



BAKU  
SLAVIC  
UNIVERSITY



# SUSTAINABLE ETHICAL ORGANIZATIONAL CULTURE POLICY



# TABLE OF CONTENT

## **Section 1.**

1.1. Purpose of the Policy .....	3
1.2. Coverage and Implementation Scope .....	3

## **Section 2.**

2.1. Mission Statement of BSU.....	4
2.2. Core Ethical Commitments .....	4
2.3. Fundamental Principles of Conduct .....	4

## **Section 3.**

3.1. Summary of Ethical Expectations .....	4
3.2. Adherence to Legal and Institutional Norms .....	4
3.3. Code of Professional and Academic Conduct .....	4

## **Section 4.**

4.1. Advancing Diversity, Equity, and Inclusion .....	5
4.2. Promoting Collaboration and Innovative Practices ...	5

## **Section 5.**

5.1. Ethical Leadership and Governance Duties .....	7
5.2. Expectations for Staff, Faculty, and Students .....	7

## **Section 6.**

6.1. Indicators for Cultural and Ethical Assessment .....	8
---	---

## **Section 7.**

7.1. Commitment to Continuous Improvement .....	8
7.2. Cultivating a Culture of Ethical Engagement .....	9



## SECTION 1.

### 1.1. PURPOSE OF THE POLICY

Baku Slavic University (BSU) acknowledges the importance of fostering a sustainable and ethical institutional culture as a cornerstone of academic and administrative excellence. This policy aims to embed ethical values and sustainable practices into all aspects of university life, including teaching, research, governance, and community engagement. It reflects BSU's commitment to promoting integrity, transparency, and social responsibility in alignment with the United Nations Sustainable Development Goals (SDGs), especially SDGs 4, 13, and 16.

### 1.2. COVERAGE AND IMPLEMENTATION SCOPE

This policy applies to all members of the BSU community, including students, faculty, administrative staff, and external partners. It governs ethical behavior in academic affairs, research practices, management processes, and interactions with internal and external stakeholders. The policy integrates environmental, social, and economic responsibility into ethical decision-making and provides a framework for resolving ethical dilemmas at every institutional level.

## SECTION 2.

### 2.1. MISSION STATEMENT OF BSU

Baku Slavic University is dedicated to building a holistic educational environment that fosters ethical integrity, creative thought, and sustainability across all academic disciplines.



The university aims to prepare graduates with the knowledge, values, and skills needed to contribute positively to their professional fields and society at large, while upholding principles of social justice, intercultural dialogue, and public service.

## **2.2. CORE ETHICAL COMMITMENTS**

- Integrity and Transparency
- Excellence in Teaching and Research
- Respect for Diversity and Human Rights
- Sustainability and Social Responsibility

## **2.3. FUNDAMENTAL PRINCIPLES OF CONDUCT**

- Ethical behavior and professionalism in all university functions
- Accountability and responsible governance
- Collaboration within and beyond the institution
- Commitment to continuous reflection and improvement

# **SECTION 3.**

## **3.1. SUMMARY OF ETHICAL EXPECTATIONS**

All BSU members are expected to act with honesty, fairness, and respect, adhering to both institutional policies and professional codes of conduct. Ethical behavior supports a positive campus culture and enhances the university's public trust.



### **3.2. ADHERENCE TO LEGAL AND INSTITUTIONAL NORMS**

This policy is guided by the Labour Code of the Republic of Azerbaijan, the Law on Education, and applicable international conventions, including ILO standards and the Universal Declaration of Human Rights.

### **3.3. CODE OF PROFESSIONAL AND ACADEMIC CONDUCT**

Employees and students must uphold academic honesty, avoid conflicts of interest, protect confidential information, and maintain respectful interactions. Violations are subject to disciplinary procedures in accordance with BSU's internal regulations.

