



BAKU
SLAVIC
UNIVERSITY



ANTI-BRIBERY AND CORRUPTION POLICY



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SECTION 1.

1.1. INTRODUCTION

In alignment with internationally recognized best practices and the national legislative framework of the Republic of Azerbaijan, Baku Slavic University (BSU) has maintained a firm commitment to the highest standards of ethical conduct, transparency, and integrity in its institutional operations. This Anti-Bribery and Corruption Policy (hereinafter referred to as the "Policy") defines the normative and institutional mechanisms established to prevent, identify, and address incidents of bribery, corruption, and abuse of authority within the academic and administrative domains of the university.

1.2. Student Complaint and Appeals Mechanism

A specialized department has operated within BSU to objectively and promptly address complaints from students and staff regarding potential incidents of corruption or ethical misconduct. This department has been responsible for registering incoming submissions, conducting initial legal assessments, and referring cases to the Appeals Commission or other relevant governance bodies when necessary. The department has prioritized confidentiality, procedural fairness, and impartiality in its operations.

Students have been granted the opportunity to submit written or electronic complaints concerning violations of ethical norms or legal conduct, which have been duly reviewed and addressed in a timely and fair manner by the responsible authorities.



1.3. Examination Monitoring

During examination sessions, an independent Appeals Commission has been established by university leadership to uphold the principles of fairness and objectivity in assessment processes. Student grievances have been thoroughly investigated through this body.

1.4. Direct Communication with Leadership

BSU has provided students with the means to communicate directly with university leadership, particularly the Rector, through the institution's official website. This platform has ensured accessible and transparent interaction, reinforcing institutional trust.

1.5. Awareness and Training Programs

The university has regularly conducted ethics-oriented seminars, training sessions, and informational initiatives aimed at cultivating a culture of accountability and a zero-tolerance stance toward corruption. These programs have targeted both students and staff, with the objective of reinforcing personal responsibility and institutional integrity.

1.6. Ethical Governance

In accordance with the Code of Ethics ratified by the BSU Academic Council, formal procedures have been established for investigating alleged ethical breaches. Sanctions have been applied in cases of confirmed misconduct, and preventive measures have been enhanced to reinforce the culture of compliance and ethical behavior.



1.7. Strategic Framework

A strategic anti-corruption action plan has been adopted by the university to manage corruption risks. The plan clearly defines the responsibilities of relevant structural units and implements a system of accountability-based oversight.

1.8. OVERSIGHT COMMITTEE

An autonomous Disciplinary Committee has functioned transparently and independently, objectively reviewing ethical complaints and imposing administrative measures in cases of verified violations. All decisions have been grounded in legal principles and have held binding authority.

1.9. STUDENT OVERSIGHT INVOLVEMENT

To foster student engagement in institutional governance, BSU has involved students in monitoring examination processes. This measure has significantly contributed to enhancing transparency and strengthening public oversight.

SECTION 2.

2.1. CORE PRINCIPLES OF THE POLICY

The principal objective of the Policy has been to prevent bribery and corruption by reinforcing a university-wide culture of integrity and ethical conduct. In pursuit of this goal, the university has prioritized transparency in its administrative and academic processes and has enhanced mechanisms for institutional accountability.



The implementation of this Policy has been grounded in the following principles:

- Ensuring transparency in academic and administrative decision-making;
- Providing secure and accessible channels for complaints and whistleblowing;
- Ensuring compliance with national legislation and internationally recognized anti-corruption standards.

2.2. CAPACITY BUILDING AND INSTITUTIONAL EDUCATION

To strengthen institutional capacity in combating corruption, BSU has conducted awareness-raising and professional development activities for its academic and administrative personnel. These programs have covered the various manifestations of bribery, the legal consequences of misconduct, and the procedures for reporting. Furthermore, campaigns and educational resources targeting students have been utilized to instill anti-corruption values and encourage ethical engagement.

2.3. TECHNOLOGICAL INFRASTRUCTURE AND ACCESSIBILITY

To facilitate safe and efficient communication, BSU has implemented digital reporting platforms and confidential hotlines, enabling students and employees to anonymously report suspected cases of bribery or misconduct. These systems have been designed to guarantee legal protection and ensure non-retaliation for whistleblowers.



SECTION 3.

3.1. SCOPE OF APPLICATION

This Policy has been applicable to all structural units and stakeholders affiliated with BSU, including academic and administrative personnel, students, contractors, external partners, suppliers, and individuals engaged in voluntary service. The provisions of the Policy have applied to both compensated and voluntary representatives of the university.

3.2. IMPLEMENTATION AND OVERSIGHT

The implementation of the Policy has been overseen by the Rector's Office, with technical and administrative support from the Strategic Development Department. The Appeals and Disciplinary Commissions have cooperated to ensure compliance monitoring through a functional and coordinated approach.

3.3 REPORTING AND REVIEW

Annual reports have been submitted to university leadership, presenting statistical analysis of complaints and cases, outcomes of proceedings, and recommendations for policy improvement. The Policy has been subject to biennial review or updated upon significant legislative or institutional changes.

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