



KIMYO INTERNATIONAL UNIVERSITY IN TASHKENT

CODE OF ETHICS

Document Number: **KIUT-COE-001**

Approved by: **Rector**

Policy issued: **2026**

Policy to be reviewed: **2029**

Policy Overview

Kimyo International University in Tashkent (hereinafter referred to as "KIUT" or "the University") is committed to fostering a culture of integrity, honesty, accountability, respect, fairness, and professionalism in all aspects of its academic, research, administrative, and community activities. These values form the foundation of the University's mission and are essential to maintaining public trust, institutional excellence, and a positive learning and working environment.

The Code of Ethics establishes the ethical principles and standards of conduct expected of all members of the University community. It serves as the University's primary framework for promoting ethical behaviour, guiding professional decision-making, and supporting responsible conduct in teaching, learning, research, administration, leadership, and engagement with external stakeholders.

The Code applies to all members of the University community and reflects the shared responsibility of every individual to uphold the University's values, protect its reputation, respect the rights and dignity of others, and contribute to an environment that is safe, inclusive, transparent, and free from discrimination, harassment, corruption, and other forms of unethical conduct.

The Code is intended not only to establish standards of behaviour but also to encourage ethical awareness, personal responsibility, and sound judgement when addressing situations that may involve ethical dilemmas or conflicts of interest. Members of the University community are expected to act with integrity, exercise professional responsibility, comply with applicable legislation and University policies, and promote a culture of mutual respect, collaboration, and continuous improvement.

Compliance with this Code is a shared responsibility and is fundamental to maintaining the University's reputation, strengthening institutional governance, and supporting the achievement of its mission, vision, and strategic objectives.

Purpose

The purpose of this Code of Ethics is to establish the ethical values, principles, and standards of conduct that guide the behaviour and decision-making of all members of the University community. The Code provides a common framework for promoting integrity, professionalism, accountability, respect, fairness, and responsible conduct in all University activities.

This Code is intended to foster an ethical institutional culture that supports academic excellence, responsible leadership, good governance, and public confidence in the University. It establishes the expectations for ethical behaviour in teaching, learning, research, administration, community engagement, and interactions with internal and external stakeholders.

The Code also serves to assist members of the University community in identifying and addressing ethical issues, making informed and responsible decisions, managing conflicts of interest, and fulfilling their professional and academic responsibilities in accordance with applicable legislation, University policies, and internationally recognized ethical standards.

Scope

This Code applies to all members of the University community, including members of the Governing Board, the Rectorate, academic and administrative employees, researchers, students, contractors, consultants, volunteers, visiting scholars, interns, and any other individuals acting on behalf of or representing the University.

The provisions of this Code apply to all academic, research, administrative, operational, and community engagement activities undertaken by or in the name of the University, whether conducted on University premises, at external locations, or through digital and online environments.

All members of the University community are expected to uphold the principles and standards set out in this Code in their professional and academic relationships, decision-making, use of University resources, and interactions with colleagues, students, partners, visitors, and the wider community.

This Code shall be read in conjunction with the University's policies, regulations, procedures, and applicable legislation. Where a matter is governed by a specific University policy or legal requirement, the provisions of that policy or legislation shall apply in addition to the principles established by this Code.

Compliance with this Code is a condition of employment, enrolment, appointment, or engagement with the University. All members of the University community are expected to familiarize themselves with the Code and conduct themselves in a manner that upholds the values, reputation, and best interests of the University.

Core Values

The University is committed to fostering an ethical culture founded on shared values that guide the behaviour, decisions, and actions of all members of the University community. These values provide the foundation for responsible leadership, academic excellence, professional conduct, and effective institutional governance.

Integrity

Members of the University community shall act honestly, ethically, and responsibly in all academic, professional, research, and administrative activities. Integrity requires consistency between words and actions, adherence to ethical principles, and the avoidance of conduct that may compromise the University's reputation or public trust.

