



BAKU
SLAVIC
UNIVERSITY



CODE OF ETHICS, ACADEMIC INTEGRITY AND SUSTAINABLE GOVERNANCE



TABLE OF CONTENT

Introduction	3
Purpose and Scope	4
Fundamental Values	5
Ethical Governance ESG and Responsible Leadership	5
Human Rights, Diversity, Equality and Inclusion	6
Respect, Wellbeing and Professional Conduct	7
Academic Freedom and Academic Integrity	7
Research Integrity and Responsible Innovation	8
Environmental Responsibility, Climate Action and Sustainable Campus Management	9
Social Responsibility, SDGs and Community Engagement	10
Sustainable Procurement, Gifts and Hospitality	10
Anti-corruption, Conflict of Interest and Whistleblowing	11
Digital Ethics, Data Protection and Responsible AI	12
Stakeholders Engagement and Partnership	12
Implementation, Ethics Training, Monitoring and Enforcement	13
Continuous Improvement and Review	13
Final Provision	14



SECTION 1.

INTRODUCTION

Baku Slavic University (BSU) is committed to fostering a culture of integrity, accountability, transparency, academic excellence, social responsibility, environmental stewardship, and sustainable development.

As a public higher education institution serving society through education, research, innovation, intercultural dialogue, and community engagement, BSU recognizes that ethical conduct and sustainable governance form the foundation of institutional credibility, academic quality, public trust, and long-term resilience.

The University acknowledges that higher education institutions have a responsibility not only to generate knowledge but also to contribute actively to the achievement of sustainable development, social justice, environmental protection, and ethical leadership.

This Code establishes the ethical principles, standards of conduct, and governance commitments that guide all members of the University community and reflects BSU's dedication to human rights, diversity, equity and inclusion, academic freedom, responsible research, environmental sustainability, stakeholder engagement, and continuous institutional improvement.

BSU aligns its activities with internationally recognized principles of ethical governance, Environmental, Social and Governance (ESG) standards, the United Nations Sustainable Development Goals (SDGs), and global best practices in higher education.



This Code applies to all members of the University community, including University leaders, academic staff, researchers, administrative personnel, students, visiting scholars, contractors, suppliers, service providers, and external partners acting on behalf of the University.

SECTION 2.

PURPOSE AND SCOPE

The purpose of this Code is to:

- promote ethical behavior and professional conduct;
- strengthen academic integrity and responsible research;
- support sustainable governance and responsible leadership;
- foster transparency and accountability;
- promote environmental sustainability and climate responsibility;
- support diversity, equity, inclusion, and equal opportunity;
- prevent corruption, fraud, and unethical practices;
- promote stakeholder participation and community engagement;
- contribute to the achievement of the Sustainable Development Goals.

This Code applies to all academic, research, administrative, operational, financial, and partnership activities undertaken by the University.



SECTION 3.

FUNDAMENTAL VALUES

The University is guided by the following core values:

- Integrity
- Honesty
- Accountability
- Transparency
- Respect
- Fairness
- Academic Freedom
- Human Dignity
- Diversity, Equity and Inclusion
- Sustainability
- Social Responsibility
- Innovation
- Collaboration
- Environmental Stewardship
- Community Engagement

All members of the University community shall uphold these values in their professional, academic, research, and social activities.

SECTION 4.

ETHICAL GOVERNANCE, ESG AND RESPONSIBLE LEADERSHIP

BSU is committed to a governance system founded on ethical leadership, institutional integrity, accountability, transparency, participation, and sustainability.

The University integrates Environmental, Social and Governance (ESG) principles into strategic planning, decision-making, resource allocation, risk management, and institutional development.



University leaders shall:

- act in the best interests of the University and society;
- demonstrate ethical leadership;
- support evidence-based decision-making;
- ensure transparency in governance and administration;
- foster stakeholder participation;
- promote sustainability across all operations;
- ensure responsible management of institutional resources;
- support continuous institutional improvement.

