



UDST Employee Guide for Conduct in Qatar

Background

UDST employees working at the UDST campus, are expected to respect cultural, religious and social customs, and to obey the laws of the State of Qatar. Your behavior, or the behavior of anyone under your sponsorship including your spouse and/or children, can affect the University's reputation and can have an impact on its future in Qatar.

Laws with respect to matters of behavior and morals are stringent and comprehensive, and some penalties are severe. It is easy to "forget where you are" once you've settled into life in Qatar.

Trouble can be avoided if you use common sense and act respectfully.

Individuals who choose to ignore these behavioral expectations are taking risks that can have serious consequences. Your sponsorship and/or work permit may be revoked which means you must leave the country immediately and your employment with/work at UDST cannot continue. We are guests in this country and should remember that we are ambassadors of both our home countries and UDST so we must respect the local culture.

Below is a list of general expectations for UDST employees while both on and off duty in Qatar. Please note this list is not absolute.

Appropriate Dress

While the University has a specific dress code, UDST employees should dress conservatively when outside the University. This means keeping the knees, torso, and upper arms covered whether you are male or female. Women should also avoid revealing, tight-fitting and figure- defining clothing.

Communication

Freedom of speech is subject to restrictions. UDST employees should be cautious when using forms of communication to ensure that the content is culturally and/or legally appropriate.

The following behaviors are prohibited:

- Defaming someone, face-to-face and not in public, or by phone, or in a written letter, or in another indirect way, such as through an information network, or any means of information technology such as social media.
- Criticizing or challenging, by any public means, the authority or rights of the Emir (or criticizes his person)
- Publicly defaming the University, harming its dignity or exposing it to public disdain or malice
- Broadcasting or publication of rumors, statements, false news, or propaganda with the intention of harming national interests, stirring up public opinion or harming the social or public order of the State of Qatar.
- Insulting or offending God.
- Offending, violating or distorting the meaning of the Holy Quran.
- Offending the Islamic religion or any of its rites and dictates.
- Cursing any of the divine religions (those recognized by Islam such as Christianity and Judaism).
- Insulting any of the prophets through writing, drawing, gesturing or in any other way or through any other means.
- Using foul language/lewd hand gestures
- Opposing or doubting the basic tenants of Islam, or promoting another religion or religious concept



- Causing harassment or inconvenience to others or utters phrases contrary to morals by using wire or wireless communication devices, electronic media, or any other way.
- Capturing or transmitting photos or video clips of an individual or individuals in a private place, using any device of any kind without their consent.
- Taking or transmitting photos or video clips of an individual or individuals in a public place, via a device of whatever type, with the intent to use them in offense or defamation.
- Taking or transmitting photos or video clips of those injured or deceased in accidents, via a device of any kind, in other than the cases authorized by law.
- Taking photographs of sites that may have political, military or religious significance. Examples may include buildings of foreign embassies in Qatar. You should take note of any applicable signage displayed on the building or location

You should always ensure to receive permission before taking photographs of others and posting their pictures on social media (Arab women and many older people strongly object to being photographed).

When it comes to greetings, not everyone will shake hands, so you should wait to see if they extend their hand first. A hand on the chest is another form of greeting.

Off-Duty Behaviour

Alcohol and Drugs

- Consumption of alcohol is permitted in licensed areas (bars and restaurants, etc.) and private areas, subject to the owner holding the requisite license.
- A liquor permit is required for the purchase and possession of alcohol. Alcohol should not be transported within the country, except to take it home from the warehouse on the day of collection. Any alcohol bought must be hidden from view and taken straight home. Alcohol may only be consumed at home and you may not sell or give away alcohol.
- Driving under the influence of alcohol and/or drugs is strictly prohibited. Consequences can be imprisonment and/or hefty fines.
- All drugs (other than medicinal ones) are banned and their use, purchase, and sale are harshly dealt with. Some medicinal drugs from other countries are prohibited as well.
- Individuals are advised to check with their physician in their home country for more information.
- Loud behaviour or public drunkenness is not acceptable.
- Importation of pork or pork products, alcohol, narcotics and pornography into Qatar is prohibited.

Other Behaviour

- Sabotaging, breaking, damaging or violating sites or their contents if they are made to perform religious rites for one of the divine religions is prohibited
- Assault, which is illegal, may be more broadly defined to include pushing, shoving, spitting, etc. There is a cultural tendency in many parts of the Middle East to involve police and the authorities in personal disputes.
- Living with someone of the opposite sex unless you are married, and have documentation to prove that, is prohibited as is co-habitation, even temporarily, with someone of the opposite sex who is not a family member.
- Gestures of excessive affection in public should be avoided. Examples may include kissing or hugging someone of the opposite sex.
- Homosexuality is a criminal offence.
- During Ramadan, it is prohibited for any resident of Qatar (regardless of religion or nationality) to engage in eating, drinking any beverage including water, or smoking in public from sunrise to sunset. Exceptions may prevail for children and people with health issues. Loud music is also not appropriate during daylight hours.