

LEPL - Georgian Technical University's Code of Ethics and Disciplinary Responsibility Norms

Preamble

LEPL - Georgian Technical University (hereinafter referred to as the "University") is a traditional hub for training essential personnel for the country. It must serve the pursuit of truth and knowledge based on principles of humanism, tolerance, and equality, which should be realized through healthy debate, judgment, and open, transparent relationships. This goal is achieved by:

- High-quality teaching and scientific research in a free, democratic, and socially legal environment;
- Objective relations between the university staff and student body, their conscientious work, and faithful execution of their rights and responsibilities;
- Mutual accountability, responsibility, and tolerance within the university community.

The University recognizes its obligations to the state, partner and donor organizations, the general public, and the university community, ensuring the establishment and development of high standards of behavior and ethical norms for its staff representatives and students.

The purpose of the Code of Ethics is to:

- Promote discipline within the University;
- Define acceptable behavior rules for University staff and students to ensure effective management of University activities and the educational process;
- Create a positive climate conducive to teaching and scientific research within the University.

University staff and students are obliged to adhere to the University's Code of Ethics and Disciplinary Responsibility Norms (hereinafter referred to as the "Code"), which will significantly contribute to the effective implementation of the University's primary higher education objectives, gaining high trust and authority in society, and further enhancing its prestige.

The Code has been developed based on consultations and exchanges of opinions with all interested parties within the University.

Chapter I

Scope and Purpose of the Code

Article 1. Scope of the Code

The Code applies to the University's academic, administrative, scientific, teaching, and

support staff, as well as invited specialists and persons with the academic title of Emeritus (hereinafter referred to as "staff"), and to the University's students.
(Decree #6 of the University Representative Council (Senate) Session #31, August 10, 2017)

Article 2. Purpose of the Code

The purpose of the Code is to establish the principles of activity, behavioral rules, and ethical standards (norms) for the University staff and students.

Chapter II

Principles of Activity, Behavioral Rules, and Ethical Standards for Staff and Students

Article 3. Staff

1. In serving the mission, goals, and objectives of the University, staff members are obligated to adhere to the following principles and standards in their professional/official activities:
 - a) Treat colleagues, employees, and students fairly and respectfully, acknowledge their professional/official and other activities, and assess their activities and work results fairly and objectively;
 - b) Avoid harsh and unacceptable criticism; criticism of colleagues and students should be constructive only; personal criticism, insults, degradation, defamation, or anonymous accusations of colleagues and students are prohibited;
 - c) Representatives of the same type of staff should equally and fairly distribute professional duties related to the functioning of the University within the scope of their official activities, actively assist and support each other in their activities and professional development;
 - d) Relations between staff and students should be based on respect and fairness. Any form of discrimination, including academic, racial, political, religious, or ethnic affiliation or beliefs, gender, age, social origin, and other characteristics, is unacceptable from either side;
 - e) Staff members should not use their official position and authority for personal gain, should not demand benefits and concessions not provided by law, which would place their colleagues or students in an ethical dilemma;
 - f) Activities of staff and students should be based on high ethical standards, integrity, and honesty; they should contribute to strengthening the name and authority of the University in society;
 - g) Staff members and students should refrain from engaging in activities or taking on commitments outside the University that would hinder the proper fulfillment of their University duties.
2. Academic and teaching staff are the driving force behind the University's core activities. Representatives of this staff are obliged to continually strive to improve their academic, pedagogical, and professional levels. Additionally, academic staff members have a duty to actively participate in the University's public activities.

Article 4. Academic and Teaching Staff, Invited Specialists (Professors, Teachers)

3. The primary duty of academic and teaching staff representatives, as well as invited specialists (professors, teachers), is to educate and develop highly professional specialists. To this end, they must:
 - a) Conduct the educational process according to the curricula and educational programs approved by the University;
 - b) Periodically update the course content and structure, and improve the teaching methodology in line with the latest changes and advancements in their respective field or science;
 - c) Provide students with intellectual and academic guidance, officially allocating additional consultation hours for this purpose.

