

UNIVERSITY OF WORLD ECONOMY AND DIPLOMACY

Code of Ethics

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"Spirituality is the foundation that determines the content and quality of all political and social relations in society. The stronger this foundation is, the stronger both our people and our state will be."

Sh.M.Mirziyoyev

Code of Ethics

University of World Economy and Diplomacy

Chapter 1. General Provisions

Article 1. Relations regulated by this Code

This Code has been developed in accordance with the Law of the Republic of Uzbekistan "On Education" and other laws and subordinate legal acts, and regulates relations related to the principles and norms of professional ethics, as well as the basic rules of conduct in the educational process and in service of university pedagogical and other employees, students, master's students and doctoral students (hereinafter referred to as employees, students and doctoral students).

Article 2. Goals and objectives of the Code of Ethics

The goals of the Code of Ethics are: to form a healthy spiritual and socio-psychological environment at the university, to preserve its prestige and reputation, and to assist in the training of highly qualified personnel meeting high spiritual and moral requirements; to develop general culture among university professors, employees, students, master's students and doctoral students, to form a modern image, and to educate them in the spirit of respect for the university and its values; to improve the concept of ethics in the university and to develop a unified approach to requirements for appearance and behavior.

The objectives of the Code of Ethics are as follows:

- to train specialists possessing high moral qualities, who feel responsibility before family, society and the state, correctly understand the internal and external policy of the state, respect our national values, the honor and dignity of women, who are patriotic, people-oriented, initiatives, entrepreneurial, possessing modern knowledge and high human qualities, strong-willed, with strong faith and awakened conscience;
- to educate university professors, employees, students, master's students and doctoral students in the spirit of high legal awareness and strict compliance with the Constitution of the Republic of Uzbekistan, laws and other normative legal acts;

- to form and enhance in them the skills of always respecting and protecting the rights, freedoms and interests of citizens;
- to prevent offenses and crimes, undesirable behavior related to violation of ethical rules among professors, employees, students, master's students and doctoral students, including propaganda and promotion of violence, cruelty and immorality, corruption, actions (inaction) degrading human honor and dignity, dissemination of information that does not correspond to reality, as well as to protect from the influence and attacks of various negative vices and ideas alien to our national mentality, extremism, separatism, fundamentalism and "mass culture";
- to identify the causes and conditions of committing such undesirable actions and eliminate them;
- to form and develop a healthy socio-psychological environment at the university;
- to create conditions for forming a culture of appearance among university professors, employees, students, master's students and doctoral students;
- to preserve and further increase the prestige and reputation of the university in public life and in the education system.

Article 3. Scope of application of the Code

This Code applies to all professors, employees, students, master's students and doctoral students of the university.

Chapter 2. Principles of the Code

Article 4. Basic principles of conduct of university professors, employees, students, master's students and doctoral students

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

Article 5. Principle of legality

University professors, employees, students, master's students and doctoral students shall strictly comply with the legislation of the Republic of Uzbekistan and perform their service duties, discipline and requirements related to education, job descriptions, employment contracts, provisions of this Code, internal regulations of the university, as well as other regulatory legal and internal (local) documents related to education.

Article 6. Principle of the priority of the rights, freedoms and legitimate interests of citizens

The rights, freedoms and legitimate interests of citizens are considered the highest value of the university. University professors, employees, students, master's students and doctoral students shall not

allow violations of the rights, freedoms and legitimate interests of citizens and, in cases where such violations occur, shall assist in their restoration.

Article 7. Principle of patriotism, devotion to service and study duties

University professors, employees, students, master's students and doctoral students shall carry out their educational and service activities based on moral and ethical values, loyalty to the homeland, and devotion to service and study duties, expressing the demands and trust of society in the university. They shall properly 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, employees, students, master's students and doctoral students, in carrying out their service and educational activities, shall be fair, honest and impartial, and must treat all legal entities and individuals who apply to the university, its websites and social networks in accordance with the requirements of these principles.

Article 9. Principle of efficiency and economy

University professors, employees, students, master's students and doctoral students shall continuously improve the efficiency of their activities through the introduction of innovative technologies and other means.

