



# **Report on compliance control and anti-corruption measures at Termez State University**

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## Introduction

This report outlines the role and operations of the **compliance control and anti-corruption department** at Termez State University (TSU). The department is central to ensuring the integrity and ethical conduct of university operations, in alignment with national laws and international best practices. Its mission is not only to address corruption but also to prevent conflicts of interest, ensuring transparency and accountability at all levels of the institution.



*Photo 1 (Anti-corruption seminar for university students)*

## Objective and Mission

The primary objective of the **compliance control and anti-corruption department** is to prevent corruption by identifying potential risks and establishing preventive measures. The department works to foster a culture of integrity, fairness, and ethical behavior throughout the university, striving to eliminate corruption at the earliest possible stages. Its tasks include:

- Identifying and preventing corruption and conflict of interest
- Raising awareness about anti-corruption policies
- Creating mechanisms to enforce compliance with ethical standards
- Promoting transparency and accountability in all administrative actions



## Legal framework

The department operates in full compliance with various national laws, decrees, and institutional regulations. These legal documents provide the necessary foundation for enforcing anti-corruption measures at the university. Key legal instruments include:

- **The Constitution and Laws of the Republic of Uzbekistan** – the foundational legal framework for all governance practices.
- **Resolutions of the Oliy Majlis (Parliament)** – setting legislative standards for corruption prevention and ethical governance.
- **Decrees, decisions, and orders of the President of the Republic of Uzbekistan** – dictating the country's approach to governance and transparency.
- **Decisions and directives of the Cabinet of Ministers** – providing executive-level guidance on anti-corruption measures in higher education.
- **Internal Charter of Termez State University** – a document defining the ethical standards and governance structure at the university.



*Photo 2 (The process of collaboration with government bodies)*



## Key Legal Instruments and Documents

1. **Order No. 25 of January 28, 2025** by the Minister of Higher Education, Science, and Innovation, which ensures the full implementation of Uzbekistan's anti-corruption laws within the higher education sector.
2. **International Standards:** The department aligns its efforts with globally recognized anti-corruption management systems to maintain transparency, accountability, and best practices.
3. **Anti-Corruption Management Documentation:** A collection of internal regulations and policies designed to mitigate corruption risks within the university.
4. **Order No. 366 of October 8, 2024:** A directive to improve internal anti-corruption control structures within the Ministry of Higher Education, Science, and Innovation.
5. **Order No. 369 of October 8, 2024:** A directive focusing on enhancing the efficiency and effectiveness of anti-corruption activities in the higher education system.

## Collaboration and Coordination

The **compliance control and anti-corruption department** works closely with other university departments, institutions, and external bodies to effectively combat corruption. This collaboration ensures a comprehensive and cohesive approach to maintaining integrity within the university system. The department partners with:

- **University administration and faculty** to ensure that staff and students adhere to ethical standards.
- **Affiliated educational organizations** to share best practices and jointly combat corruption in the educational sector.
- **Government bodies** to stay aligned with national anti-corruption strategies and regulatory requirements.





*Photo 3 (Seminar in International Anti-Corruption Day)*

## **Operational Procedures and Tools**

1. **Conflict of Interest Declaration Process:** All employees at Termez State University must complete an annual declaration, confirming whether they have any conflicts of interest. This process is crucial for identifying and addressing any potential ethical concerns.
2. **Law No. O' RQ-931 (June 5, 2024)** – This law governs the identification and regulation of conflicts of interest in public institutions. It is a key piece of legislation in ensuring transparency and accountability in university operations.
3. **Methodological Guidelines and Case Studies:** The department provides educational materials that include practical case studies (casuistry) on conflict of interest scenarios. These are designed to help employees recognize, understand, and resolve conflicts.



4. **Practical Manual:** A detailed guide for employees that offers preventive measures and solutions to address potential conflicts of interest. This manual ensures that all university staff are equipped with the knowledge to act ethically and in accordance with the law.

### Impact and Effectiveness

The **compliance control and anti-corruption department** has made significant strides in promoting ethical conduct at Termez State University. By implementing clear, legally supported procedures and fostering collaboration among university stakeholders, the department has helped:

- Strengthen institutional integrity and governance
- Raise awareness about the importance of transparency and ethical behavior
- Reduce opportunities for corruption and conflicts of interest within the university
- Ensure that university practices are aligned with national and international anti-corruption standards



*Photo 4 (The box of justice for offers and complains)*

### Challenges and Future Steps



While the department has made commendable progress, challenges remain in fully embedding these practices across the entire university ecosystem. Future steps to enhance the effectiveness of the department include:

- Expanding training and awareness programs for both staff and students
- Increasing the transparency of the compliance process and its results
- Continuing to improve internal monitoring and auditing systems to detect corruption at the earliest stages
- Strengthening collaboration with external bodies and international organizations to stay updated on evolving best practices

## Conclusion

The **compliance control and anti-corruption department** plays a crucial role in upholding the integrity of Termez State University. By adhering to national laws and international standards, the department is actively working to eliminate corruption and conflicts of interest, ensuring that the university operates with the highest standards of transparency and ethical conduct. Through continued cooperation, education, and enforcement, the department is building a stronger foundation for good governance within the university.

## Additional Recommendations

- **Formatting:** You may want to use headings, subheadings, bullet points, and numbering for clarity and better organization.
- **Visuals:** Including flowcharts or diagrams could enhance the presentation, especially when discussing processes like the conflict of interest declaration.
- **Bilingual Approach:** If needed, consider including the original Uzbek text alongside the English translation for bilingual readers.