



UI GreenMetric Questionnaire

University : Baku State University
 Country : Azerbaijan
 Web Address : <http://bsu.edu.az/en>
 SDG Focused Web Adress: <https://sdg.bsu.edu.az/>

[7] Governance and Digitalization

[7.12] Implementation of sustainability programs through the utilization of Information and Communication Technology (ICT) aligned with UI Green Metric criteria (GD.6)

Section A — ICT for sustainability management: screenshots of sustainability dashboard/reporting system/KPI platform (showing real modules/menus).

No	Initiative	Function	Brief Description	Screenshot or link of evidence
1	Sustainability Dashboard System	Monitoring & Evaluation	Web-based dashboard displaying UI Green Metric KPIs with real-time and historical data	<ul style="list-style-type: none"> <li data-bbox="614 929 1444 1176">➤ Outlines the university’s approach to providing safe, accessible, and affordable student housing. It ensures fair allocation, adequate living conditions, and support services that promote student well-being and inclusivity. https://sdg.bsu.edu.az/accommodation-policy https://sdq.bsu.edu.az/uploads/files/Accomodation%20policy.pdf <li data-bbox="614 1243 1444 1534">➤ Establishes a zero-tolerance stance against harassment and discrimination. It defines unacceptable behavior, promotes respect and equality, and provides reporting and support mechanisms for affected individuals. https://sdq.bsu.edu.az/anti-harassment-and-anti-discrimination-policy https://sdq.bsu.edu.az/uploads/files/Anti-harrasment%20and%20anti-discrimination%20policy.pdf <li data-bbox="614 1601 1444 1870">➤ Regulates the creation and operation of student organizations. It encourages student engagement, leadership, and inclusivity while ensuring activities align with university values and ethical standards. https://sdq.bsu.edu.az/student-led-society-policy https://sdq.bsu.edu.az/uploads/files/Student%20led%20policy.pdf <li data-bbox="614 1937 1444 2049">➤ Demonstrates the university’s commitment to environmental sustainability. It includes actions to reduce carbon emissions, promote energy efficiency, and integrate climate awareness into education and operations.



