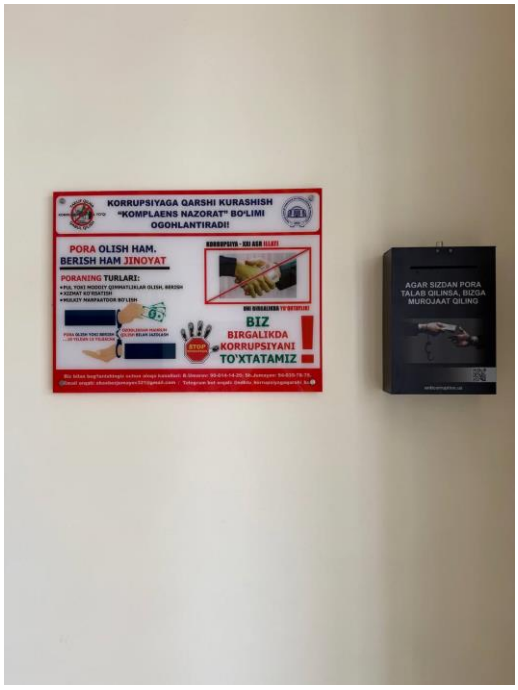
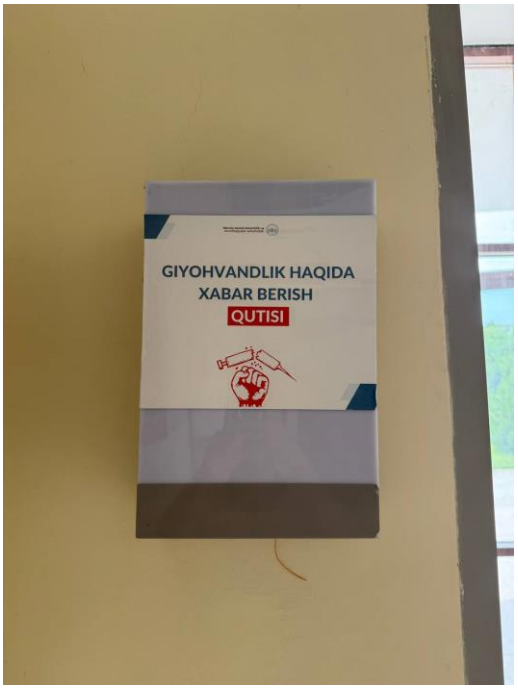
University: Navoi State University of Mining and Technologies
Country: Navoi, Uzbekistan
Web Address: https://www.nsumt.uz/

[7] Data and Governance (GD)
[7.19] Whistle Blowing and Complaint System of the University













General Information on the Implementation of the University's Anti-Corruption Program

The University has established a systematic process for familiarizing all personnel with the «Anti-Corruption Policy (Strategy)» approved by University Council Resolution No. 5 dated December 27, 2021, the «Internal Regulations of Navoi State University of Mining and Technologies» approved by Meeting Resolution No. 1 dated August 29, 2022, the «Code of Ethics of Navoi State University of Mining and Technologies» and other internal normative documents. Each employee receives comprehensive explanation of the substance and implications of these instruments.

To support the operational activities of the Compliance Control Management Department, 19 internal institutional legal documents were reviewed and revised with appropriate amendments, drawing upon model normative-legal instruments issued by the Anti-Corruption Agency of the Republic of Uzbekistan, the Ministry of Mining Industry and Geology, and the Ministry of Higher Education, Science and Innovations, adapted to the specific institutional context of the University.

During 2025, in cooperation with the Departments of Social, Humanitarian Sciences and Physical Education and Economics and Management, the Compliance Control Management Department organized training seminars in which 148 faculty members, staff, and tutors received instruction on internal regulations, the Code of Ethics, and internal anti-corruption normative documents.