4. The activities of academic and teaching staff representatives, as well as invited specialists (professors, teachers), and their interactions with students must be based on ethical standards, discipline, and fairness. This ensures the development of not only diligent, highly qualified specialists but also honest, free, and law-abiding citizens who are patriotic to their country. To this end, they must:
 - a) Enter the lecture/class on time, well-prepared, and highly organized. They must not end the lecture/class early or miss it without a valid reason. They must fairly and objectively assess the knowledge of all students present at the designated time, in accordance with the relevant normative acts;
 - b) Create all necessary conditions for forming an honest and transparent academic environment; develop and implement teaching and assessment methods that promote academic integrity among students and eliminate plagiarism; foster the exchange of ideas and opinions to exclude the emergence of various undesirable (non-academic) problems based on principles of objectivity and fairness;
 - c) Provide students with comprehensive information about the assessment system; eliminate factors influencing the assessment such as favoritism, protectionism, religious, racial, ethnic, or political affiliation, family status, etc.; prevent any discrimination of students based on such factors;
 - d) Not exploit the capabilities of the student or any related person for personal gain or as a tool in disagreements with colleagues;
 - e) Not engage in actions that cause or contribute to any form of conflict/disagreement within the University staff, among students, or between students and University staff.

Article 5. Scientific Staff

1. The duty of scientific staff is to create a foundation for the educational process to keep up with the changing demands of society and advancements in scientific knowledge through research and innovation. To this end, they must:
 - a) Collaborate closely with the university's academic staff and students;
 - b) Avoid falsifying research results, plagiarism, and the illegal use of other scientists' research findings, and must not violate others' rights (including copyright) to intellectual property;
 - c) Create conditions for conducting scientific research that do not interfere with colleagues and students in their learning and research processes and do not harm their health;

- d) Have the authority to independently determine the content of scientific research, research methods, and means, and participate in the implementation of the educational program's teaching and research components.

(Resolution #4 of the University Representative Council (Senate) of the meeting #29 on June 30, 2017)

Article 7. Student (Student Code of Ethics)

1. A student is obliged to respect the university where they are gaining knowledge. They must study, participate in conducted research, adhere to the Student Code of Ethics and other legal acts in force at the university, and contribute to the enhancement of the university's authority.
2. A student must respect all types of personnel representatives. In case of arising problems/conflicts, their resolution should occur in accordance with the university's regulations, other legal acts, and the requirements of this code.
3. A student has no right to insult university personnel representatives, other students, or resort to violence against them, nor offer/request any kind of benefit from other students or personnel representatives for personal gain.
4. A student must not commit academic fraud. Specifically:
 - a) Copy from another student's work or use other types of auxiliary materials not previously authorized by the professor;
 - b) Take an exam on behalf of another student or ask someone else to take the exam for them;
 - c) Obtain confidential information about the exam;
 - d) Present someone else's work as their own;
 - e) Cite another's work or statement without proper source indication;
 - f) Falsify their university (personal, academic) data; g) Illegally obtain, destroy, or alter another student's work; h) Obstruct other students' learning and research processes by hiding, illegally obtaining, or destroying necessary resources; i) Assist another student in academic fraud; j) Use or falsify factual information in research work; k) Use confidential information; l) Forge someone else's signature and/or other documents.
5. If a student notices/detects academic fraud, they are obliged to inform the university/faculty administration.
6. A student is obliged to study all the subjects according to the program established by the university, including those they have chosen voluntarily and those that are mandatory, and to follow the university's regulations and other rules governing its activities (including those established by this code).

