



**ALNOOR UNIVERSITY**

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**CODE OF ETHICS**  
**AND CODE OF CONDUCT**

*Governing the conduct of leaders, faculty, staff, researchers, and students*

2025-2026

Approved and adopted by the competent authorities of Alnoor University



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## **PREAMBLE**

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Alnoor University is committed to fostering an academic environment founded upon integrity, excellence, accountability, respect, inclusiveness, and social responsibility. As a higher education institution dedicated to teaching, research, innovation, and community engagement, the University recognizes that ethical conduct is essential to maintaining public trust and advancing knowledge for the benefit of society.

This Code of Ethics and Code of Conduct establishes the principles, responsibilities, and standards of behavior expected from all members of the University community. It serves as a framework for promoting ethical decision-making, protecting academic freedom, safeguarding human dignity, and ensuring responsible stewardship of institutional resources.

The provisions of this Code apply to all members of Alnoor University and shall guide their professional, academic, administrative, and social conduct.



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## **CHAPTER I**

### **GENERAL PROVISIONS**

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#### **Article 1**

##### ***Purpose***

This Code aims to:

- Promote integrity and ethical behavior.
- Protect the reputation and values of the University.
- Ensure fairness, accountability, and transparency.
- Foster mutual respect among members of the University community.
- Support academic excellence and responsible research.
- Encourage sustainability and social responsibility.

#### **Article 2**

##### ***Scope of Application***

This Code applies to:

- University leaders and administrators;
- Academic staff and faculty members;
- Researchers and research assistants;
- Administrative and technical personnel;
- Students enrolled in any academic program;
- Visiting scholars, consultants, volunteers, and individuals acting on behalf of the University.

#### **Article 3**

##### ***Definitions***

For the purposes of this Code:

- “University” means Alnoor University.
- “University Community” means all individuals subject to this Code.
- “Academic Staff” refers to professors, lecturers, instructors, and other teaching personnel.
- “Administrative Staff” refers to employees engaged in administrative, technical, or support functions.
- “Student” refers to any individual officially enrolled at the University.



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- “Researcher” refers to any person involved in scientific or scholarly research activities.
  - “Misconduct” refers to actions that violate this Code or undermine the integrity and reputation of the University.

#### **Article 4**

##### ***Fundamental Principles***

Members of the University community shall uphold:

- Integrity;
- Honesty;
- Accountability;
- Professionalism;
- Respect for others;
- Equality and non-discrimination;
- Transparency;
- Social responsibility;
- Sustainability;
- Commitment to academic excellence.

#### **Article 5**

##### ***Compliance***

All members of the University community are expected to comply with this Code and cooperate with any procedures established to ensure its implementation.



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## **CHAPTER II**

### **INSTITUTIONAL VALUES**

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#### **Article 6**

##### ***Integrity***

Members shall act honestly and avoid fraud, deception, corruption, plagiarism, and conflicts of interest.

#### **Article 7**

##### ***Respect for Human Dignity***

Every individual shall be treated with fairness, courtesy, and dignity regardless of nationality, religion, ethnicity, gender, age, disability, or social background.

#### **Article 8**

##### ***Academic Freedom***

The University recognizes the right of academic staff and students to pursue knowledge, conduct research, and express scholarly opinions responsibly.

#### **Article 9**

##### ***Excellence***

The University encourages continuous improvement, innovation, creativity, and high standards of academic and professional performance.

#### **Article 10**

##### ***Accountability***

Members shall accept responsibility for their actions and decisions and remain accountable for the consequences of their conduct.

#### **Article 11**

##### ***Transparency***

University operations shall be conducted with openness and fairness while maintaining necessary confidentiality.

#### **Article 12**

##### ***Sustainability and Social Responsibility***

Members shall contribute to environmental protection, efficient resource utilization, and the promotion of sustainable development.



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## **CHAPTER III**

### **RIGHTS AND RESPONSIBILITIES OF UNIVERSITY MEMBERS**

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#### **Article 13**

##### ***General Rights***

Members of the University community have the right to:

- Be treated fairly and respectfully.
- Work and study in a safe environment.
- Express opinions responsibly.
- Access institutional services without discrimination.
- Participate in academic and professional development opportunities.