Respect

The University is committed to maintaining an environment in which every individual is treated with dignity, courtesy, fairness, and respect. Members of the University community shall value diversity, promote inclusion, respect different perspectives, and contribute to a culture free from discrimination, harassment, bullying, intimidation, and other forms of inappropriate behaviour.

Accountability

Members of the University community are accountable for their decisions, actions, and professional responsibilities. They are expected to exercise sound judgement, comply with applicable legislation and University policies, accept responsibility for their conduct, and contribute to the effective governance and continuous improvement of the University.

Transparency

The University promotes openness, honesty, and transparency in its decision-making processes, governance, and institutional activities. Decisions shall be made fairly, objectively, and in accordance with established policies and procedures, while respecting confidentiality where required.

Professionalism

Members of the University community shall perform their duties competently, responsibly, and ethically. Professionalism includes maintaining high standards of behaviour, demonstrating respect for others, exercising impartiality, and continuously developing knowledge and skills to support the University's mission.

Excellence

The University is committed to achieving excellence in education, research, innovation, and service. Members of the University community are expected to pursue quality, encourage innovation, and strive for continuous improvement while maintaining the highest ethical standards.

Social Responsibility

The University recognizes its responsibility to contribute positively to society through education, research, community engagement, and sustainable development. Members of the University community are expected to act in a manner that supports the public interest, environmental sustainability, and the wellbeing of present and future generations.

Principles of Ethical Conduct

All members of the University community are expected to conduct themselves in a manner that reflects the University's core values and promotes integrity, trust, respect, and accountability. Ethical conduct shall guide all academic, research, administrative, and professional activities, as well as interactions within and outside the University.

Members of the University community shall act honestly, fairly, and responsibly in all matters, ensuring that their decisions are objective, transparent, and consistent with the University's values, policies, and applicable legislation. They shall avoid conduct that may compromise the University's reputation or public confidence.

Professional decisions shall be made impartially and free from improper influence, favouritism, discrimination, or conflicts of interest. Any actual, potential, or perceived conflict of interest shall be disclosed and managed in accordance with University policies.

Members of the University community shall treat others with dignity, respect, fairness, and professionalism, fostering an inclusive environment free from discrimination, harassment, bullying, intimidation, and retaliation. Confidential information shall be protected and used only for legitimate University purposes.

University resources, facilities, information, and intellectual property shall be used responsibly, ethically, and solely for authorized purposes. Members of the University community shall safeguard University assets and comply with applicable legislation, University policies, and professional standards.

The University encourages ethical leadership, responsible decision-making, and open communication at all levels. Members of the University community are expected to report

suspected unethical conduct through the appropriate channels and to seek guidance whenever they are uncertain about the appropriate course of action.

Responsibilities of University Leadership

University leaders play a vital role in fostering an ethical culture and setting the standard for professional conduct across the institution. Through their decisions, actions, and leadership, they are expected to demonstrate the values and principles set out in this Code and to promote an environment of integrity, accountability, transparency, and mutual respect.

Leaders are expected to make decisions fairly, objectively, and in the best interests of the University, ensuring that their actions are consistent with applicable legislation, University policies, and the highest standards of ethical governance. They should encourage open communication, support ethical decision-making, and create an environment in which members of the University community feel comfortable raising ethical concerns without fear of retaliation.

Those in leadership positions are responsible for promoting equality, diversity, inclusion, and respect within their areas of responsibility. They should address unethical behaviour promptly and fairly, manage conflicts of interest appropriately, protect confidential information, and ensure that University resources are used responsibly and effectively.

By leading through personal example, University leaders strengthen trust, reinforce the University's values, and contribute to a culture in which ethical behaviour is recognized as a shared responsibility and an essential element of institutional excellence.

Responsibilities of Employees

Employees are expected to uphold the values and principles of this Code in the performance of their professional duties and in their interactions with students, colleagues, partners, and the wider community. Through their conduct, employees contribute to the University's reputation, academic excellence, and institutional integrity.