Article 8. University and Staff/Student

1. The University:
 - a) Ensures the accessibility and transparency of higher education; guarantees academic freedom in teaching, learning, and scientific research (the right of academic staff to teach, research, engage in creative activities, and publish scientific papers without interference. It independently determines the content of educational programs, teaching methods, and means within the framework of the educational program), which can only be restricted in cases defined by the law "On Higher

- Education";
- b) Ensures the freedom of academic staff in scientific teaching and research and creates appropriate conditions for their activities. It strives to enhance the qualifications of its staff;
 - c) Facilitates the improvement of social conditions for staff and students;
 - d) Promotes international cooperation and exchanges of students and professors with relevant foreign educational institutions;
 - e) Ensures the participation of academic staff and students in the decision-making process and the monitoring of their implementation in accordance with the law and the university's charter;
 - f) Guarantees the prohibition of all forms of discrimination and the unobstructed exercise of other rights granted by the law "On Higher Education" and Georgian legislation.
2. The university staff and students are obliged to:
- a) Comply with the applicable laws; b) Adhere to the requirements of the university's charter and internal regulations;
 - c) Follow the code of ethics and norms of disciplinary responsibility;
 - d) Fulfill other administrative-legal acts of the university;
 - e) Perform duties as stipulated in the employment/educational contracts;
 - f) Use the university's buildings, equipment, and other resources appropriately and efficiently for the proper implementation of university activities;
 - g) Timely inform the university (faculty) administration about their departure.
3. The University is authorized to:
- a) Monitor the implementation of the requirements of its charter, internal regulations, this code, and administrative acts without hindrance;
 - b) Conduct drug testing of staff and students at any time, without prior notice, with the participation of the appropriate authorized institution/service;
 - c) Require any staff representative(s) and/or student(s) to present certificates of drug/psycho-neurological testing or being under proper registration, or obtain this information from institutions that perform the relevant control and registration;
 - d) Require staff and students to present certificates of a criminal record;
 - e) In the case of the revelation of a staff member's or student's criminal record or use of narcotic substances, the university is authorized to transfer the case to law enforcement agencies for study and appropriate response, as well as to the ethics commission of the respective faculty, in the case of a student, to the faculty council.

Chapter III

Disciplinary Proceedings and Norms of Disciplinary Responsibility

Article 9. Purpose of Disciplinary Proceedings and Norms of Responsibility

The norms of disciplinary proceedings and disciplinary responsibility determine the grounds for the disciplinary responsibility of staff and students, the types of disciplinary sanctions, and the issues of initiating disciplinary prosecution, conducting disciplinary proceedings, and imposing responsibility.

Article 10. Grounds for Disciplinary Responsibility

1. Staff and students are subject to disciplinary sanctions for committing a disciplinary offense.
2. The grounds for disciplinary responsibility are:
 - a) Violation of applicable laws;
 - b) Non-fulfillment/violation of duties provided by the university's charter, internal regulations, and other normative and individual administrative-legal acts;
 - c) Violation of this code and norms of disciplinary responsibility;
 - d) Any action/inaction that may not formally constitute a violation as provided in subparagraphs "a", "b", and "c" of this paragraph but damages the honor, dignity, and reputation of the university and the university community.

Article 11. Norms of Disciplinary Sanctions

1. **For Academic, Scientific, and Teaching Staff, Specialists Involved in Education, as well as Emeritus Academic Personnel:**
 - a) Reprimand;
 - b) Warning;
 - c) Deduction of salary for up to 10 working days;
 - e) Dismissal from service;
 - f) Termination of Emeritus Academic Status.
2. **For Administrative and Support Staff:**
 - a) Reprimand;
 - b) Warning;
 - c) Severe warning;
 - d) Transfer to a lower salary scale (for a period of 3 to 6 months);
 - e) Dismissal from service.
3. **For Students:**
 - a) Reprimand;
 - b) Warning;
 - c) Severe warning;
 - d) Suspension of student status.
4. Personnel/Students may receive a reprimand for an insignificant disciplinary violation by the university/faculty administration, as determined by the decision of the University Senate's June 30, 2017, Resolution No. 29, and August 10, 2017, Resolution No. 31 of the University Senate.

