

**REPUBLIC OF UZBEKISTAN MINISTRY OF HIGHER EDUCATION,  
SCIENCE AND INNOVATIONS**



**UZBEKISTAN STATE WORLD  
LANGUAGES UNIVERSITY**

**CODE OF ETHICS**

**REPUBLIC OF UZBEKISTAN MINISTRY OF HIGHER EDUCATION,**

**TION,  
SCIENCE AND INNOVATIONS**

**“APPROVED”**

**Rector of Uzbekistan State  
World Languages University**

**\_\_\_\_\_ I. Tukhtasinov**

**June 29, 2024**

**UZBEKISTAN STATE WORLD  
LANGUAGES UNIVERSITY  
CODE OF ETHICS**

**Approved by the Resolution No. 11  
of the Council of Uzbekistan State  
World Languages University dated  
June 27, 2024**

# **CODE OF ETHICS OF UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY**

## **CHAPTER 1. GENERAL PROVISIONS**

### **Article 1. Relations regulated by this code**

This code is developed in accordance with the Law of the Republic of Uzbekistan “On Education”, the concept of development of the higher education system of the Republic of Uzbekistan until 2030, the Decree of the President of the Republic of Uzbekistan “On additional measures to ensure academic and organizational-management independence of state higher education institutions” and other laws and regulations, and regulates relations related to the principles of professional ethics, norms, basic rules of behavior in the educational process and service conduct of the professors, teachers, and other staff (technical, auxiliary), students, undergraduates, and doctoral candidates (hereinafter – staff, students, and doctoral candidates) of Uzbekistan State World Languages University (hereinafter – the University).

### **Article 2. Objectives and tasks of the code of ethics**

Objectives of the code of ethics:

to form the culture of professors, teachers, staff, students, and doctoral candidates on the basis of national and universal values;

to form and continuously improve the understanding of the university's code of ethics;

to educate professors, teachers, staff, students, and doctoral candidates in the spirit of respect for the university and its values;

to establish requirements for dress code, appearance, and behavior at the university.

Tasks of the code of ethics include:

implementing preventive measures aimed at preventing offenses and crimes among professors, teachers, staff, students, and doctoral candidates at the university;

preventing engagement in and/or promotion of unacceptable behaviors such as violence, cruelty, and indecency at the university;

preventing the promotion of various negative influences and ideas alien to

our national mentality, extremism, separatism, radicalism, fundamentalism, and the attacks and influences of "mass culture";

identifying and eliminating the causes and conditions for the occurrence of these unacceptable behaviors;

educating professors, teachers, staff, students, and doctoral candidates in the spirit of strict adherence to the Constitution, laws, and other normative-legal documents of the Republic of Uzbekistan by forming a high legal consciousness;

developing and enhancing the skill of always respecting and protecting the rights, freedoms, and interests of citizens among professors, teachers, staff, students, and doctoral candidates;

forming patriotism, high moral and ethical qualities among professors, teachers, staff, students, and doctoral candidates and educating them in the spirit of respect for our national values;

forming and developing a healthy socio-psychological environment at the university;

creating conditions for forming a culture related to appearance among professors, teachers, staff, students, and doctoral candidates;

preserving and further enhancing the prestige and reputation of the university in state and public life and the education system.

### **Article 3. Scope of the code of ethics**

This Rule applies to all professors, teachers, and staff of the university, as well as to students and doctoral candidates.

## **CHAPTER 2. PRINCIPLES OF CODE OF CONDUCT**

### **Article 4. Basic principles of behavior for university professors, teachers, staff, students, and doctoral candidates**

This Rule is based on the principles of legality, the priority of citizens' rights, freedoms, and legitimate interests, patriotism, loyalty to service and study duties, justice, honesty and impartiality, efficiency, and economy.

### **Article 5. Principle of legality**

University professors, teachers, staff, students, and doctoral candidates

strictly adhere to the legislation of the Republic of Uzbekistan and fulfill their service and study obligations in accordance with job instructions, employment contracts, this Code of Conduct, the university's Internal Regulations, and other educational normative documents.

