

**"TASHKENT IRRIGATION AND AGRICULTURE"
"INSTITUTE OF MECHANIZATION ENGINEERS"
NATIONAL RESEARCH UNIVERSITY**



**ETHICS
CODEX**

Tashkent-2023

Ministry of Higher Education, Science and Innovations of the Republic of Uzbekistan,
Ministry of Youth Policy and Sports of the Republic of Uzbekistan,
Republican Center for Spirituality and Enlightenment,
Approved by the joint resolution of the Central Council of the
Youth Union of Uzbekistan No. 01/15-1239, signed on June 23, 2023

O'ZBEKISTON RESPUBLIKASI OLIY TA'LIM,
FAN VA INNOVATSIYALAR VAZIRLIGI

"TOSHKENT IRRIGATSIYA VA QISHLOQ XO'JALIGINI
MEXANIZATSIYALASH MUHANDISLARI INSTITUTI"
MILLMIY TADQIQOT UNIVERSITETI



"TASDIQLAYMAN"
"TIQXMMI" Milliy tadqiqot
universiteti rektori

B. Mirzayev

28 08 2023 y

ODOB-AXLOQ KODEKSI

Universitetning 2023 yil 28 iyundagi
40-sonli kengaytirilgan rektorat
yig'ilishi bayoni bilan tasdiqlangan

UNIVERSITY CODE OF CONDUCT

Chapter 1. General provisions

Article 1. Relations regulated by this Code

This Code has been developed in accordance with the Law of the Republic of Uzbekistan "On Education", the Concept for the Development of the Higher Education System of the Republic of Uzbekistan until 2030, the Resolution of the President of the Republic of Uzbekistan on Additional Measures to Ensure the Academic, Organizational and Administrative Independence of State Higher Education Institutions, and other laws and by-laws, and is published in Tashkent.

irrigation and agricultural mechanization engineers

Institute" regulates the relations between professors, teachers and other employees (technicians, assistants), master's and doctoral students (hereinafter referred to as employees, students and doctoral students) of the national research university (hereinafter referred to as the university) related to the principles, norms of professional ethics, the basic rules of the educational process and conduct in the service.

Article 2. Goals and objectives of the Code of Ethics

The goals of the Code of Ethics are: to form
the culture of employees, students, and doctoral candidates based on national and universal values;

to form and improve the concept of ethics related to educational institutions;

To educate employees, students, and doctoral candidates in a spirit of respect for the University and its values;

It consists of establishing requirements for dress, appearance, and behavior in an educational institution.

The objectives of the Code of Ethics are as follows:

Implementation of preventive measures aimed at preventing offenses and crime among university employees, students, and doctoral candidates;

Preventing the engagement and/or promotion of unacceptable behavior such as violence, cruelty, and shamelessness at the university;

Preventing actions related to the promotion and incitement of various negative vices and ideas and views alien to our national mentality, extremism, separatism, fundamentalism, and the influence of "popular culture" and attacks;

The reasons and circumstances for committing these unacceptable acts identify and eliminate conditions;

To educate employees, students, and doctoral candidates in the spirit of strict adherence to the Constitution, laws, and other regulatory legal acts of Uzbekistan by forming a high level of legal awareness;

To form and improve the skills of employees, students and doctoral students to always respect and protect the rights, freedoms and interests of citizens; to form patriotism, high

spiritual and moral qualities in employees, students and doctoral students and to educate them in the spirit of respect for our national values;

To form and develop a healthy socio-psychological environment at the university; to

instill a culture of appearance among employees, students, and doctoral candidates create conditions for formation;

To preserve and further enhance the university's prestige and authority in state and public life, as well as in the education system.

Article 3. Scope of the Code This Code applies to all employees, students and applies to doctoral students.

Chapter 2. Principles of the Code

Article 4. Basic principles of conduct of employees, students and doctoral candidates at the university

This Code is based on the principles of legality, the primacy of the rights, freedoms and legitimate interests of citizens, patriotism, loyalty to the duty of service and education, justice, honesty and impartiality, efficiency and economy.

Article 5. Principle of legality

Employees, students and doctoral candidates of the University unconditionally comply with the legislation of the Republic of Uzbekistan and perform their service and study obligations in accordance with job descriptions, employment contracts, the provisions of this Code, the University's Internal Regulations and other regulatory documents related to education.