(Resolution No. 29, June 30, 2017, and Resolution No. 31, August 10, 2017, as defined by the University Senate's regulatory authority).

Article 12. Bodies Responsible for Implementing Disciplinary Actions and Their Authorities

1. University's Code of Ethics Compliance and Disciplinary Monitoring shall be carried out by Disciplinary Bodies (hereinafter referred to as "Disciplinary Bodies") and in

accordance with the Regulations established by the University's Authorized Structural Units.

2. For Faculty Academic and Teaching Staff, Specialists Involved in Education, Emeritus Academic Personnel, Administrative and Support Staff, as well as the Unrelated Scientific-Research Unit's Academic, Administrative, and Support Personnel, the Disciplinary Implementation Authority represents the Faculty's Ethics Committee, the University's Unrelated Scientific-Research Unit's Ethics Committee, and the Disciplinary Bodies before the Faculty.
3. The Faculty's Ethics Committee establishes the corresponding Faculty Senate, and the University's Ethics Committee is established by the University Rector. The University's Unrelated Scientific-Research Unit's Ethics Committee is established according to the interests of the unrelated Scientific-Research Unit.
4. The Disciplinary Body is granted the following rights:
 - a) to receive and study received information (notification/appeal);
 - b) to verify deadlines established by this Code for initiating disciplinary actions;
 - c) to determine whether or not disciplinary action should be initiated. For this purpose, the Disciplinary Body must involve the author of the appeal and the person against whom the appeal is lodged. The Disciplinary Body may discuss matters and request clarification of information, documents, and relevant materials. It must anticipate intermediate measures and additional explanations. In case of confirmation of information validity, it shall become the right of initiating disciplinary actions;
 - d) in case of disagreement with the initiation of disciplinary actions, the applicant shall be entitled to appeal to the competent authority, the leader of the administration or dean.
 - e) to choose a member of the Disciplinary Body; f) to exercise other rights defined by the legislation of Georgia and the statutory acts of the University.
(Defined by the Senate of the University (2017, June 30), Resolution No. 29, Paragraph 4)
(Defined by the Senate of the University (2017, August 10), Resolution No. 31, Paragraph 6)

Article 13. Confidentiality of Disciplinary Proceedings

1. The disciplinary proceedings are confidential. Members of the disciplinary body are obliged to protect the confidentiality of all information known to them during the disciplinary proceedings, except as provided by this Code.
2. Decisions of the disciplinary body are public.
3. A special electronic bank shall be created with the University/faculties, where all imposed disciplinary penalties shall be recorded.

Article 14. Deadlines for Disciplinary Proceedings

1. Personnel/students shall not be subject to disciplinary responsibility if more than 2 (two) years have passed since the day of violation discovery or disclosure, except in cases related to disciplinary penalties, which are subject to decision-making and presentation - within 3 (three) months from the determination of disciplinary proceedings.
2. The period during which a discussion of work is scheduled shall not be considered within the general deadline for disciplinary proceedings established by this Code.

3. All deadlines established by this Code shall be calculated in calendar days (excluding public holidays and rest days under the Labor Code of Georgia). Terms - "within N days from the given day", "within N days from the expiration date", "not later than N days from the given day", "not later than N days from the next N days" shall specify the calculation of days from the given day mentioned.