University professors, employees, students, master's students and doctoral students, in turn, shall treat the property of the university, as well as their own and others' time, with responsibility and care.

Chapter 3. Anti-Corruption

Article 10. Non-acceptance of any form or manifestation of corruption

University professors, employees, students, master's students and doctoral students shall not accept any form or manifestation of corruption and shall take lawful measures collectively against any manifestation of it.

Professors, students, master's students and doctoral students must combat corruption and actively contribute to its prevention, as well as strictly comply with the requirements of the University Anti-Corruption measures and Methodological recommendations on conflict of interest situations, problem questions and cases, as well as measures for their prevention and elimination. to carry out activities transparently and fairly, and strictly observe the rule of law within university while remaining committed to high moral values and principles.

Chapter 4. Requirements for conduct and official communication of

professors, students, master's students and doctoral students

Article 11. Rules regarding dress and appearance at the university

All professors, academic staff, employees, students, master's students, and doctoral candidates shall maintain a neat, clean, and professional appearance appropriate to the academic environment and reflecting respect for the University's institutional values.

The University recognizes and respects the cultural, religious, and personal identity of all members of its community. Dress reflecting individual cultural or religious expression shall generally be permitted, provided that it:

- does not interfere with the educational process, communication, or performance of professional duties;
- complies with applicable safety requirements in specialized environments, including laboratories, workshops, and other practical training areas;
- does not contradict internal regulations or generally accepted norms of conduct within the University.

In order to ensure safety, discipline, and academic appropriateness, the University may establish specific dress requirements for particular contexts, including but not limited to:

- laboratory and practical training sessions;
- official ceremonies and institutional events;
- internships, professional placements, or fieldwork activities.

The University may issue advisory guidelines on recommended dress for academic events and formal occasions. Such guidelines shall serve to support institutional culture and shall be applied in accordance with the principles of reasonableness, equality, and non-discrimination. All provisions of this Article shall be implemented in accordance with the legislation of the Republic of Uzbekistan, and the principles of equality, respect for human dignity, and academic freedom.

Article 12. Participation in events (offline/online)

University professors, employees, students, master's students and doctoral students, during their participation in various events (meetings, ceremonial gatherings, meetings, celebrations), must treat speakers with respect and maintain peace and order during the event; it is not allowed to interrupt without the permission of the chairperson or moderator. If necessary, it is allowed to enter or leave the meeting hall between speeches.

Article 13. Compliance with Rules of Conduct in University Buildings

All professors, academic staff, employees, students, master's students, and doctoral candidates shall comply with established rules of conduct within University buildings and premises, ensuring discipline, safety, and respect for institutional order. Movement within University buildings shall be conducted in an orderly and disciplined manner. In corridors, hallways, and entrance/exit areas, individuals shall maintain general rules of courtesy and avoid obstructing movement or creating inconvenience for others.

Access to University buildings shall be carried out through an established electronic security and access control system, including biometric identification technologies (Face ID) and/or other electronic identification methods issued by the University. Where required, individuals may also be requested to present a valid identification document (student ID card, staff certificate, passport, or equivalent) to authorized security personnel. All members of the University are required to comply with the University's electronic security and access control procedures, including the use of biometric identification systems (Face ID), for the purposes of ensuring campus safety, protection of University property, and proper regulation of entry and exit.

Members of the University community shall observe generally accepted norms of courtesy in interpersonal interaction, including greeting colleagues, staff, and fellow students in accordance with academic etiquette. Such interaction shall be based on mutual respect, professionalism, and cultural norms.

Article 14. Rules of official communication of University members

Professors, academic staff, employees, students, master's students, and doctoral candidates, when interacting with state authorities, organizations, mass media, and individuals, shall ensure that all forms of communication are conducted in a professional, responsible, and respectful manner, in accordance with the legislation of the Republic of Uzbekistan and internal University regulations.

University members shall act in a manner that protects and enhances the reputation and institutional integrity of the University, and shall avoid any actions or statements that may reasonably harm its image or misrepresent its activities.