With the involvement of faculty members, students, and departmental staff across all faculties of Navoi State University of Mining and Technologies, the following preventive activities were conducted during the reporting period: 67 prophylactic events, 17 roundtable discussions, 8 training seminars, spiritual-educational events, and 5 competitions. These activities engaged 180 faculty members, over 6,000 students, and approximately 50 lecturers.

The Head of the Compliance Control Management Department B.Umarov, contributed an analytical and methodological article entitled «Compliance Monitoring at the University» to the national newspaper *Inson va Qonun* (Issue No. 9, March 5, 2025), addressing issues of anti-corruption efforts and prevention. He also participated in a roundtable discussion published in the newspaper *Konchilar Hayoti* of Navoi Mining and Metallurgical Combine JSC (Issue No. 10, May 30, 2025) under the title «Education Will Be Free of Corruption» and contributed to a roundtable discussion on higher education reforms published in the regional newspaper *Do'stlik Bayrog'i* (Issue No. 25, June 20, 2025), under the title «Changes in Higher Education Strengthen the Motivation to Learn».

Four television broadcasts were aired via the Navoi Regional Television and Radio Broadcasting Company's channel *Diyor-24*. On May 15, 2025, the Head of the Compliance Control Management Department B.Umarov appeared on the programme *Assalom Yangi Kun* on Navoi RTRBC, sharing views on the principle of integrity as a foundational element of societal progress, as well as information on legal awareness activities aimed at fostering anti-corruption intolerance among students. Additionally, a radio broadcast was aired on June 8, 2025, covering an anti-corruption event held at a military unit in Navoi city. An «Open Doors Day» event held on December 16 of the same year was also broadcast on radio.

The University admitted students from technical colleges - those who had achieved good or excellent grades in more than 50% of their assessments - directly into the second year of relevant degree programmes through an interview-based process. These interviews were conducted transparently and openly, with live broadcasting on the YouTube platform. Furthermore, individuals with more than five years of professional experience in economic sectors were admitted to relevant programmes through examinations under a differentiated contract-based system, with the proceedings recorded and published on YouTube. All admission procedures at the University were conducted in an open and transparent manner.

Throughout all faculties, the Department systematically conducts preventive discussions, roundtable dialogues, and training seminars to explain the substance and practical application of the «Anti-Corruption Policy (Strategy)» the «Code of Ethics» and

other normative instruments to faculty members, staff, and students, including responses to questions and practical recommendations.

Internal Normative Documents Adopted in the Field of Anti-Corruption and the Status of Personnel Familiarization

The Compliance Control Management Department developed and introduced into practice 19 internal normative legal documents aimed at enhancing anti-corruption intolerance among faculty, staff, and students. These documents were formulated on the basis of model normative-legal instruments issued by the Anti-Corruption Agency of the Republic of Uzbekistan, the Ministry of Mining Industry and Geology, and the Ministry of Higher Education and Innovations, adapted to the University's institutional specifics.

During the reporting period, 111 newly appointed faculty members and staff across the faculties were familiarized with the internal normative documents and the University's Anti-Corruption Policy.

To ensure comprehensive dissemination of these documents, training seminars were organized for the personnel of each department, chair, and center, during which the substance of the documents was communicated to all staff members and formally recorded in the designated registration log. Electronic versions of the documents were distributed to department heads, chair directors, and center managers.

During this period, 200 copies of visual advocacy materials were produced and distributed to students and staff during training seminars and roundtable discussions. These materials carried the following thematic messages: «We Are Against Corruption» «Education Free of Corruption Is Quality Education» «Together We Overcome Corruption» «Say No to Corruption» «Together We Stop Corruption» and «No Room for Corruption (Neither Offer Nor Accept)».

Results of Monitoring Conducted on the Lawfulness of Procurement Processes, Employee Gifts and Bonuses, and Personnel Recruitment Procedures

During 2025, a total of 632 contracts were formalized at the University, with a combined value of 20,922,651,592 UZS. Of these, 39 were directly concluded contracts with a combined value of 2,690,407,297 UZS.

