



HOLISTIC ETHICAL ORGANIZATIONAL CULTURE POLICY

THE POLICY HAS BEEN APPROVED BY THE DECISION OF THE
SCIENTIFIC COUNCIL OF NAKHCHIVAN STATE UNIVERSITY
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SECTION 1: INTRODUCTION ABOUT THE CURRENT SITUATION

1.1. INTRODUCTION

Nakhchivan State University (NSU) recognizes the inseparable link between organizational culture (OC) and corporate ethics (CE), shaping the core values and operations of our university. Organizational culture is defined as shared values, beliefs, and behaviors that influence the work environment and the behaviors of our internal stakeholders. These values, shaped through the participation of our students, faculty, and staff, define the identity and working environment of our university. On the other hand, corporate ethics encompasses principles that delineate between right and wrong behaviors. For Nakhchivan State University, adhering to accepted ethical principles and values is crucial. These principles guide individuals and employees toward right actions and uphold the reputation of our university. In this context, Nakhchivan State University's Holistic Ethical Organizational Policy (HEOP) serves as a vital tool to promote ethical behavior within the institution and mitigate potential unethical conduct. HEOP provides clear guidance on ethical behavior to students, faculty, and other internal stakeholders, strengthening our university's organizational culture. Reflecting NSU's values and commitments, this policy also embodies our responsibilities to society and supports the sustainable success of our university.

1.2. CURRENT SITUATION

NSU is actively working to strengthen and enhance the relationship between organizational culture and corporate ethics. Continuous efforts are made to educate and raise awareness among employees, students, and other stakeholders about ethical values. However, there is a need for improvement in certain areas within the current situation. In some departments or among individuals, inconsistencies regarding ethical behaviors may be observed, indicating that organizational culture is not fully implemented or corporate ethical principles are not thoroughly understood. This policy aims to progress NSU in these areas and further strengthen its organizational culture and ethical values. Accordingly, efforts will be made to address and improve identified weaknesses in the current situation, in line with the principles of transparency, accountability, and continuous improvement.

1.3. LEGAL BASE

NSU Ethical Organizational Culture Policy is prepared in full compliance with the relevant laws of the Republic of Azerbaijan and international standards. Our university reflects its commitment to protecting fundamental rights and freedoms as defined by the Constitution of the Republic of Azerbaijan and other relevant legal regulations. This policy will fully comply with the laws and regulations operating in Azerbaijan. Specifically, it will adhere to relevant laws such as the Azerbaijan Labor Code and Occupational Health and Safety Law concerning employee rights and ensuring workplace fairness.



Additionally, internationally accepted standards and commitments will be considered, including provisions of international documents such as the United Nations Universal Declaration of Human Rights and the Declaration on Fundamental Principles and Rights at Work.

SECTION 2: MISSION, OBJECTIVES AND SCOPE OF THE POLICY

2.1. MISSION

NSU Ethical Organizational Culture Policy aims to reflect the core values of the university and shape its operations with ethical principles. This policy aims to provide a fair, transparent, and ethical working environment by fulfilling NSU's responsibilities to society. Our mission is to guide students, staff, and other stakeholders in embracing ethical values and applying them in their daily activities.

2.2. OBJECTIVES

The key objectives of the NSU Ethical Organizational Culture Policy include:

- **Academic Integrity:** We strictly reject plagiarism and other forms of academic dishonesty. We expect every student to be honest and fair in their work.
- **Justice and Equality:** Justice and equality are fundamental in all university activities. We respect everyone's rights without discrimination.
- **Respect and Human Rights:** We respect everyone's ideas and opinions and uphold human rights and personal freedoms.
- **Social Responsibility:** We are aware of our responsibility to our community and environment. We show sensitivity to social issues and strive to improve community welfare.

Principles Associated with Sustainable Development Goals

- **Education (SDG 4):** We promote access to quality education.
- **Health (SDG 3):** We support increasing access to health services and improving health outcomes.
- **Gender Equality (SDG 5):** We promote gender equality and facilitate women's access to education.
- **Clean Water and Sanitation (SDG 6):** We aim to increase access to clean water and hygiene services.
- **Sustainability (SDG 13, 14, 15):** Embracing environmental sustainability principles, we aim to conserve natural resources and support biodiversity.

Governance and Management

- **Transparency and Accountability:** We commit to being transparent and accountable in our decision-making processes.
- **Internal Control and Audit:** By strengthening internal control mechanisms, we minimize violations and errors.



Student Rights and Welfare

- Fair Assessment: We ensure students undergo a fair assessment process.
- Student Support Services: We support students' academic and personal development.

Staff Relations and Development

- Employee Rights and Fair Employment: We protect all employees' rights and provide a fair working environment.
- Professional Development: We encourage and support employees' continuous development.

Environmental and Social Responsibility

- Environmental Sustainability: We make efforts to protect natural resources and show environmental awareness.
- Social Participation and Contribution: We participate in various social responsibility projects to contribute to community development.

Implementation and Monitoring

- Policy Implementation: It is essential for everyone to understand and implement this policy.
- Violation Reporting and Improvement: In case of any violations, prompt action will be taken, and corrective measures will be implemented.

2.3. SCOPE OF THE POLICY

NSU Ethical Organizational Culture Policy applies to all university staff, students, and other stakeholders. This policy is valid at all levels and units of the university and will be implemented in all areas where NSU operates and in all associated processes. The policy provides a framework for promoting ethical behavior among all university personnel and strengthening the university's corporate ethical culture.

SECTION 3: PLANNED ACTIVITIES, MONITORING AND REPORTING

3.1. PLANNED ACTIVITIES

NSU Ethical Organizational Culture Policy includes the following planned activities:

- Organization of ethical education programs and seminars.
- Launching campaigns emphasizing ethical values.
- Establishment of awards and recognition programs promoting ethical behavior.
- Development and distribution of ethical codes and guidelines. These activities are planned to strengthen and develop the ethical culture of Nakhcivan State University.

3.2. EXECUTION OF THE POLICY

The implementation of the NSU Ethical Organizational Culture Policy will be diligently followed by all staff and students. Necessary resources will be provided for the successful implementation of the policy, and it will be applied at all levels and units of the university.



3.3. MONITORING AND REPORTING

The effectiveness of the policy will be evaluated through regular monitoring and reporting activities. The monitoring and reporting process will be used to assess the successes in implementing the policy and identify areas for improvement. Reporting and addressing violations promptly will also be an integral part of this process.

3.4. COMPLIANCE WITH THE SDGs

NSU Ethical Organizational Culture Policy will be fully compliant with the United Nations' Sustainable Development Goals (SDGs). The policy will encourage the implementation of activities that support the SDGs. In this context, the policy will shape its strategies and activities, taking into account the SDGs.

SECTION 4: RESOURCE ALLOCATION

4.1. RESOURCE ALLOCATION

The necessary resources for the successful implementation of the NSU Ethical Organizational Culture Policy will be allocated from the university's budget. These resources will be used to effectively implement the policy, organize ethical education programs, conduct awareness campaigns, and fulfill the requirements of the policy.

The allocation of resources will be based on a strategy aimed at achieving the objectives of the policy most effectively. These resources will be directed to priority areas focusing on strengthening ethical culture. Additionally, technological and human resources required for policy implementation and monitoring effectiveness will be provided.

NSU is committed to allocating all necessary resources for the successful implementation of the Ethical Organizational Culture Policy. The effective and efficient use of these resources will play a critical role in achieving the policy's objectives. In this context, resource allocation and utilization will be regularly reviewed and adjusted in line with the policy's requirements.