



جامعة النور

ALNOOR UNIVERSITY



ANTI-CORRUPTION AND INTEGRITY SYSTEM

◆ MADE BY ◆
DEPARTMENT OF QUALITY ASSURANCE
AND ACADEMIC PERFORMANCE



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1. Purpose and Objectives

Alnoor University is committed to the highest standards of integrity, transparency, and ethical conduct in all aspects of its academic, administrative, and operational activities. This Anti-Corruption and Integrity System (the “System”) establishes the institutional framework through which the University prevents, detects, addresses, and sanctions corruption, bribery, and conflicts of interest among its staff, faculty members, students, and contracted parties.

Corruption in any form undermines academic quality, public trust, equal opportunity, and the credibility of the University as an institution of higher learning. This System reflects the University’s recognition that safeguarding integrity is not a one-time initiative but a continuous institutional responsibility shared by every member of the University community.

1.1 Purpose

The purpose of this System is to provide a clear, consistent, and enforceable set of rules, principles, and procedures that protect the University’s academic and administrative environment from corruption and unethical practices, while providing safe and accessible channels through which concerns can be raised and addressed fairly.

1.2 Objectives

This System has been designed to achieve the following objectives:

- Establish a unified institutional definition and understanding of corruption, bribery, and conflicts of interest applicable across all University units.
- Promote a culture of integrity, transparency, accountability, and ethical decision-making at every level of the University.
- Prevent corrupt practices in academic processes (admissions, grading, research, and graduation) and administrative processes (procurement, recruitment, contracting, and financial management).
- Provide safe, confidential, and protected channels for reporting suspected corruption or integrity violations, free from fear of retaliation.
- Define fair, consistent, and timely procedures for investigating reported violations and imposing proportionate disciplinary measures.
- Clarify the roles and responsibilities of University bodies, committees, and individuals in implementing and overseeing this System.
- Ensure periodic monitoring, evaluation, and continuous improvement of the System in line with national legislation and international best practice.
- Strengthen public and stakeholder confidence in the University’s governance, academic credibility, and institutional reputation.

Guiding Commitment

- Zero tolerance for bribery, embezzlement, favoritism, and abuse of position, regardless of rank or seniority.
- Equal protection and fair treatment for all members of the University community who report concerns in good faith.
- Proportionate, transparent, and documented disciplinary action in every substantiated case.

2. Scope of Application

This System applies comprehensively and without exception to all individuals and entities acting on behalf of, within, or in connection with Alnoor University, regardless of position, rank, employment type, or contractual relationship. It governs conduct that occurs on University premises, during University-related activities, and in any context where an individual's actions may affect the University's integrity, reputation, or resources.

2.1 Covered Categories

The provisions of this System apply to the following categories:

- **Faculty Members:** all academic staff, including professors, lecturers, assistant lecturers, teaching assistants, visiting faculty, and researchers engaged in teaching, supervision, examination, or research activities.
- **Administrative Staff:** all employees in administrative, financial, technical, and support functions, including department heads, unit managers, and University leadership.
- **Students:** all students enrolled in undergraduate, graduate, and continuing education programs, as well as student representatives and members of student organizations recognized by the University.
- **Contractors and Third Parties:** all external vendors, suppliers, consultants, service providers, construction contractors, and any individual or entity engaged through a procurement, partnership, or service agreement with the University.
- **Governing and Advisory Bodies:** members of the University Council, Board of Trustees, academic councils, and any standing or ad hoc committee exercising decision-making or advisory authority.

2.2 Scope of Conduct Covered

This System governs conduct related to, but not limited to, the following institutional processes:

- Student admissions, registration, grading, examinations, and graduation procedures.
- Recruitment, hiring, promotion, performance evaluation, and disciplinary processes for staff and faculty.

- Procurement, contracting, tendering, and supplier or vendor relationships.
- Financial management, budgeting, grants, scholarships, and disbursement of University funds.
- Research funding, publication practices, and use of University resources and facilities.
- Any other activity in which University resources, authority, or reputation are engaged.

2.3 Geographic and Temporal Scope

This System applies to conduct occurring on any University campus or facility, during official University business conducted off-site (including conferences, field visits, and partner institution activities), and in digital or electronic communications conducted through University systems or in connection with University duties. The System remains applicable for the duration of an individual's relationship with the University and, where relevant, to conduct discovered after that relationship has ended.