Information shared in public communication, including social networks and media platforms, shall be accurate, evidence-based, and shall not contain false, misleading, or unverified statements regarding the University, its staff, or its students.

Confidential, personal, or internal University information obtained in the course of professional or academic activities shall not be disclosed without proper authorization, except in cases provided by law.

Public communication shall be based on the principles of

professionalism, academic responsibility, and respect for institutional and state legal frameworks. Academic and professional expression shall be permitted provided that it is factual, evidence-based, and does not constitute defamation or unlawful disclosure of confidential information.

University members shall refrain from the dissemination of information that incites hostility, discrimination, violence, or other unlawful behavior, or that undermines public order or institutional stability.

All communication activities shall comply with applicable ethical standards, data protection requirements, and internal University procedures governing official information dissemination.

Article 15. Compliance with working and study time

University professors, employees, students, master's students and doctoral students must arrive on time for classes and work and strictly comply with labor and study discipline.

Article 16. Prohibition of immoral and inappropriate behavior

The following actions are strictly prohibited within the University premises, during academic activities, and in official online communication platforms: commission of any criminal or administrative offenses; use, possession, distribution, or presence under the influence of narcotic substances, psychotropic substances, alcohol, or tobacco products within University premises; participation in gambling or other prohibited risk-based activities; and any actions that may endanger the life, health, or safety of members of the University community or damage University property.

Academic and institutional misconduct is also strictly prohibited, including disruption of classes, examinations, or official University events; misuse or damage of University property and resources; unauthorized or improper use of University information systems and digital infrastructure; plagiarism, cheating, or any other form of academic dishonesty that violates principles of academic integrity.

Any form of harassment or disrespectful conduct is prohibited, including physical, verbal, psychological, or digital harassment, as well as actions that humiliate, intimidate, or degrade the dignity of individuals or groups. Discriminatory behavior based on gender, religion, ethnicity, language, social status, or any other protected characteristic is not permitted within the University environment.

The dissemination of false, misleading, or unverified information concerning the University or its members is prohibited, as is the unauthorized disclosure of confidential or personal information. It is also prohibited to use digital platforms, including social networks, to incite violence, hatred, or unlawful behavior, or to spread content that undermines public order or institutional reputation.

The expression of opinions in academic, professional, or public

communication is permitted provided that such expression is based on verifiable information, does not constitute defamation or unlawful disclosure of confidential data, and complies with the legislation of the Republic of Uzbekistan as well as internal University regulations.

Violations of this Article shall result in disciplinary measures in accordance with the internal regulations of the University and applicable legislation of the Republic of Uzbekistan.

Chapter 5. Obligations of University Management regarding ethics and procedures for preventing conflicts of interest in professional activity

Article 17. Duties of the Manager

The administration and heads of structural divisions (hereinafter referred to as “the manager”) must serve as an example of high professionalism, impartiality, integrity, and fairness toward subordinate employees and contribute to the formation of a positive moral and psychological environment within the university or its structural unit. The manager must not require subordinate employees to perform tasks beyond the scope of their official duties, nor should they incite them to engage in unlawful actions.

In their activities, the manager shall:

not allow hiring, placement, or labor relations based on kinship, regional affiliation, or personal loyalty, or any form of discrimination;

not allow clannishness, localism, favoritism, or other negative factors in the performance of official duties;

not act rudely, not violate human dignity and honor, and not exert psychological or physical pressure on individuals;

take timely measures to prevent and regulate conflicts of interest;

take measures to prevent corruption;

create favorable working conditions for employees’ professional and intellectual development, including access to modern computers, the internet, library resources, and information systems, as well as conditions for rest, recreation, and physical well-being, based on available internal resources;

efficiently organize employees’ activities and treat entrusted property and financial resources with care and economy.

The manager is responsible for ensuring labor discipline among subordinate employees and for its enforcement.