These contracts were concluded in accordance with Presidential Resolution No. PQ-3953 of September 27, 2018, «On Measures for the Implementation of the Law of the Republic of Uzbekistan 'On Public Procurement,'» and the Law of the Republic of Uzbekistan No. ORQ-684 of April 22, 2021, «On Public Procurement». The contracts

covered the procurement of foreign academic and scientific literature, textbooks, and study guides (from copyright-holding publishers), consumable laboratory materials (including reagents, chemical vessels, components, biological materials, and related items), and goods, works, and services required for the implementation of research projects approved by the Ministry of Higher Education, Science and Innovations of the Republic of Uzbekistan.

All directly concluded contracts contain seven supplementary anti-corruption provisions obligating both parties to refrain from corrupt conduct throughout the contractual relationship and to cooperate in upholding the preventive measures stipulated therein. Each party provides assurances that no unlawful transfer of funds or material benefits has occurred in connection with the contract, and that no informal payments, offers, or promises of benefit have been made or received.

During 2025, a total of 442 counterparties underwent verification procedures; no instances of corrupt conduct were identified.

No gifts were presented to staff members, and no related expenditures were incurred during 2025. Continuous monitoring of the targeted expenditure of state budget allocations and extra-budgetary funds, as well as the prevention of unlawful expenditures and financial violations, is conducted in cooperation with the University's internal auditor.

Results of the Review of Appeals Received Through Communication Channels, and the Status of Compliance with Oversight Measures and Established Principles

No appeals concerning instances of corruption were received at Navoi State University of Mining and Technologies during 2025.

In order to identify and eliminate factors that may give rise to complaints from students, their parents, faculty members, and other staff; to prevent the commission of corrupt acts in the University's operations; and to ensure transparency and openness across all institutional systems and sectors, the following hotlines operate continuously:

- +998-79-223-53-82
- +998-79-223-53-62

In addition, the following official channels are available on social media platforms for appeals from students, faculty, and other University staff:

1. Official Website: https://nsumt.uz/
2. Telegram Channel: https://t.me/ndktu_rasmiy
3. Facebook Page: https://www.facebook.com/navoiydavlat.konchilikinstituti.1
4. Instagram Page:

https://www.instagram.com/navoiydavlatkonchilikinstituti/

5. Anti-Corruption Telegram Bot: https://t.me/NDKTU_antikorrupsiyabot

In addition, «Justice Boxes» have been installed in areas of the University building not covered by surveillance cameras. During the reporting period, students, their parents, faculty members, or other University staff through any of the aforementioned communication channels - including hotlines, official social media channels, or Justice Boxes, submitted no appeals or complaints regarding corruption.

Identified Violations and Disciplinary Measures Applied to Personnel

The University maintains continuous oversight in detecting instances of corruption and identifying individuals involved in such conduct, with a view to applying strict disciplinary sanctions. During 2025, disciplinary measures were imposed as follows:

- The Student Affairs Accountant and the Chief Auditor received disciplinary sanctions for a series of procedural errors and deficiencies.
- The Chief Procurement Specialist received disciplinary sanctions for deficiencies in the execution of state procurement procedures.
- The Accounting Department Accountant, the Chief Accountant, the Director of the Digital Educational Technologies Center, and the Chief Procurement Specialist each received two reprimands and financial penalties amounting to up to 50% of their monthly salary for deficiencies identified in the inventory of material assets.
- Three faculty members, four tutors, and nine students received reprimands for gross violations of the University's Internal Regulations and the Code of Ethics, including incidents of interpersonal conflict among students.

Disciplinary sanctions were also applied to J.R. Ravshanov, Sh.N. Yakhshiev, and O. Sayfidinovfor deficiencies in the supervision and organization of student practical placements. I.I. Qalandarov received a disciplinary sanction for errors in entering interim assessment results into the HEMIS information system.

Additional evidence link (i.e., for videos, more images, or other files that are not included in this file):