3. Definitions

For the purposes of this System, the following terms shall have the meanings set out below. These definitions are intended to provide clarity and a shared institutional vocabulary; they do not limit the application of relevant national laws and regulations, which shall prevail in the event of any conflict.

Corruption

The abuse of entrusted authority, position, or resources for private gain, whether financial, material, or otherwise, at the expense of the University's mission, fairness, or resources. Corruption includes, but is not limited to, bribery, embezzlement, fraud, favoritism, nepotism, extortion, and abuse of office.

Bribery

The offering, giving, receiving, or soliciting of any item of value — including money, gifts, services, grades, favorable treatment, or promises thereof — with the intent to improperly influence an academic, administrative, or financial decision or action. Bribery may be direct or made through an intermediary, and may occur before, during, or after the action it is intended to influence.

Conflict of Interest

A situation in which an individual's personal, financial, family, or other private interests could improperly influence, or appear to influence, the objective performance of their University

duties or decisions. A conflict of interest may be actual, potential, or merely perceived, and exists regardless of whether the individual has acted upon it.

Embezzlement

The misappropriation, theft, or unauthorized use of University funds, assets, or property by a person to whom such resources have been entrusted in the course of their duties.

Favoritism and Nepotism

The granting of preferential treatment in admissions, grading, hiring, promotion, procurement, or any other University process based on personal relationships, family ties, or friendship rather than merit, qualifications, or established criteria.

Fraud

Any act of deception, misrepresentation, or falsification of records, credentials, results, or information intended to secure an unfair advantage or to cause loss to the University, its members, or third parties.

Facilitation Payment

A small, informal payment made to a University employee to expedite or secure routine administrative actions to which the payer is already entitled (e.g., processing of documents, registration, or certification). Facilitation payments are treated as a form of bribery under this System.

Gift and Hospitality

Any item, service, benefit, meal, travel, or entertainment offered or received in connection with an individual's University role. Gifts and hospitality are addressed separately from bribery where they are modest, transparent, infrequent, and do not influence — or appear to influence — a decision.

Whistleblower

An individual who, in good faith, reports or discloses information about suspected corruption, bribery, conflicts of interest, or other violations of this System through the channels established herein.

Retaliation

Any adverse action, threat, or detrimental treatment taken against an individual because they have reported, in good faith, a suspected violation of this System or have cooperated with an investigation under it.

4. Principles of Integrity and Transparency

The University's anti-corruption framework rests on a set of foundational principles that guide the conduct of all members of the University community and inform the interpretation and application of this System. These principles are not merely aspirational; they form the basis upon which conduct is evaluated and decisions are made.

4.1 Integrity

All members of the University community are expected to act honestly and consistently in accordance with the University's values, whether or not they are being observed. Integrity requires that academic, administrative, and financial decisions be based solely on merit, established criteria, and the best interests of the University and its mission.

4.2 Transparency

University processes — including admissions, grading, recruitment, promotion, procurement, and budgeting — shall be conducted according to clear, published criteria and procedures. Decision-making processes should be documented and made available for review by relevant oversight bodies, and information about University governance should be accessible to stakeholders to the extent consistent with privacy and confidentiality obligations.

4.3 Accountability

Every individual covered by this System is accountable for their own conduct and decisions. Those in positions of authority bear additional responsibility for the conduct of those they supervise and for fostering an environment in which integrity is upheld. Accountability includes the obligation to keep accurate records, to justify decisions when required, and to accept the consequences of established violations.

4.4 Fairness and Equal Treatment

All students, staff, and faculty members shall be treated equitably, without discrimination or favoritism, in all academic and administrative matters. Decisions affecting individuals must be based on objective, pre-established, and consistently applied criteria.

4.5 Merit-Based Decision-Making

Admissions, grading, hiring, promotion, and the awarding of contracts, grants, and scholarships shall be based exclusively on merit, qualifications, and performance, evaluated against clearly defined and consistently applied standards.

4.6 Confidentiality and Protection

Individuals who report concerns in good faith, as well as those involved in investigations, are entitled to confidentiality to the fullest extent possible under the circumstances, and protection from retaliation as set out in Section 6 of this System.

4.7 Institutional Responsibility

The University, through its leadership and governing bodies, bears overarching responsibility for embedding these principles into institutional culture, policy, training, and day-to-day practice, and for ensuring that this System is implemented consistently and in good faith.