Chapter 6. the Prevention of Discrimination and Ensuring Equal Rights and Opportunities for Women

Article 18. General Provisions

This Chapter establishes the fundamental principles, procedures, and

responsibilities for ensuring gender equality and preventing discrimination within the University of World Economy and Diplomacy (UWED). These provisions apply to all members of the university community, including academic staff, administrative personnel, students, master's students, and doctoral researchers. This Chapter is developed in accordance with the Law of the Republic of Uzbekistan "On Guarantees of Equal Rights and Opportunities for Women and Men" and other relevant national legislation, as well as university policies related to gender equality and social inclusion.

Article 19. Purpose

- To eliminate all forms of direct and indirect discrimination based on gender, as well as discrimination related to gende identity, family status, or social background, across all areas of university life, including admissions, employment, education, research, and decision-making processes.
- To ensure equal rights, opportunities, and fair treatment for women and men in academic, administrative, and social participation within the University of World Economy and Diplomacy.
- To cultivate a comprehensive understanding of gender equality and inclusion among all members of the university community, including students, academic staff, administrative personnel, and leadership.
- To ensure the creation of a safe, respectful, and non-violent environment by establishing clear, confidential, and accessible mechanisms for reporting discrimination, harassment, or violence, and by ensuring timely and effective response measures.
- To implement systems for monitoring, evaluation, and continuous improvement, including the collection and analysis of relevant data and the regular assessment of gender equality and inclusion measures to ensure their effectiveness and sustainability.

Article 20. Key Definitions

Gender – The social dimension of relations between women and men, manifested across all areas of public life, including education, culture, and professional activities.

Gender Equality – The principle that all individuals, regardless of gender, enjoy equal rights, opportunities, and treatment without discrimination.

Direct Discrimination – Any exclusion, restriction, or preference that denies equal rights or opportunities based on gender, including family status, pregnancy, or related conditions.

Indirect Discrimination – Practices or conditions that appear neutral but disadvantage individuals of a particular gender

Harassment – Any unwanted behaviour that creates an intimidating, hostile, or offensive environment, including verbal, physical, or psychological actions.

Sexual Harassment – Any unwelcome sexual conduct, whether

verbal, non-verbal, or physical, that violates dignity or creates a hostile environment.

Underrepresented Groups – Individuals or groups who experience limited representation due to social or structural inequalities, including women, persons with disabilities, and minority groups.

Reasonable Accommodation – Necessary and appropriate adjustments to ensure equal access to education or employment for individuals with specific needs, such as pregnancy or disability.

Article 21. Key Principles

The University ensures compliance with national gender equality legislation and international standards.

All members of the university community are provided equal rights and opportunities in academic, administrative, and social activities, regardless of gender or related characteristics.

Discrimination based on gender, marital or parental status, or other personal characteristics is strictly prohibited in all university processes.

All gender-related decisions shall be carried out transparently, fairly, and with clear accountability mechanisms.

The University adopts a proactive approach to prevent and address all forms of gender-based discrimination, harassment, and violence, with zero tolerance for violations.

The University promotes an inclusive environment that respects diversity and ensures the dignity and rights of all individuals, including gender-diverse groups.

Gender or identity shall not affect decisions related to recruitment, promotion, research opportunities, or access to university resources.

The University supports the advancement and active participation of women and underrepresented groups in academic and leadership roles.

The University ensures accessible support systems and protective mechanisms to maintain a safe, respectful, and non-violent environment.

The University fosters a culture of respect, academic freedom, and inclusion, encouraging dialogue, awareness, and continuous improvement in gender equality.

Article 22. Measures for Preventing Discrimination and Ensuring Equality

The University guarantees equal access for all individuals to education, employment, research, promotion, and university resources, regardless of gender or related characteristics.

The following measures shall not be considered discrimination:

- Regulation of maternity, childbirth, and parental leave in accordance with national legislation;
- Temporary special measures aimed at achieving gender balance;

- Actions to protect reproductive health and support family wellbeing;
- Initiatives promoting the participation and advancement of women and underrepresented groups.

Article 23. Inclusion and Protection of University staff

All members of the university community shall have the right to participate fully in academic, professional, and social life without prejudice or bias.