				<p>https://sdq.bsu.edu.az/climate-action-policy</p> <p>https://sdq.bsu.edu.az/uploads/files/Climate%20action%20policy.pdf</p> <ul style="list-style-type: none">➤ Guides responsible financial decision-making by prioritizing investments that support environmental, social, and governance (ESG) principles while avoiding harmful or unsustainable industries. <p>https://sdq.bsu.edu.az/sustainable-investment-policy</p> <p>https://sdq.bsu.edu.az/uploads/files/Sustainable%20investment.pdf</p> <ul style="list-style-type: none">➤ Promotes equal opportunities and respect for diversity across the university community. It aims to eliminate discrimination and foster an inclusive environment for students and staff. <p>https://sdq.bsu.edu.az/equality-diversity-and-inclusion-policy</p> <p>https://sdq.bsu.edu.az/uploads/files/Equality%20diversity%20and%20inclusion.pdf</p> <ul style="list-style-type: none">➤ Ensures that purchasing decisions consider environmental and social impacts. It prioritizes ethical sourcing, resource efficiency, and long-term sustainability in procurement processes. <p>https://sdq.bsu.edu.az/sustainable-procurement-policy</p> <p>https://sdq.bsu.edu.az/uploads/files/Sustainable%20Procurement%20policy.pdf</p> <ul style="list-style-type: none">➤ Sets strict rules against bribery and corruption. It promotes transparency, accountability, and ethical conduct in all university operations and relationships. <p>https://sdq.bsu.edu.az/anti-bribery-and-corruption-policy</p> <p>https://sdq.bsu.edu.az/uploads/files/Anti-bribery%20and%20corruption%20policy.pdf</p> <ul style="list-style-type: none">➤ This policy promotes a strong ethical culture within the university by emphasizing values such as honesty, respect, fairness, and diversity. It provides a framework to guide behavior, prevent misconduct, and ensure integrity across all levels of the institution. It also includes training, reporting mechanisms, and oversight bodies to maintain ethical standards. <p>https://sdq.bsu.edu.az/holistic-ethical-organizational-culture-policy</p> <p>https://sdq.bsu.edu.az/uploads/files/Holistic%20Ethical%20Organizational%20Culture%20the%20last%20version.pdf</p>
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				<ul style="list-style-type: none">➤ This policy ensures the protection of physical and mental health for all students and staff. It includes access to healthcare services, psychological counseling, safe campus infrastructure, and a smoke-free environment. The policy supports overall well-being through preventive measures, awareness programs, and a secure campus setting. https://sdq.bsu.edu.az/health-safety-and-wellbeing-policy https://sdq.bsu.edu.az/uploads/files/Health%2C%20Safety%2C%20and%20Wellbeing%20Policy.pdf ➤ Ensures high standards in teaching, research, and administration through continuous monitoring, evaluation, and improvement processes aligned with international best practices. https://sdq.bsu.edu.az/quality-assurance-policy https://sdq.bsu.edu.az/uploads/files/Quality%20assurance%20policy.pdf ➤ Protects the rights of academic staff and students to teach, research, and express ideas freely without undue interference, while maintaining ethical and professional responsibility. https://sdq.bsu.edu.az/policy-on-academic-freedom https://sdq.bsu.edu.az/uploads/files/Policy%20on%20Academic%20Freedom.pdf ➤ Promotes equal access to education for students with disabilities by providing necessary accommodations, inclusive infrastructure, and tailored academic support. https://sdq.bsu.edu.az/disability-support-policy https://sdq.bsu.edu.az/uploads/files/Disability%20Support%20Policy.pdf ➤ Aims to prevent human trafficking and protect victims through awareness, strict institutional measures, and cooperation with relevant authorities to ensure safety and human rights. https://sdq.bsu.edu.az/policy-on-prevention-of-human-trafficking https://sdq.bsu.edu.az/uploads/files/Policy%20on%20prevention%20of%20human%20trafficking%20and%20protection%20of%20victims.pdf
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				<ul style="list-style-type: none">➤ Encourages collaboration with local communities, organizations, and partners to support sustainable development, knowledge exchange, and mutual benefits. https://sdq.bsu.edu.az/local-stakeholder-engagement-policy https://sdq.bsu.edu.az/uploads/files/Local%20Stakeholder%20Engagement%20Policy.pdf➤ Focuses on responsible water use, conservation, and access to safe drinking water on campus, supporting environmental sustainability and public health. https://sdq.bsu.edu.az/clean-water-policy https://sdq.bsu.edu.az/uploads/files/Clean%20Water%20Policy.pdf➤ Ensures that students have regular access to academic staff for guidance, mentoring, and support outside of formal classroom hours. https://sdq.bsu.edu.az/policy-on-academic-consultation-hours https://sdq.bsu.edu.az/uploads/files/Policy%20on%20Academic%20Consultation%20Hours.pdf➤ Promotes free and unrestricted access to academic research outputs, increasing visibility, knowledge sharing, and global collaboration. https://sdq.bsu.edu.az/open-access-policy https://sdq.bsu.edu.az/uploads/files/Open%20Access%20Policy.pdf➤ Provides a framework to ensure the physical and psychological safety of students through preventive measures, emergency preparedness, and support services. https://sdq.bsu.edu.az/student-safety-policy https://sdq.bsu.edu.az/uploads/files/Student%20safety%20policy.pdf➤ This policy ensures that all donations and funding sources align with the university's ethical and sustainability principles. Contributions are evaluated based on the donor's background, intended purpose, and compliance with academic integrity, ensuring that funding supports environmentally and socially responsible initiatives without compromising institutional independence. https://sdq.bsu.edu.az/sustainability-policy-on-donations-and-funding https://sdq.bsu.edu.az/uploads/files/Sustainability%20policy%20on%20donations%20and%20funding.pdf
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				<p>Focuses on supporting vulnerable groups by promoting access to education, financial assistance, and social support programs. It aims to reduce inequality and contribute to poverty reduction through inclusive university initiatives and community engagement.</p> <p>https://sdq.bsu.edu.az/policy-on-hunger-and-poverty-alleviation</p> <ul style="list-style-type: none">➤ Promotes responsible consumption by ensuring ethical sourcing of goods, reducing waste, and encouraging recycling and efficient resource use. It supports environmentally friendly practices across university operations and aligns with sustainable development goals on responsible production and environmental protection. <p>https://sdq.bsu.edu.az/ethical-sourcing,-waste-management</p> <p>https://sdq.bsu.edu.az/uploads/files/Ethical%20Sourcing%2C%20Waste%20Management%2C%20and%20Sustainable%20Use%20Policy.pdf</p> <ul style="list-style-type: none">➤ This policy reflects the university's commitment to environmental protection, focusing on biodiversity conservation, sustainable resource use, and ecosystem management. It integrates sustainability into campus operations, including land use, waste management, and species protection, while promoting responsible environmental practices. <p>https://sdq.bsu.edu.az/sustainability-and-biodiversity-policy</p> <ul style="list-style-type: none">➤ The detailed document outlines implementation strategies such as sustainable food sourcing, collaboration with ethical suppliers, and awareness programs. It emphasizes monitoring systems, ecosystem preservation, and integrating biodiversity considerations into university planning and decision-making processes. <p>https://sdq.bsu.edu.az/uploads/files/Sustainability%20and%20Biodiversity%20Policy.pdf</p>
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2	Online Sustainability Reporting Portal	Planning & Implementation	Centralized portal for faculties and units to submit sustainability data with automated validation and aggregation	
3	Energy & Carbon Monitoring System	Monitoring	Digital system tracking electricity consumption and estimated carbon emissions across campus facilities	<p>➤ This policy reflects the university's strong commitment to combating climate change through research, education, and sustainable campus operations. It sets measurable targets for reducing greenhouse gas emissions and aims to achieve net-zero emissions by 2030, while promoting renewable energy, energy efficiency, and environmental awareness.</p> <p>https://sdq.bsu.edu.az/climate-action-policy</p> <p>➤ The detailed document outlines implementation measures such as integrating climate education into curricula, supporting research on climate solutions, and organizing awareness initiatives. It also includes governance mechanisms like establishing a sustainability office, partnerships with international organizations, and regular public reporting on progress.</p> <p>https://sdq.bsu.edu.az/uploads/files/Climate%20action%20policy.pdf</p> <p>➤ This policy ensures that the university's financial investments align with sustainability principles. It prioritizes environmentally and socially responsible investments, supports ethical decision-</p>