#### **Article 6. Principle of priority of citizens' rights, freedoms, and legitimate interests**

The rights, freedoms, and legitimate interests of citizens are considered the highest value of the university. University professors, teachers, staff, students, and doctoral candidates do not allow violations of rights, freedoms, and legitimate interests and assist in restoring them if such violations occur.

#### **Article 7. Principle of patriotism, loyalty to service and study duties**

University professors, teachers, staff, students, and doctoral candidates conduct their study and service activities based on moral and ethical values, loyalty to the Homeland, and loyalty to service and study duties, reflecting the society's demand and trust in the university. Professors, teachers, staff, students, and doctoral candidates fulfill their study and service duties with mutual goodwill, regardless of their personal interests and ideological views.

#### **Article 8. Principle of justice, honesty, and impartiality**

University professors, teachers, staff, students, and doctoral candidates must be fair, honest, and impartial in carrying out their service and study activities and must treat all legal and physical persons who contact the university, its affiliated websites, and social networks in accordance with the requirements of this principle.

#### **Article 9. Principle of efficiency and economy**

University professors, teachers, staff, students, and doctoral candidates continuously increase the efficiency of their activities through the application of innovative technologies and other means.

University professors, teachers, staff, students, and doctoral candidates, in turn, approach the university's property, their own and others' time with responsibility and care.

## **CHAPTER 3. COMBATING CORRUPTION**

### **Article 10. Non-acceptance of any form and manifestation of corruption**

University professors, teachers, staff, students, and doctoral candidates do not accept any form and manifestation of corruption and take legal measures in unity against its manifestation in any way.

Professors, teachers, staff, students, and doctoral candidates must actively participate in combating and preventing corruption and must unconditionally comply with the university's anti-corruption policy and other documents related to combating corruption, conduct their activities transparently and fairly, and strictly adhere to the rule of law while remaining committed to high moral values and principles.

## **CHAPTER 4. REQUIREMENTS FOR THE BEHAVIOR AND OFFICIAL COMMUNICATION OF PROFESSORS, TEACHERS, STAFF, STUDENTS, AND DOCTORAL CANDIDATES**

### **Article 11. Rules on dress code and appearance at the university**

University professors, teachers, staff, students, and doctoral candidates must adhere to the culture of dressing in a unified dress code featuring the university logo.

University professors, teachers, staff members, female students, and doctoral candidates are not allowed to come to the university wearing clothes that are transparent, revealing the shoulders, chest, stomach, or parts above the knees, excessively tight clothing, or with various piercings or metal items on parts of the body other than the ears and fingers, or with visible piercings or tattoos.

Female students must adhere to the university's dress code, which includes wearing blouses that are not light or bright in color, skirts that cover the knees, classic style trousers or modest suits, and dark-colored shoes. They must also bring necessary study materials with them.

Male professors, teachers, staff members, students, and doctoral candidates must adhere to the university's dress code, which includes wearing shirts in white, light blue, light brown, or light gray, classic style trousers or modest suits, and dark-colored shoes. Students must also bring necessary study materi-

als with them.

Professors, teachers, and staff members, as well as students and doctoral candidates, are encouraged to follow the university's dress code and dress professionally and appropriately for their chosen profession.

Professors, teachers, staff members, students, and doctoral candidates are prohibited from wearing outer clothing (such as coats, jackets, and hats) in classrooms and service rooms.

The appearance (hair and beard grooming) and clothing of professors, teachers, staff members, students, and doctoral candidates must be neat and clean.

Furthermore, professors, teachers, staff members, students, and doctoral candidates are not allowed to add elements that reflect affiliation with various religions, confessions, and subcultures (such as kippahs, kasayas, crosses, hi-jabs, and face-covering scarves) to the university-approved attire.

On weekends (Saturday and Sunday), individuals are allowed to come in casual attire, except for clothing that is transparent, revealing, or reflects affiliation with various religions, confessions, and subcultures. Those participating in official events must adhere to the designated dress code.

### **Article 12. Participation in meetings and gatherings**

University professors, teachers, staff members, students, and doctoral candidates must show respect to speakers during various events (meetings, ceremonial gatherings, meetings, celebrations) and maintain peace and tranquility throughout the event. They are not allowed to speak or add comments without the permission of the chairperson or moderator. If necessary, individuals may leave and re-enter the meeting hall between speeches for valid reasons.