5. Prohibited Practices

The following practices are strictly prohibited under this System. This list is illustrative rather than exhaustive; any act that is consistent with the definitions in Section 3 or that otherwise undermines the principles in Section 4 may be treated as a violation of this System even if not expressly listed below.

5.1 Academic Integrity Violations

- Offering, requesting, or accepting money, gifts, or favors in exchange for grades, exam results, admission, registration, or graduation.
- Altering, falsifying, or fabricating academic records, transcripts, certificates, or research data.
- Awarding or influencing grades, honors, or academic standing based on personal relationships rather than academic performance.
- Plagiarism or misrepresentation of authorship in research or academic work submitted for personal or institutional gain in violation of established academic norms.
- Misuse of supervisory or examining authority to coerce or pressure students or junior staff.

5.2 Financial and Procurement Violations

- Embezzlement, misappropriation, or unauthorized use of University funds, assets, equipment, or property.
- Manipulating tender, bidding, or procurement processes to favor a particular contractor or supplier.

- Accepting kickbacks, commissions, or undisclosed benefits from vendors, contractors, or service providers.
- Submitting false, inflated, or duplicate invoices, expense claims, or financial reports.
- Awarding contracts, grants, or scholarships without following established competitive and merit-based procedures.

5.3 Employment and Human Resources Violations

- Hiring, promoting, or evaluating staff and faculty based on personal, family, or political relationships rather than merit and qualifications.
- Demanding or accepting payment, favors, or services in exchange for employment, promotion, or favorable performance evaluations.
- Concealing or failing to disclose a conflict of interest in recruitment, supervision, or evaluation decisions.

5.4 Conflicts of Interest

- Participating in a decision (such as hiring, grading, procurement, or contracting) involving a family member, business partner, or close associate without disclosure and recusal.
- Using one's University position to advance a private business, consultancy, or financial interest.
- Engaging in outside employment or activity that conflicts with, or appears to conflict with, one's University duties without prior disclosure and approval.

5.5 Gifts, Hospitality, and Undue Influence

- Soliciting or accepting gifts, hospitality, or benefits that are intended to, or could reasonably be perceived to, influence an official decision.
- Offering gifts or benefits to University officials, evaluators, or decision-makers to obtain favorable treatment.
- Using threats, intimidation, or undue pressure to influence an academic, administrative, or financial decision.

5.6 Obstruction and Retaliation

- Destroying, concealing, or falsifying records or evidence relevant to a suspected violation or ongoing investigation.
- Retaliating against, threatening, or intimidating an individual who has reported a concern in good faith or who has cooperated with an investigation.
- Knowingly making a false or malicious report under this System.

Important Note

- An act need not result in financial loss to the University to constitute a violation; abuse of position or improper influence is sufficient.
- Attempting, facilitating, or being complicit in any of the practices listed above is treated with the same seriousness as committing the act directly.

6. Reporting and Whistleblowing Mechanisms

The University recognizes that the early detection of corruption and integrity violations depends on the willingness of staff, faculty, students, and contractors to come forward with concerns. This Section establishes accessible, confidential, and protected channels for reporting, and sets out the protections afforded to those who report in good faith.

6.1 Who May Report

Any faculty member, administrative staff member, student, contractor, or third party with a good-faith belief that a violation of this System has occurred, is occurring, or is about to occur may submit a report. Reports may be made by individuals directly affected by a violation or by those who have witnessed or become aware of one.

6.2 Reporting Channels

Reports may be submitted through any of the following channels:

- **Integrity and Compliance Office:** in person, by telephone, or by written submission to the dedicated office responsible for receiving and processing integrity-related reports.
- **Confidential Hotline:** a dedicated telephone line and secure electronic mailbox enabling confidential, and where desired, anonymous reporting.
- **Online Reporting Form:** a secure form accessible through the University's official portal, allowing reporters to submit details and supporting documentation electronically.
- **Direct Escalation:** in cases involving senior officials or where a conflict of interest exists within the standard reporting line, reports may be submitted directly to the University President or the Board of Trustees.

6.3 Anonymous Reporting

Reporters may choose to remain anonymous. The University will make reasonable efforts to investigate anonymous reports to the extent that the information provided allows; however, reporters are encouraged to provide contact details, held in strict confidence, to facilitate a more thorough investigation and to allow follow-up questions.