The University shall ensure that sustainability considerations are integrated into governance structures, policies, planning processes, and performance evaluation mechanisms.

SECTION 5.

HUMAN RIGHTS, DIVERSITY, EQUITY AND INCLUSION

BSU respects and promotes internationally recognized human rights and fundamental freedoms.

The University is committed to creating an inclusive environment where every individual is treated with dignity, fairness, respect, and equal opportunity.

BSU shall:

- prevent discrimination in all forms;
- promote diversity, equity and inclusion;
- support gender equality;
- ensure accessibility for persons with disabilities;
- respect cultural, linguistic, ethnic, and social diversity;
- eliminate barriers to participation;
- support underrepresented and disadvantaged groups;
- foster an inclusive campus culture.



No member of the University community shall be subjected to discrimination, harassment, intimidation, victimization, or exclusion.

SECTION 6.

RESPECT, WELLBEING AND PROFESSIONAL CONDUCT

BSU is committed to promoting physical, psychological, social, and professional wellbeing.

The University shall maintain:

- a safe and healthy working environment;
- psychological support services;
- occupational health and safety standards;
- respectful communication;
- work-life balance practices;
- harassment-free learning and working environments.

All members of the University community shall conduct themselves with professionalism, courtesy, mutual respect, and integrity.

SECTION 7.

ACADEMIC FREEDOM AND ACADEMIC INTEGRITY

Academic freedom is a fundamental principle of higher education.

BSU recognizes the right of academic staff, researchers, and students to pursue knowledge freely, conduct independent research, engage in scholarly debate, and express academic opinions responsibly.



All members of the University community shall uphold academic integrity through:

- honesty in teaching and learning;
- proper attribution of sources;
- responsible authorship;
- respect for intellectual property;
- transparency in academic work;
- adherence to academic regulations.

Plagiarism, fabrication, falsification, contract cheating, impersonation, and other forms of academic misconduct are strictly prohibited.

SECTION 8.

RESEARCH INTEGRITY AND RESPONSIBLE INNOVATION

BSU promotes research excellence, ethical scholarship, and responsible innovation.

Researchers shall:

- conduct research honestly and responsibly;
- comply with ethical review procedures;
- protect research participants;
- ensure confidentiality and privacy;
- disclose conflicts of interest;
- maintain transparency in research funding and partnerships;
- avoid fabrication, falsification, and manipulation of data;
- ensure accuracy in data collection and reporting.

The University encourages interdisciplinary research, international collaboration, open science, knowledge transfer, and innovation that contributes to sustainable development and societal wellbeing.



SECTION 9.

ENVIRONMENTAL RESPONSIBILITY, CLIMATE ACTION AND SUSTAINABLE CAMPUS MANAGEMENT

BSU recognizes climate change, biodiversity loss, environmental degradation, and unsustainable consumption as major global challenges.

The University commits to:

- reducing greenhouse gas emissions;
- monitoring and reducing its carbon footprint;
- promoting energy efficiency;
- encouraging renewable energy solutions;
- conserving water resources;
- reducing waste generation;
- supporting reuse, recycling, and circular economy principles;
- protecting biodiversity and green spaces;
- supporting sustainable transportation;
- promoting sustainable campus management;
- integrating sustainability into teaching, research, and operations.

Environmental stewardship shall guide institutional planning and investment decisions.



SECTION 10.

SOCIAL RESPONSIBILITY, SDGS AND COMMUNITY ENGAGEMENT

BSU recognizes its responsibility to contribute positively to society and support the achievement of the United Nations Sustainable Development Goals.

The University shall:

- support lifelong learning;
- promote civic engagement;
- encourage volunteerism;
- foster intercultural dialogue;
- support educational outreach;
- engage with local communities;
- promote social inclusion;
- contribute to local, national, and global sustainable development.

The University shall integrate the SDGs into teaching, research, governance, partnerships, and community engagement activities.