## **SECTION 4.**

### **4.1. ADVANCING DIVERSITY, EQUITY, AND INCLUSION**

Baku Slavic University is committed to fostering a university culture that actively promotes diversity, ensures equity, and guarantees inclusion across all its academic and administrative domains. The university celebrates the unique backgrounds, perspectives, and contributions of all individuals, regardless of gender, ethnicity, religion, ability, age, or socio-economic status. Discrimination, harassment, and exclusionary practices are explicitly prohibited. Through inclusive policies, equitable access to opportunities, and respectful dialogue, BSU strives to create a safe and welcoming environment where everyone can thrive, contribute, and reach their full potential.



## **4.2. PROMOTING COLLABORATION AND INNOVATIVE PRACTICES**

BSU encourages a culture of collaboration that transcends disciplines, departments, and cultural boundaries. The university actively supports interdisciplinary research, joint academic initiatives, and partnerships that embrace ethical innovation. Innovation is viewed not only as technological advancement but also as the application of creative, inclusive, and sustainable solutions to real-world challenges. By integrating diverse viewpoints and encouraging mutual learning, BSU strengthens institutional adaptability, problem-solving capacity, and overall academic excellence.

## **SECTION 5.**

### **5.1. ETHICAL LEADERSHIP AND GOVERNANCE DUTIES**

University leadership has a fundamental responsibility to embody and promote ethical standards across all institutional domains. Leaders at BSU must demonstrate integrity, fairness, and respect in their decision-making and interactions. They are expected to uphold this policy, integrate ethical considerations into strategic planning, ensure transparency in governance, and provide a supportive environment for staff and students to raise concerns. Leadership must also allocate resources to ethics-related education, communication, and monitoring mechanisms.



## 5.2. EXPECTATIONS FOR STAFF, FACULTY, AND STUDENTS

All members of the BSU community share a collective obligation to maintain the highest ethical standards in their conduct, communications, and contributions to university life. Faculty are expected to uphold academic integrity and model professionalism in teaching and research. Administrative staff should act with diligence, confidentiality, and impartiality. Students are required to adhere to university codes of conduct, respect diversity, and contribute positively to the learning environment. Any observed or suspected unethical behavior should be reported through appropriate and confidential university channels without fear of retaliation.

## SECTION 6.

### 6.1. INDICATORS FOR CULTURAL AND ETHICAL ASSESSMENT

To ensure the effectiveness and relevance of its ethical culture, Baku Slavic University (BSU) will implement a robust system for monitoring and evaluating organizational ethics. This will involve both qualitative and quantitative indicators designed to track ethical behavior, institutional compliance, and sustainability engagement. Evaluation methods include:

- Annual staff and student surveys focusing on perceptions of fairness, inclusion, transparency, and trust within the university environment.
- Internal audits and compliance reviews related to ethical policies, procedures, and decision-making processes.



- Ethical incident reports and grievance analysis, used to identify recurring issues, gaps in policy enforcement, or potential areas for improvement.
- Key Performance Indicators (KPIs) aligned with the Sustainable Development Goals, especially SDG 4 (Quality Education), SDG 13 (Climate Action), and SDG 16 (Peace, Justice, and Strong Institutions).
- Benchmarking against national and international standards in higher education ethics, inclusion, and sustainability.

This evaluation process will inform strategic planning, training programs, and revisions to this policy, reinforcing BSU's commitment to continuous ethical enhancement.

## SECTION 7.

### 7.1. CONTINUOUS IMPROVEMENT AND ORGANIZATIONAL LEARNING

BSU is committed to evolving as a learning organization where ethical practices are continuously refined to meet emerging institutional and societal needs. This policy will be formally reviewed every two years, or sooner if mandated by significant legal, academic, or environmental developments. The review will involve broad consultation across departments and stakeholder groups, ensuring that updates reflect both internal experiences and international good practices.

Findings from ethical performance assessments (Section 6) will directly feed into action plans, policy enhancements, and the development of targeted interventions.



**Issued by: Higher Education Center of BSU**  
**Issued Date: 15 October, 2024**  
**Next Review: 18 October, 2026**