making, and avoids funding activities that harm the environment or society.

<https://sdq.bsu.edu.az/sustainable-investment-policy>

- The full document provides detailed guidelines for applying ESG (Environmental, Social, Governance) criteria in investment decisions. It emphasizes transparency, long-term sustainability, and accountability in managing financial resources to support responsible development.

<https://sdq.bsu.edu.az/uploads/files/Sustainable%20Investment.pdf>

Component	Measurement & Reporting	Policy & Governance	Implementation	Monitoring & Review
Accountability & Transparency	Annual report on sustainability performance	Clear policies and procedures	Regular communication and reporting	Periodic policy review and update
Leadership & Commitment	Senior management responsibility	Clear roles and responsibilities	Regular communication and reporting	Periodic policy review and update
Integration & Alignment	Integration with business strategy	Clear roles and responsibilities	Regular communication and reporting	Periodic policy review and update
Stakeholder Engagement	Regular communication and reporting	Clear roles and responsibilities	Regular communication and reporting	Periodic policy review and update
Reporting & Disclosure	Regular communication and reporting	Clear roles and responsibilities	Regular communication and reporting	Periodic policy review and update
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Measurement	Tools	Execution	Monitoring
Water Quality Protection	Water Quality Index (WQI), pH, Dissolved Oxygen (DO), Turbidity, Total Suspended Solids (TSS)	Regular monitoring and testing of water sources	Review of monitoring data and reports
Waste Management	Waste Management Plan (WMP), Waste Audit, Recycling Rate	Implementation of WMP, Regular waste audits	Review of waste audit reports and recycling rates
Resource Conservation	Energy Audit, Water Audit, Carbon Footprint Calculation	Regular energy and water audits, Carbon footprint reporting	Review of audit reports and carbon footprint data
Waste Reduction	Waste Reduction Plan (WRP), Waste Segregation, Recycling Programs	Implementation of WRP, Regular waste segregation and recycling	Review of waste reduction progress and recycling rates
Waste Disposal	Waste Disposal Plan (WDP), Waste Transfer Station (WTS), Landfill Site	Regular waste disposal, Waste transfer to WTS, Landfill site management	Review of waste disposal records and WTS performance
Waste Recycling	Waste Recycling Program (WRP), Recycling Centers, Recycling Bins	Implementation of WRP, Regular recycling activities	Review of recycling rates and WRP progress

