arrests</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Weapon Law Arrests</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Violations Referred for Disciplinary Action</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Weapons Law Violations Referred for Disciplinary Action</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

## Offense (Crimes Not Reported By Hierarchy)  

| Offense                                | Year | On Campus | Non-Campus | Public Property | Total | Unfounded Crimes  

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Arson</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Dating Violence</td>
<td>2014</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>2014</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2013</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

1. The increase in the quantity of crimes reported in 2014, is a result of a 2014 effort between NU-Q and the Qatar Foundation and the other U.S. universities at Education City in Doha to better develop a process for validating campus-wide crime statistics. Specifically, an inter-university committee has been established to focus on Clery related concerns within our unique community in Doha. The Qatar Foundation has implemented an incident reporting system, which has improved the ability to gather statistics for the previous year. The 2014 reporting year reflects these changes.

2. **Hierarchy Rule for Multiple Offenses** - When counting multiple Clery Act reportable offenses, the FBI's UCR Hierarchy Rule is applied. This rule requires that only the most serious offense be counted when more than one offense was committed during a single incident. The hierarchy rule does not apply to incidents involving Arson, Domestic Violence, Dating Violence, Stalking and any incidents involving Hate Crimes. These crimes are always counted in addition to, and regardless of the nature of, any other Clery reportable offenses that were committed during the same incident.

3. On October 20, 2014, the U.S. Department of Education published the final regulations for the Violence Against Women Act amendments which require reporting of “Unfounded” crimes starting with the 2014 calendar year. Unfounded reports are not recorded in the total crime numbers, though they are also listed under a category as “Unfounded.” Reports are only declared “Unfounded” where sworn or commissioned law enforcement personnel have fully investigated the reported crime and have made a determination that the crime report is false or baseless and therefore “unfounded.”
The list of Clery Crimes was amended by U.S. Department of Education regulations, effective July 1, 2015. These regulations generally re-categorized listed sex offenses. New categories are identified with an “*”. For reporting years prior to 2015, sex offense, instead of “sexual assault” included: forcible sex offenses: (a) rape, (b) forcible sodomy, (c) sexual assault with an object, and (d) forcible fondling; and (2) non-forcible sex offenses: (a) incest; (b) statutory rape.

In 2015, the NU-Q Clery Coordinator provided a Campus Security Authority (CSA) training for NU-Q community members. As a result of this training, the NU-Q Clery Coordinator received a report of an aggravated assault that occurred in 2012 and was reported to a person who, at that time, would have been considered a CSA, but which was not included in the 2012 campus crime statistics. Upon learning of this, Northwestern has revised its statistics for the 2012 reporting year to reflect this report. Notably, there were no serious injuries as a result of the incident.

Informational note - another Education City university reported a 2011 on campus alcohol arrest to the Qatar Foundation. In 2014, the Qatar Foundation reported that it had mistakenly omitted the alcohol arrest in their 2011 reported Clery crime data.

October 20, 2014, the U.S. Department of Education published the final regulations for the Violence Against Women Act amendments to the Clery Act to include additional reporting categories.

**Bias Type for Crimes Manifesting Prejudice**

Northwestern University is responsible for reporting Clery Act defined Hate Crimes by category of prejudice, geographic location, the year an incident is reported in and the category of crime (including any crime perpetrated on the basis of prejudice that results in bodily injury). For the 2012, 2013 and 2014 reporting years, Northwestern University has received no reports of any Clery Act recognized Hate Crime. Hate Crime data is obtained from University CSAs and the Qatar Foundation.

Copyright 2015. Northwestern University. All Rights Reserved.