Discriminatory behaviour, harassment, or hostile actions shall be subject to disciplinary measures in accordance with university regulations.

The University ensures a safe and inclusive environment through awareness programmes, counselling services, and non-discriminatory administrative procedures.

Article 24. Equal Treatment and Campus Environment

Decisions on admissions, recruitment, promotion, scholarships, and access to opportunities shall be based solely on merit and professional qualifications.

All forms of discrimination, harassment, including sexual harassment, and human rights violations are strictly prohibited in all university spaces and communications.

The University promotes respect for diversity and supports an inclusive campus environment free from gender stereotyping and bias.

Article 25. Reporting and Support Mechanisms

Students and staff who experience or witness discrimination or harassment are encouraged to report incidents through designated university channels.

The University ensures confidential, fair, and timely review of all complaints and provides appropriate protective and corrective measures.

The University supports the development of advisory groups, mentorship programmes, and support networks to promote equality and inclusion.

No employee, student, or doctoral candidate shall be subjected to retaliation, intimidation, harassment, discrimination, adverse employment action, academic disadvantage, or any other negative consequence for reporting, in good faith, incidents of discrimination, harassment, gender-based violence, or violations of this Code.

Protection shall also apply to witnesses, advisors, and individuals participating in investigations or complaint procedures.

Any act of retaliation shall constitute a serious violation of this Code and may result in disciplinary measures in accordance with University regulations and applicable legislation.

The University shall ensure, to the extent possible, confidentiality of complainants and provide appropriate support and protective measures

during the review process.

Article 26. Monitoring and Institutional Responsibility

The University shall collect and analyse gender-disaggregated data across admissions, employment, and academic participation.

Relevant departments shall monitor indicators of equality and identify areas requiring improvement.

Regular reports on gender equality and inclusion shall be submitted to university leadership for review and action.

Chapter 7. Requirements for Mutual Relations of Professors, Staff, Students, Master's Students, and Doctoral Candidates

Article 27. Mutual relations of professors, staff, students, master's students, and doctoral candidates

Relations among professors, staff, students, master's students, and doctoral candidates shall be based on national values and traditions, a unified collective environment, mutual respect and attention, friendship, solidarity, honesty, and justice.

In their mutual relations, disrespect for human dignity, humiliation of individuals, appropriation of others' intellectual property, rudeness, use of obscene language, and physical violence are strictly prohibited.

High academic and educational requirements imposed by teaching staff on students must be implemented together with respect for students' personalities.

Article 28. Mutual Relations Between Teaching Staff and Students in the Educational Process

Mutual relations between teaching staff and students (master's students) shall be based on the principles of mutual respect, academic ethics, professionalism, fairness, and responsibility. The educational process shall ensure an environment that supports open academic communication and respect for human dignity.

Teaching staff shall respect students as members of the academic community, ensure an inclusive and non-discriminatory learning environment, and conduct the teaching process in a professional, impartial, and supportive manner. Humiliation, favoritism, or any form of disrespectful behavior toward students is strictly prohibited.

The University encourages a respectful academic culture; however, specific behavioral rituals are not mandatory and may be observed in accordance with cultural traditions and classroom context.

Teaching staff shall respond to students' academic inquiries in a professional manner both during and outside class hours, and shall take reasonable measures to support students' academic development and engagement.

Article 29. Communication outside class time

If a student (master's student) needs to communicate with a teacher outside class hours, such communication may take place:

during consultation hours, independent study time, or by mutual agreement;

the student should know the teacher's position, name, patronymic, and surname.

In cases of serious and justified reasons (rudeness, extortion, low teaching quality, repeated disruptions caused by the teacher, etc., supported by evidence) and if there is unanimous opinion of the group, students may submit a request to the dean to replace the teacher.

Article 30. Use of mobile communication devices

The use of mobile communication devices during classes, examinations, and official academic activities shall be regulated by the University in accordance with the principles of academic discipline and effective learning.

Mobile phones and other electronic devices may be used for educational purposes, including academic research, participation in learning activities, digital assessments, and other teaching-related tasks, only when permitted by the teaching staff.