Article 6. Rights, freedoms and legal obligations of citizens

The principle of priority of interests

The rights, freedoms and legitimate interests of citizens are the highest value of the University. Employees, students and doctoral candidates of the University do not allow the rights, freedoms and legitimate interests of citizens to be violated and, in cases where such violations occur, contribute to their restoration.

Article 7. The principle of patriotism, service, and loyalty to the duty of study

University employees, students, and doctoral candidates conduct their studies and service activities in accordance with spiritual and moral values, loyalty to the Motherland, service, and

They fulfill their academic and service duties based on loyalty to their duty of study, reflecting the society's demand and trust in the university. Employees, students, and doctoral candidates fulfill their academic and service duties in a manner that is mutually beneficial, regardless of their own interests and ideological views.

Article 8. Principle of fairness, honesty and impartiality

University employees, students and doctoral candidates must be fair, honest and impartial in carrying out their service and study activities and must treat all legal entities and individuals who contact the university, its websites and social networks in accordance with the requirements of this principle.

Article 9. Principle of efficiency and economy. University

employees, students, and doctoral candidates shall continuously increase the efficiency of their activities through the implementation of innovative technologies and other means.

University employees, students, and doctoral candidates, in turn, treat university property, their own time, and that of others with responsibility and care.

Chapter 3. Fighting corruption

Article 10. Intolerance of corruption in any form or manifestation

The university's employees, students, and doctoral candidates do not accept any form or manifestation of corruption and will take legal measures in solidarity against any manifestation of it.

Employees, students, and doctoral candidates are required to fight corruption and actively contribute to its prevention, as well as unconditionally fulfill the requirements of the University's anti-corruption policy and other anti-corruption documents, carry out their activities openly and fairly, adhere to high ethical values and principles, and strictly adhere to the rule of law.

Chapter 4. Requirements for behavior and official communication of employees, students and doctoral candidates

Article 11. Rules regarding dress and appearance at the university

University employees, students, and doctoral candidates are dedicated to their studies and careers. They should be in appropriate, modern clothing.

Women who are employees, students, and doctoral candidates of the university are prohibited from wearing revealing clothing, which exposes the shoulders, chest, abdomen, and upper parts of the knees, and is excessively tight, as well as wearing various types of jewelry on various parts of the body, except for headphones, ears, and fingers.

Students are not allowed to come to the university with jewelry or metal objects, or with visible body piercings or tattoos.

Students must come to the university in light-colored and non-flashy blouses, a skirt that covers the knees, classic trousers or a formal suit, and dark-colored shoes. They must also bring the necessary study materials with them.

Male employees, students, and doctoral candidates of the university should wear a white, light blue, light brown, or light gray shirt, classic-style trousers or a business suit, and dark shoes, with a neatly trimmed beard and well-groomed hair. Students are required to bring the necessary study materials with them.

To employees, students and doctoral candidates, professionalism and their chosen profession Dressing in a distinctive manner is encouraged.

Employees, students, and doctoral candidates are prohibited from wearing outerwear (cloaks, coats, jackets, and hats) in the auditorium and service rooms.

The appearance and clothing of employees, students, and doctoral candidates must be neat and clean.

Also, the uniforms allowed for employees, students, and doctoral candidates to come to the university are not allowed to include elements that reflect affiliation with various religions and denominations, as well as subcultures that contradict nationality (kipa, kashaya, cross, hijab, a scarf wrapped under the chin that covers most of the face, etc.).

On weekends (Saturday and Sunday), it is allowed to wear loose-fitting clothes (those that show the body transparently, with the shoulders, chest and abdomen, and parts above the knees exposed, which are appropriate for different religions, confessions, and subcultures). (except for those who wear clothing that reflects their affiliation) are allowed to come (those involved in participating in official events must come in accordance with the established dress code).

Article 12. Participation in meetings and gatherings

During their participation in various events (meetings, ceremonial gatherings, meetings, celebrations), university employees, students and doctoral candidates are required to treat speakers with respect, maintain peace and quiet during the event, and are not allowed to interrupt or speak without the permission of the chairperson and moderator. If necessary, they may enter and exit the meeting room between speeches.

