

# Ethical Organizational Culture and Values Policy



**Adopted: 2026**  
**Review cycle: every 3 years**



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## Ethical Organizational Culture and Values Framework

Our institution recognizes the development of a unified, inclusive, and high-standard ethical organizational culture as a strategic priority. These principles are systematically integrated into all academic and administrative activities. The ethical governance system forms an integral part of the university's overall management framework and is continuously enhanced.

In accordance with the relevant institutional regulations, an Ethics and Disciplinary Committee operates at the institutional level to ensure the implementation and oversight of ethical conduct. This body plays a key role in enforcing ethical standards, conducting impartial investigations of violations, and maintaining a consistent ethical environment across the organization.

## Defined Ethical Values and Public Commitment

The institution has formally defined and embedded the following core ethical values within its strategic and regulatory documents:

Integrity and academic honesty

Respect and inclusivity (commitment to diversity)

Fairness, objectivity, and impartiality

Professionalism and accountability

Confidentiality and ethical security

These principles are reflected in official institutional policies and publicly accessible documents, ensuring transparency and accessibility for all stakeholders.

## Governance, Monitoring and Enforcement Mechanisms

The Ethics and Disciplinary Committee systematically monitors compliance with ethical standards;

Ethical violations are reviewed through standardized and transparent procedures;

Institutional mechanisms are in place to prevent conflicts of interest;

Decisions are evidence-based, documented, and implemented transparently.



## Academic Integrity and Zero-Tolerance Policy

The university strictly upholds the principles of academic integrity by ensuring:

A zero-tolerance policy toward plagiarism, cheating, and falsification of information;

Compliance with international academic and citation standards;

Ethical conduct in student–faculty relationships;

Independent and objective investigation of academic misconduct cases.



## Capacity Building and Ethical Awareness

**To strengthen the ethical organizational culture:**

**Regular training sessions and workshops on ethical conduct are organized annually;**

**Orientation programs on ethics are provided for newly enrolled students and newly appointed staff;**

**Continuous awareness-raising activities support the implementation of the Code of Ethics.**

**Key Performance Indicators (KPIs) and Outcomes:**

**Over 500 students and staff participate in ethics-related training annually;**

**A significant reduction in academic misconduct cases has been observed over the past year;**

**100% of reported ethical cases are reviewed within the established timeframe.**

## Transparency, Reporting and Public Accountability



Annual reports on ethical issues are prepared and submitted to university leadership;  
Decisions are justified, documented, and archived;  
Ethical policies and principles are shared on publicly accessible platforms;  
Accessible and confidential complaint and reporting mechanisms are available for all stakeholders.

The institution ensures:  
Zero tolerance for violence, psychological pressure, and discrimination;  
Protection of complainants and witnesses;  
Implementation of confidentiality and ethical safety standards;  
A safe, supportive, and inclusive academic environment.



**Safe, Inclusive and  
Respectful  
Environment**

## **Impact and Continuous Improvement**

**As a result of implemented ethical governance mechanisms:**

**Compliance with ethical standards across the university has improved;**

**A strong culture of academic integrity has been established;**

**Trust and satisfaction among students and staff have increased;**

**Ethical risks have been systematically reduced.**

**The institution continuously enhances its ethical governance system by incorporating international best practices and aligning with global higher education standards.**

## **Conclusion**

**The institution not only formalizes ethical values within its regulatory framework but also actively promotes and sustains a unified ethical organizational culture through institutional mechanisms, measurable outcomes, and public accountability.**