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Category	Activity	Duration	Term	Expected Outcome	KPI
Academic	Curriculum modernization aligned with SDGs & labor market	2025-2026	Short	Updated programs in 20% of faculties	% of revised curricula graduate employment rate >75%
Academic	Digital learning ecosystem & LMS integration	2025-2027	Medium	Hybrid learning across all faculties	LMS usage >90% of courses, student satisfaction >85%
International	International dual-degree programs	2025-2030	Long	20 dual degree programs, increased global ranking visibility	# of dual programs, international student ratio >10%
Research	Entrepreneurial research grant scheme	2025-2026	Short	Increased publication output	Scopus/WoS papers >75%, funded projects >50%

digitalization, energy sustainability, performance-based human resource systems, and diversified financial resources. Collectively, these measures aim to strengthen educational quality, research competitiveness, campus inclusivity, and institutional sustainability, ensuring measurable progress through clearly defined KPIs by 2030.

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BSU Anti-Human Trafficking Implementation Plan (2025-2030)

Category	Activity	Mechanism	Tools	Duration	Expected Outcome	KPI
STRUCTURAL (Short-term)	Establish Anti-Trafficking Committee	Reconstitute oversight multi-unit representation	TOR, governance charter	Short (2025)	Centralized institutional coordination	Committed operational by Q2 2025
STRUCTURAL (Short-term)	Launch confidential reporting system	HR + Legal + IT joint mechanism	Anonymous digital platform, hotline, email	Short (2025-2026)	Safe and accessible reporting environment	>95% reports successfully processed within 48 hrs
ACADEMIC (Short-term)	Integrate awareness module into first-year orientation	Academic Affairs coordination	LMS module, orientation sessions	Short (2025-2026)	Baseline awareness across student body	>80% of new students complete module annually
SOCIAL (Short-term)	University-wide awareness campaign	Student Affairs + Faculties	Seminars, posters, digital media	Short (2025-2027)	Increased community awareness	>12,000 participants reached annually
STRUCTURAL (Short-term)	Staff capacity-building program	HR-led training program	Training modules, workshops	Short (2025-2027)	Improved staff identification capacity	>70% of staff trained by end-2027
ACADEMIC (Medium-term)	Develop elective course on Human Trafficking & Human Rights	Faculty of Law, Leadership	Online syllabus, guest lectures	Medium (2026-2028)	Institutional specialization	>300 student enrollments per year
RESEARCH (Medium-term)	Launch capacity research grants	Research Office mechanism	Internal grant fund	Medium (2026-2028)	Evidence-based policy contributions	>10 funded projects by 2027
RESEARCH (Medium-term)	Annual national conference on human rights	Collaboration with NGOs	Conferences, digital content	Medium (2026-2030)	Knowledge platform on leadership	>200 participants per year, >20 papers
SOCIAL (Medium-term)	Establish victim support center	Student Affairs + NGOs	Legal aid, counseling	Medium (2026-2030)	Structured victim support	>100% identified cases

Category	Activity / Initiative	Timeline	Expected Outcome	KPI (Key Performance Indicator)
STRUCTURAL (Medium-term)	Integrate anti-trafficking clauses into procurement	Procurement + Legal oversight	Supplier due-diligence checklist	Medium (2026-2028) >Ethical supply chain compliance >100% new contracts accepted
ACADEMIC (Medium-term)	Embed modules in Law, Social Sciences curricula	Faculty curriculum reform	Updated syllabi	Medium (2026-2028) >Interdisciplinary academic coverage >20% relevant programs include content
STRUCTURAL (Long-term)	Establish Human Rights & Anti-Trafficking Research Center	Rectorate strategic initiative	Dedicated research budget	Long (2026-2030) >National academic leadership >Center operational by 2029
SOCIAL (Long-term)	Community outreach with NGOs	University outreach program	Mobile seminars, partnerships	Long (2026-2030) >Expanded social impact >25 regional outreach missions/year
STRUCTURAL (Medium-term)	Launch capacity research grants	Research Office mechanism	Internal grant fund	Medium (2026-2028) >Evidence-based policy contributions >10 funded projects by 2027
MONITORING (Continuous)	Annual Anti-Trafficking Report	Committee reporting duty	KPI dashboard, public summary	2025-2030 (continuing) >Transparency and accountability >1 public report issued every year
MONITORING (Continuous)	Staff awareness surveys	Quality Assurance Office	Anonymous surveys	2025-2030 >Evidence-based improvements >10% response rate >40% improvement