Employees should perform their responsibilities honestly, competently, and professionally, exercising sound judgement and acting in the best interests of the University. They are expected to comply with applicable legislation, University policies, professional standards, and contractual obligations, while maintaining fairness, objectivity, and respect in all professional activities.

Employees are expected to foster a safe, inclusive, and respectful learning and working environment, promote equality and mutual respect, protect confidential information, use University resources responsibly, and avoid situations that may create actual, potential, or perceived conflicts of interest.

Where employees become aware of conduct that may be inconsistent with this Code or other University policies, they are encouraged to report their concerns through the appropriate institutional channels and to cooperate with any review or investigation undertaken by the University.

By demonstrating ethical leadership in their daily work, employees contribute to a culture of trust, accountability, collaboration, and continuous improvement that supports the University's mission and strategic objectives.

Responsibilities of Students

Students are expected to uphold the values and principles of this Code throughout their academic journey and in all activities associated with the University. Their conduct should reflect honesty, integrity, respect, responsibility, and a commitment to academic and personal excellence.

Students are expected to engage in learning with integrity, comply with the University's academic and administrative regulations, and treat fellow students, employees, and visitors with dignity, courtesy, and respect. They should contribute to a safe, inclusive, and supportive learning environment that values diversity, collaboration, and mutual understanding.

Students are expected to use University facilities, resources, and information responsibly, protect University property, respect intellectual property rights, and avoid behaviour that may damage the reputation of the University or adversely affect other members of the University community.

Students are encouraged to act responsibly, exercise good judgement, and raise ethical concerns through the appropriate University channels whenever they become aware of conduct that is inconsistent with this Code or other University policies.

By embracing these principles, students contribute to a culture of integrity, respect, and shared responsibility, while preparing themselves to become ethical professionals and responsible members of society.

Academic Integrity

Academic integrity is fundamental to the University's mission and underpins the quality, credibility, and reputation of its education and research. The University is committed to fostering a culture in which honesty, fairness, trust, respect, responsibility, and ethical scholarship are valued and practiced by all members of the University community.

Members of the University community are expected to produce and present their work honestly, acknowledge the contributions of others, respect intellectual property, and comply with the University's academic regulations and assessment requirements. Academic misconduct, including plagiarism, cheating, fabrication, falsification, unauthorized collaboration, and any other form of dishonest academic practice, is inconsistent with the values of the University and will not be tolerated.

Academic staff are expected to promote academic integrity through fair assessment practices, clear guidance, and by serving as role models of ethical academic behaviour. Students are expected to take personal responsibility for the originality and authenticity of their work and to seek guidance whenever they are uncertain about appropriate academic practices.

The University promotes education, awareness, and the responsible use of technology to support academic integrity and encourages all members of the University community to contribute to an environment where ethical learning, teaching, and scholarship are recognized as shared responsibilities.

Research Integrity

The University is committed to conducting research that upholds the highest standards of integrity, quality, responsibility, and professionalism. Research activities should contribute to the advancement of knowledge while respecting ethical principles, human dignity, animal welfare, environmental sustainability, and applicable legal and professional requirements.

Researchers are expected to conduct their work honestly, accurately, and transparently. Research data should be collected, recorded, analysed, stored, and reported responsibly, and research findings should be presented truthfully without fabrication, falsification, plagiarism, or any other form of research misconduct.

The University encourages responsible collaboration, appropriate authorship, proper acknowledgement of contributions, and the ethical management of research funding, intellectual property, and potential conflicts of interest. All research involving human

participants, animals, personal data, or other sensitive matters shall be conducted in accordance with applicable legislation, ethical standards, and the University's research governance requirements.

By promoting responsible research practices, the University seeks to strengthen public confidence in its research activities, safeguard academic freedom, and ensure that research is conducted with integrity, accountability, and respect for society.

