



BAKU
SLAVIC
UNIVERSITY



ANTI-CORRUPTION AND INSTITUTIONAL INTEGRITY 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-Corruption and Institutional Integrity 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.

Baku Slavic University is committed to maintaining the highest standards of integrity, accountability, transparency and ethical governance. The University operates a comprehensive Anti-Corruption and Integrity System that integrates preventive measures, ethical leadership, transparent decision-making, institutional accountability, complaint management, awareness programmes, disciplinary mechanisms and continuous monitoring to prevent corruption and strengthen public trust.

1.2. INSTITUTIONAL COMMITMENT TO INTEGRITY

Baku Slavic University (BSU) is firmly committed to fostering a culture of integrity, accountability, transparency and ethical conduct across all areas of its academic, research and administrative activities. The University recognizes that integrity is a fundamental principle of good governance and an essential prerequisite for maintaining public trust, academic excellence and institutional credibility.



SECTION 1.

BSU adopts a zero-tolerance approach to corruption, bribery, fraud, conflicts of interest and all forms of unethical or improper conduct. The University is committed to ensuring that all institutional decisions, academic processes and administrative procedures are conducted fairly, impartially and in accordance with the principles of honesty, responsibility, professionalism and respect for the rule of law.

Integrity is embedded within the University's governance framework through institutional policies, transparent decision-making mechanisms, internal oversight, ethical leadership, quality assurance processes and continuous risk management. BSU actively promotes an environment in which all members of the University community—including students, academic staff, administrative personnel and external partners—are expected to uphold the highest standards of professional ethics and institutional responsibility.

To strengthen institutional integrity, the University implements preventive measures, including ethics education, awareness programmes, conflict of interest management, transparent recruitment and procurement procedures, complaint and appeals mechanisms, whistleblowing channels, independent oversight and regular monitoring of compliance with institutional policies.

Through these measures, BSU seeks to cultivate an organizational culture that values ethical behaviour, responsible leadership, institutional resilience and continuous improvement, while supporting sustainable development, good governance and compliance with national legislation and internationally recognized best practices.



SECTION 1.

1.3. 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.

1.4. EXAMINATION MONITORING

Baku Slavic University is committed to ensuring fairness, transparency and academic integrity throughout all assessment and examination processes. The University applies standardized examination procedures, internal regulations and quality assurance mechanisms to safeguard the objectivity and credibility of student assessment.

Examinations are conducted under clearly defined institutional rules and are subject to continuous monitoring to prevent academic misconduct, favouritism, fraud and other unethical practices. Appropriate supervisory arrangements, documentation procedures and appeal mechanisms are implemented to ensure that assessment outcomes are based solely on academic merit and are free from undue influence or conflicts of interest.



SECTION 1.

1.5 DIRECT COMMUNICATION WITH UNIVERSITY LEADERSHIP

BSU promotes an open, transparent and accountable institutional culture by providing members of the University community with opportunities for direct communication with University leadership. Students, academic staff, administrative personnel and external stakeholders are encouraged to raise concerns, submit recommendations or report suspected unethical conduct through established communication channels.

The University ensures that all submissions are treated confidentially, reviewed objectively and addressed in a timely manner. This open communication framework strengthens institutional accountability, promotes stakeholder engagement and contributes to the continuous improvement of governance and decision-making processes.

1.6. AWARENESS AND TRAINING PROGRAMS

Baku Slavic University recognizes that fostering a strong culture of integrity requires continuous education and awareness. The University organizes regular training sessions, seminars, workshops and awareness campaigns to promote ethical behaviour, academic integrity, anti-corruption principles, responsible governance and compliance with institutional policies.

These activities are designed to enhance the knowledge and responsibilities of students, academic staff and administrative personnel, ensuring that all members of the University community understand the importance of integrity, transparency and accountability in their academic and professional activities.



SECTION 1.

1.7. ETHICAL GOVERNANCE

Ethical governance forms a fundamental component of the University's institutional management system. BSU integrates ethical principles into its governance framework by promoting transparency, accountability, impartiality, fairness and responsible decision-making across all academic and administrative activities.

Institutional decisions are guided by clearly defined policies, internal regulations and quality assurance procedures that support integrity, prevent misconduct and strengthen public confidence in the University's governance. Ethical considerations are incorporated into strategic planning, resource allocation, recruitment, procurement, research management and stakeholder engagement to ensure responsible institutional leadership.