#### **Article 14**

##### ***General Responsibilities***

Members shall:

- Respect University policies.
- Maintain professional behavior.
- Protect University property.
- Support the University's mission and values.
- Refrain from conduct that harms others.

#### **Article 15**

##### ***Protection from Harassment***

Every member of the University community has the right to an environment free from intimidation, harassment, violence, bullying, and abuse.

#### **Article 16**

##### ***Responsibility Toward Society***

Members shall recognize the social role of the University and contribute positively to their communities.

#### **Article 17**

##### ***Protection of Institutional Reputation***

Members shall avoid conduct that may damage the image, credibility, or public trust of Alnoor University.



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## **CHAPTER IV**

### **ETHICAL RESPONSIBILITIES OF UNIVERSITY LEADERS**

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#### **Article 18**

##### ***Leadership Integrity***

University leaders shall exercise authority responsibly and demonstrate integrity in all decisions and actions.

#### **Article 19**

##### ***Fair Decision-Making***

Leaders shall:

- Base decisions on objective criteria.
- Avoid favoritism and discrimination.
- Ensure equal opportunities.
- Promote transparency.

#### **Article 20**

##### ***Accountability***

University leaders are accountable for the management of financial, academic, and administrative matters under their authority.

#### **Article 21**

##### ***Avoidance of Conflict of Interest***

Leaders shall disclose actual or potential conflicts of interest and refrain from participating in decisions that may compromise impartiality.

#### **Article 22**

##### ***Responsible Use of Resources***

Leaders shall ensure that institutional resources are used efficiently and exclusively for legitimate University purposes.

#### **Article 23**

##### ***Protection of Confidential Information***

Leaders shall maintain the confidentiality of sensitive information and prevent unauthorized disclosure.

#### **Article 24**

##### ***Promotion of Ethical Culture***

University leaders shall:



- 
- Encourage ethical behavior.
  - Support integrity initiatives.
  - Promote accountability.
  - Foster a culture of respect and professionalism.

### **Article 25**

#### ***Commitment to Sustainability***

Leaders shall support environmentally responsible policies and encourage sustainable campus practices.

### **Article 26**

#### ***Prohibited Conduct for University Leaders***

University leaders shall not:

- Abuse their authority.
- Engage in corruption or bribery.
- Use University resources for personal benefit.
- Practice nepotism.
- Retaliate against individuals who report misconduct.
- Discriminate against members of the University community.



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## **CHAPTER V**

### **ETHICAL RESPONSIBILITIES OF ACADEMIC STAFF**

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#### **Article 27**

##### ***Role of Academic Staff***

Academic staff are entrusted with advancing knowledge, fostering intellectual development, and promoting ethical values through teaching, research, and service.

#### **Article 28**

##### ***Professional Conduct***

Academic staff shall:

- Perform their duties honestly and competently.
- Maintain professional relationships with students and colleagues.
- Demonstrate fairness and impartiality.
- Respect diverse opinions and perspectives.

#### **Article 29**

##### ***Teaching Responsibilities***

Faculty members shall:

- Deliver courses in accordance with approved curricula.
- Maintain academic quality and rigor.
- Encourage critical thinking and innovation.
- Provide timely and constructive feedback.
- Evaluate students fairly and objectively.

#### **Article 30**

##### ***Student Supervision***

Academic staff shall:

- Support students' academic development.
- Respect student dignity and privacy.
- Avoid exploitation of students for personal gain.
- Maintain appropriate professional boundaries.

#### **Article 31**

##### ***Equality and Fair Treatment***



Faculty members shall not discriminate against students or colleagues on the basis of gender, religion, nationality, ethnicity, disability, age, or personal beliefs.

### **Article 32**

#### ***Academic Integrity***

Academic staff shall:

- Respect intellectual property rights.
- Avoid plagiarism and data falsification.
- Properly acknowledge the work of others.
- Promote ethical scholarship.