Strategic Impact by 2030 (Projected)

Category	Activity	Duration	Term	Expected Outcome	KPI
Research	Interdisciplinary research centers (AI, climate, energy, social policy)	2025-2028	Medium	4 functioning centers with annual funding	External grant \$5M total, patents, 100+ publications
Social	Expand research networks & Memoranda of Understanding (MoU)	2027-2030	Long	Strong international research integration	15+ global partnerships, 25% increase in co-authored papers
Social	Expanded library & learning capacity via PPP	2025-2027	Medium	Enhanced digital resources	Library budget: 3,500,000 AZN (2023)
Social	Business & accessibility program for disabilities	2025-2028	Medium	Fully accessible campus services	200% support response, 100% compliance
Social	Student wellbeing & mental health system	2025-2030	Long	Robust support services	100% service coverage, 15% improvement in satisfaction
Structural Reform	Greenhouse gas reduction & electrification	2025-2026	Short	Paperless workflows & energy efficiency	30% services online, 15% energy savings
Structural Reform	Energy efficiency & renewable buildings	2025-2029	Long	60% energy reduction, 60% renewable share	30% energy savings, 100% renewable share >60%

reducing the gender pay gap to 5% by 2030 and providing at least 10% scholarships annually. Through this plan, BSU demonstrates its commitment to promoting gender equality, work-life balance, and inclusive family support practices while ensuring accountability, transparency, and measurable impact across all levels of the university community.

Category	Activity / Initiative	Timeline	Expected Outcome	KPI (Key Performance Indicator)
Academic Activities	Conduct regular training and workshops on anti-harassment, gender equality, and inclusivity	Short-term (2025-2027)	Increased awareness among staff and students, reduced incidents in harassment	>80% of students and staff trained annually, >30% increase in reported awareness in surveys
Academic Activities	Integrate interactive e-learning modules on harassment prevention and non-discrimination	Medium-term (2027-2028)	Continuous education of student/staff	100% completion rate by staff & students within first 12 months, average quiz score >85%
Academic Activities	Promote gender equality in admissions, employment, and academic programs	Medium-term (2026-2028)	Balanced participation of women and men, removal of systemic barriers	>10% increase in female faculty and leadership positions, >15% increase in female student enrollment in underrepresented programs
Academic Activities	Establish mentorship	Medium-term	Enhanced career	>70% mentees report improved skills, >25%

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Waste Reduction & Circular Economy	Campus-wide 3R Strategy (Reduce, Reuse, Recycle)	2025-2030	Long	Waste segregation bins, Recycling contracts, Composting system, Plastic phase-out policy	Campus Operations Student Environmental Clubs
Water Conservation & Climate Resilience	Integrated water management framework	2025-2030	Long	Smart irrigation, Low-flow fixtures, Rainwater harvesting, Flood risk assessment tools	Facilities Dept. Water Management Partners
Research & Education Integration	Mainstream SDG 13 into curricula and research strategy	2025-2030	Long	Curriculum revision guidelines, Interdisciplinary research grants, Climate Action Forum, SDG training modules	Academic Affairs Research Office Faculty Deans
Governance & Institutional Oversight	Establish Sustainability Office and Climate Action Committee	2025-2030	Long	Climate policy framework, Internal compliance checklist, Risk assessment matrix	Rector Scientific Council Sustainability Office
Stakeholder Engagement & Transparency	Structured stakeholder participation model	2025-2030	Long	Public consultations, Feedback surveys, Digital sustainability dashboard	Sustainability Office Public Relations Dept.

Category	Activity	Duration	Term	Expected Outcome	KPI
Financial Resource Allocation	Dedicated climate budget line and green investment framework	2025-2030	Long	Climate budgeting tool, External grant tracking system, ESG financial criteria	Finance Dept. Grant Management Office
Renewable Energy Integration	Gradual transition to renewable energy sources (solar, geothermal)	2025-2030	Long	Solar PV systems, Feasibility studies, Grid integration assessment, Renewable procurement agreements	Rectorate Finance Dept. Technical Services
Sustainable Transportation	Low-carbon campus mobility strategy	2025-2030	Long	Hybrid & EV fleet procurement, EV charging stations, Carpool platform, Bicycle infrastructure	Administrative Services Procurement Dept.