Article 15. Commencement of Disciplinary Proceedings

1. The commencement of disciplinary proceedings is permissible by the University Rector, Administrator, Academic Council, Faculty Council (Senate), Senate Speaker, University/Faculty Quality Assurance Service, Dean, Faculty Council, University Ombudsman, Director of the same unit, Faculty Disciplinary Body, Student Self-Government, Disciplinary Body, University corresponding authorized service, personnel, student, and also the person on whose behalf the declaration/claim or notification of violation is lodged, indicating that the person's rights and interests are affected by the actions of the personnel or student.
2. The commencement of disciplinary proceedings includes:
 - a) Motivated declaration/claim, stating the name, surname (if a legal person - name, representative's name, surname, and legal address), the name, surname, address, and contact telephone number of the person against whom the declaration/claim is made, as well as the date of violation, place of violation, factual circumstances, confirmation of these circumstances, and request;
 - b) Violation of University regulations, internal regulations, this Code, and/or other legal acts of the University.
 - c) Actions of the person violating criminal and administrative codes involving or potentially involving violations that damage the reputation and goodwill of the university and academic community, leading to their discreditation in the eyes of the public;
 - d) Violation of labor/educational agreements;
 - e) Disclosure of confidential information concerning the person's affiliation or student status;
 - f) Receipt of credible information indicating that the representative of the personnel or student is addicted to narcotics or alcoholism and has not undergone rehabilitation.
3. The disciplinary body examines the declaration/claim and decides on its admissibility. If the declaration/claim does not involve signs of disciplinary violation, it is submitted by an unauthorized person or for reasons other than those stated, the disciplinary body issues a motivated decision regarding the rejection of the declaration/claim.
4. Disciplinary proceedings or ongoing disciplinary proceedings must be suspended if:
 - a) A declaration or complaint does not meet the requirements for admissibility;
 - b) The complaint or notification does not provide sufficient evidence of the accuracy of the information, or it does not allow the initiation of disciplinary proceedings;
 - c) Deadlines have expired for initiating disciplinary proceedings or imposing disciplinary sanctions;
 - d) The deceased material does not provide grounds for initiating disciplinary proceedings;
 - e) The verified material indicates that it is possible for a person to have committed an act of violence;
 - f) The declaration or complaint is against a person who is not currently university personnel or a student.

5. If the author of a complaint or notification objects to disciplinary action, the disciplinary organ has the right to terminate or continue disciplinary proceedings.
6. In cases of termination of disciplinary proceedings, the disciplinary organ informs the complainant and the accused person of the decision regarding the termination of disciplinary proceedings.

(Decision #4 of June 30, 2017, #29 of the Senate of the University's Governing Body)

Article 16. Suspension and Renewal of Disciplinary Proceedings

1. Suspension of disciplinary proceedings is possible if:
 - a) During the investigation of a complaint/notification, evidence emerges that a person may have committed an act of violence. In such cases, the matter must be referred to a competent authority for further investigation;
 - b) During the investigation period of a complaint/notification, objective obstacles or hindrances arise (such as the person's absence or other circumstances) that prevent the completion of the proceedings.
2. Disciplinary proceedings are renewed from the moment the reason for suspending disciplinary proceedings ceases.
3. The suspension of disciplinary proceedings may not exceed 2 (two) months.

(Regulation #4 of June 30, 2017, #29 of the Senate of the University's Governing Body)

Article 17. Rules for Reviewing Applications/Complaints

1. Within 1 (one) month from the receipt of a complaint/application, the disciplinary body must review the case materials and decide whether to impose a disciplinary penalty or to terminate the disciplinary proceedings if there are appropriate grounds.
2. The disciplinary body must review the application/complaint fairly and impartially, adhering to the principles of equality before the law.
3. The meetings of the disciplinary body are closed, and the information obtained during the disciplinary proceedings is confidential.
4. The meetings of the disciplinary body are led by its chairman or by one of its members, elected by a majority vote of the attending members through an open ballot.
5. If necessary, the disciplinary body must invite witnesses and other persons to participate in the meeting, notifying them of the date, time, and place of the meeting.
6. The disciplinary body is obliged to listen to the explanation of the person against whom the complaint/application is filed, who has the right to participate in the disciplinary proceedings either personally or through a representative. The parties have the right to fully present their position, ask questions to the witnesses, present written and other evidence, file motions for additional materials, documents, and information, and request the presence of other persons and the implementation of other actions necessary for the consideration of the matter.
7. The disciplinary body has the right to listen to the explanations of the parties and the invited persons, request additional documents, materials, and information, summon witnesses, and take other actions.
8. The secretary of the meeting of the disciplinary body prepares a protocol, which is signed by the chairman of the meeting and the secretary.