### **Article 13. Adherence to building conduct rules**

At the entrances and exits of buildings, as well as in corridors, students must allow staff members, men must allow women, and younger individuals must allow older individuals to pass first.

University professors, teachers, staff members, students, and doctoral candidates entering the building must show their identification (pass, student ID, passport, etc.) openly to the person responsible for monitoring entry and exit or pass through turnstiles using a specially issued ID card and face control.

Professors, teachers, staff members, students, and doctoral candidates must walk on the right side of the road within the university premises and refrain from speaking loudly on mobile phones in corridors and halls. They should greet each other when they meet, with students greeting professors, teachers, and staff members first, and younger individuals greeting older individuals first.

#### **Article 14. Official communication norms for professors, teachers, staff members, students, and doctoral candidates**

University professors, teachers, and staff, as well as students and doctoral candidates, must adhere to the following official communication norms and rules when engaging with organizations, institutions, media, and citizens:

Conduct their actions with the university's interests in mind, maintain and enhance its image, avoid actions that could harm the university's name and interests, its professors, teachers, staff, students, and doctoral candidates, and create a positive impression of the university through exemplary behavior in communications and social media interactions;

Refrain from disseminating information about the university, its professors, teachers, staff, students, and doctoral candidates that is false, misinterpreted, or could lead to misinterpretation, prevent the spread of such information, and avoid public and social media discussions on these topics;

Do not disclose personal information about professors, teachers, staff, students, and doctoral candidates without their consent;

Avoid clarifying information about professors, teachers, staff, students, and doctoral candidates that is unrelated to their professional and academic activities;

Adhere to the rules for providing service information;

Provide requested information in accordance with sufficiency (neither excessively brief nor overly detailed) and reliability (not requiring further verification) requirements;

Do not misuse information obtained during the performance of their duties for purposes that are not aligned with their objectives, and do not distribute it without the university administration's permission;

Do not unjustifiably criticize the educational and professional activities of professors, teachers, staff, students, and doctoral candidates, and refrain from making public statements or discussing state authorities, university activities, or the actions of its staff in media and social networks in a manner that is false,



unfounded, and not based on concrete evidence.

### **Article 15. Adherence to Work and Study Hours**

Professors, teachers, staff, students, and doctoral candidates must arrive on time for classes and work, and adhere to work and study discipline.

### **Article 16. Prohibition of Unethical and Inappropriate Behavior at the University**

The following unethical and inappropriate behaviors that hinder the education of students and doctoral candidates, and the work activities of professors, teachers, and staff at the university, are strictly prohibited:

Committing any offense or crime, including slander and insult;

Consumption and distribution of narcotics, psychotropic, synthetic substances and their analogs, alcohol, energy drinks, tobacco products, vapes, hookahs, electronic cigarettes, and other intoxicating means and substances;

Engaging in aggression against peace or tranquility, quarrels, gambling, and other risk-based games;

Causing material or moral damage to the university's reputation or material damage to the university;

Inflicting physical, moral, or material harm on professors, teachers, staff, students, and doctoral candidates;

Illegally acquiring, using, or disposing of the property or material values of professors, teachers, staff, students, doctoral candidates, or other individuals, provided that this situation is confirmed with relevant evidence;

Polluting the university environment in any form;

Drinking alcoholic beverages and smoking tobacco or other types of products on university premises and its courtyard, as well as in areas adjacent to university buildings, being intoxicated, having an appearance contrary to the rules set forth in these Ethical Conduct Guidelines, such as having unkempt hair or beard, hair dyed in unusual colors, and not adhering to the dress code;

Using university-owned computers to prepare, view, store, distribute, or promote any non-university related information, including various films, illegal data, obscene images and films, materials promoting national, racial, ethnic, or religious hatred, as well as extremist, separatist, and fundamentalist content;

Engaging in behaviors that disrupt educational activities and work, as well

as the peace of staff and students (such as using radios, televisions, multimedia, and sound devices without purpose);

Submission of false information and documents by professors, teaching staff, students, and doctoral candidates;

Intentional alteration or destruction of higher education institution documents by professors, teaching staff, students, and doctoral candidates (such as painting, erasing, adding notes, or causing damage);

Situations related to violations of rules and requirements concerning the educational process are regulated by internal normative documents on academic honesty;

Posting or using materials on the Internet and other social networks that are not characteristic of universal and national values or that damage the reputation of the university and its staff for inappropriate purposes.

