

REGULATIONS
on Measures to Prevent Corruption
at Jalal-Abad International University

1. General Provisions

1.1. These Regulations on Measures to Prevent Corruption at Jalal-Abad International University define the goals, objectives, principles, and key measures for preventing corruption, as well as the powers of officials and departments and the procedures for organizing anti-corruption activities at the university.

1.2. These Regulations constitute a local regulatory act of the university and apply to students, faculty members, administrative and management staff, academic support staff, employees of structural units, as well as other persons participating in the university's activities within the scope of established legal relationships.

1.3. These Regulations have been developed to establish a system at the university for preventing corruption, minimizing corruption risks, increasing the transparency of administrative and educational procedures, ensuring the integrity of employees and students, and meeting the criteria for state accreditation of medical educational institutions in the Kyrgyz Republic regarding the existence of internal anti-corruption documents.

1.4. These Regulations shall be applied in conjunction with:

1. the Charter of JAIU;
2. Regulations on the JAIU Anti-Corruption Commission;
3. Regulations on Academic Integrity and the Prevention of Plagiarism;
4. Regulations on the Internal Rules of JAIU;
5. Regulations on Risk and Opportunity Management;
6. other local regulations of the university.

1.5. In these Regulations, "corruption prevention" refers to the university's activities aimed at identifying, limiting, preventing, and eliminating the causes and conditions that contribute to corrupt practices.

2. Goals and Objectives

2.1. The objective of these Regulations is to establish and maintain a system of anti-corruption measures at the university.

2.2. The main objectives are:

- 2.2.1. fostering an atmosphere of zero tolerance for corrupt behavior at the university;
- 2.2.2. preventing corruption risks in educational, administrative, personnel, financial, economic, and other activities;
- 2.2.3. ensuring the transparency of decision-making procedures;
- 2.2.4. establishing uniform requirements for corruption prevention;

- 2.2.5. Identifying corruption-prone factors in local regulations and administrative procedures;
- 2.2.6. developing mechanisms for internal control, handling complaints, and anti-corruption monitoring;
- 2.2.7. informing employees and students about the requirements for anti-corruption conduct;
- 2.2.8. cooperating with collegial bodies and responsible departments on issues related to corruption prevention.

3. Basic Principles of Corruption Prevention

- 3.1. Legality.
- 3.2. Openness and transparency of administrative, educational, and organizational procedures.
- 3.3. Prohibition on the use of official position for personal gain.
- 3.4. Personal responsibility of officials for compliance with anti-corruption requirements.
- 3.5. Prioritizing corruption prevention over responding to violations that have already occurred.
- 3.6. Protection of the rights and legitimate interests of students, employees, and other stakeholders.
- 3.7. The systematic nature of anti-corruption work and its connection to the quality management system, internal control, and risk management.

4. Main Areas of Corruption Prevention Measures

4.1. Organizational measures

- 4.1.1. Designation of responsible individuals and departments for corruption prevention.
- 4.1.2. Operation of the JAIU Anti-Corruption Commission.
- 4.1.3. Incorporation of anti-corruption issues into the university's internal control, monitoring, and performance analysis system.

4.2. Regulatory Measures

- 4.2.1. Development, updating, and implementation of local regulations aimed at preventing corruption.
- 4.2.2. Reviewing local documents for the presence of corruption-inducing factors.
- 4.2.3. Elimination of ambiguous, non-transparent, and discretionary wording that creates opportunities for abuse.

4.3. Information and awareness-raising measures

- 4.3.1. Familiarizing employees and students with anti-corruption requirements.

4.3.2. Conducting explanatory work, discussions, briefings, seminars, and other preventive measures.

4.3.3. Informing about the inadmissibility of bribery, mediation, favoritism, conflicts of interest, abuse of authority, and other manifestations of corruption.

4.4. Procedural Measures

4.4.1. Ensuring transparency of procedures:

1. student admission;
2. transfer, reinstatement, and dismissal;
3. assessment of knowledge and skills;
4. distribution of the academic workload;
5. staff selection and appointment;
6. procurement and use of resources;
7. payment of incentives, benefits, and other decisions related to the allocation of rights and resources.

4.4.2. Separation of powers and prevention of the concentration of managerial decisions in a single individual where this creates corruption risks.

4.5. Measures for handling complaints

4.5.1. Ensuring the ability to submit complaints, reports, and alerts regarding potential instances of corruption.

4.5.2. Reviewing such complaints in accordance with established procedures.

4.5.3. Documenting the results of the review of complaints and the measures taken.

4.6. Internal control and monitoring measures

4.6.1. Monitoring corruption risks in university processes.

4.6.2. Utilizing the results of internal audits, inspections, and the analysis of reports, complaints, and comments to prevent corruption.