6.4 Confidentiality

The identity of a reporter, and the substance of a report, will be disclosed only to those individuals who require such information to conduct a proper investigation, and only to the extent necessary. Records relating to reports and investigations will be securely maintained and access restricted to authorized personnel.

6.5 Protection Against Retaliation

The University strictly prohibits retaliation against any individual who reports a concern in good faith or who participates in an investigation under this System. Any act of retaliation is itself treated as a serious violation of this System and will result in disciplinary action, independent of the outcome of the underlying report.

Protection against retaliation includes, but is not limited to, protection from:

- Dismissal, demotion, suspension, or denial of promotion.
- Unfavorable changes in academic standing, grading, or supervision.
- Harassment, intimidation, exclusion, or other adverse treatment.
- Any other detrimental action connected to the act of reporting.

6.6 Good Faith Requirement

Protections under this Section apply to reports made in good faith, meaning the reporter reasonably believes the information to be true at the time of reporting. Reports later found to be mistaken but made in good faith remain protected. Knowingly false or malicious reports are not protected and may themselves result in disciplinary action.

6.7 Acknowledgment and Initial Response

The Integrity and Compliance Office shall acknowledge receipt of a report within five (5) working days and shall conduct an initial assessment to determine whether the matter falls within the scope of this System and warrants formal investigation, in accordance with Section 7.

7. Investigation Procedures

All reports accepted for review under Section 6 shall be investigated in a manner that is prompt, impartial, proportionate, and respectful of the rights of all parties involved, including the reporter and the individual(s) against whom allegations are made.

7.1 Initial Assessment

Upon receipt of a report, the Integrity and Compliance Office shall conduct a preliminary review within ten (10) working days to determine whether the allegations, if true, would constitute a violation of this System, and whether sufficient information exists to proceed. The Office may request clarification from the reporter during this stage.

7.2 Formal Investigation

Where the initial assessment supports further action, a formal investigation shall be opened and assigned to the Integrity and Compliance Office or, where appropriate due to the seniority of those involved or the complexity of the matter, to an independent Investigation Committee appointed in accordance with Section 9.

The formal investigation process shall include the following steps:

1. Formal notification to relevant parties that an investigation has commenced, to the extent consistent with the integrity of the investigation.
2. Collection and preservation of relevant documents, records, communications, and physical or electronic evidence.
3. Interviews with the reporter, witnesses, and the individual(s) against whom allegations are made.
4. Provision of a reasonable opportunity for the individual(s) under investigation to respond to the allegations and present relevant evidence.
5. Preparation of a written investigation report summarizing the findings, evidence considered, and conclusions reached.
6. Submission of the investigation report to the appropriate disciplinary authority, as defined in Section 9.

7.3 Timeframes

Investigations shall ordinarily be completed within forty-five (45) working days from the date the formal investigation is opened. Where the complexity of the matter requires additional time, the Integrity and Compliance Office may extend this period, provided that the reporter and relevant oversight body are informed of the reason for the extension.

7.4 Rights of the Parties

Throughout the investigation process, the following rights shall be respected:

- **Presumption of good standing:** no individual shall be presumed responsible for a violation prior to the conclusion of the investigation.
- **Right to be heard:** individuals under investigation shall be given a fair opportunity to explain their conduct and present evidence in their defense.
- **Confidentiality:** information gathered during the investigation shall be shared only with individuals who require it to fulfil their role in the process.
- **Protection from retaliation:** as set out in Section 6.5, applicable to all individuals participating in the investigation.

7.5 Interim Measures

Where necessary to protect the integrity of the investigation, prevent the destruction of evidence, or safeguard the welfare of those involved, the University may impose interim measures, such as the temporary reassignment of duties or precautionary administrative leave. Interim measures are not disciplinary in nature and do not constitute a finding of responsibility.

7.6 Conflicts of Interest in Investigations

Any individual assigned to investigate a report who has a personal, financial, or professional relationship with the reporter or the individual(s) under investigation must disclose this relationship and recuse themselves from the matter.

7.7 Outcomes of Investigation

Upon conclusion of the investigation, one of the following outcomes shall be recorded:

- Allegations substantiated: the matter is referred for disciplinary action under Section 8.
- Allegations not substantiated: the matter is closed, and all parties are notified of the outcome to the extent appropriate.
- Insufficient evidence: the matter is closed without prejudice, and may be reopened should new evidence emerge.

