



The Anti-Bribery and Corruption Policy has been developed at Mingachevir State University to promote a culture of transparent and ethical governance. The policy sets behavioral standards for the university's leadership, academic and administrative staff, and students, ensuring the application of fairness principles in this area. Its aim is to minimize the risks of bribery and corruption, foster fair and transparent decision-making, and strengthen an environment of trust.

Mingachevir State University adheres to the following key principles in its anti-bribery and anti-corruption efforts:

| Principle | Description |
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| Transparency | All administrative and academic decisions, processes, and procedures must be documented in a clear and understandable manner, shared with relevant stakeholders, and made accessible. Transparency plays a critical role in preventing corruption risks. |
| Accountability | All structural divisions and departments of the university are responsible for their activities. Decisions must be justified and their outcomes evaluated, while a culture of accountability must be developed in line with legislation and internal regulations. |
| Ethical Conduct | Academic and administrative staff and students must act with integrity, objectivity, and honesty in fulfilling their duties and responsibilities. Ethical behavior is a cornerstone of the university's academic and social environment. Based on this principle, the "Code of Ethics for Teachers" was approved by Decision No. 52 of the Scientific Council of Mingachevir State University, dated April 29, 2024. |

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| Equality and Fairness | All decisions and processes must ensure equal treatment without discrimination. Fair practices in assessment, recruitment, appointment, and other areas are fundamental. The university has a report aligned with Sustainable Development Goal 10 – Reduced Inequalities. |
| Protection and Confidentiality | The anonymity and safety of individuals reporting bribery and corruption must be ensured. Any form of retaliation or pressure against whistleblowers is strictly prohibited. The university is committed to protecting the rights of such individuals. |

The following activities and behaviors are strictly prohibited at Mingachevir State University and, if discovered, will result in legal and disciplinary responsibility:

| Description | Action |
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| Offering or accepting money, gifts, services, or other benefits to obtain a position, grade, or decision. | Giving or receiving bribes |
| Changing or falsifying a student's exam, thesis, or other academic results in exchange for a bribe or due to personal interest. | Illegally altering grades |
| Requesting additional money or gifts beyond the official tuition fees and payments for paid education. | Demanding unofficial payments |
| Misusing anti-corruption mechanisms by filing unsubstantiated complaints or spreading defamatory information. | Submitting baseless complaints or slander |
| Taking revenge, applying pressure, or discriminating against individuals who report bribery or corruption incidents. | Retaliation against whistleblowers |

Preventive Measures

Mingachevir State University implements systematic and proactive measures to prevent instances of bribery and corruption. These measures aim to ensure transparency and objectivity in management, educational, and administrative processes:

Strengthening internal control mechanisms

- Effective internal control systems are implemented within structural divisions and departments to identify risks and intervene promptly. Financial operations, document circulation, and decision-making processes are subject to monitoring and accountability.

Objectivity in assessment and examinations

- Transparent and fair procedures are applied when evaluating students' knowledge and skills. Exams are organized and supervised by designated exam staff in accordance with official orders, and unjustified grade changes are strictly prevented.

Regular training and awareness-raising activities

- Ongoing awareness and ethics training is provided for university employees and students regarding bribery and corruption risks. These activities aim to establish a sustainable anti-corruption culture within the university.

Disciplinary Actions

Bribery and corruption cases are considered serious violations at Mingachevir State University, and individuals involved may face the following sanctions:

Official warning and reprimand



Temporary suspension from duty



Dismissal from position or termination of employment