During lectures, seminars, and examinations, the use of mobile communication devices for non-academic purposes is discouraged, and such use may be restricted by the instructor to ensure academic integrity and minimize disruption to the learning process.

Teaching staff shall have the authority to establish reasonable classroom rules regarding the use of electronic devices, taking into account the nature of the subject, teaching methodology, and academic requirements.

Any misuse of mobile devices that disrupts the educational process, violates academic integrity, or interferes with classroom discipline may result in appropriate disciplinary measures in accordance with University regulations.

Article 31. Participation in classes

Students are not allowed to be late for classes. However, if a student arrives late for a valid reason, they may enter the classroom with the teacher's permission after apologizing.

A teacher may remove a student from class if the student's inappropriate behavior disrupts the lesson, informing the dean (or deputy dean/tutor if unavailable).

Article 32. Protection from Academic Coercion and Harassment

The University strictly prohibits any form of academic coercion, harassment, or abuse of authority by professors, academic staff, or

administrative personnel that may compel students, master's students, or doctoral candidates to perform activities unrelated to their academic program against their free will.

Participation in extracurricular, volunteer, or institutional activities shall be strictly voluntary and shall not be linked to academic assessment, grading, or any form of academic advantage or disadvantage.

Any form of retaliation, discrimination, or negative academic consequence against individuals who refuse to participate in such activities or who report violations of this Article is strictly prohibited.

Students, master's students, and doctoral candidates who experience or witness academic coercion or abuse of authority may submit complaints through designated University channels, including written applications to faculty administration, the University ethics committee, or other authorized bodies.

The University guarantees protection of complainants from any form of retaliation or adverse academic consequences resulting from good-faith reporting of violations under this Article.

Article 33. Subordination

Requests by professors, staff, students, master's students, and doctoral candidates to management regarding any issue must follow established procedures and hierarchical channels. Direct appeals to the Rector by students are an exception to this rule.

Article 34. Initiative and activity

Initiatives and ideas of professors, staff, students, master's students, and doctoral candidates aimed at improving the moral and ethical environment, enhancing education quality, effectively using innovative ideas, and organizing beneficial activities are encouraged and rewarded.

Chapter 8. Ethical obligations of professors, academic staff, students, master's students, and doctoral candidates regarding ethics and conduct

Article 35. Ethical Obligations

Students, professors, employees, master's students, and doctoral students entering the university for study or work are introduced to this Code in writing (by signing).

Professors, employees, students, master's students, and doctoral students are required to:

comply with the requirements of legislation and this Code;

constantly strive for excellence and deeply understand noble qualities such as honesty and justice;

respect national traditions, customs, and values related to ethics and morality;

strictly comply with the rules set out in Article 11 of this Code;

continuously work on self-development and regularly study newly adopted legal acts;

perform their duties honestly and at a professional level;

refrain from any actions that may damage the reputation and prestige of the university;

not use information about the university in a way that harms its interests or business reputation;

treat university property with care (movable and immovable property, plants and animals, etc.), including properly and economically using material and technical resources provided for official duties;

use electricity and water economically;

immediately inform the university administration in case of any unpleasant incident or event;

comply with established restrictions and prohibitions, properly perform their duties, not discuss the personal and family problems of professors, students, master's students, and doctoral students, and not form or express biased opinions or discrimination against any person based on gender, race, nationality, language, religion, social origin, position, or any other characteristic;

not organize or spread slander, conspiracy, gossip, or false accusations about professors, employees, students, master's students, doctoral students, or other persons;

avoid situations that may harm the university's reputation or cause conflicts affecting its prestige;

not intentionally harm the work or study processes of professors, employees, students, master's students, and doctoral students;

not engage in actions that humiliate the dignity of women or constitute harassment, and not use obscene language in communication that disregards generally accepted moral norms;

timely and properly execute decisions (instructions) issued within their authority by higher state bodies, the Ministry of Foreign Affairs of the Republic of Uzbekistan, and the university administration;

not abuse their position for personal gain or the benefit of others; tell the truth and not mislead supervisors or other employees;