8. Disciplinary Actions

Where an investigation conducted under Section 7 substantiates a violation of this System, the University shall impose disciplinary measures that are proportionate to the severity of the violation, consistent with applicable University regulations and national law, and applied without discrimination regardless of the position or seniority of the individual involved.

8.1 Principles Governing Disciplinary Action

- Proportionality: the severity of disciplinary action shall correspond to the gravity of the violation, the harm caused, and any aggravating or mitigating factors.
- Consistency: similar violations shall result in comparable disciplinary outcomes, irrespective of the individual's position within the University.
- Due process: disciplinary action shall be taken only after the procedures set out in Section 7 have been followed and the individual has had the opportunity to respond to the allegations.
- Documentation: all disciplinary decisions shall be recorded in writing, with reasons, and retained in accordance with the University's records retention policy.

8.2 Range of Disciplinary Measures

Depending on the nature and severity of the substantiated violation, disciplinary measures may include one or more of the following:

For Faculty and Administrative Staff

- Written warning or formal reprimand placed in the individual's personnel file.
- Mandatory integrity, ethics, or compliance training.
- Temporary suspension of duties, with or without pay, in accordance with applicable regulations.
- Withholding or reversal of promotion, bonus, or performance-related benefits.
- Demotion or reassignment to a different role or unit.
- Termination of employment for serious or repeated violations.
- Referral to competent civil or criminal authorities where the conduct may constitute a criminal offense.

For Students

- Formal warning recorded in the student's academic file.
- Nullification of grades, examination results, or academic credit obtained through the violation.
- Mandatory academic integrity training or counseling.
- Suspension from the University for a defined period.
- Expulsion from the University in cases of serious or repeated violations.
- Referral to competent authorities where the conduct may constitute a criminal offense.

For Contractors and Third Parties

- Formal notice of violation and demand for corrective action.
- Suspension or termination of the contract or business relationship.
- Disqualification from participating in future University tenders or procurement processes.
- Recovery of financial losses caused to the University, where applicable.
- Referral to competent authorities where the conduct may constitute a criminal offense.

8.3 Aggravating and Mitigating Factors

In determining the appropriate disciplinary measure, the relevant authority shall consider factors including:

- The seniority and degree of authority held by the individual at the time of the violation.
- Whether the violation was a single incident or part of a repeated or systemic pattern of conduct.

- The financial or reputational harm caused to the University or its stakeholders.
- Whether the individual cooperated with the investigation or attempted to obstruct it.
- Whether the individual voluntarily disclosed the violation prior to discovery.

8.4 Right of Appeal

An individual subject to disciplinary action under this System has the right to appeal the decision through the University's established grievance and appeal procedures, within the timeframe specified in the notification of the disciplinary decision. An appeal shall be reviewed by an authority not directly involved in the original investigation or decision.

9. Roles and Responsibilities

Effective implementation of this System requires clearly defined roles across the University's governance structure. The table below summarizes the principal responsibilities of each body and role involved in upholding integrity and combating corruption.

Role	Key Responsibilities
University Council / Board of Trustees	<ul style="list-style-type: none"> ▪ Approve and periodically review this System and related policies. ▪ Provide independent oversight of integrity matters involving senior leadership. ▪ Receive escalated reports where a conflict of interest exists within standard channels.
University President	<ul style="list-style-type: none"> ▪ Champion a culture of integrity and lead by example at the institutional level. ▪ Ensure adequate resources are allocated to implement this System. ▪ Authorize significant disciplinary actions involving senior staff, where required.
Integrity and Compliance Office	<ul style="list-style-type: none"> ▪ Receive, log, and conduct initial assessment of all reports submitted under Section 6. ▪ Coordinate or conduct formal investigations under Section 7. ▪ Maintain confidential records and report periodically to University leadership. ▪ Deliver training and awareness programs on integrity and anti-corruption.