Article 13. Observance of rules of conduct in buildings

At the entrances and exits of buildings, as well as in corridors, students must let employees pass, men must let women pass, and young people must let adults pass before them.

University employees, students, and doctoral candidates entering the building must be accompanied by a designated person responsible for controlling entry and exit to the building, or

They must show their identity document (permit, student ID, passport, etc.) to the officer on duty openly or pass through the turnstiles using a specially issued ID card and face control.

Employees, students, and doctoral candidates should walk on the right side of the road on the University premises, and should not talk loudly on mobile phones in the corridors and halls. They should greet each other when they meet, with students being the first to greet employees, and young people being the first to greet adults.

Article 14. Official communication of employees, students and doctoral candidates standards

University employees, students, and doctoral students must adhere to the following official communication norms and rules when interacting with organizations and institutions, the media, and citizens: to carry out their actions in the interests of the University, to maintain and enhance its

image, not to take actions that harm the name and interests of the University, its employees, students, and doctoral students, as well as to create a highly positive impression of the University through their exemplary behavior when communicating with them and in correspondence on social networks and messengers;

Not to disseminate information about the University, its employees, students and doctoral students that is not true or is misinterpreted, or that allows for misinterpretation, not to allow the dissemination of such information, as well as not to make statements on this topic in public and on social networks; not to disclose information about the personal life of

employees, students and doctoral students without their consent; not to clarify information about employees,

students and doctoral students that is not related to their professional and educational activities; follow the rules for providing

service information; provide the requested information in accordance with the requirements of sufficiency (not excessively brief, but at the same time more than necessary) and reliability (not requiring re-verification);

not to use information obtained in the course of performing their official duties in an inappropriate manner, as well as not to distribute it without the permission of the University management; not to criticize the

educational activities and professional actions of employees, students and doctoral candidates without reason, not to discuss the activities of state authorities and administrative bodies and the University, its employees in public speeches, as well as in the media and various social networks, and not to evaluate and express opinions about them without true, unfounded and clear evidence.

Article 15. Compliance with work and study hours

Employees, students, and doctoral candidates arrive at classes and work on time. They must come, work, and study regularly.

Article 16. Prohibition of immoral and inappropriate behavior at the university

It is strictly prohibited to commit the following unethical and inappropriate actions that hinder a student and doctoral student from studying and an employee from carrying out their work

activities at the university: committing any offense or crime, including slander and insults;

consuming and distributing narcotic drugs, psychotropic, synthetic drugs and their analogues, alcohol and tobacco products, vape, hookah, electronic cigarettes and other intoxicating substances and drugs;

aggression against the peace or tranquility, quarreling, gambling and playing other games based on risk; causing material

damage to the university and moral damage that negatively affects its business reputation;

causing physical, moral or material harm to employees, students and doctoral

candidates; seizing in various ways the property and material values of employees, students, doctoral candidates or other persons for possession, use or disposal, provided that this situation is confirmed by appropriate grounds; polluting the

university environment in any way; drinking alcoholic beverages

and smoking tobacco or other types of products in university buildings and courtyards, as well as in the area adjacent to university buildings, and being intoxicated, coming with long hair and beards that are contrary to appearance and the rules established by this Code, disheveled, dyed hair in one or more unusual colors, and not complying with dress requirements;

preparing, viewing, storing, distributing and encouraging the use of non-university information on university computers, as well as various films, illegal information, obscene photos and films, any materials that promote national, racial, ethnic, religious hatred, extremist, separatist and fundamentalist sentiments; committing actions that disrupt training and work,

as well as the peace of employees and students (unintentional use of radio transmitters, televisions, multimedia and sound-emitting devices);

submission of false information and documents by employees, students, and doctoral candidates;

Deliberate alteration or destruction of university documents by employees, students, and doctoral candidates (painting over, erasing, adding additional notes, or damaging them);

Cases related to violations of rules and requirements related to the educational process regulated by internal regulations on academic integrity;

Posting materials on the Internet and other social networks that are not characteristic of universal and national values or that damage the reputation of the university and its employees, or using them for various inappropriate purposes.

