Uzbekistan State World Languages University (UzSWLU)

1. Introduction

Uzbekistan State World Languages University (UzSWLU) is committed to fostering a holistic ethical organizational culture that reflects the highest standards of integrity, inclusiveness, accountability, and social responsibility. This policy provides a framework to embed ethical principles into all institutional processes, relationships, and operations, thereby promoting trust, transparency, and sustainability in higher education. It reinforces the university's mission to cultivate global citizens who are linguistically proficient, culturally aware, and ethically responsible.

2. Legal and Institutional Framework

This policy is informed by:

The Constitution of the Republic of Uzbekistan

The Law on Education of the Republic of Uzbekistan

The National Strategy for the Development of Higher Education

The UN Sustainable Development Goals (especially SDGs 4, 5, 10, and 16)

International principles on ethics, academic integrity, and human rights

3. Core Objectives

Promote academic honesty and research ethics in all scholarly activities

Ensure equity, diversity, and non-discrimination in university access, governance, and culture

Develop responsible leadership and ethical decision-making

Foster social and environmental responsibility across all functions

Prevent corruption, harassment, and all forms of misconduct

4. Guiding Principles

Integrity: Acting with honesty, professionalism, and respect in all academic and administrative matters

Fairness: Ensuring that decisions are free from bias and favoritism

Transparency: Promoting open communication and accountability

Inclusivity: Valuing the diverse backgrounds, identities, and perspectives of all members of the university community

Responsibility: Encouraging individuals and departments to take ownership of their impact

5. Implementation Mechanisms

Ethics and Integrity Committee: A dedicated body that monitors ethical conduct, investigates violations, and recommends corrective actions

Codes of Conduct: Updated guidelines for students, faculty, and staff outlining expected ethical behavior

Training and Awareness: Annual mandatory workshops and digital modules on ethics, anti-corruption, anti-bullying, diversity, and sustainability

Anonymous Reporting System: Confidential channels for reporting misconduct and violations of university policy

Inclusive Policy Design: Involving stakeholders in the co-creation and review of ethical guidelines and practices

6. Responsibilities

The Rector's Office oversees the implementation and enforcement of this policy

The Human Resources Department integrates ethical values into hiring, appraisal, and promotion

The International Rankings Department monitors impact and prepares relevant indicators for global ranking frameworks

All faculties and departments are responsible for localizing this policy and ensuring compliance within their units

7. Communication and Culture

UzSWLU will create a campus culture that celebrates ethical behavior and critical reflection. Campaigns, posters, and student-led initiatives will be used to reinforce the message. Ethical leadership will be recognized and rewarded.

8. Monitoring and Evaluation

This policy will be evaluated every two years through surveys, feedback tools, and performance reviews. Annual reports will be submitted to the University Council and published online.

9. Resources

Dedicated funding will be allocated to train staff, develop digital ethics platforms, and support implementation. The university will seek external funding for collaborative ethics projects.

10. Conclusion

By institutionalizing this policy, UzSWLU affirms its commitment to excellence not only in academic standards but also in ethical governance and social inclusion. This holistic approach will shape a more resilient, equitable, and values-driven university community.