

TAJIK NATIONAL UNIVERSITY

THE CODE OF ETHICS OF THE TAJIK NATIONAL UNIVERSITY



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«CONFIRMED»
The rector of the Tajik National University,
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THE CODE OF ETHICS OF THE TAJIK NATIONAL UNIVERSITY

The Code of Ethics of the Tajik National University (now-the Code of Ethics) consists of a set of norms, principles and rules, reflects the ethical nature of their professional activity and follows from the normative legal acts of the Republic of Tajikistan, recognized moral values and moral requirements of society. The Code of Ethics – consists of a set of activities of employees, teachers and students, which regulates the ethical standards of service, attitudes and a sense of non-official responsibility, based on legal and ethical standards, on the bases of which the official and non-official activities of employees, teachers and students are organized. The Code of Ethics was adopted in order to ensure a high level of professional and non-professional activities of staff, teachers and students, to achieve the proposes of the TNU, to provide appropriate services of applicants, to increase the prestige of TNU in society, to prevent and eliminate factors to promote corruption, to strengthen the image of the TNU in the international arena.

I. GENERAL PROVISIONS

1. According to the requirement of the code of ethics employees, teachers and students of the TNU establish their functioning on the bases of the Constitution of the Republic of Tajikistan, the Code of Ethics for state worker of the Republic of Tajikistan, the Law of the Republic of Tajikistan on Education, the Law of the Republic of Tajikistan on Higher and Postgraduate Vocational Education, the Law of the Republic of Tajikistan on the regulation of traditions and ceremonies in the Republic of Tajikistan, the Law of the Republic of Tajikistan on parental responsibility for training and education of children, Laws, Decrees of the President of the Republic of Tajikistan, resolutions of the Government of the Republic of Tajikistan, joint resolutions of the Majlisi Milli and Majlisi Namoyandagon of the Majlisi Oli of the Republic of Tajikistan, resolutions of the Majlisi Millii Majlisi Oli of the Republic of Tajikistan, resolutions of the Majlisi Namoyandagon of the

Majlisi Oli of the Republic of Tajikistan, other normative legal acts of the Republic of Tajikistan, acts of international law recognized by the Republic of Tajikistan, orders of the Minister of Education and Science of the Republic of Tajikistan, decisions of the Board of the Ministry of Education and Science of the Republic of Tajikistan, charter of the Tajik National University, internal labor regulations of the Tajik National University, the orders of the rector of

the university, the decisions of the Academic Council of the university and the natural norms of morality recognized by society.

2. In the performance of their professional duties employees, teachers and students of Tajik National University are responsible to protect human rights and freedoms recognized by the Constitution of the Republic of Tajikistan, the current normative legal acts of the Republic of Tajikistan and international legal acts recognized by Tajikistan as the highest value.

3. The staff of the University strives to enhance the reputation of the Tajik National University and to fulfill their professional and non-professional obligations faithfully and with the high sense of responsibility.

4. The staff, teachers and students of the Tajik National University should maintain the prestige of their professional activities and avoid any negative phenomena that could undermine the reputation of the Tajik National University.

5. In case of unfounded accusations of employees, teachers and students of the Tajik National University in the commission of crimes and other defamatory acts, he may apply to the competent authorities for the protection and preservation of his dignity and status

II. RULES OF CONDUCT FOR STAFF, TEACHERS AND STUDENTS OF THE TAJIK NATIONAL UNIVERSITY

6. Employees, teachers and students of the Tajik National University in the performance of their duties and outside the scope of their duties must:

6.1. to know state language, easily speak the official literary language, to document in their professional activity on the basis of the norms of the state language and to try to learn foreign languages (Russian, English and others);

6.2. always strive to improve their professional skills and keep their intellectual knowledge to perform their duties;

6.3. have general provisions of the legislation in the field of education, regulations, instructions, rules and other normative legal acts;

6.4. to take measures to prevent, identify and eliminate the causes and conditions that contributed to the commission of offenses, as well as to educate citizens and students in the spirit of responsibility, strict observance and strict and uniform implementation of laws;

6.5. employees, teachers and students of Tajik National University should perform their duties faithfully and with a high sense of responsibility and not tarnish the high title of this center of science and education;

6.6. be polite in communicative with applicants, parents, colleagues and other organizations and agencies;

6.7. to refrain from receiving fixed salaries (except for financial support and salaries paid by the university administration for various purposes) for the fulfillment of their obligations, both in material and intangible form;

6.8. to consider appeals of citizens in due time and in the established terms and to take necessary measures for execution of their demands and requests;

6.9. to refrain from carrying out an operation in which his transparent activity may be called into question when his relatives are involved in the operation or when circumstances directly or indirectly make him interested in the outcome of this action;

7. The staff, teachers of the Tajik National University working in management positions, when selecting and placing staff should not allow localism and appointment of staff on the basis of personal loyalty;

8. Not to engage in other paid work in addition to the main task (except for scientific, creative and pedagogical activities).

9. Do not require the submission of documents, statements and materials not related to the subject of the audit.

10. Do not use or disseminate information and data obtained in the course of inspections of subordinated structures for personal or non-official purposes.

11. Employees and teachers of the Tajik National University should not perform their duties if they have a relative or financial relationship with the applicant.

12. In case of finding information that his/her colleagues or applicants have committed or intent to commit a criminal or corrupt act, immediately inform their superior or the relevant authorities.

13. To come to work on time, to take an active part in public affairs and to implement labor discipline in accordance with the norms of the Labor Code of the Republic of Tajikistan and internal labor regulations of the TNU.

14. Employees and teachers of the Tajik National University should take initiative in carrying out control and inspection work, take measures for new educational achievements and submit proposals to the TNU administration to improve this area.

15. To dress modestly in accordance with established standards.

16. Earned the respect of teachers, colleagues, adults and students.

III. UNPROFFESIONAL ACTIVITIES OF TEACHERS AND STUDENTS OF THE TAJIK NATIONAL UNIVERSITY

17. Employees, teachers and students of the Tajik National University are responsible:

17.1. to make the rules of internal labor regulations of the Tajik National University the guide of their professional and public activity and to contribute to the practical implementation of the law of the Republic of Tajikistan on parental responsibility for education of children;

17.2. respect the national customs and traditions and traditions of different people and nationalities living in the Republic of Tajikistan, contribute to the friendship and solidarity of these people and nations;

17.3. during weddings, traditions, celebrations and ceremonies to fully comply with the requirements of the Law of the Republic of Tajikistan on the regulation of traditions and ceremonies in the Republic of Tajikistan;

17.4. do not abuse their position and position outside of office and do not endanger others;

17.5. not to take part in illegal rallies and marches that cause disturbances of public order;

17.6. educate their children and students in the spirit of humanity, devotion to the motherland and the people of Tajikistan, and strive for their education at the appropriate level;

IV. RESPONSIBILITY OF STAFF, TEACHERS AND STUDENTS OF THE TAJIK NATIONAL UNIVERSITY FOR VIOLATING THE REQUIREMENTS OF THE CODE OF ETHICS

18. Improper observance of the Code of Ethics leads to the fact that his actions are mentioned in the descriptions of employees, teachers and students

of the TNU, which are taken into account when passing the certification, conferring a qualification rank and transfer to another position.

19. Teachers and students of the TNU will be held liable for disciplinary, administrative and criminal acts in accordance with the legislation of the Republic of Tajikistan.

20. If necessary, changes will be made to the Code of Ethics by the order of the rector of the Tajik National University.