The use and distribution of photographs, videos and audio recordings by employees, students and doctoral candidates that reflect the university's business reputation, dignity and prestige, lead to moral degradation of the educational process, aggression, belittling the honor and dignity of people, rape and barbarity, vandalism, incitement to interethnic conflict, prohibited religious orientations, terrorism, extremism and fundamentalism, as well as obscene and erotic scenes is not allowed.

Also, state authorities and administration bodies, judicial and law enforcement bodies and other organizations, as well as universities
The appearance (disclosure) of various forms of information, opinions, comments and attitudes on the Internet, social networks, as well as other mass media sources, distributors and carriers, that are not true, unfounded and not based on verified evidence and that negatively affect the honor and dignity of the activities of the University, its employees and students, and the reputation of the business, is considered unethical and improper behavior that prevents the studies of the student and doctoral candidate in question, and the employee from carrying out his work at the University.

Chapter 5. Ethical responsibilities of university management and procedures for preventing conflicts of interest in professional activities

Article 17. Obligations of the leader

Management and heads of structural units (hereinafter referred to as -
The leader must set an example of high professionalism, impartiality, integrity and justice for subordinates, and contribute to the formation of a positive, spiritual and psychological environment in the university or its structural unit. The leader must instruct subordinates in the performance of their duties should not require the employee to perform tasks that are beyond their scope, nor should they encourage them to commit illegal acts.

The leader in his work:

not to allow the selection and placement of personnel based on kinship, citizenship, or personal loyalty, and to prevent discrimination in labor relations;

not to allow factionalism, localism, favoritism, as well as other negative factors in the process of performing their official duties;

not being rude, respecting people's honor and dignity
not discriminate against them, and not have psychological or physical effects on them;
take timely measures to prevent and regulate conflicts of interest;

take measures to prevent corruption;

Create all conditions, based on internal capabilities, for employees to have a comfortable workplace for their professional and intellectual development, free access to modern computers, the Internet, library funds and information resources, leisure, recreation, and physical exercise;

Employees must organize their activities effectively and treat the property and financial resources entrusted to them with care and economy.

The manager is responsible for demanding and ensuring that subordinates observe labor discipline.

Chapter 6. Requirements for the relationship between employees, students and doctoral candidates

Article 18. Relations between employees, students and doctoral candidates mutual

Relationships between employees, students, and doctoral candidates should be based on national values and traditions, a unified team environment, mutual respect and consideration, friendship, solidarity, honesty, and justice.

Disrespect for human dignity, humiliation of personality, appropriation of another's intellectual property, rudeness, use of obscene language, and fighting are strictly prohibited in interactions between employees, students, and doctoral candidates.

The high demands placed on students by teaching staff in the educational and upbringing process must be combined with respect for their individuality.

Article 19. The presence of teaching staff and students in the auditorium and their relationships outside of it

When the teacher enters the auditorium, all students should stand up and greet him/her with respect, then take their seats after the teacher greets them and allows them to sit.

Students must also stand up and follow the teacher as he or she leaves the classroom after finishing the lesson.

Pedagogical staff must respect the personality of students during the educational process and in other situations, adhere to the principles of openness and goodwill in their relations with them, perform their duties impartially in the process of educating students, and refrain from belittling students, using rude language, being arrogant, and being condescending.

They must absolutely avoid using any form of approach and always be fair and impartial towards them.

Teachers should respond to students' questions about the subject or course of study they are interested in outside of class time in an ethical manner, and take steps to increase their interest and enthusiasm for the subject.

necessary.

Article 20. Prohibition of academic harassment and bullying

In the life of the university, when students are approached by the administration or a teaching staff for the purpose of involving them in certain work without their consent, using their labor force without payment (except for cases where voluntary sabbaticals and other types of events are organized in the university and other territories attached to it by the relevant decision of the President of the Republic of Uzbekistan or the Cabinet of Ministers with strict adherence to safety standards), the refusal of such a request by the students does not allow the teaching staff to give them low grades in class or to subject them to other types of pressure and harassment (academic harassment) in the future, and such harassment is strongly condemned.

Article 21. Use of mobile communication devices

The use of mobile communication devices during classes is strictly prohibited for everyone. The use of mobile communication devices may be permitted only in necessary and justified cases with the permission of the teaching staff.