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Annual Financial Sustainability Report	Budget utilization rate, ROI of sustainability investments	2025-2030	Annual	Enhanced career	270% mentees report improved skills, >25%
Annual Financial Sustainability Report	Biannual Renewable Energy Progress Update	2025-2030	Annual	Enhanced career	270% mentees report improved skills, >25%
Annual Financial Sustainability Report	Annual Sustainable Mobility Report	2025-2030	Annual	Enhanced career	270% mentees report improved skills, >25%

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Research Activities	programs for women and underrepresented groups	(2026-2029)	development; higher retention and success rates	Increase in retention rate of women in academic programs
	Conduct studies on workplace equity, harassment trends, and gender pay gaps	Short-term (2025-2027)	based on institutional reports per year; 75% data collection coverage of staff & students	At least 2 published institutional reports per year; 75% data collection coverage of staff & students
	Create research grants to encourage gender-focused studies	Medium-term (2027-2029)	Increased research output in social sciences and gender studies; higher international visibility	≥5 gender-focused research projects funded annually; ≥3 publications in indexed journals per year
Social Activities	Promote interdisciplinary research on social inclusion and family-friendly policies	Long-term (2026-2030)	BSU recognized as center of excellence in inclusive education research	At least 3 high-impact collaborative publications by 2030; ≥2 international conferences hosted by BSU
	Establish counseling, legal advice, and student support centers	Short-term (2025-2027)	Immediate support for harassment victims; improved well-being and safety	100% of reported cases responded to within 7 days; ≥80% satisfaction rate from users
	Awareness campaigns on shared parental leave and work-life balance	Short-term (2025-2027)	Increased participation in parental leave; more equitable childcare	≥50% of eligible staff use parental leave; ≥90% increase in shared leave utilization
Community Outreach	Organize student-led diversity and inclusion initiatives	Medium-term (2026-2029)	Stronger student engagement; inclusive campus culture	≥10 student-led initiatives per year; ≥70% student participation in at least one event
	Community outreach to	Medium-term	Broader access to	≥200 outreach events; ≥15% increase in

Structural Reforms	Underrepresented populations	(2027-2029)	Higher education; more diverse student body	Efficient reporting; accountability; fair resolution of complaints	Enrollment from underrepresented communities
	Implement transparent reporting and grievance mechanisms	Short-term (2025-2027)	Establish Anti-Harassment & Anti-Discrimination Center	Regular policy review and updates	25% of grievances acknowledged within 48 hours; 100% resolved within 30 days
	Introduce flexible work and study arrangements for parents	Short-term (2025-2027)	Implement transparent pay structures and track gender pay equity	Expand student assistance programs and scholarship opportunities for underrepresented groups	Center operational by 2027; ≥90% cases properly logged; annual report published
Tools	Regular policy review and updates	Long-term (2026-2030)	Improved staff and student retention; higher work-life satisfaction	Equal pay; elimination of gender disparities; enhanced morale	Policies reviewed every 2 years; ≥90% staff & student compliance in follow-up audits
	Implement transparent pay structures and track gender pay equity	Medium-term (2026-2029)	Greater student assistance programs and scholarship opportunities for underrepresented groups	Greater inclusion; and academic success; reduced social inequities	≥30% staff salaries reviewed for equity; gender pay gap ≤5% by 2029
	Expand student assistance programs and scholarship opportunities for underrepresented groups	Long-term (2028-2030)	Greater inclusion; and academic success; reduced social inequities		≥150 scholarships per year; ≥20% increase in success/graduation rate of targeted students

Component	Description	Responsible Parties	Expected Outcomes / KPIs	Timeline
Mechanism	Integration of SDG into student fee, academic, and research initiatives	Faculty, Student Organizations, Council of Young Scientists	70% of student programs aligned with SDGs by 2025; increased student awareness of SDGs	2023-2025
Mechanism	Establish SDG-focused research and advisory structures	University, Faculty, Student Organizations	≥50 members trained on SDG integration by 2025	Ongoing
Tools	SDG Innovation Fund for financing student projects	Finance Office, Student Organizations	Fund allocations to at least 20 SDG projects annually	Annual
Tools	SDG Booth and equipment unit	BSU Infrastructure & IT Department	25% increase in project applications each year; fully operational booth in each faculty by 2025	2023-2026

