



# **The University of World Economy and Diplomacy**

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## **CHARTER ON THE ETHICS COMMISSION**

**Tashkent-2022**

**CHARTER**  
**On the Ethics Commission of the University of World Economy and  
Diplomacy**

**Chapter 1. General Provisions**

1. The Ethics Commission (hereinafter referred to as the Commission) of the University of World Economy and Diplomacy (hereinafter referred to as the University) is established to review matters related to violations of ethical norms at the University.

2. The Ethics Commission of the University is accountable to the Rector and the Academic Council of the University.

3. The Ethics Commission carries out its activities in accordance with the Constitution and laws of the Republic of Uzbekistan, the resolutions of the chambers of the Oliy Majlis of the Republic of Uzbekistan, the decrees, decisions, and orders of the President of the Republic of Uzbekistan, the resolutions and orders of the Cabinet of Ministers of the Republic of Uzbekistan, the orders of the Minister of Foreign Affairs of the Republic of Uzbekistan, and the orders of the Rector of the University.

4. The composition of the Ethics Commission is formed by the order of the University Rector for an indefinite period and consists of at least five members, including the Chairperson and members. The Vice-Rector for Youth Affairs and Spiritual-Educational Work of the University serves as the Chairperson of the Commission.

**Chapter 2. Powers of the Ethics Commission**

5. Within its powers, the Commission:

- Reviews issues related to compliance with the Code of Ethics, the University's Internal Regulations, and generally accepted ethical norms by professors, teachers, employees, students, master's students, and doctoral candidates;

- Develops and implements comprehensive measures aimed at combating corruption and preventing violations among professors, teachers, employees, students, master's students, and doctoral candidates;

- Examines the findings of service investigations regarding professors, teachers, employees, and doctoral candidates, as well as the conclusions of

reviews related to students and master's students, and determines whether ethical violations have occurred;

- Submits recommendations to the University Rector on the application of disciplinary measures in cases where ethical violations have been identified or limits the response to a warning to the employee regarding future violations;
- Develops proposals for improving ethical norms;
- Examines compliance with ethical norms by employees upon the instructions of the University Rector and reports the results to the administration.

The Commission may also have other powers in accordance with the orders of the University Rector, the decisions of the University Academic Council, and these Regulations.

6. The Commission cooperates with government bodies, officials, and the public.

### **Chapter 3. Organization of the Commission's Work**

7. The Commission's meetings are held within five working days following the submission of the findings of a service investigation regarding professors, teachers, employees, and doctoral candidates or the conclusions of a review related to students and master's students. Other matters within the competence of the Commission are reviewed as needed.

8. The meetings of the Commission are conducted by the Chairperson or, in their absence, by a designated member of the Commission. Minutes of the meeting are recorded and signed by the Chairperson and the meeting secretary.

9. The meetings of the Commission are considered valid if more than half of its members are present.

10. Upon receiving materials regarding ethical violations, the Chairperson informs the members of the Commission about the upcoming meeting.

11. The Commission makes decisions on reviewed matters by a majority vote of its members.

12. The Chairperson of the Commission:

- Organizes the work of the Commission;
- Convenes and conducts Commission meetings;
- Assigns tasks to Commission members;
- Represents the Commission in relations with government bodies, officials, and the public;

- Provides information on the activities of the Commission at meetings of the University's Academic Council when necessary.

13. A member of the Commission is required to attend meetings and fulfill assigned responsibilities. If unable to attend, the member must inform the Chairperson in advance.

14. A member of the Commission has the right to:

- Participate in voting on all issues under consideration;
- Propose issues and recommendations for review by the Commission;
- Take part in the development, discussion, adoption, and implementation of comprehensive measures to improve ethical norms and prevent violations among professors, teachers, employees, students, master's students, and doctoral candidates;

- Review documents, reports, and other necessary information related to the matters under consideration;

- Express dissenting opinions if they disagree with the Commission's decision.

#### **Chapter 4. Procedure for Reviewing Ethical Violations**

15. The Commission reviews ethical violations based on:

- The instruction of the University Rector;
- The findings of a service investigation;
- Its own initiative. Matters are reviewed within the timeframes and procedures established by legislation and the University's internal regulations.

16. Professors, teachers, employees, students, master's students, and doctoral candidates have the right to defend themselves against baseless complaints that may affect their rights, honor, dignity, and professional reputation during the Commission's review of service investigation findings.

17. The Commission may invite the concerned employee, complainants, and other relevant individuals to its meetings for discussions and reconciliation when appropriate (e.g., if an employee publicly apologizes or other circumstances arise). The failure of properly notified individuals to attend does not prevent the review of the matter.

18. At the Commission's meeting:

- The Chairperson announces the agenda;
- The findings of the service investigation (if available) are read aloud;
- If necessary, the employee under review and the complainants are heard.

19. The employee has the right to present materials and other information in their defense.

20. Based on the review of the service investigation findings, the Commission determines whether an ethical violation has occurred and decides on the type of disciplinary measure or warning to be issued, or concludes that no ethical violation has taken place. The Commission's decision is documented in minutes and signed by the Chairperson and the meeting secretary.

21. If an employee is found to have committed an ethical violation, the Commission may:

- Issue a warning considering the nature and severity of the violation, circumstances, and the employee's previous conduct;
- Recommend that the University Rector apply a disciplinary measure.

22. The Commission informs the concerned employee and the University Rector about its decision.

23. An employee may appeal the Commission's decision to the University Rector, who has the authority to overturn the decision and take other actions within their powers.

*Appendix 2 to Order No. 291-K of the UWED  
dated June 16, 2022*

### **Members of the Commission on the Code of Ethics and Internal Charters (Internal Labor Regulations)**

**Chairperson of the Commission:** O. Yusupdjanov – First Vice Rector for Youth Issues and Spiritual and Educational Affairs.

**Commission Members:** A. Turdimatov – Advisor to the Rector;  
E. Sultanova – Chairperson of the Women's Committee;  
R. Yusuvalieva – Chairperson of the Trade Union Committee;  
D. Normetova – Head of the Human Resources Department;  
Sh. Shakirova – Head of the Five Important Entities Center  
Deans;  
Youth Leader;  
Chief Legal Advisor.

**Note:** If a Commission member leaves their position, their replacement automatically becomes a member of the Commission.