Role	Key Responsibilities
Investigation Committee	<ul style="list-style-type: none"> ▪ Conduct independent, impartial investigations into complex or high-level cases. ▪ Prepare written findings and recommendations for the appropriate disciplinary authority. ▪ Disclose and manage any conflicts of interest arising during an investigation.
Deans, Heads of Department, and Unit Managers	<ul style="list-style-type: none"> ▪ Promote awareness of this System within their faculties, departments, and units. ▪ Identify and disclose potential conflicts of interest in decisions under their authority. ▪ Support investigations by providing access to relevant records and personnel.
Human Resources Department	<ul style="list-style-type: none"> ▪ Ensure recruitment, promotion, and evaluation processes comply with this System. ▪ Implement disciplinary decisions relating to staff and faculty. ▪ Maintain personnel records related to integrity violations and disciplinary history.
Finance and Procurement Departments	<ul style="list-style-type: none"> ▪ Ensure financial management and procurement processes are transparent and competitive. ▪ Flag irregularities in expenditures, contracts, or vendor relationships. ▪ Cooperate fully with financial investigations under this System.
Faculty, Staff, Students, and Contractors	<ul style="list-style-type: none"> ▪ Comply with the principles and prohibitions set out in this System. ▪ Disclose actual, potential, or perceived conflicts of interest. ▪ Report suspected violations through the channels described in Section 6. ▪ Cooperate honestly and fully with any investigation conducted under this System.

10. Monitoring and Periodic Review

This System is intended to function as a living institutional framework, regularly assessed and refined to ensure its continued effectiveness, relevance, and alignment with national legislation and international best practice in anti-corruption governance.

10.1 Ongoing Monitoring

The Integrity and Compliance Office shall maintain ongoing monitoring activities, including:

- Maintaining a confidential central register of all reports received, investigations conducted, and outcomes reached.
- Tracking key indicators such as the number and nature of reports, average investigation duration, and disciplinary outcomes.
- Conducting periodic risk assessments of University processes most susceptible to corruption, such as procurement, admissions, and financial management.
- Verifying that conflict-of-interest disclosures are submitted, reviewed, and acted upon in a timely manner.

10.2 Periodic Review of the System

This System shall be formally reviewed at least once every two (2) years, or earlier where significant legal, regulatory, or institutional changes warrant reassessment. The review shall be conducted by the Integrity and Compliance Office in consultation with relevant University bodies, and shall assess:

- The continued adequacy of definitions, prohibited practices, and disciplinary measures.
- The accessibility, effectiveness, and use of reporting channels.
- The timeliness and fairness of investigation and disciplinary procedures.
- Feedback gathered from staff, faculty, students, and contractors regarding the System's implementation.

10.3 Reporting to Leadership

The Integrity and Compliance Office shall submit an annual report to the University President and the University Council summarizing integrity-related activity, trends, systemic risks identified, and recommendations for strengthening this System. Sensitive details that could compromise ongoing investigations or individual confidentiality shall be excluded or anonymized in such reports.

10.4 Training and Awareness

The University shall provide regular training on this System to all new and existing staff, faculty, and students, and shall make this System publicly available through official University channels. Training shall be updated to reflect amendments to this System and lessons learned from its implementation.

10.5 Amendments

Amendments to this System shall be proposed by the Integrity and Compliance Office and approved by the University Council. Approved amendments shall be communicated to all members of the University community and shall take effect on the date specified in the approval decision.

Continuous Improvement

- This System is reviewed not only on a fixed schedule but also in response to lessons learned from real cases.
- All members of the University community are encouraged to provide feedback on the clarity, accessibility, and effectiveness of this System at any time.

Approval and Adoption

This Anti-Corruption and Integrity System has been adopted by Alnoor University as a binding institutional policy applicable to all faculty members, administrative staff, students, contractors, and third parties as defined in Section 2. It shall be read in conjunction with all other applicable University regulations, employment contracts, student codes of conduct, and national legislation.

All members of the University community are expected to familiarize themselves with this System, to conduct themselves in accordance with its principles, and to make use of the reporting channels described herein whenever they become aware of conduct that may constitute a violation.

Role	Key Responsibilities
Approved by	<ul style="list-style-type: none"> University Council, Alnoor University
Issuing Office	<ul style="list-style-type: none"> Office of Compliance, Governance and Integrity
Document Version	<ul style="list-style-type: none"> 1.0
Next Scheduled Review	<ul style="list-style-type: none"> Within two (2) years of the effective date, or earlier if required

Inquiries regarding this System, requests for training, or questions about reporting channels may be directed to the Office of Compliance, Governance and Integrity at Alnoor University.