### **Article 33**

#### ***Prohibited Conduct***

Academic staff shall not:

- Accept improper gifts or benefits from students.
- Exchange grades for personal favors.
- Disclose examination materials without authorization.
- Abuse academic authority.
- Engage in harassment or intimidation.

### **Article 34**

#### ***Responsible Use of Technology***

Academic staff shall use digital technologies and artificial intelligence responsibly and ensure that such tools do not compromise academic integrity.

### **Article 35**

#### ***Public Representation***

Faculty members shall avoid creating the false impression that personal opinions represent official University positions unless duly authorized.



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## **CHAPTER VI**

### **RESEARCH ETHICS**

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#### **Article 36**

##### ***Principles of Research***

Research activities shall be conducted in accordance with:

- Honesty;
- Integrity;
- Objectivity;
- Accountability;
- Respect for human dignity;
- Social responsibility.

#### **Article 37**

##### ***Responsible Research Practices***

Researchers shall:

- Maintain accurate records.
- Preserve research data appropriately.
- Report findings truthfully.
- Avoid manipulation of results.

#### **Article 38**

##### ***Intellectual Property***

Researchers shall recognize the contributions of collaborators and respect intellectual property rights.

#### **Article 39**

##### ***Human Participants***

Research involving human participants shall respect:

- Privacy;
- Confidentiality;
- Voluntary participation;
- Informed consent.



#### **Article 40**

##### ***Animal Welfare***

Research involving animals shall be conducted humanely and in accordance with recognized ethical standards.

#### **Article 41**

##### ***Publication Ethics***

Researchers shall not:

- Fabricate data;
- Falsify results;
- Commit plagiarism;
- Duplicate publications improperly;
- Manipulate authorship.

#### **Article 42**

##### ***Responsible Use of Artificial Intelligence***

Artificial intelligence tools may support research activities but shall not replace human accountability or ethical responsibility.

#### **Article 43**

##### ***Research Misconduct***

Research misconduct includes:

- Fabrication of data;
- Falsification of information;
- Plagiarism;
- Unauthorized use of confidential information;
- Misrepresentation of results.



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## **CHAPTER VII**

### **ETHICAL RESPONSIBILITIES OF ADMINISTRATIVE STAFF**

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#### **Article 44**

##### ***Professional Service***

Administrative staff shall provide services efficiently, respectfully, and impartially.

#### **Article 45**

##### ***Integrity***

Employees shall perform their duties honestly and avoid conflicts of interest.

#### **Article 46**

##### ***Confidentiality***

Administrative personnel shall safeguard institutional records and confidential information.

#### **Article 47**

##### ***Respectful Workplace***

Administrative staff shall:

- Maintain professionalism.
- Cooperate with colleagues.
- Avoid hostile or disruptive behavior.

#### **Article 48**

##### ***Proper Use of Resources***

University property shall be used exclusively for legitimate institutional purposes.

#### **Article 49**

##### ***Equal Treatment***

Administrative staff shall treat all individuals fairly without discrimination.

#### **Article 50**

##### ***Prohibited Conduct***

Administrative personnel shall not:

- Abuse authority.
- Accept bribes.
- Falsify records.
- Misuse University resources.



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- Engage in harassment or intimidation.



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## **CHAPTER VIII**

### **ETHICAL RESPONSIBILITIES OF STUDENTS**

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#### **Article 51**

##### ***Student Responsibilities***

Students shall:

- Pursue knowledge responsibly.
- Respect University regulations.
- Demonstrate honesty and integrity.
- Contribute positively to campus life.

#### **Article 52**

##### ***Academic Conduct***

Students shall:

- Complete assignments independently unless collaboration is authorized.
- Respect intellectual property.
- Avoid cheating and plagiarism.
- Participate honestly in examinations.

#### **Article 53**

##### ***Respect for Others***

Students shall:

- Treat others with dignity and respect.
- Avoid bullying, harassment, and discrimination.
- Promote mutual understanding and tolerance.

#### **Article 54**

##### ***Responsible Use of Facilities***

Students shall protect classrooms, laboratories, libraries, and all University resources.