4.6.3. If necessary, incorporating measures into improvement plans, CAPA plans, and other quality system documents.

5. Corruption Risks in University Operations

5.1. The university identifies and periodically reviews corruption risks in the following areas:

5.1.1. admission of applicants and enrollment;

5.1.2. transfer, reinstatement, dismissal, and graduation of students;

5.1.3. assessment of knowledge, skills, and learning outcomes;

5.1.4. Issuance of certificates, documents, and other supporting materials;

5.1.5. personnel selection, appointment, incentives, and workload distribution;

5.1.6. procurement, logistical support, and use of property;

5.1.7. allocation of benefits, social support, and other advantages;

5.1.8. Reviewing requests and making decisions on contentious issues;

- 5.1.9. research, grant, and publication activities;
- 5.1.10. other processes in which conditions for abuse of authority exist.

5.2. Identified corruption risks shall be analyzed and, if necessary, included in the risk register and action plans for their mitigation.

6. Authority and Responsibility

6.1. The University Rector:

- 6.1.1. provides overall leadership of the University's anti-corruption activities;
- 6.1.2. approves local regulations, action plans, and decisions on key issues related to corruption prevention;
- 6.1.3. takes responsive measures based on the results of reviews of significant cases and violations.

6.2. The Anti-Corruption Commission of JAIU:

- 6.2.1. considers issues related to corruption prevention;
- 6.2.2. participates in the analysis of corruption risks;
- 6.2.3. reviews submitted materials within its jurisdiction;
- 6.2.4. makes proposals for improving anti-corruption measures;
- 6.2.5. participates in the preparation of recommendations and preventive measures.

6.3. Internal Monitoring and Education Quality Department:

- 6.3.1. participates in monitoring corruption risks in QMS processes;
- 6.3.2. analyzes data from internal audits, inquiries, complaints, and monitoring for corruption-prone factors;
- 6.3.3. develops proposals for corrective and preventive measures.

6.4. Legal and Human Resources Department / Legal Counsel:

- 6.4.1. Provides legal support for anti-corruption activities;
- 6.4.2. participates in the legal review of draft local regulations;
- 6.4.3. participates in the review of materials regarding alleged violations of anti-corruption requirements.

6.5. Heads of organizational units:

- 6.5.1. ensure compliance with the requirements of these Regulations in their respective units;
- 6.5.2. take measures to prevent corruption risks;
- 6.5.3. ensure that employees and students are informed;
- 6.5.4. immediately report any identified violations and risks.

6.6. Employees and students are required to:

- 6.6.1. comply with the requirements of these Regulations;
- 6.6.2. prevent corrupt behavior;
- 6.6.3. refrain from actions that create conflicts of interest and other corruption risks;

6.6.4. report any facts of possible corruption that come to their attention in accordance with established procedures.

7. Procedure for Reporting Possible Instances of Corruption

7.1. Employees, students, and other individuals have the right to report possible instances of corruption, violations of the principles of good faith, abuse of authority, extortion, unlawful favoritism, and other similar cases.

7.2. Reports may be submitted in accordance with the procedures established by the University's internal documents:

1. in writing;
2. through the designated reporting channel;
3. through the responsible department;
4. through the head of the structural unit;
5. to the Anti-Corruption Commission.

7.3. Submitted materials are reviewed within the scope of authority of the relevant officials and departments, in accordance with the principles of objectivity, confidentiality, and legality.

7.4. Based on the results of the review, organizational, preventive, legal, or disciplinary measures are taken in accordance with established procedures.

8. Prevention of Conflicts of Interest

8.1. The University takes measures to prevent situations in which the personal interest of an official, employee, or other participant in the process may influence the objectivity of decisions made.

8.2. Department heads and responsible persons are required to take measures to prevent employees from participating in decision-making in the event of a conflict of interest or circumstances that could call into question objectivity and impartiality.

8.3. Situations involving a potential conflict of interest shall be resolved in accordance with established procedures.

9. Monitoring and Evaluation of the Effectiveness of Anti-Corruption Measures

9.1. The university conducts periodic monitoring of the status of anti-corruption activities.

9.2. Monitoring may include:

1. analysis of inquiries and complaints;
2. analysis of internal inspections, audits, and self-assessments;
3. analysis of corruption risks;

4. analysis of compliance with transparency procedures;
5. assessment of the implementation of anti-corruption measures;
6. preparation of proposals for improving local regulations and procedures.

