

ETHICS COMMITTEE ANNUAL REPORT

Termez University of Economics and Service (TUES)

Reporting Period: January – December 2025

1. Introduction

The Ethics Committee of Termez University of Economics and Service serves as a key institutional mechanism for ensuring integrity, transparency, and accountability within the University's academic and administrative environment. Its activities are guided by the University's Code of Ethics and aligned with national regulatory frameworks and internationally recognized principles of higher education governance.

During the 2025 reporting period, the Committee continued to operate as a stable and continuously functioning body, maintaining a consistent presence in institutional life and supporting the development of a responsible and ethically grounded academic community.

2. Governance and Institutional Role

The Ethics Committee operates under the authority of the Rector and functions as an advisory and review body within the University's governance structure. Its work is closely connected with the University's strategic objectives, particularly in strengthening institutional transparency, fairness, and ethical responsibility.

The Committee brings together representatives from academic leadership, administrative units, legal expertise, and the student body. This composition ensures that ethical issues are considered from multiple perspectives and that decisions are both balanced and contextually grounded. The Committee does not act as a purely disciplinary structure; rather, it supports the University in addressing ethical concerns through structured review, reasoned recommendations, and preventive approaches.

3. Monthly Meeting Practice and Continuity

Throughout the entire 2025 reporting period, the Ethics Committee maintained a regular and uninterrupted cycle of monthly meetings, reflecting its commitment to

consistency and institutional accountability. Meetings were held in January, February, March, April, May, June, July, August, September, October, November, and December, ensuring that ethical oversight was sustained without interruption.

Each meeting followed a structured format, allowing for the systematic review of newly submitted cases, follow-up on previously considered matters, and discussion of broader ethical issues affecting the University environment. The continuity of these meetings played a crucial role in ensuring that all concerns were addressed in a timely manner and that no procedural delays undermined the effectiveness of the Committee's work.

Regular monthly engagement also enabled the Committee to identify recurring patterns, assess emerging risks, and contribute to the ongoing improvement of internal processes. The high level of participation among Committee members further reinforced the stability and credibility of its operations.

4. Overview of Cases and Resolutions

During 2025, the Ethics Committee reviewed a total of 38 cases, representing a diverse range of ethical concerns arising within the University community. These cases reflected the dynamic nature of institutional life and highlighted the importance of maintaining accessible and trusted mechanisms for addressing ethical issues.

The distribution of cases and their outcomes is presented below:

Type of Case	Number of Cases	Resolution Rate
Harassment / Discrimination	15	93%
Academic Misconduct	11	100%
Workplace Ethics	8	88%
Other Complaints	4	75%
Total	38	92%

A total of 35 cases were successfully resolved within the reporting period, while 3 cases remained under review due to additional procedural or evidentiary requirements. Each case was examined in accordance with established principles of confidentiality, impartiality, and due process, ensuring that all parties were treated fairly and respectfully.

5. Decisions and Institutional Impact

The Committee's work during 2025 extended beyond individual case resolution and contributed to strengthening institutional systems and practices. One of the most significant developments during the year was the full implementation of a digital complaint submission mechanism, which improved accessibility and allowed for more efficient processing of submissions.

In addition, the Committee introduced a structured mediation approach for resolving minor disputes, reducing the need for formal escalation and encouraging constructive

dialogue within the University community. Improvements were also made to internal documentation practices, ensuring greater consistency and traceability in decision-making processes.

The Committee's engagement with external partners and benchmarking practices further enhanced its ability to align with international standards and adapt to evolving expectations in higher education governance.

6. Policy Review and Development

During the reporting period, the Committee undertook a systematic review of key institutional policies to ensure their continued relevance and effectiveness. This process focused on aligning policy frameworks with current institutional needs, improving clarity, and reinforcing their practical applicability.

Particular attention was given to policies related to academic integrity, prevention of harassment and discrimination, ethical conduct, and equality and inclusion. The review process contributed to strengthening the regulatory foundation of the University and supporting more consistent application of ethical standards across different units.

7. Awareness and Preventive Measures

A significant emphasis was placed on preventive activities aimed at strengthening ethical awareness within the University. Throughout 2025, a series of training sessions and workshops were conducted for both staff and students, addressing key issues such as professional conduct, academic honesty, workplace ethics, and inclusive practices. These activities were designed not only to inform but also to encourage a shared understanding of ethical responsibility across the University community. The integration of ethical topics into broader institutional events further contributed to embedding these values into everyday academic and administrative practice.

8. Accessibility of Complaint Mechanisms

The Ethics Committee ensured that multiple accessible channels for submitting ethical concerns remained available throughout the year. Stakeholders were able to submit complaints through the University's official website, email communication, and direct in-person contact.

The introduction and active use of digital submission tools significantly improved accessibility, particularly for students, and contributed to a more transparent and user-friendly system. Clear procedural guidance was provided to ensure that individuals understood how to submit complaints and how their cases would be reviewed.

9. Transparency and Reporting

Transparency remained a central principle of the Committee's work. This annual report is made publicly available through the University's official website, providing

stakeholders with a clear understanding of the Committee's activities and institutional response to ethical issues.

The publication of aggregated information, while maintaining confidentiality, supports accountability and helps build trust within the University community. Through consistent reporting practices and regular monthly meetings, the Ethics Committee continues to strengthen its role as a reliable and transparent governance body.

APPROVED

Termez University of Economics and Service

Approved by the Rector

Effective date: 25.12.2025