



SUMGAYIT STATE
UNIVERSITY

Policy on Ethical Values
Sumgayit State University

Table of Contents

1. Purpose and Principles
2. Legal Framework
3. Scope of the Policy
4. Core Ethical Values
5. Ethical Conduct in Academic and Professional Activities
6. Responsibilities of the University Community
7. Ethical Communication and Organizational Culture
8. Monitoring and Reporting
9. Institutional Obligations and Implementation
10. Policy Authority and Review

1. Purpose and Principles

Sumgayit State University is committed to promoting an academic and professional environment based on **ethical responsibility, transparency, and mutual respect**.

The purpose of this Policy on Ethical Values is to establish standards of ethical conduct that guide the activities of students, faculty members, administrative staff, and university leadership.

The policy aims to:

- create a fair and respectful working and educational environment
- ensure equal access to educational opportunities for students
- protect the rights and dignity of students and employees
- promote academic integrity and responsible research practices
- strengthen transparency and accountability in university activities.

By implementing this policy, the University seeks to develop a strong ethical culture that supports sustainable institutional development.

2. Legal Framework

This policy is implemented in accordance with:

- the Constitution of the Republic of Azerbaijan
- the Law of the Republic of Azerbaijan on Education
- decrees and orders of the President of the Republic of Azerbaijan
- decisions of the Cabinet of Ministers of the Republic of Azerbaijan
- the Charter of Sumgayit State University
- national rules of ethical conduct and other relevant legal acts.

The Policy on Ethical Values of Sumgayit State University was approved at the **meeting of the Scientific Council on 23 September 2022 (Protocol No. 01)**.

3. Scope of the Policy

This policy applies to all members of the University community, including:

- students
- academic staff and researchers
- administrative staff
- university management and governance bodies
- institutional partners and collaborators.

The policy governs ethical behavior in all areas of university activity, including:

- teaching and learning
 - research and publication
 - administrative decision-making
 - partnerships and institutional cooperation
 - internal communication and professional relationships.
-

4. Core Ethical Values

Sumgayit State University is guided by four key ethical values.

Diversity

The University values diversity and promotes an inclusive academic environment.

All individuals are treated with respect regardless of:

- race or ethnicity
- gender
- age
- religion or belief
- sexual orientation
- socio-economic status
- cultural background.

Diversity enriches the academic community and strengthens institutional development.

Integrity

Integrity is a fundamental principle guiding the University's academic and administrative activities.

Members of the University community must demonstrate:

- honesty in academic work and research
- transparency in professional relationships
- accountability in decision-making
- respect for human rights and academic freedom.

Integrity helps maintain trust and credibility in academic and research activities.

Respect

Respect for others is essential to creating a positive academic and working environment.

The University promotes:

- respectful communication
- constructive collaboration
- recognition of diverse opinions and beliefs
- supportive relationships among students and staff.

Respect strengthens cooperation and promotes a healthy academic culture.

Justice

Justice ensures fairness and equal opportunities for all members of the University community.

The University is committed to:

- fair treatment of students and employees
- equal access to educational opportunities
- transparent decision-making processes

- fair assessment and evaluation procedures.

Justice protects the rights and interests of all members of the University.

5. Ethical Conduct in Academic and Professional Activities

Members of the University community must follow ethical standards in all academic and professional activities.

This includes:

- maintaining academic honesty in research and publications
- respecting intellectual property rights
- ensuring fairness in teaching and assessment
- maintaining professional conduct in relationships with colleagues and students
- adhering to ethical standards in collaborations with institutional partners.

Compliance with publication ethics in national and international scientific journals is particularly important.

6. Responsibilities of the University Community

All members of the University community share responsibility for maintaining ethical values.

Students, staff, and administrators are expected to:

- adhere to the ethical principles outlined in this policy
- promote fairness, transparency, and respect
- avoid discrimination and unethical behavior
- contribute to a positive academic and working environment.

Managers and academic leaders must ensure that ethical standards are upheld in institutional decision-making.

7. Ethical Communication and Organizational Culture

The University encourages open communication and constructive dialogue among members of the academic community.

Students and employees should feel free to express:

- concerns and suggestions
- ethical issues affecting the institution
- ideas for improving the university environment.

Open communication helps strengthen trust and reinforces the ethical culture of the University.

8. Monitoring and Reporting

The **Disciplinary Commission established under the Scientific Council** supervises the implementation of this policy.

The Commission is responsible for:

- monitoring compliance with ethical standards
- reviewing reported ethical concerns
- evaluating violations of the policy
- ensuring appropriate actions are taken.

The University also provides grievance procedures and internal reporting mechanisms that allow employees and students to raise concerns confidentially.

9. Institutional Obligations and Implementation

To ensure effective implementation of this policy, the University commits to:

- regularly monitoring compliance with ethical standards
- organizing training sessions on ethical values
- ensuring transparency in academic and administrative processes
- promoting equality in employment and career development
- encouraging open expression of opinions and suggestions
- ensuring fairness in examinations and academic assessment
- maintaining honest communication with institutional partners.

These measures support the development of a strong ethical culture within the University.

10. Policy Authority and Review

This policy is approved by the governing bodies of Sumgayit State University.

The policy will be reviewed periodically to ensure alignment with:

- national legislation
- international academic ethics standards
- institutional strategic priorities.

Regular review ensures the continued effectiveness and relevance of the University's ethical framework.

March 2026