Article 22. Participation in class

Students are not allowed to be late to class. However, a student who is late to class for a valid reason may, with the permission of the teacher, enter the auditorium and take his/her seat.

A teaching staff member may remove a student who is disrupting the class with his/her inappropriate behavior from the class, after notifying the dean of the faculty (or, in his/her absence, the deputy dean or tutor-group coach) of the situation.

Article 23. Communication outside of class time

If it is necessary for a student to communicate with a teacher outside of class, then the communication should be:

Consulting hours can be done independently or at a mutually agreed upon time;

the position of the teaching staff member with whom the student wishes to communicate, it is advisable to know the child's first name, middle name, and last name.

In cases where there are justified serious reasons (rudeness, greed, poor quality of teaching, evidence proving regular disruptions in classes due to the fault of the teaching staff, etc.) and the unanimous opinion of the group (course), students may apply to the dean of the faculty with a request to replace the teaching staff.

Article 24. Subordination

Appeals to management personnel by employees, students, and doctoral candidates regarding any issues arising are organized according to a certain procedure (principle of subordination), that is, based on a gradual approach to the management levels in expressing a response.

This is an exception to the case where students directly address the university rector.

Article 25. Initiative and activity

Initiatives and ideas of employees, students, and doctoral candidates to further improve the spiritual and moral environment at the university, increase the quality of education, effectively use innovative ideas, and organize various beneficial events are encouraged.

Chapter 7. Ethical obligations of employees, students and doctoral candidates

Article 26. Obligations regarding ethics

Individuals entering the university to study or work will be introduced to this Code in writing (by signing).

Employees, students, and doctoral candidates: comply with the requirements of the law and this Code; such as always striving for excellence, living a life of honesty and justice to a deep understanding of noble qualities; to respect our national traditions, customs, and values regarding etiquette;

constantly working on themselves and the law being passed to regularly review their documents; to perform their duties conscientiously and professionally; to refrain from committing any actions that may tarnish the reputation and prestige of the university; information about the university, its interests and not to use it to harm business reputation; to treat university property with care (movable and immovable property, flora and fauna, etc.), including the proper and economical use of material and technical means provided for the performance of official duties;

to use electricity and water economically;

If any untoward incident or incident occurs, report it immediately.

To inform the university administration;

to comply with established restrictions and prohibitions, to perform their duties without deviation, not to discuss the personal and family problems of employees, students, and doctoral candidates, not to misjudge or discriminate against any person, regardless of their gender, race, nationality, language, religious beliefs, social origin, position, or other characteristics;

about employees, students and doctoral candidates, as well as other individuals not to organize or spread various incitements, intrigues, gossip, and slander;

to avoid conflict situations that could damage the reputation or prestige of the university;

not to intentionally harm the efforts of employees, students, and doctoral candidates in the work and educational process;

not to commit acts that degrade the honor and dignity of women, not to be vulgar, not to use obscene language that is expressed in disregard for generally accepted moral principles in mutual relations;

government bodies and officials, as well as the University to timely and qualitatively implement the decisions (tasks) adopted (issued) by the management within the scope of their authority; not

to abuse their position for personal gain or the interests of others;

to tell the truth and not mislead managers and other employees;

not to install various advertising media without the permission of the relevant employees;

to take all measures to ensure the preservation and confidentiality of information that becomes known to them in the course of their professional activities, for whose disclosure they are held accountable in accordance with the procedure established by law;

to lead a healthy lifestyle and take care of the health of those around them, to promote the growth of aesthetic and ecological culture; to express critical opinions and make objective

decisions, to

to understand and eliminate mistakes and shortcomings;

not to deliberately flaunt their financial well-being in various ways;

Be polite to the staff of the Information Resource Center, treat books and equipment with care, turn off or put mobile devices on silent mode, do not speak loudly or disturb others, do not eat food, do not leave paper, chewing gum, or other waste, and follow the procedures for receiving and returning books;

to enter the sports complex in sportswear and shoes;

Be careful with sports equipment;

Return sports equipment to designated areas after training.
to submit;
to comply with the established rules of the sports complex;
maintain cleanliness in university auditoriums, buildings, and areas adjacent
to buildings;
not to pollute the area, throw waste in special bins placed on site;

not to leave a personal vehicle in a prohibited place, not to violate or
disregard traffic rules, and not to create a hazard when using vehicles;

They are obliged to adhere to generally accepted norms of etiquette and to
refrain from antisocial behavior outside of work (study).