1.8. STRATEGIC ANTI-CORRUPTION FRAMEWORK

BSU implements a comprehensive Anti-Corruption and Integrity Framework that combines preventive, monitoring and corrective measures to minimize corruption risks and strengthen institutional resilience. The framework is supported by institutional policies, internal regulations, ethical standards, quality assurance procedures, complaint mechanisms, conflict of interest management and continuous monitoring activities. The University regularly reviews its governance practices and institutional procedures to identify opportunities for improvement, strengthen internal controls and ensure alignment with national legislation and internationally recognized principles of integrity, transparency and good governance.



SECTION 1.

1.9. OVERSIGHT COMMITTEE

The University maintains appropriate institutional oversight mechanisms to monitor compliance with ethical standards, internal regulations and anti-corruption measures. Relevant committees and responsible administrative units oversee the implementation of institutional policies, review reported concerns, evaluate potential risks and recommend corrective actions where necessary.

These oversight mechanisms contribute to transparent governance, independent review, institutional accountability and the continuous improvement of integrity management across the University.

1.10. STUDENT PARTICIPATION IN INSTITUTIONAL OVERSIGHT

BSU recognizes students as key stakeholders in promoting integrity, transparency and responsible university governance. Students are encouraged to actively participate in institutional decision-making processes through representative bodies, advisory committees, quality assurance activities and feedback mechanisms.

Student participation supports open dialogue, strengthens accountability and contributes to the identification of opportunities for institutional improvement. The University values student perspectives in the development, implementation and evaluation of policies that promote academic integrity, ethical conduct and good governance, thereby fostering a culture of shared responsibility and mutual trust across the University community.



SECTION 1.

1.9. OVERSIGHT COMMITTEE

Baku Slavic University encourages students, academic staff, administrative personnel and external stakeholders to report suspected cases of corruption, fraud, unethical behaviour or violations of institutional policies through confidential reporting channels.

Reports may be submitted in writing, electronically or through designated institutional communication mechanisms. The University is committed to ensuring confidentiality, impartial investigation and protection against retaliation for individuals who report concerns in good faith.

All reported cases are reviewed by the responsible institutional bodies in accordance with applicable regulations and due process.



SECTION 2.

2.1. CORE PRINCIPLES OF THE POLICY

Baku Slavic University is committed to maintaining the highest standards of integrity, accountability, transparency and ethical conduct in all academic, research and administrative activities. The University's Anti-Corruption and Integrity Policy is founded upon the principles of good governance, institutional responsibility, fairness, impartiality, respect for the rule of law and continuous improvement. These principles guide institutional decision-making, support responsible leadership and contribute to the development of a transparent, inclusive and accountable academic environment. All members of the University community are expected to uphold these principles in carrying out their professional and academic responsibilities while promoting a culture of honesty, ethical behaviour and public trust.

2.2. CONFLICT OF INTEREST

Baku Slavic University is committed to ensuring that all institutional decisions are made objectively, impartially and in the best interests of the University community. Academic staff, administrative personnel, researchers, members of governing bodies and individuals acting on behalf of the University are required to identify, disclose and appropriately manage any actual, potential or perceived conflicts of interest that could influence, or reasonably be perceived to influence, the impartial performance of their responsibilities.



SECTION 2.

Conflicts of interest shall be managed through transparent institutional procedures designed to safeguard fairness, accountability and institutional credibility. Individuals participating in decision-making processes shall refrain from involvement where personal, financial, professional or other interests may compromise independent judgement or create an appearance of bias.

The disclosure and management of conflicts of interest apply to all significant institutional activities, including procurement and purchasing, recruitment and promotion, student admissions, examinations and assessment, research funding, financial management, contractual arrangements, partnerships and other decision-making processes. Appropriate mitigation measures, including recusal from decision-making, reassignment of responsibilities or independent review, shall be implemented whenever necessary.

2.3. GIFTS AND HOSPITALITY

Baku Slavic University recognizes that the inappropriate offering or acceptance of gifts, hospitality or other personal benefits may compromise institutional integrity or create actual, potential or perceived conflicts of interest. The University therefore requires all members of its community to conduct professional relationships with impartiality, transparency and the highest ethical standards.



SECTION 2.

Academic staff, administrative personnel, researchers and individuals acting on behalf of the University shall neither solicit nor accept gifts, financial benefits, hospitality or other advantages that may influence, or appear to influence, institutional decisions or the objective performance of official duties.