Equality, Diversity and Inclusion

The University is committed to fostering an inclusive, respectful, and welcoming environment in which every member of the University community is valued and has the opportunity to participate, contribute, and succeed. Diversity of backgrounds, perspectives, experiences, and ideas enriches the academic community and supports innovation, collaboration, and excellence.

The University is committed to providing equal opportunities and promoting a culture in which all individuals are treated with dignity, fairness, and respect. Discrimination, harassment, bullying, victimization, or any form of unfair treatment based on personal characteristics or protected status is inconsistent with the University's values and will not be tolerated.

Members of the University community are expected to contribute to an environment that embraces inclusion, respects differing viewpoints, and encourages constructive dialogue. Everyone shares responsibility for promoting mutual understanding, challenging inappropriate behaviour, and supporting a culture where individuals feel safe, respected, and able to reach their full potential.

Through its policies, practices, and everyday interactions, the University seeks to create a community where equality, diversity, and inclusion are embedded in teaching, learning, research, employment, leadership, and engagement with society.

Respectful Behaviour

The University is committed to maintaining a respectful, professional, and collaborative environment where all members of the University community are treated with dignity, courtesy, and consideration. Respectful behaviour is fundamental to effective learning, teaching, research, and workplace relationships and contributes to a positive and inclusive University culture.

Members of the University community are expected to communicate honestly, courteously, and constructively, recognizing the value of different perspectives and engaging in open dialogue with professionalism and mutual respect. Differences of opinion should be expressed in a manner that promotes understanding and collaboration rather than hostility or personal attacks.

The University does not tolerate behaviour that undermines the dignity, wellbeing, or rights of others, including discrimination, harassment, bullying, intimidation, abuse of authority, retaliation, or any other form of inappropriate conduct. Every member of the University community shares responsibility for fostering an environment where individuals feel safe, valued, and respected.

By demonstrating respect in their interactions and decisions, members of the University community strengthen trust, encourage collaboration, and contribute to a culture that reflects the University's values and supports its mission.

Conflicts of Interest

The University recognizes that conflicts of interest may arise in the course of academic, research, administrative, and professional activities. While the existence of a conflict of interest does not necessarily constitute unethical conduct, it must be identified,

disclosed, and managed appropriately to protect the integrity, impartiality, and reputation of the University.

Members of the University community are expected to act in the best interests of the University and to avoid situations in which personal, financial, family, or other private interests could improperly influence, or be perceived to influence, their professional judgement or decision-making.

Where an actual, potential, or perceived conflict of interest arises, it should be disclosed promptly through the appropriate University procedures. Individuals are expected to cooperate in implementing appropriate measures to manage or eliminate the conflict in a fair and transparent manner.

Members of the University community shall not use their position, authority, or access to University resources, information, or opportunities for personal gain or to provide an unfair advantage to themselves or others. Decisions relating to recruitment, admissions, assessment, procurement, research, partnerships, and other University activities shall be made objectively, impartially, and in accordance with applicable legislation and University policies.

By promoting openness and transparency in the management of conflicts of interest, the University strengthens trust, protects institutional integrity, and supports ethical decision-making across all areas of its activities.

Confidentiality and Data Protection

The University is committed to protecting the confidentiality, privacy, and security of information entrusted to it by students, employees, researchers, partners, and other stakeholders. Respect for confidential information is essential to maintaining trust, safeguarding individual rights, and ensuring the effective operation of the University.

Members of the University community are expected to handle personal, academic, research, financial, and institutional information responsibly and to use such information only for legitimate University purposes and in accordance with applicable legislation and University policies. Confidential information shall not be disclosed, accessed, or used for personal benefit or for any unauthorized purpose.

The University recognizes the importance of responsible data management throughout its lifecycle, including the collection, storage, processing, sharing, retention, and disposal of information. Appropriate measures shall be taken to protect information from unauthorized access, loss, misuse, alteration, or disclosure.

