

## 1. General Provisions

1. The Code of Professional Ethics for Faculty and Teaching Staff (hereinafter referred to as Code) defines the moral and ethical standards of conduct for faculty members in their educational, research, and pedagogical activities.
2. The Code aims to ensure high-quality education, foster academic culture, and strengthen trust among faculty, students, and the administration.

## 2. Basic Principles of Professional Ethics for Faculty

1. **Professional competence and development** – continuously updating knowledge and mastering modern teaching and assessment methods.
2. **Honesty and objectivity** – fair and impartial assessment of students.
3. **Respect and non-discrimination** – respecting the dignity of students and colleagues, and the prohibition of discrimination on any grounds.
4. **Academic freedom and responsibility** – the right of the instructor to choose teaching methods while adhering to educational program standards and taking responsibility for results.
5. **Confidentiality** – careful handling of personal data and assessment results.
6. **Anti-corruption** – a categorical refusal of any form of gifts, rewards, or pressure related to grading or granting privileges.

## 7. Ethical Standards in Educational Activities

1. The instructor is required to:
  1. adhere to the curriculum, syllabus, and approved forms of assessment;
  2. keep students informed in a timely manner about the objectives, criteria, and methods of assessment;
  3. provide clear feedback on assessment results;
  4. treat students with respect and maintain an academic tone of communication;
  5. demonstrate zero tolerance for cheating, plagiarism, and other forms of academic dishonesty.
2. The instructor is prohibited from:
  1. diminish the honor and dignity of students or use rude or offensive language;
  2. demand services, gifts, money, or other benefits in exchange for grades, admission to exams, course credits, etc.;
  3. engage in favoritism, bias, or discrimination.

## 8. Ethical Standards in Research and Teaching Activities

1. Faculty members are required to:
  1. comply with copyright laws and cite sources accurately;
  2. ensure proper attribution of authorship when preparing articles, textbooks, and teaching materials;
  3. to honestly report research results, preventing data falsification and fabrication.
    2. When working with undergraduate and graduate students:
      1. respect students' contributions to joint projects;

2. do not claim student research results as your own;
3. provide academic guidance and support, rather than merely serving as a formal “signing supervisor.”

## **9. Relationships with Colleagues and Administration**

1. Faculty members are required to:
  1. maintain a professional tone of communication;
  2. respect the professional reputation of colleagues;
  3. resolve conflicts in a constructive and confidential manner.
2. The following are unacceptable:
  1. publicly humiliating colleagues;
  2. spreading false information and rumors;
  3. exerting pressure on colleagues and subordinates by using administrative resources.

## **10. Use of Digital Technologies and AI**

1. The instructor uses digital resources, LMS, and AI systems (e.g., for checking assignments, generating tests) responsibly, with due regard for data confidentiality.
2. It is prohibited to share logins/passwords with third parties or to violate regulations regarding the handling of personal data.
3. The instructor is required to inform students about the rules for using AI and the prohibition against replacing independent work entirely with generated materials.

## **11. Liability for violations of the Code**

1. Violations are reviewed by the Ethics Committee/Quality Committee in accordance with established procedures.
2. Possible measures:
  1. verbal or written reprimand;
  2. disciplinary action;
  3. restriction of participation in certain activities (examination committees, etc.);
  4. other measures in accordance with labor laws and local regulations.

## **12. A Brief Checklist for Teachers**

The instructor adheres to the following principle:

1. **I explain the requirements in advance,**
2. **I grade according to uniform criteria,**
3. **do not accept or offer “services in exchange for grades,”**
4. **respect students as future professionals.**

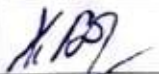
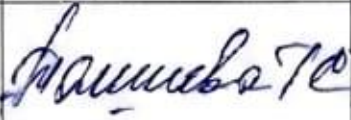







# CHANGE LOG

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1	Developed by	Kanetova D.E.		29.12.25
2	Approved: head of the responsible department			29.12.25
3	Approved: Head of the Educational and Informational Department	Kanetova D.E.		29.12.25
4	Approved: leading specialist for quality	Kalmuratova A.		29.12.25
4	Approved: head of the legal affairs and human resources department / lawyer	Sydykova B.J.		29.12.25
5	Approved: vice-rector for academic affairs	Sadyrova N.A.		29.12.25
6	Approved: vice-rector for science, SR and GE	Asilova Z.A.		29.12.25
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