The use and distribution of photos, videos, and audio recordings by professors, teaching staff, students, and doctoral candidates that degrade the university's working reputation, dignity, and prestige, lead to the moral corruption of the educational process, incite aggression, demean human honor and dignity, promote violence and cruelty, vandalism, interethnic conflict, prohibited religious directions, terrorism, extremism, and fundamentalism, as well as obscene and romantic scenes, are not allowed.

Furthermore, the dissemination or appearance (disclosure) of various forms of information, opinions, comments, and attitudes in the Internet, social networks, and other mass media that negatively affect the honor, dignity, and working reputation of government authorities and management bodies, courts and law enforcement agencies, as well as the university, its staff, and students, which are untrue, unfounded, and not based on verified evidence, is considered unethical and inappropriate behavior that hinders the student's education and the professor's or staff member's employment at the university.

## **CHAPTER 5. OBLIGATIONS OF UNIVERSITY MANAGEMENT REGARDING ETHICAL CONDUCT AND PROCEDURES TO AVOID CONFLICTS OF INTEREST IN PROFESSIONAL ACTIVITY**

### **Article 17. Responsibilities of the Leader**

Leaders of the administration and structural divisions (hereinafter referred to as the leader) must set an example of high professionalism, impartiality,

integrity, and fairness to their subordinate staff and contribute to the formation of a positive, moral-psychological environment in the university or its structural divisions. The leader should not demand that subordinate staff perform tasks beyond their job responsibilities or encourage them to engage in unlawful actions.

In their activities, the leader should:

Avoid selecting and placing personnel based on kinship, regionalism, or personal loyalty, and prevent discrimination in labor relations;

Prevent groupism, regionalism, favoritism, and the emergence of other negative factors during the performance of their official duties;

must not engage in misconduct, must not demean the dignity and honor of individuals, and must not exert psychological or physical pressure on them;

must take timely measures to prevent and regulate conflicts of interest;

must take measures to prevent corruption;

must create a conducive work environment for the professional and intellectual development of employees, providing access to modern computers, the Internet, library resources, and information resources, as well as opportunities for relaxation, leisure, and physical fitness, based on internal capabilities;

must organize employees' activities effectively and handle entrusted property and financial resources with care and frugality.

The leader is responsible for demanding and ensuring that the employees under their supervision adhere to labor discipline.

## **CHAPTER 6. RELATIONSHIPS BETWEEN PROFESSORS, TEACHING AND ADMINISTRATIVE STAFF, STUDENTS, AND DOCTORAL CANDIDATES**

### **REQUIREMENTS FOR RELATIONSHIPS**

#### **Article 18. Relationships between professors, staff, students, and doctoral candidates**

The relationships between professors, staff, students, and doctoral candidates should be based on national values and traditions, a unified community environment, mutual respect and attention, friendship, solidarity, honesty, and justice.

In the relationships between professors, staff, students, and doctoral can-

didates, disrespect for human dignity, discrimination, appropriation of others' intellectual property, rudeness, use of obscene language, and physical altercations are strictly prohibited.

The high demands placed on students by pedagogical staff during the educational and training process should be carried out with respect for their personalities.

### **Article 19. Relationships between pedagogical staff and students inside and outside the classroom**

When a pedagogical staff member enters the classroom, all students must stand up to show their respect and greet them. After the pedagogical staff member greets the students and allows them to sit, the students can take their seats. Similarly, when the pedagogical staff member finishes the lesson and leaves the classroom, students should stand up and see them off.

Pedagogical staff must respect the personality of students during the educational process and in other situations, adhere to principles of openness and goodwill in their interactions, perform their duties impartially during the teaching process, and must not use discriminatory language, be rude, act superior, or engage in favoritism. They should always maintain a fair and unbiased attitude towards students.