not install advertising materials without authorization from responsible officials;

take all necessary measures to ensure the confidentiality and protection of information obtained during professional activities, for which disclosure entails liability under legislation;

promote a healthy lifestyle and contribute to environmental and health awareness of others;

provide constructive criticism, make objective decisions, and

recognize and correct their own mistakes and shortcomings;

not deliberately display their financial status in various ways;

be polite with staff of the Information Resource Center, handle books and equipment carefully, turn off or silence mobile phones, avoid speaking loudly or disturbing others, not consume food, and not leave paper, gum, or other waste; follow procedures for borrowing and returning books;

enter the sports complex wearing appropriate sports clothing and footwear;

treat sports equipment with care;

return sports equipment to designated places after use; comply with the established rules of the sports complex;

maintain cleanliness in university auditoriums, buildings, and surrounding areas;

avoid littering and dispose of waste only in designated bins;

not park personal vehicles in prohibited areas, not violate traffic rules, and avoid unsafe use of transport;

and, outside of work/study hours, comply with generally accepted ethical norms and avoid antisocial behavior.

Article 36. Additional requirements related to ethics and conduct

a) students (master's students):

Students shall observe academic integrity in all forms of assessment, including examinations, coursework, presentations, and written assignments. Any form of plagiarism, cheating, unauthorized collaboration, falsification of academic results, or submission of work completed by another person shall be strictly prohibited.

Students shall actively participate in the learning process, attend classes regularly, and demonstrate responsibility in fulfilling academic requirements. They are expected to engage respectfully in academic discussions and contribute constructively to the educational environment.

Students shall comply with instructions issued by academic staff in relation to teaching and learning activities, provided such instructions are consistent with University regulations and academic standards.

Students shall maintain respectful communication with peers and academic staff and shall avoid any form of behavior that disrupts the learning process or undermines academic discipline.

b) Academic staff (professors and teaching personnel)

Academic staff shall ensure fairness, transparency, and objectivity in teaching, assessment, and evaluation processes. Discrimination, favoritism, or abuse of academic authority is strictly prohibited.

Academic staff shall respect the dignity of students and shall not engage in humiliation, intimidation, coercion, or any form of inappropriate influence in academic settings.

Academic staff shall contribute to the intellectual, ethical, and

professional development of students by maintaining high standards of academic professionalism and promoting critical thinking.

Academic staff shall avoid conflicts of interest and shall not exploit their position for personal gain or any other improper advantage.

c) General academic environment and institutional conduct

All members of the University community shall respect University property, academic resources, and learning facilities, and shall use them responsibly and solely for educational purposes.

The University promotes an environment conducive to study, research, and academic development. All members shall avoid behavior that disrupts academic activities or undermines institutional order.

Operational matters related to daily campus life, including dormitory management, catering services, transport arrangements, and similar administrative issues, shall be regulated by separate internal University regulations and are not governed by this Code.

Chapter 9. Procedure for Incentives and Disciplinary Measures

Article 37. Encouragement of professors, employees, and students (master's students)

Professors, employees, and students (master's students) who fully comply with this Code during the academic year and contribute to the further establishment and strengthening of a high moral and ethical environment at the University may, upon the recommendation of the administration, faculty deans, department heads, and other structural unit heads, be provided with material or moral incentives in accordance with the established procedure.

Article 38. Importance of compliance with the Code for attestation and other processes

Compliance with this Code by professors and employees is taken into account during attestation, as well as in the formation of personnel reserves for appointment to higher and other positions (career advancement).

Article 39. Disciplinary liability for violation of the Code

Violation of the provisions of this Code by professors, employees, students (master's students), and doctoral students serves as a basis for bringing them to liability in accordance with the established procedure.

Article 40. Relationship between the Code and internal regulations

When professors, employees, students, master's students, and doctoral students violate the provisions of this Code, the measures specified in Chapter VII of the University Internal Regulations (Liability for violation of

labor and academic discipline) shall be applied to them.