Modest gifts or customary hospitality of nominal value may only be accepted where they are lawful, transparent, infrequent and consistent with accepted professional practice, provided they do not create an obligation or impair independent judgement. Gifts or hospitality shall never be accepted in connection with procurement, recruitment, examinations, research funding, contractual negotiations or financial decision-making. Any uncertainty regarding the appropriateness of a gift or hospitality shall be reported to the relevant University authority for review and guidance.

2.4. INTEGRITY RISK ASSESSMENT

Baku Slavic University adopts a proactive, risk-based approach to preventing corruption and strengthening institutional integrity. The University periodically identifies, assesses and manages integrity-related risks that may affect academic, administrative, financial and operational activities. Integrity risk assessments form an integral part of the University's governance, quality assurance and internal control systems and support the continuous improvement of institutional policies and procedures. Particular attention is given to areas that are inherently more vulnerable to integrity risks, including procurement, recruitment, student admissions, examinations, research funding, financial management, partnerships and digital administration.



SECTION 2.

Where risks are identified, the University implements appropriate preventive measures, including strengthened internal controls, segregation of duties, enhanced transparency, independent oversight, ethics training and continuous monitoring to minimize the likelihood of misconduct and reinforce institutional accountability.

2.5. CAPACITY BUILDING AND INSTITUTIONAL EDUCATION

Baku Slavic University recognizes that preventing corruption and promoting institutional integrity requires continuous learning, professional development, and ethical awareness across the entire university community. The University is committed to strengthening the knowledge, competencies, and ethical responsibilities of students, academic staff, administrative personnel, and university leaders through systematic education, training, and awareness-raising initiatives.

BSU organizes regular seminars, workshops, orientation sessions, and professional development programmes covering topics such as academic integrity, anti-corruption principles, ethical decision-making, conflict of interest management, responsible governance, examination ethics, digital administration, and compliance with institutional policies and national legislation. Newly appointed academic and administrative staff are introduced to the University's ethical standards and institutional regulations during their induction process. Students are also informed about academic integrity, responsible conduct, complaint and appeals procedures, and their rights and responsibilities within the University.



SECTION 2.

Regular workshops, seminars, awareness campaigns and professional development programmes are organized to enhance understanding of institutional ethics, anti-corruption principles, conflict of interest management, academic integrity, responsible governance and compliance with University policies. These activities foster a culture of ethical leadership, encourage responsible decision-making and strengthen the University's institutional resilience against unethical practices.

The University further promotes the integration of integrity and ethical values into academic programmes, staff development initiatives and quality assurance processes to ensure that integrity becomes an integral component of institutional culture and continuous improvement.

2.6. TECHNOLOGICAL INFRASTRUCTURE AND ACCESSIBILITY

Baku Slavic University utilizes secure digital technologies and modern information systems to strengthen institutional transparency, operational efficiency and accessibility while supporting the implementation of its Anti-Corruption and Integrity Policy. Digital infrastructure contributes to reducing administrative risks, improving service delivery and enhancing accountability across academic and administrative processes.

The University employs electronic document management systems, digital communication platforms, institutional databases and secure information technologies to support transparent decision-making, effective record management and timely access to institutional information. Digital platforms also facilitate complaint submission, communication with University authorities, monitoring of institutional processes and the secure management of documentation.



SECTION 2.

BSU continuously invests in the modernization of its technological infrastructure to improve accessibility, information security, digital governance and institutional resilience. The responsible use of digital technologies contributes to greater transparency, more efficient public services, strengthened stakeholder engagement and continuous improvement in institutional governance.

The University employs secure electronic document management systems (SESDA), Learning Management Systems (LMS), institutional databases, digital examination monitoring tools, complaint submission platforms and secure communication technologies to support transparent decision-making, effective record management and timely access to institutional information.

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.



SECTION 3.

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.

This Policy supports the implementation of:

- United Nations Convention against Corruption (UNCAC);
- OECD Recommendation on Public Integrity;
- ISO 37001: Anti-Bribery Management Systems;
- Sustainable Development Goal 16 – Peace, Justice and Strong Institutions;
- QS Sustainability Rankings – Governance;
- THE Impact Rankings – SDG 16;
- UI GreenMetric World University Rankings – Governance and Digitalization.

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