Pedagogical staff should also respond to students' questions related to subjects or courses of interest outside of class hours while adhering to ethical standards, and they should take measures to increase students' interest and enthusiasm for the subject.

### **Article 20. Prohibition of Academic Harassment and Pressure**

In university life, when students are engaged in certain tasks without their consent by the administration or pedagogical staff, or when their labor is used without payment (except in cases where voluntary community service and other types of events are organized with strict adherence to safety standards by the decision of the President of the Republic of Uzbekistan or the Cabinet of Ministers in the university and its affiliated areas), students' refusal to comply with such requests does not allow pedagogical staff to retaliate by giving low grades or exerting other types of pressure and harassment (academic harassment) during future classes, and such harassment is strongly condemned.

### **Article 21. Use of Mobile Communication Devices**

The use of mobile communication devices by students during class sessions is strictly prohibited for everyone. In necessary and excusable situations, mobile communication devices may be used with the permission of the teaching staff.

### **Article 22. Participation in class sessions**

Students are not allowed to arrive late to class. However, if a student is late due to a valid reason, they may apologize and enter the classroom with the permission of the teaching staff to take their seat.

A teaching staff member may remove a student from the class if they are disrupting the lesson with inappropriate behavior, informing the faculty dean (or the dean's deputy or tutor – group supervisor if the dean is unavailable) about the situation.

### **Article 23. Communication outside of class hours**

If a student needs to communicate with the teaching staff outside of class hours, the communication can be conducted:

during consultation hours, at a time designated for independent work, or by mutual agreement;

it is advisable for the student to know the position, first name, patronymic, and surname of the teaching staff member they wish to communicate with.

In cases where there are serious reasons (rudeness, bribery, low quality of teaching, evidence of regular disruptions in classes due to the fault of the teaching staff, etc.) and unanimous opinion of the group (course), students may request the replacement of the teaching staff by appealing to the faculty dean.

### **Article 24. Subordination**

When addressing issues to managerial staff by professors, teaching staff, students, and doctoral candidates, a specific order (principle of subordination) is followed, which means addressing the management hierarchy step by step. Direct appeals to the university rector by students are an exception.

### **Article 25. Initiative and Activity**

Initiatives and ideas from professors, teaching staff, students, and doctoral candidates aimed at further improving the moral and ethical environment at the

university, enhancing the quality of education, effectively utilizing innovative ideas, and organizing various beneficial events are encouraged.

## **CHAPTER 7. OBLIGATIONS REGARDING ETHICS FOR PROFESSORS, TEACHING STAFF, STUDENTS, AND DOCTORAL CANDIDATES**

### **Article 26. Obligations regarding ethics**

Individuals entering the university for study or work are introduced to these Ethical Conduct Rules in writing (by signing).

Professors, teaching staff, students, and doctoral candidates:

must comply with the legal documents and the requirements of these Ethical Conduct Rules;

should always strive for excellence, deeply understand noble qualities such as honesty and justice;

must respect our national traditions, customs, and values related to ethics;

should continuously work on themselves and regularly study the legal documents being adopted;

must perform their duties conscientiously and professionally;

should refrain from any actions that could tarnish the reputation and prestige of the university;

must not use information about the university to harm its interests and business reputation;

should treat university property with care (movable and immovable property, flora and fauna, etc.), including using material and technical resources provided for fulfilling service duties correctly and economically;

should use electricity and water economically;

must immediately inform university management of any unpleasant incident or event;

must adhere to established restrictions and prohibitions, perform their duties without deviation, not discuss personal and family issues of professors, teaching staff, students, and doctoral candidates, and not hold or express incorrect opinions or discriminate against any person regardless of gender, race, nationality, language, religious beliefs, social origin, position, or other characteristics.