Article 27. Additional requirements regarding ethics

a) students:

to constantly improve speech culture;
actively support and strengthen student self-management, develop creative
activity, and cultivate collective culture;

not to discuss other students' grades with the teaching staff;

not to receive outside help or provide assistance to others when completing
the procedure for defending written work and rating control;

assignments or writing prepared by other individuals
not to delegate tasks in one's own name;

not to miss classes without a reason and not to be late for classes without a
reason;

not to wander around the university grounds during classes;

Faculty deans, master's students, and

not to leave the University territory without the permission of the head of the department;

not to be rude to university employees and teachers, not to argue with them,
to report them to the appropriate persons if they are being unfair, not to ask
inappropriate questions about teachers' personal lives, and not to harbor hostility
towards them;

In the event of a conflict situation with an employee, student or doctoral
candidate, they should control their emotions and refer the situation to the relevant
departments and employees (mentor, dean, primary organization of the Youth
Union of Uzbekistan, Center for Spirituality and Enlightenment, Student Affairs) for consideration
(Council) to apply;

to be active, attentive in the learning process, and to be a teacher
to strictly follow the instructions;

not to talk during class and not to engage in activities unrelated to the lesson;

Be careful with equipment and do not write on tables and chairs;

Leaving paper, chewing gum, and other unnecessary items in the auditorium not to leave;

not to eat, chew gum during classes, and use personal computers and other communication devices only with the permission of a teacher;

To ask a teacher a question or request during class to apply with permission and after being given permission;

when ordering and receiving food at public catering establishments to follow the queue order and established rules;

Strictly adhere to the Internal Rules of the Student Dormitory;

To the extent possible, in the interests of public safety, to travel to the university by public transportation;

b) employees:

to the discipline at his/her place of work and the internal regulations of the University to comply with the rules;

to leave their workplace in a satisfactory condition before vacation or upon termination of the employment contract, not to transfer office equipment and other materials under their responsibility, and not to transfer tasks assigned to them but not yet completed to another person;

to observe the rules of etiquette and information presentation when communicating by telephone (including, first of all, starting the conversation with a formal greeting, then stating your institution, position, and surname, first name, patronymic, and then moving on to the purpose; the information provided should be as short, concise, and clear as possible; the telephone network should not be busy due to the information being searched for during the conversation; if necessary, a callback may be made);

to educate young people in a spirit of patriotism;

to promote a healthy lifestyle among young people, to warn them against the vices of alcoholism and drug abuse, various other destructive threats, as well as extremist influences that are alien to us, and attacks from "popular culture";

in the spiritual and moral education of students and in the implementation of educational work to assist in developing effective forms and methods;

not to engage in actions that cast doubt on the conscientious performance of their official duties, and not to discuss the professional and personal shortcomings of their colleagues with students;

not to expel students from classes for being late for classes or for other reasons, and not to threaten a student with expulsion from the university (dropping from one course to another) or to force a student to drop out of school, and not to cause him/her to be unjustifiably expelled from the university (dropping from one course to another);

not to commit unethical acts that degrade the honor and dignity of students, such as harassment, bullying, and violence;

not to be hostile towards the student;

They fulfill requirements such as providing written information to faculty deans about the general cultural state of student behavior in an academic group (course) and taking corrective measures if necessary.

Chapter 8. Incentives and Procedures

Article 28. Incentives for employees and students

Employees and students who fully comply with this Code during the academic year and contribute to the further establishment and strengthening of a high moral and ethical environment at the University may receive material or moral incentives in accordance with the established procedure, upon the recommendation of the management, faculty deans, department heads, and heads of other structural divisions.

Article 29. Certification and other measures to ensure compliance with the Code importance for processes

Compliance with this code by employees is taken into account when conducting certifications and forming a personnel reserve for appointment to higher and other positions (career growth).

Article 30. Liability for violation of the provisions of the Code

Violation of the provisions of this Code by an employee, student, or doctoral candidate of the University serves as a basis for holding him/her accountable in accordance with the established procedure.

