



Annual Report of the Ethics Committee for the Year 2025

1. General Information

The Ethics Committee is a permanent collegial body of East European University responsible for ensuring organizational and institutional ethics and for reviewing relevant matters, including claims, complaints, conflicts of interest, harassment, discrimination, and other ethical violations.

The mandate of the Ethics Committee does not cover matters related to research ethics, which are regulated by separate mechanisms.

2. Legal and Institutional Framework

The operational documents of the Ethics Committee include:

- Regulation of the Ethics Committee;
- University Code of Ethics;
- Anti-Corruption Policy;
- Diversity and Inclusion Policy;
- Student Safety Policy;
- Other relevant internal regulatory acts and procedures.

3. Composition of the Committee

During the reporting period, the Ethics Committee consisted of five (5) members, including:

- representatives of the academic staff;
- a representative of the administrative staff;
- a student representative (with consultative vote).

(Personal data are not published in accordance with the principle of confidentiality.)

4. Meetings and Activities

During the reporting period, the Ethics Committee held:

- a total of 12 meetings, including:
- 12 regular meetings;
- 0 extraordinary meetings (if applicable).

The Ethics Committee convened regularly, once a month, in accordance with the schedule established by the Regulation of the Ethics Committee.

5. Overview of Issues Reviewed

During the reporting period, the Ethics Committee reviewed the following categories of issues (without disclosure of personal data or specific details):

Type of Issue	Number of Cases
Conflict of interest	0
Harassment / unethical conduct	3
Potential cases of discrimination	0
Administrative ethics issues	1
Other	0

3 formal complaints or claims were submitted to the Ethics Committee during the reporting period.

6. Decisions and Recommendations

The decisions and recommendations adopted by the Ethics Committee included:

- **Strengthening awareness of ethical standards**

Organize regular information sessions and training activities for academic and administrative staff as well as students, focusing on professional ethics, respectful communication, and the prevention of inappropriate behavior.

- **Enhancing mechanisms for the prevention of harassment and unethical conduct**

Periodically review relevant internal policies, guidelines, and procedures to ensure a safe, respectful, and inclusive working and learning environment.

- **Strengthening consultation and support mechanisms for ethical issues**

Strengthen confidential consultation opportunities for staff and students so that ethical concerns can be addressed promptly and effectively.

- **Reinforcing standards of administrative ethics**

To ensure transparency and fairness in administrative processes, it is recommended that relevant structural units receive additional methodological support and clarification of internal regulations.

- **Periodic evaluation of ethics policies and procedures**

Regular monitoring and, where necessary, updating of the University's Code of Ethics and related policies in accordance with modern institutional governance practices and international standards.

- **Strengthening the institutional culture of ethics**

Promote ethical values within the University by organizing discussions, seminars, and awareness-raising activities aimed at fostering a responsible and respectful academic environment.

7. Confidentiality and Protection against Retaliation

During the reporting period, the Ethics Committee ensured:

- Ensuring the confidentiality of mechanisms established for reporting ethical violations and reviewing complaints within the University;
- strict observance of the principle of protection against retaliation in cases of good-faith reporting.

No cases of retaliation were recorded during the reporting period.

8. Awareness-Raising and Prevention

During the reporting period, the following preventive activities were implemented:

- discussions of ethics policies and procedures during committee meetings
- communication of ethical conduct principles within the University community
- review of the accessibility of ethics policies and complaint procedures on the University website
- support for awareness-raising activities among students and staff.

9. Conclusions and Future Steps

The Ethics Committee continues its activities aimed at strengthening ethical governance, transparency, and institutional trust.

In the next reporting period, the following actions are planned:

- strengthening monitoring mechanisms;
- continuation of awareness-raising activities;
- support for the periodic review of internal policies.

These measures aim to reinforce ethical governance at the University and ensure continuous improvement of the internal quality assurance system.

10. Publication of the Report

This annual report is published on the official website of East European University.

Date of publication: 31 January 2026

Approved by:

The Ethics Committee of East European University

Minutes No. 12, Date:19 December 2025