not to organize or spread various slanders, conspiracies, gossip, and libels

about professors, teachers, staff, students, doctoral candidates, and other individuals;

not to allow situations that could damage the working reputation or prestige of the university;

not to intentionally harm the efforts of professors, teachers, staff, students, and doctoral candidates in their work and educational processes;

not to engage in actions that demean the honor and dignity of women, not to behave inappropriately, and not to use obscene words in mutual relations that contradict generally accepted moral norms;

to timely and qualitatively execute the decisions (instructions) adopted (given) by state bodies, officials, and university management within their authority;

not to misuse one's position for personal gain or the benefit of others;

to speak the truth and not mislead managers and other employees;

not to install various advertising tools without the permission of responsible employees;

to take all measures to ensure the confidentiality and protection of information known to them during their professional activities, for which disclosure they are legally accountable;

to maintain a healthy lifestyle and care for the health of those around them, and to contribute to the enhancement of aesthetic and ecological culture;

to express critical opinions and make objective decisions, and to recognize and eliminate their mistakes and shortcomings;

not to deliberately flaunt their financial well-being in various ways;

to be polite with Information Resource Center staff, to handle books and equipment carefully, to turn off or mute mobile devices there, not to speak loudly or disturb others, not to consume food, and not to leave paper, gum, and other waste, and to adhere to the rules for borrowing and returning books;

to enter the sports complex in sports attire and footwear;

to handle sports equipment carefully;

to return sports equipment to designated places after use;

to comply with the established rules of the sports complex;

to maintain cleanliness in university auditoriums, buildings, and adjacent areas;

not to pollute the area and to dispose of waste in designated bins;  
not to leave personal vehicles in prohibited areas, not to violate traffic rules, and not to be careless, as well as not to create hazards when using transport vehicles;  
to adhere to generally accepted norms of behavior outside of work (study) hours and not to engage in antisocial behavior.

## **Article 27. Additional Ethical Requirements**

### **a) students:**

to continually improve their speech culture;  
to actively support and strengthen the student self-governance system, to develop creative activities, and to enhance collective culture;  
not to discuss the grades of other students or teachers;  
not to receive external assistance during the defense of written work and rating control, and not to assist others;  
not to submit assignments or written work prepared by others as their own;  
not to miss classes without a valid reason and not to be late for classes without a valid reason;  
not to wander aimlessly within the higher education institution's premises during educational activities;  
not to leave the university grounds without the permission of faculty deans or the head of the master's department during class times.  
not to be rude to university staff and teachers, not to argue with them, if they are wrong, to report to the relevant persons, not to approach teachers with inappropriate questions about their personal lives, not to hold grudges against them;  
when a conflict situation arises between professors, teachers, staff, students, or doctoral candidates, to control their emotions and refer the situation to the appropriate departments and staff (mentor-tutor), dean, the Uzbekistan Youth Union primary organization, Youth Affairs, Spirituality and Enlightenment department, Student Council;  
to be active and attentive in the educational process and strictly follow the instructions of the pedagogical staff;



not to talk during class and not to engage in activities unrelated to the lesson;

to handle equipment carefully, not to write on tables and chairs;

not to leave paper, gum, and other unnecessary items in the auditorium;

not to eat, chew gum during lessons, and to use personal computers and other communication devices only with the permission of the pedagogical staff;

to address the pedagogical staff with questions or requests by raising a hand during lessons and only after permission is granted;

to follow the order and established rules when ordering and receiving food in common dining areas;

to strictly adhere to the Internal Rules of the Student Dormitory;

to use public transport to the university as much as possible, considering public safety interests;

**b) staff:**

to adhere to the discipline and internal rules of the university at their workplace;

to leave their workplace in a condition that meets requirements before taking leave or when the employment contract is terminated, and not to hand over office equipment and other materials, or assigned but unfinished tasks to another person;

to observe communication etiquette and information presentation rules when communicating by phone (including starting the conversation formally with a greeting, then stating their service institution, position, and full name, and proceeding to the purpose, ensuring the information provided is as brief, concise, and clear as possible, not occupying the phone line due to searching for requested information during the conversation, and if necessary, making a callback);

to educate young people in the spirit of patriotism;

to promote a healthy lifestyle among young people, to warn them against alcoholism and drug addiction, other various destructive threats, and influences foreign to us such as extremism, radicalism, and "mass culture" invasions;

to assist in developing effective forms and methods of moral-ethical education and enlightenment work for students;