9. The decision to terminate the disciplinary proceedings or to impose a disciplinary penalty against a person is made by a majority vote of the full composition of the disciplinary body through an open ballot. The corresponding protocol is signed by the chairman of the meeting and the secretary. A dissenting opinion is documented in writing and attached to the decision.

Article 18. Participation of the Disciplinary Offender in the Case Review

1. The disciplinary body may require the attendance of the person against whom the application/complaint has been filed at the review meeting.
2. If the person does not appear at the review meetings, the meeting should be postponed for 10 days. If the person fails to appear at the rescheduled meeting without a valid reason, the disciplinary body is authorized to review the case in their absence and, if there are appropriate grounds, to make a decision regarding the imposition of a disciplinary penalty.
3. If the person cannot attend the review meeting due to severe illness or other valid reasons, the disciplinary body must suspend the case review in accordance with Article 16 of this code.
4. After the reason for the suspension of the disciplinary proceedings is resolved, the disciplinary body will resume the case review. Following the resumption of the case review, the non-appearance of the offender does not prevent the decision from being made on the case.

Article 19. Conducting Disciplinary Proceedings Against a Student

1. Disciplinary proceedings against a student, as well as against staff, must be proportional to the disciplinary offense and can only be conducted in cases and in accordance with the procedures provided for by the university's charter, internal regulations, and this code, taking into account the Law of Georgia "On Higher Education" and through fair procedures.
2. The initiation of disciplinary proceedings against a student should not restrict their right to participate in the educational process, except in cases provided for by the university's charter, internal regulations, and this code, if the student poses a threat to the protection of others' rights, health, university property, and security. The student has the right to attend the review of their case.
3. During the disciplinary proceedings, the student has the right to:
 - a) Receive a reasoned decision in writing about the initiation of disciplinary proceedings against them;
 - b) Attend the review of the disciplinary proceedings and exercise the right of defense;
 - c) Provide the council with information and evidence in their possession;
 - d) Participate in the examination of evidence obtained by the faculty council;
 - e) Request that the issue of disciplinary proceedings against them be reviewed in a public meeting.
4. When reviewing the issue of disciplinary proceedings, the burden of proof lies with the party submitting the application/complaint. The decision on the implementation of disciplinary proceedings must be reasoned and based on evidence obtained in accordance with the laws of Georgia, the university's charter, internal regulations, and this code. All evidence that forms the basis of the disciplinary proceedings must be examined by the faculty council.

5. The student has the right to appeal the decision made against them by the faculty council in court.

Article 20. Types of Decisions

1. The disciplinary body must determine whether or not the person has committed a disciplinary offense and, if confirmed, impose an appropriate penalty.
2. The disciplinary body has the right to make the following types of decisions:
 - a) To terminate the disciplinary proceedings if:
 - a.a) It is not proven that the person committed a disciplinary offense;
 - a.b) The period for imposing disciplinary responsibility has expired;
 - a.c) The person's employment contract with the university or student status was terminated before the decision was made;
 - a.d) In the case provided for in sub-Article 4 of Article 15 of this code.
 - b) To impose a disciplinary penalty on the person if it is confirmed that they have committed a disciplinary offense.

Article 21. Imposing Disciplinary Penalties

1. When imposing a disciplinary penalty, the disciplinary body is obliged to consider the severity and degree of the violation, the damage caused (or possible), and the repetitive nature of the violation. A person's responsibility increases in proportion to the severity and degree of the disciplinary offense or for repeated violations of norms. If it is confirmed that the person committed a disciplinary offense and was previously held responsible for a disciplinary offense in accordance with the requirements of this code, the disciplinary body may decide to apply a stricter disciplinary penalty.
2. It is not permissible to impose multiple penalties for a violation for which a decision has already been made.
3. The decision to impose a disciplinary penalty must be documented and substantiated.