Article 31. Relationship between the Code and internal regulations

When employees, students, and doctoral candidates violate the provisions of this Code, they will be subject to the measures specified in Chapter VII of the University's Internal Regulations (Liability for Violation of Labor and Study Discipline).

Chapter 9. Organization of the activities of the Ethics Commission

Article 32. Ethics Commission

Issues related to violations of the norms of this Code by employees, students, and doctoral candidates may, as a rule, be considered by the Ethics Commission.

Also, the Ethics Commission, as a rule, is a university on the instructions of the rector;

according to the results of the service inspection;

on their own initiative;

The university may also consider such issues based on information received from employees, students, and doctoral candidates, as well as through communication channels to the university.

The Ethics Commission is formed with a minimum of 5 members. The purpose, tasks, functions, rights and other issues related to the organization of the Ethics Commission are determined by the University. determined by the Regulations on the Ethics Commission approved by the rector.

Article 33. Conclusion of the Ethics Commission

Based on the results of the Ethics Commission's consideration of cases of violation of the Code of Ethics, a conclusion is drawn on the presence (absence) of disciplinary or other violations. At the same time, a proposal is submitted to the rector of the university for consideration to hold the violating employee, student and doctoral student accountable. Taking into account the nature of the violation, the Ethics Commission may limit itself to a warning to the employee, student and doctoral student not to violate the Code of Ethics.

A draft order on disciplinary action against an employee, student, or doctoral candidate who fails to comply with the code of ethics is prepared by the faculty deans and the graduate department (for students), and the personnel department (for employees and doctoral candidates).

Employees, students, and doctoral candidates have the right to receive information about their violation of the rules, the process of reviewing the violation, and to present evidence in their defense, as well as to appeal university decisions in accordance with the established procedure.

Article 34. Public control

In order to ensure public control over the behavior of an employee, student, or doctoral candidate, the practice of discussing cases of non-compliance with this Code in the Trade Union Committee, Advisory Councils on Women's Issues, and the primary organization of the Youth Union of Uzbekistan may also be introduced.

Chapter 10. Final Rule

Article 35. Entry into force of the Code and amendments to it add additions

This code shall enter into force upon approval by the University Council, and amendments and additions to it shall be made by decision of the University Council.

**"Tashkent Institute of Irrigation and Agricultural Mechanization Engineers"
National Research University Leadership**

Photo No.	FISH.	Place of work and position
1.	 Mirzayev Bahadir Suyunovich	Rector
2.	 Khudoyorov Bakhtiyor Alimovich	Vice-Rector for Academic Affairs
3.	 Choriev Ruzimurat Kungratovich	Vice-Rector for Youth Affairs and Spiritual and Educational Affairs
4.	 Sultanov Tahirjon Zakirovich	Scientific work and innovation Vice-Rector for
5.	 Abdulhakim Salohiddinov Temirkhujaevich	Vice-Rector for International Cooperation
6.	 Khasanov Bakhtiyor Urishovich	Vice-Rector for Finance and Economic Affairs
7.	 Ismailova Zuhra Karabayevna	Chairwoman of the University Women's Advisory Council
8.	 Irisov Farrukh Qabiljon o'g'li	Chairman of the University Trade Union Committee
9.	 Fatkhulloyev Alisher Mirzotilloevich	<u>Dean of the Faculty of Hydromelioration</u>
10.	 Isakov Abdisaid Jalilovich	<u>Dean of the Faculty of Energy</u>

11.		Shovazov Kadirjon Achilovitch	Dean of the Faculty of Agricultural Mechanization
12.		Khasanov Bakriddin Baratovich	Faculty of Hydraulic Engineering dean
13.		Norov Begmat Kholmatovich	Faculty of Ecology and Law dean
14.		Khakimov Rashid	Dean of the Faculty of Economics
15.		Narbayev Sharafatdin Kengeshovich	Earth's resources and Dean of the Faculty of Cadastre
16.		By position	Youth Union BT leader

**I have read and agree to the "Code of Ethics"
I will take it upon myself to do it.**

Faculty name, academic group number

No.	FISH.	Signature
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FOR NOTES

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