#### **Article 55**

##### ***Responsible Use of Technology***

Students shall:

- Use digital resources ethically.
- Protect passwords and personal information.



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- Avoid cyberbullying and unauthorized access.

### **Article 56**

#### ***Student Organizations***

Student activities shall promote leadership, cooperation, and respect for institutional values.

### **Article 57**

#### ***Prohibited Conduct***

Students shall not:

- Engage in academic dishonesty.
- Commit vandalism.
- Possess illegal substances.
- Threaten or intimidate others.
- Use violence.
- Damage the reputation of the University.

### **Article 58**

#### ***Social Responsibility***

Students are encouraged to participate in volunteer work, environmental initiatives, and community service activities.

### **Article 59**

#### ***Environmental Awareness***

Students shall support sustainable campus practices including waste reduction, energy conservation, and environmental protection.

### **Article 60**

#### ***Respect for Diversity***

Students shall recognize and respect cultural, religious, and intellectual diversity within the University community.



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## **CHAPTER IX**

### **ACADEMIC INTEGRITY**

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#### **Article 61**

##### ***Principles of Academic Integrity***

Academic integrity is the foundation of teaching, learning, and research at Alnoor University. All members of the University community shall uphold honesty, trust, fairness, respect, responsibility, and courage in academic activities.

#### **Article 62**

##### ***Commitment to Honesty***

Students, faculty members, researchers, and staff shall represent their work truthfully and accurately.

#### **Article 63**

##### ***Plagiarism***

Plagiarism is strictly prohibited and includes:

- Using another person’s words without proper citation.
- Presenting another person’s ideas as one’s own.
- Copying assignments or reports.
- Submitting work prepared by others.
- Using translated materials without acknowledgment.

#### **Article 64**

##### ***Fabrication and Falsification***

Members of the University community shall not:

- Invent data or results;
- Alter records or documents;
- Manipulate evidence;
- Misrepresent academic achievements.

#### **Article 65**

##### ***Examination Integrity***

During examinations, students shall not:

- Possess unauthorized materials;
- Communicate with others without permission;



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- Use electronic devices improperly;
  - Impersonate another candidate;
  - Assist others in dishonest conduct.

### **Article 66**

#### ***Assignment Integrity***

Assignments, theses, dissertations, and projects shall represent the original work of the student or research team unless otherwise authorized.

### **Article 67**

#### ***Citation and Attribution***

All academic work shall properly acknowledge the contributions of others through recognized citation methods.

### **Article 68**

#### ***Responsibility of Faculty Members***

Academic staff shall actively promote academic integrity and address suspected violations fairly and consistently.



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## **CHAPTER X**

### **SUSTAINABILITY AND ENVIRONMENTAL ETHICS**

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#### **Article 69**

##### ***Institutional Commitment***

Alnoor University recognizes environmental sustainability as an ethical responsibility shared by all members of the University community.

#### **Article 70**

##### ***Environmental Stewardship***

Members shall contribute to:

- Environmental protection;
- Sustainable development;
- Resource conservation;
- Responsible consumption.

#### **Article 71**

##### ***Energy Conservation***

Members are encouraged to:

- Reduce unnecessary electricity consumption;
- Promote energy efficiency;
- Support renewable energy initiatives.

#### **Article 72**

##### ***Water Conservation***

Members shall utilize water resources responsibly and avoid unnecessary waste.

#### **Article 73**

##### ***Waste Reduction***

Members shall:

- Minimize waste generation;
- Encourage recycling;
- Promote proper waste segregation.

#### **Article 74**

##### ***Sustainable Transportation***



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The University encourages environmentally responsible transportation practices including walking, cycling, public transportation, and car-sharing.

**Article 75**

***Green Campus Culture***

Members are encouraged to participate in environmental campaigns, tree planting programs, and sustainability initiatives.

**Article 76**

***Community Engagement***

The University shall support environmental awareness and sustainability activities that benefit society.



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## **CHAPTER XI**

### **EQUALITY, DIVERSITY, AND INCLUSION**

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#### **Article 77**

##### ***Equal Opportunity***

The University is committed to equal opportunities for all individuals.