9.3. Monitoring results are used:

1. to adjust internal procedures;
2. to update local regulations;
3. to plan preventive measures;
4. to incorporate measures into improvement plans and other quality system documents.

10. Documents and Records

10.1. Documents and records related to the implementation of these Regulations include:

1. anti-corruption action plans;
2. minutes and materials of the Anti-Corruption Commission;
3. reports, memos, and certificates regarding the results of the review of materials;
4. logs and other forms of record-keeping for complaints;
5. analytical materials on corruption risks;
6. internal monitoring, audit, and control documents;
7. reports on the implementation of anti-corruption measures.

10.2. The recording and storage of documents and records shall be carried out in accordance with the procedures established by the university.

11. Final Provisions

11.1. These Regulations shall enter into force by order of the Rector of JAIU.

11.2. Amendments and additions to these Regulations shall be made in accordance with the procedures established by the university.

11.3. Oversight of the implementation of these Regulations is entrusted to the JAIU Anti-Corruption Commission, the Department of Internal Monitoring and Quality of Education, the Department of Legal Affairs and Human Resources, as well as the heads of structural units within the scope of their authority.

APPROVAL SHEET

of the JAIU QMS document

No.	Position	Fu
1	Prepared by	
2	Approved by: Head of the responsible department	
3	Approved by: Head of the Training and Information Department	
4	Approved by: Head of the Legal and Human Resources Department / Legal Counsel	
5	Approved by: Vice Rector for Academic Affairs	
6	Approved / reviewed in accordance with established procedures	

CHANGE REGISTRATION SHEET

of the QMS Document of JAIU

Change No.	Reason for the amendment	Sheets (pages)	Summary of the amendment	Revision	Signature	Date
1						
2						
3						
4						
5						

Revision: __

Effective Date: “_” _____ 20

APPENDIX

Action Plan for the Prevention of Corruption at JAIU

No.	Measure	Objective	Responsible Department / Person	Deadline	Confirmation form
1	Updating local anti-corruption regulations	Ensuring compliance of internal records with legal requirements and the QMS	Legal and Human Resources Department / Lawyer / OVMK	annually	updated local regulations, order
2	Conducting an analysis of corruption risks in university processes	Identification of vulnerable areas and corruption risk factors	OCCMC / Anti-Corruption Commission / process owners	annually	Analytical report, list of risks
3	Discussion of corruption prevention issues at Anti-Corruption Commission meetings	Coordination of anti-corruption activities	Anti-Corruption Commission	according to the work plan	meeting minutes
4	Awareness-raising activities among staff and students on corruption prevention	Fostering an anti-corruption culture and zero tolerance for corruption	Dean's Office / Departments / HR / OVMK	Throughout the year	programs, photos, participation sheets
5	Familiarizing staff and students with local regulations on academic integrity and anti-corruption policy	Ensuring awareness of requirements and restrictions	HR / Dean's Office / Departments	upon admission / annually	acknowledgment forms, electronic signatures
6	Monitoring of inquiries, complaints, and reports of potential corruption	Timely identification and response	Administrative Office / OVMK / Anti-Corruption Commission	ongoing	log of inquiries, reports, decisions
7	Monitoring the transparency of procedures for	Reducing corruption risks in sensitive	Academic Affairs Office / Dean's Office /	ongoing	monitoring reports, inspection

	assessment, workload distribution, and student admission and transfer	processes	HR / Rector's Office		reports
8	Incorporating anti-corruption measures into improvement plans and corrective actions	Integration of anti-corruption efforts into the QMS	QMS / process owners	as needed	CAPA plans, reports
9	Conducting spot checks on compliance with anti-corruption requirements	Monitoring of actual implementation	Anti-Corruption Commission / OVMK / Lawyer	as per plan	reports, certificates, minutes
10	Preparation of a final analytical report on the implementation of anti-corruption measures	Assessment of the effectiveness of anti-corruption activities	OVMC / Anti-Corruption Commission	annually	Final analytical report

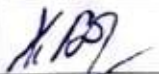
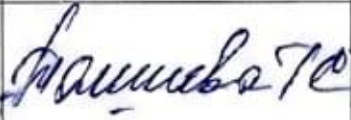







CHANGE LOG

Change No.	Basis for Amendment	Pages	Summary of the amendment	Revision	Signature	Date
1						
2						
3						

Edition: _____

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APPROVAL SHEET

No	Position / Role	Full Name	Signature	Date
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
7	Endorsed / considered in the established manner	JASU Scientific Council		29.12.25.