All members of the University community share responsibility for respecting the privacy of others, protecting confidential information, and maintaining the security of University records and information systems. Through responsible information management, the University reinforces its commitment to ethical conduct, transparency, and accountability.

Responsible Use of University Resources

The University is committed to ensuring that its resources are used responsibly, efficiently, and in a manner that supports its educational, research, and operational objectives. University resources include, but are not limited to, financial resources, facilities, equipment, information systems, intellectual property, and other assets entrusted to the University.

Members of the University community are expected to use University resources with care, integrity, and responsibility, ensuring that they are used only for legitimate University purposes and in accordance with applicable policies and procedures. Resources shall be protected from misuse, unauthorized access, damage, theft, fraud, or waste.

The use of University resources for personal gain, unauthorized commercial activities,

or any unlawful or unethical purpose is inconsistent with this Code. Members of the University community are expected to safeguard University assets, report any loss, misuse, or damage, and contribute to the efficient and sustainable use of institutional resources.

By using University resources responsibly, members of the University community support effective governance, financial stewardship, environmental sustainability, and the long-term success of the University.

Reporting Ethical Concerns

The University encourages all members of the University community to raise concerns regarding conduct that may be inconsistent with this Code, University policies, or applicable legislation. Prompt reporting of ethical concerns contributes to maintaining integrity, accountability, and public confidence in the University.

Ethical concerns should be reported through the appropriate University channels, including supervisors, relevant administrative units, or the Ethics Committee, depending on the nature of the matter. Reports should be made honestly, responsibly, and in good faith, with sufficient information to enable appropriate consideration.

The University is committed to ensuring that ethical concerns are considered fairly, impartially, and confidentially, in accordance with applicable policies and procedures. Individuals who report concerns or participate in the review of ethical matters in good faith shall be treated with respect and shall not be subjected to retaliation or other adverse treatment as a result of their involvement.

By encouraging the timely reporting of ethical concerns, the University strengthens its culture of integrity, promotes accountability, and supports the continuous improvement of its governance and ethical standards.

Violations of the Code

The University expects all members of the University community to comply with the principles and standards set out in this Code. Failure to uphold these principles may constitute a breach of the Code and may adversely affect the integrity, reputation, and effective operation of the University.

Alleged violations of this Code shall be considered in accordance with the University's applicable policies, procedures, and governance framework. Where appropriate, matters may be referred to the Ethics Committee or another authorized University body for review and recommendation.

Any person whose conduct is subject to review shall be afforded procedural fairness, including the opportunity to respond to the matters under consideration. All reviews shall be conducted objectively, impartially, confidentially, and with due regard for the rights and dignity of all individuals involved.

Where a breach of this Code is established, the University may take appropriate corrective, disciplinary, or other administrative action in accordance with applicable legislation, employment contracts, student regulations, and University policies. The nature of any action shall be proportionate to the circumstances and seriousness of the violation.

The University will not tolerate retaliation against any individual who, in good faith, reports an ethical concern or participates in the consideration of a matter under this Code. Retaliatory conduct may itself constitute a violation of this Code and may result in appropriate action by the University.

Review and Approval

This Code shall be reviewed periodically to ensure its continued relevance, effectiveness, and alignment with the University's mission, strategic objectives, applicable legislation, and internationally recognized standards of ethics and good governance.

The review of this Code shall be coordinated by the Ethics Committee in consultation with relevant academic and administrative units, as appropriate. The review shall take into account changes in legislation, institutional policies, organizational developments, emerging ethical issues, and feedback from members of the University community.

This Code shall be reviewed at least once every three (3) years or earlier where required due to significant legislative changes, institutional developments, or circumstances affecting the University's ethical governance framework.

Any amendments to this Code shall be subject to the University's established governance and approval procedures. The Code, and any subsequent revisions, shall become effective upon approval by the Rector and shall supersede any previous versions.

The University shall ensure that the current version of this Code is communicated to all members of the University community and made readily accessible through the University's official communication channels.