#### **Article 78**

##### ***Non-Discrimination***

Discrimination based on religion, nationality, ethnicity, race, gender, disability, age, or social background is prohibited.

#### **Article 79**

##### ***Respect for Diversity***

Members shall recognize and appreciate diversity in culture, thought, and identity.

#### **Article 80**

##### ***Inclusive Environment***

The University shall strive to provide an environment in which all individuals can participate fully in academic and professional activities.

#### **Article 81**

##### ***Accessibility***

Reasonable efforts shall be made to support individuals with disabilities and special needs.

#### **Article 82**

##### ***Prohibition of Hate Speech***

Any form of hate speech, intolerance, or incitement against individuals or groups is inconsistent with the values of the University.



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## **CHAPTER XII**

### **DIGITAL CONDUCT AND ARTIFICIAL INTELLIGENCE**

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#### **Article 83**

##### ***Responsible Use of Information Technology***

Members shall use University digital resources ethically and responsibly.

#### **Article 84**

##### ***Cybersecurity***

Users shall protect passwords, devices, and confidential information against unauthorized access.

#### **Article 85**

##### ***Unauthorized Access***

No individual shall gain access to computer systems, databases, or digital resources without proper authorization.

#### **Article 86**

##### ***Use of Artificial Intelligence***

Artificial intelligence technologies may be utilized to support teaching, learning, and research provided that:

- Human responsibility remains paramount;
- Academic integrity is preserved;
- Transparency is maintained;
- Intellectual property rights are respected.

#### **Article 87**

##### ***Misuse of Artificial Intelligence***

The use of artificial intelligence to commit fraud, plagiarism, deception, or misinformation is prohibited.

#### **Article 88**

##### ***Digital Communication***

Electronic communications shall be conducted respectfully and professionally.



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## **CHAPTER XIII**

### **SOCIAL MEDIA AND PUBLIC COMMUNICATION**

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#### **Article 89**

##### ***Freedom of Expression***

Members of the University community may express personal opinions responsibly and respectfully.

#### **Article 90**

##### ***Representation of the University***

Individuals shall not falsely represent personal opinions as official positions of Alnoor University.

#### **Article 91**

##### ***Respectful Communication***

Members shall avoid offensive, abusive, defamatory, or threatening content.

#### **Article 92**

##### ***Confidential Information***

University information that is confidential or restricted shall not be disclosed through social media or public platforms.

#### **Article 93**

##### ***Protection of Institutional Reputation***

Members shall avoid actions that intentionally damage the reputation, credibility, or integrity of the University.

#### **Article 94**

##### ***Professional Online Conduct***

Digital interactions shall reflect the values and standards expected of members of the University community.



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## **CHAPTER XIV**

### **CONFLICT OF INTEREST**

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#### **Article 95**

##### ***Principle of Impartiality***

Members of the University community shall perform their duties objectively and avoid situations in which personal interests may interfere with professional responsibilities.

#### **Article 96**

##### ***Disclosure of Conflicts of Interest***

Individuals shall promptly disclose actual, potential, or perceived conflicts of interest to the appropriate authority.

#### **Article 97**

##### ***Examples of Conflicts of Interest***

Conflicts of interest may include:

- Financial interests that affect decision-making;
- Favoritism toward relatives or associates;
- Acceptance of inappropriate gifts or benefits;
- Participation in decisions involving personal gain.

#### **Article 98**

##### ***Prohibited Conduct***

Members shall not:

- Exploit their position for personal benefit;
- Influence decisions improperly;
- Use confidential information for private advantage.



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## **CHAPTER XV**

### **CONFIDENTIALITY AND DATA PROTECTION**

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#### **Article 99**

##### ***Confidential Information***

Members shall safeguard confidential information obtained through their work or studies.

#### **Article 100**

##### ***Protection of Records***

University records shall be maintained accurately and protected from unauthorized disclosure, alteration, or destruction.

#### **Article 101**

##### ***Privacy Rights***

The privacy and dignity of individuals shall be respected in accordance with ethical principles.