Article 22. Contents of the Decision of the Disciplinary Body

The decision of the disciplinary body must include: a) The name of the disciplinary body; b) The composition of the disciplinary body; c) The date of the case review; d) The name, surname, and position of the disciplinary offender; e) The dates of the initiation of the disciplinary proceedings and the imposition of the disciplinary penalty; f) The circumstances related to the disciplinary proceedings; g) The nature of the disciplinary offense and the response of the disciplinary offender; h) The factual and legal basis for the decision; i) The nature of the disciplinary offense and the type of imposed disciplinary penalty; j) The basis for the termination of the disciplinary proceedings, the rejection of the complaint/appeal, or the imposition of the disciplinary penalty.

Article 23. Notification of the Decision of the Disciplinary Body

1. A copy of the decision of the disciplinary body is sent to the disciplinary offender within 5 (five) days from the issuance of the decision.
2. A copy of the decision must be attached to the personal file of the disciplinary offender.

Article 24. Appeal of the Decision of the Disciplinary Body

1. The disciplinary offender has the right to appeal the decision of the disciplinary body in the manner prescribed by law within one month from the delivery of the decision.
2. If the appeal is satisfied, the decision of the disciplinary body is annulled.

Article 25. Enforcement of Decisions of the Disciplinary Body

1. The enforcement of decisions of the disciplinary body is mandatory, and the responsibility lies with the university rector, the head of administration, and the relevant structural unit head. In the case of a student, the responsibility lies with the dean of the respective faculty.
2. The decisions of the disciplinary body come into force upon the expiration of the appeal period, or, in the case of an appeal, upon the entry into force of the court's decision.
3. The university rector, the head of administration, or the head of the relevant structural unit is obliged to enforce the decision within 1 (one) month from its entry into force.
4. The enforcement of the disciplinary body's decisions concerning academic/teaching staff and administrative/support staff, as well as individuals with emeritus academic status, is carried out by orders of the rector and the head of administration, respectively. In the case of revoking emeritus academic status, the person ceases to receive the benefits associated with the title.
5. The enforcement of the disciplinary body's decisions concerning the personnel of scientific and other structural units of the university is carried out by the order of the rector based on the submission of the head of the respective structural unit.
6. The enforcement of the disciplinary body's decisions concerning a student is carried out by the dean of the faculty, and in the case of termination of student status, by the submission of the latter and the order of the rector.

(Decision #6 of the Session #31 of the Representative Council (Senate) of the University, August 10, 2017)

Article 26. Terms of Disciplinary Measures

1. Disciplinary measures such as a notice, reprimand, strict reprimand, and transfer to a lower-paying position are effective only for a specific period, during which the disciplinary offender is considered to be under disciplinary sanction.
2. If the individual does not commit another disciplinary violation during the specified period, the notice loses its validity 3 (three) months after the corresponding decision comes into force, the reprimand after 6 (six) months, the withholding of 10 working days' salary after 9 (nine) months, the strict reprimand after 1 (one) year, and the transfer to a lower-paying position loses its validity 1 (one) year after the expiration of this measure's period. (Decision #4 of the Session #29 of the Representative Council (Senate) of the University, June 30, 2017)

Chapter IV Transitional and Final Provisions

1. This code comes into force immediately upon approval by the Representative Council (Senate) of the University.

Approved" by Decision #62 of October 15, 2014
of the Representative Council (Senate) of the University,
specified by #1

2. For disciplinary proceedings initiated before the enactment of this code, the Code of Ethics and disciplinary liability norms in effect at the time of the initiation of disciplinary proceedings shall apply.