

HOLISTIC ETHICAL POLICY



Azerbaijan State Oil and Industry University, with a deep-rooted tradition and dynamic history, prioritizes the cultivation of an ethical organizational culture above all else. Our institution is firmly grounded in ethical values such as diversity, honesty, respect, and fairness, which serve as the cornerstone of our strategic planning, decision-making, and daily interactions within our university community. The subsequent document elucidates our dedication and methodology in nurturing a comprehensive ethical organizational culture.

Guided by Ethical Values:

1. Diversity: We hold diversity in high regard, recognizing its role in fostering learning opportunities, enriching experiences, and cultivating a culture of innovation and creativity. Our commitment to diversity transcends mere compliance; we are committed to creating a vibrant academic and professional environment that embraces diverse identities, perspectives, and talents.

2. Honesty: Azerbaijan State Oil and Industry University regards honesty as fundamental to establishing a trustworthy academic and professional environment. Integrity and transparency underpin our research, teaching, administration, and community engagement endeavors. We cultivate an environment where students, faculty, and staff uphold the highest standards of ethical behavior. Consequently, our university boasts a Board of Trustees comprised of esteemed alumni who maintain regular communication with academic staff and students, participating in their examination processes.

3. Fairness: Our dedication to fairness is steadfast. We ensure that our policies, procedures, and practices—from admissions and faculty appointments to evaluations and promotions—are grounded in principles of fairness, justice, and nondiscrimination.

The Ethics Council, established to uphold the primacy of the aforementioned ethical values, operates under the vice rectorate for educational and ethical affairs. Its responsibilities within the university encompass setting and enforcing ethical standards, educating students and staff on ethical matters, offering support and guidance, and promoting a culture of integrity. Additionally, the Ethics Council oversees the university's internal reporting system, ensuring the confidentiality of whistleblowers and managing grievance procedures for employment matters. In accordance with whistleblower

protection guidelines:

1. ASOIU is dedicated to safeguarding individuals who report ethical concerns in good faith.
2. Retaliatory actions against whistleblowers are strictly prohibited and will be subject to disciplinary measures.

Facilitating and Cultivating Ethical Culture:

Our endeavor to foster a comprehensive ethical organizational culture involves several interconnected phases:

- Policy Development: We have crafted clear, comprehensive policies that reinforce our ethical values and principles. These policies govern all university operations and interactions, ensuring a consistent commitment to ethical conduct.
- Educational and Training Initiatives: We have integrated ethical education into our curriculum across disciplines to embed our values within the institution. Regular workshops, seminars, and training sessions are conducted to enhance awareness, understanding, and adherence to our ethical principles among stakeholders.
- Monitoring and Evaluation: We have established robust systems to monitor compliance with our ethical standards and policies. Regular audits and evaluations assess the effectiveness of our ethical practices, allowing for refinement in response to evolving societal norms, legal frameworks, and academic standards.
- Open Dialogue and Engagement: We actively promote open dialogue on ethics through various forums and platforms. This fosters a culture of open communication where members can voice their opinions, raise concerns, and propose improvements. This participatory approach enables continual refinement and strengthening of our ethical practices.

Azerbaijan State Oil and Industry University recognizes that fostering an ethical organizational culture is an ongoing, dynamic process. Our commitment to cultivating an environment grounded in diversity, honesty, respect, and fairness guides our strategic vision and operational endeavors. We aspire not only to be a leading educational institution but also a beacon of ethical conduct within the broader community. We believe that this dedication to ethics shapes our university into an institution that authentically serves and enriches society.