SECTION 11.

SUSTAINABLE PROCUREMENT, GIFTS AND HOSPITALITY

BSU is committed to sustainable procurement, ethical sourcing, and responsible resource management.

The University shall prioritize:

- environmentally responsible purchasing;
- sustainable suppliers;
- resource efficiency;
- life-cycle thinking;
- waste prevention;
- transparency in procurement.



Gifts, favors, hospitality, or benefits that may influence, or appear to influence, professional judgment or decision-making are prohibited.

All gifts and hospitality received or offered in connection with University activities shall be declared, recorded, and managed in accordance with institutional procedures.

SECTION 12.

ANTI-CORRUPTION, CONFLICT OF INTEREST AND WHISTLEBLOWING

BSU maintains zero tolerance toward corruption, bribery, fraud, abuse of authority, and unethical conduct.

All members of the University community shall:

- disclose conflicts of interest;
- avoid improper influence;
- ensure fairness in recruitment, procurement, admissions, promotion, and assessment processes;
- act honestly and impartially.

The University shall maintain secure and confidential whistleblowing mechanisms through which individuals may report suspected misconduct without fear of retaliation.

Whistleblowers acting in good faith shall be protected from any form of retaliation, discrimination, or disadvantage.



SECTION 13.

DIGITAL ETHICS, DATA PROTECTION AND RESPONSIBLE AI

BSU is committed to ethical, transparent, accountable, secure, and human-centered use of digital technologies.

The University shall:

- protect personal data and privacy;
- maintain cybersecurity and information security;
- promote responsible digital behavior;
- ensure ethical use of Artificial Intelligence;
- maintain transparency in AI-assisted activities;
- prevent misuse of digital technologies.

The use of Artificial Intelligence shall support education, research, administration, innovation, and sustainability while respecting ethical and legal principles.

SECTION 14.

STAKEHOLDER ENGAGEMENT AND PARTNERSHIPS

BSU recognizes students, staff, alumni, employers, government institutions, international organizations, civil society, industry partners, and local communities as important stakeholders.

The University shall:

- promote meaningful stakeholder engagement;
- encourage participation in decision-making;
- maintain transparent communication;
- support mutually beneficial partnerships;
- promote responsible international cooperation.

Stakeholder perspectives shall contribute to institutional planning, sustainability initiatives, and quality enhancement.



SECTION 15.

IMPLEMENTATION, ETHICS TRAINING, MONITORING AND ENFORCEMENT

This Code shall be implemented through:

- Ethics Committee;
- Research Ethics Committee;
- Sustainability Committee;
- Internal Audit and Compliance Mechanisms;
- Whistleblowing and Complaint Procedures;
- Mandatory Ethics and Integrity Training Programmes;
- Sustainability Awareness Programmes;
- Monitoring and Reporting Systems.

The University shall ensure that this Code is fully implemented, regularly reviewed, continuously monitored, and actively enforced.

Annual ethics and sustainability training shall be provided to University leaders, academic staff, administrative personnel, researchers, and students.

SECTION 16.

CONTINUOUS IMPROVEMENT AND REVIEW

BSU is committed to continuous improvement in ethics, governance, sustainability, academic quality, research excellence, and social responsibility.

This Code shall be reviewed at least once every three years and updated when necessary to ensure alignment with:



- international best practices;
- ESG principles;
- Sustainable Development Goals;
- sustainability standards;
- legal requirements;
- institutional priorities.

SECTION 17.

FINAL PROVISION

All members of Baku Slavic University share collective responsibility for safeguarding the University's integrity, reputation, sustainability, and contribution to society.

Through adherence to this Code, BSU seeks to create an ethical, inclusive, transparent, innovative, environmentally responsible, and socially engaged academic community that contributes to the wellbeing of present and future generations

Issued by: Higher Education Center of BSU

Issued Date: 21 September, 2025

Next Review: 1 October, 2027