#### **Article 102**

##### ***Responsible Use of Information***

Information shall only be used for legitimate academic and administrative purposes.

#### **Article 103**

##### ***Unauthorized Disclosure***

The disclosure of confidential information without authorization constitutes a violation of this Code.



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## **CHAPTER XVI**

### **REPORTING ETHICAL VIOLATIONS**

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#### **Article 104**

##### ***Duty to Report***

Members are encouraged to report suspected violations of this Code in good faith.

#### **Article 105**

##### ***Reporting Channels***

Reports may be submitted through:

- Departmental authorities;
- University administration;
- Designated ethics committees;
- Official reporting mechanisms established by the University.

#### **Article 106**

##### ***Good Faith Reporting***

Individuals who submit reports honestly and in good faith shall be protected from retaliation.

#### **Article 107**

##### ***False Accusations***

Knowingly submitting false allegations constitutes misconduct and may result in disciplinary action.



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## **CHAPTER XVII**

### **INVESTIGATION PROCEDURES**

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#### **Article 108**

##### ***Fairness***

Investigations shall be conducted impartially, objectively, and confidentially.

#### **Article 109**

##### ***Due Process***

Individuals accused of violations shall have the opportunity to present explanations and evidence.

#### **Article 110**

##### ***Confidentiality of Proceedings***

Information obtained during investigations shall be treated confidentially.

#### **Article 111**

##### ***Cooperation***

Members of the University community shall cooperate with authorized investigations.

#### **Article 112**

##### ***Recommendations***

Following an investigation, the appropriate authority may recommend corrective or disciplinary measures.



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## **CHAPTER XVIII**

### **CLASSIFICATION OF VIOLATIONS**

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#### **Article 113**

##### ***Minor Violations***

Minor violations include:

- Inappropriate behavior;
- Negligence;
- Minor breaches of procedures.

#### **Article 114**

##### ***Moderate Violations***

Moderate violations include:

- Repeated minor violations;
- Abuse of resources;
- Unauthorized disclosure of non-critical information;
- Failure to comply with official duties.

#### **Article 115**

##### ***Major Violations***

Major violations include:

- Corruption;
- Bribery;
- Plagiarism;
- Data fabrication;
- Harassment;
- Violence;
- Serious misuse of authority;
- Significant damage to University reputation.



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## **CHAPTER XIX**

### **DISCIPLINARY SANCTIONS**

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#### **Article 116**

##### ***Principles of Sanctions***

Sanctions shall be proportionate to the severity and consequences of the violation.

#### **Article 117**

##### ***Sanctions for Students***

Possible sanctions include:

- Verbal warning;
- Written warning;
- Educational corrective measures;
- Suspension;
- Dismissal from the University.

#### **Article 118**

##### ***Sanctions for Academic Staff***

Possible sanctions include:

- Verbal warning;
- Written warning;
- Suspension of privileges;
- Administrative measures;
- Termination of appointment.

#### **Article 119**

##### ***Sanctions for Administrative Staff***

Possible sanctions include:

- Written warning;
- Reduction of responsibilities;
- Suspension;
- Administrative penalties;
- Termination of employment.

#### **Article 120**



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### ***Sanctions for University Leaders***

Leaders who violate this Code may be subject to:

- Formal reprimand;
- Removal from administrative duties;
- Disqualification from leadership positions;
- Other measures deemed appropriate by competent authorities.

### **Article 121**

#### ***Educational Measures***

Whenever appropriate, the University may emphasize corrective and educational approaches in addition to disciplinary actions.



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## **CHAPTER XX**

### **FINAL PROVISIONS**

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#### **Article 122**

##### ***Awareness and Dissemination***

The University shall promote awareness of this Code through orientation programs, workshops, and educational activities.

#### **Article 123**

##### ***Review and Amendment***

This Code may be reviewed and amended periodically to reflect evolving academic, technological, and societal developments.

#### **Article 124**

##### ***Interpretation***

Questions concerning the interpretation of this Code shall be resolved by the competent University authorities.

#### **Article 125**

##### ***Entry into Force***

This Code shall enter into force upon its approval and adoption by Alnoor University.