Chapter 10. Rules on the use of turnstiles installed at the checkpoint for regulating entry and exit to the territory of the University

Article 41. General rules on the use of turnstiles installed at the checkpoint for regulating entry and exit to the university territory

These rules are aimed at regulating the entry and exit of professors, employees, students, master's students, and doctoral students to the University territory, preventing unauthorized entry of outsiders, ensuring monitoring of working time compliance, and maintaining overall security within the University territory. When using the checkpoint turnstile (hereinafter – "turnstile"), strict compliance with the following is required:

a) All professors, teaching staff, employees, students, master's students, or doctoral students operating at the University (including academic lyceum students residing in the student dormitory) must enter and exit the university territory in accordance with the established procedures.

b) It is strictly prohibited for two or more persons to pass through the turnstile at the same time, to use it in violation of the established procedure, or to assist unauthorized persons in entering the university in any manner whatsoever.

c) It is prohibited for professors, teaching staff, employees, students, master's students, or doctoral students to pass through the turnstile in violation of the established procedure. In cases where such violations are observed, the staff responsible for the university entrance checkpoints shall submit a formal report to the university administration proposing disciplinary action against the individual concerned.

d) It is strictly prohibited to jump over the turnstile while using it, as such behavior is considered a gross violation of the established order and may result in disciplinary measures against the individual.

e) In cases where passing through the turnstile is not possible due to technical malfunction, the professor, employee, student, master's student, or doctoral student must inform the responsible checkpoint officer. The checkpoint staff shall record the issue in the register maintained for documenting and resolving such malfunctions, after which the person shall be allowed to enter the university territory. The issue must be submitted on the same day to the representatives of the University "Information Technology Center" for technical resolution.

f) A representative of the "Information Technology Center" shall officially receive the submitted report and take measures to eliminate the malfunction.

g) All staff members (including newly employed personnel) and students (including newly admitted students) must be formally familiarized with this chapter of the Code of Ethics.

h) Employees and students of the University who fail to comply with these rules shall be considered to have grossly violated the University's Code of Ethics and shall be subject to disciplinary measures in accordance with applicable legal and internal regulatory documents.

Chapter 11. Organization of the Ethics Commission's Activities

Article 42. Ethics Commission

Issues related to violations of the provisions of this Code by professors, teaching staff, employees, students, master's students, and doctoral students are, as a rule, considered by the Ethics Commission.

In addition, the Ethics Commission may, as a rule, consider such matters: upon the instruction of the university rector;

based on the results of an official investigation; on its own initiative;

based on information received from university professors, students, master's students, and doctoral students, as well as through communication channels addressed to the university.

The Ethics Commission shall be composed of at least 5 members. The objectives, tasks, functions, rights, and other matters related to the organization of its activities shall be defined in the Regulation on the Ethics Commission approved by the university rector.

Article 43. Conclusion of the Ethics Commission

Based on the results of reviewing cases of violations of the Code of Ethics, the Ethics Commission issues a conclusion on the presence (or absence) of disciplinary or other types of violations. At the same time, it submits proposals to the university rector for the application of disciplinary measures against the violating professors, teaching staff, students, master's students, and doctoral students.

Taking into account the nature of the violation, the Ethics Commission may limit itself to issuing a warning to the offender regarding the prevention of further violations of the Code of Ethics.

Professors, employees, students, master's students, and doctoral students have the right to receive information about the violation they committed, the process of its consideration, to present evidence for their defense, and to appeal university decisions in accordance with the established procedure.

Article 44. Public oversight

In order to ensure public oversight of the conduct of professors, employees, students, master's students, or doctoral students, cases of non- compliance with this Code may be discussed in the Trade Union Committee, the Advisory Council on Women's Affairs, the University Youth Union primary

organization, and the Student Council.

Chapter 12. Final provision

Article 45. Entry into force of the Code and amendments and additions thereto

The approval, entry into force, as well as any amendments and additions to this Code shall be carried out by order of the University.

**This document is provided in English for informational purposes only. The original Uzbek version shall have legal force, and in the event of any discrepancy or inconsistency, the Uzbek version shall prevail.*