not to engage in actions that raise doubts about the conscientious fulfillment of their duties, not to discuss the professional and personal shortcomings

of colleagues with students;

not to expel students from educational activities for being late to classes or other reasons, and not to intimidate them with expulsion from the student body (or being held back a year) or forced withdrawal from studies, not to lead to their unjust expulsion from the student body (or being held back a year);

not to engage in inappropriate actions that humiliate the dignity and honor of students, such as exerting pressure, harassment, and violence;

not to harbor animosity towards students;

to provide written information to faculty deans when necessary regarding the general cultural state of student behavior in the academic group (course) and to take necessary measures;

## **CHAPTER 8. PROCEDURE FOR ENCOURAGEMENT AND DISCIPLINARY ACTION**

### **Article 28. Incentives for Staff and Students**

During the academic year, staff and students who fully adhere to these Code of Conduct, and contribute to the establishment and strengthening of a high moral and ethical environment at the university, may be incentivized materially or morally based on recommendations from the administration, faculty deans, department heads, and other structural unit leaders in accordance with established procedures.

### **Article 29. Importance of Adhering to the Code of Conduct for Certification and Other Processes**

Adherence to these Code of Conduct by staff is considered during certifications, and when forming a reserve of personnel for appointments to higher and other positions (career growth).

### **Article 30. Liability for Violating the Code of Conduct**

Violation of these Code of Conduct by university faculty, staff, students, and doctoral candidates serves as a basis for holding them accountable in accordance with established procedures.

### **Article 31. Relationship Between the Code of Conduct and Internal**

## **Regulations**

When faculty, staff, students, and doctoral candidates violate these Code of Conduct, measures outlined in Chapter VII of the Internal Regulations of the higher education institution (Liability for Violating Labor and Study Discipline) are applied to them.

### **CHAPTER 9. ORGANIZATION OF THE ACTIVITIES OF THE CODE OF CONDUCT COMMISSION**

#### **Article 32. Code of Conduct Commission**

Issues related to violations of these Code of Conduct by faculty, staff, students, and doctoral candidates may generally be reviewed by the Code of Conduct Commission.

Additionally, the Code of Conduct Commission may review such issues based on the instruction of the university rector;

according to the results of a service inspection;

on its own initiative;

based on information received from university faculty, staff, students, and doctoral candidates, as well as through communication channels to the higher education institution.

The Code of Conduct Commission is formed with at least 5 members. The objectives, tasks, functions, rights, and other issues related to organizing the activities of the Code of Conduct Commission are defined in the regulation on the Code of Conduct Commission approved by the rector of the higher education institution.

#### **Article 33. Conclusion of the Code of Conduct Commission**

Based on the results of the review by the Code of Conduct Commission, a conclusion is made regarding the presence (or absence) of disciplinary or other types of rule violations. At the same time, a proposal is made to the rector of the higher education institution to hold the rule-violating faculty, staff, student, or doctoral candidate accountable. Considering the nature of the committed rule violation, the Code of Conduct Commission may limit itself to a warning to the faculty, staff, student, or doctoral candidate about preventing further violations of the Code of Conduct.

A draft order for disciplinary action against faculty, staff, students, and doctoral candidates who have not adhered to the Code of Conduct is prepared by the faculty deans and the graduate department (for students), and the personnel department (for faculty, staff, and doctoral candidates).

Faculty, staff, students, and doctoral candidates have the right to receive information about the rule violation they committed, the process of reviewing the rule violation, to present evidence for their defense, and to appeal university decisions in accordance with established procedures.

#### **Article 34. Public Oversight**

In order to ensure public oversight over the behavior of professors, teachers, staff, students, or doctoral candidates, discussions regarding non-compliance with these Code of Ethics may be introduced in the Trade Union Committee, Advisory Councils on Women's Issues, and the primary organization of the Youth Union of Uzbekistan.

### **CHAPTER 10. FINAL PROVISION**

#### **Article 35. Enactment of the Code of Ethics and amendments thereto**

This Code of Ethics comes into force after being approved by the University Council, and any amendments or additions to it are made based on the decision of the University Council.