UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Anti-Corruption, Anti-Bribery and Organized Crime Prevention Policy

Approved January 2025

Policy status	Date
Approved	January 2025
Reviewed	Annually by the Anti-Corruption Compliance Control Department
Next full revision	January 2028

1. Purpose

This policy sets out the principles and commitments of Uzbekistan State World Languages University (UzSWLU) on the prevention of corruption, bribery and organized crime. It gives effect to the University Charter, which requires the University to cultivate intolerance of corruption among students and to apply an Anti-Corruption Program that all students, teaching staff and employees must observe.

2. Legal basis

- Law of the Republic of Uzbekistan "On Combating Corruption" No. ZRU-419 of 3 January 2017;
- Law of the Republic of Uzbekistan "On Conflict of Interests" No. ZRU-931 of 5 June 2024;
- regulations of the Ministry of Higher Education, Science and Innovation on combating corruption, managing conflicts of interest and assessing corruption risks in the higher education system;
- the Charter of Uzbekistan State World Languages University.

3. Scope

The policy applies to all members of the University: managers, teaching and research staff, administrative, technical and service staff, students, master's students and doctoral researchers. It also applies to contractors, suppliers, partners and other persons acting on behalf of the University or dealing with it.

4. Statement of principles

UzSWLU has zero tolerance for corruption, bribery and organized crime in any form. The University commits to:

- conduct admissions, teaching, assessment, research, recruitment, promotion and procurement on the basis of merit, transparency and equal treatment;
- refuse to offer, give, request or accept any undue advantage, directly or through third parties;
- identify, declare and manage conflicts of interest;
- have no dealings with persons or organizations involved in organized crime, money laundering or the financing of terrorism;
- provide safe channels for reporting suspected violations and protect those who report in good faith;
- cooperate fully with law enforcement and oversight bodies.

5. Bribery and prohibited conduct

Members of the University must not:

- offer, give, request or accept money, gifts, services or any other benefit in exchange for admission, grades, examination results, diplomas, appointments, promotions, contracts or any other decision;
- make or accept facilitation payments to speed up or secure routine services;
- extort payments or other benefits from students, applicants, parents, staff or contractors;
- give preference to relatives or acquaintances in admissions, assessment, recruitment or procurement;
- use University property, funds, information or their position for personal gain.

6. Gifts and hospitality

Staff must not accept gifts or hospitality from students, applicants, parents, contractors or suppliers where this could influence, or appear to influence, a decision in which they are involved. Gifts that cannot be refused are reported to the Anti-Corruption Compliance Control Department, which decides how they are handled. Symbolic items received during official events and protocol exchanges are recorded by the receiving unit.

7. Conflicts of interest

Staff must declare any actual or potential conflict of interest in writing as soon as it arises, in accordance with the Law "On Conflict of Interests", and must withdraw from decisions in which they have a personal interest. The Anti-Corruption Compliance Control Department monitors conflicts of interest among staff, analyzes conflicts of interest in public procurement and proposes measures to the University leadership to resolve identified cases.

8. Organized crime and illicit financial activity

- Due diligence: before entering into contracts, the University checks the reliability of contractors and partners and does not engage with any person or organization known to be connected with organized crime, money laundering or terrorist financing.
- Financial transparency: payments are made only through official accounts in accordance with the approved budget, procurement rules and accounting legislation.
- Protection of students: the University raises students' awareness of the risks of involvement in criminal groups, cybercrime, drug trafficking, fraud and illegal employment schemes, working with law enforcement bodies in prevention activities.
- Referral: information about possible criminal activity is passed to the competent law enforcement authorities.

9. Transparency in academic processes

Admission to the University is conducted on the basis of entrance examinations administered under national rules. Student records and assessment are managed through the HEMIS information system to provide an open, transparent and unbiased educational environment. Appointments to teaching positions are made through open competition decided by secret ballot of the University Council.

10. Reporting and protection

Anyone may report suspected corruption, bribery, conflicts of interest or other violations of this policy, including anonymously, through:

- the University trust hotline: +998 71 230 13 73 (extensions 1061–1064);
- the Anti-Corruption Compliance Control Department: +998 71 230 13 42;
- the Department's Telegram channel: t.me/uzdjtu_antikorrupsiya;
- a written or in-person report to the Department.

Every report is registered and reviewed. The University does not tolerate retaliation, dismissal, loss of grades or any other adverse treatment of a person who reports in good faith, and keeps the identity of reporters confidential. Deliberately false reports are handled under the University's internal regulations.

11. Roles and responsibilities

- Rector: bears overall responsibility for preventing corruption at the University and approves anti-corruption measures.
- Anti-Corruption Compliance Control Department: monitors compliance with anti-corruption legislation; assesses corruption risks and develops plans to reduce them; reviews complaints and anonymous reports; keeps a register of official corruption checks; organizes preventive discussions and surveys of staff and students; and reports regularly to the University leadership and the Ministry.
- Heads of units and deans: ensure compliance within their units and report risks to the Department.
- All staff and students: comply with this policy and report suspected violations.

12. Training and awareness

The University holds regular preventive discussions, seminars and awareness events for staff and students, including activities marking International Anti-Corruption Day on 9 December. New staff are introduced to this policy on appointment.

13. Monitoring and review

The Anti-Corruption Compliance Control Department assesses corruption risks, surveys staff and students, evaluates the effectiveness of anti-corruption measures and publishes information on its work in the anti-corruption section of the University website. The policy is reviewed annually and fully revised every three years, or earlier if legislation changes.

14. Sanctions

Violations of this policy lead to disciplinary measures under labor legislation and the University Charter, up to dismissal for staff and expulsion for students. Where a violation may constitute an offense, the matter is referred to the competent law enforcement authorities.