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Execution	Organize SDG-aligned student initiatives, research, and campaigns	Student Organizations, BSU Volunteers, Council of Young Scientists	Minimum of 3 SDG initiatives per year per organization	2023-2026
Execution	Develop partnerships with international institutions, NGOs, and private sector	BSU International Office, Student Organizations	5 international partnerships by 2026	Short-term: 2023-2026 Long-term: 2027-2030
Monitoring	Annual evaluation of SDG-aligned student projects and initiatives	Independent SDG Monitoring Committee	Measurable progress on SDG KPIs (education, inequality, climate action)	Annually
Monitoring	Feedback loops and reporting systems for continuous improvement	Student Organizations, SDG Office	90% of organizations submit SDG activity reports	Ongoing
Review	Periodic policy review and updating based on outcomes and emerging practices	Rectorate, SDG Committee, Student representatives	Policy reviewed every 3 years	Every 3 years
Recognition & Incentives	Annual BSU Excellence Awards to honor exceptional initiatives	BSU Rectorate, SDG Office	At least 10 projects recognized annually	Annually

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Term	Category	Key Activities (2025-2030)	Target Group	Expected Outcomes	KPI (Key Performance Indicator)
Short-Term (2025-2026)	Academic	Integrate ESG and SDG modules into curricula; introduce compulsory sustainability course	Undergraduate students	Sustainability literacy institutionalized	≥90% undergraduate programs include ESG/SDG content; ≥80% first-year students complete course

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Research	Establish Interdisciplinary Sustainability Research Cluster	Academic staff, PhD students	Strengthened sustainability research base	≥20 new sustainability research projects; ≥15% increase in ESG-related publications (Scopus- WoS indexed)
Social Activities	Launch Green Campus Initiative (waste)	Students and staff	Improved environmental awareness and	20% reduction in paper use;

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Term	Category	Key Activities (2025-2030)	Target Group	Expected Outcomes	KPI (Key Performance Indicator)
Short-Term (2025-2026)	Academic	Integrate ESG and SDG modules into curricula; introduce compulsory sustainability course	Undergraduate students	Sustainability literacy institutionalized	≥90% undergraduate programs include ESG/SDG content; ≥80% first-year students complete course
Social Activities	Community environmental outreach programs	Local schools and municipalities	Strengthened community engagement	≥50 outreach events; ≥10,000 external participants reached	
Structural Reforms	Campus energy efficiency upgrades (solar panels, smart systems)	Entire campus	Reduced energy consumption and carbon footprint	≥25% reduction in electricity consumption (vs. 2024 baseline); ≥30% CO ₂ reduction	
Long-Term (2029-2030)	Academic	Full SDG alignment across all academic programs	Entire student body	Sustainability embedded in graduate competencies	100% academic programs mapped to SDGs; Sustainability learning outcomes

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Structural Reforms	Establish ESG Coordination Unit; implement ESG KPI dashboard	Administration	Institutionalized ESG governance	ESG Unit operational by 2026; Annual ESG report published; ESG dashboard active
Medium-Term (2027-2028)	Launch Master's in Sustainable Finance / Climate Studies; expand green internships	Graduate students	Expansion of sustainability-focused education	≥2 new sustainability-focused degree programs; ≥400 enrolled students; ≥250 green

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Research	Establish Center of Excellence for Climate and Sustainable Development	Academic community	Regional research leadership	≥1 internationally recognized center established; ≥50 indexed sustainability publications annually
Social Activities	Implement Carbon-Neutral Campus Roadmap	Entire university community	Significant emissions reduction	≥40% total carbon emission reduction (vs. 2024 baseline)
Structural Reforms	Integrate ESG into budgeting, procurement and investment systems	Administration and Board	ESG-integrated governance system	Sustainable procurement policy operational; ≥70% procurement contracts include sustainability criteria; ESG integrated into 100% investment decisions

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Research	Increase external sustainability	Academic staff and partners	Increased innovation and funding	≥30% increase in external internship placements
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Component	Mechanism (Governance & Responsibility)	Tools (Resources & Instruments)	Execution (Implementation Actions)	Monitoring & Review
Governance & Leadership	Oversight by University leadership; implementation coordinated by the Diversity and Equality Committee; involvement of academic and administrative units	EDI Policy document; internal regulations; code of conduct; committee terms of reference	Integration of EDI principles into strategic planning, admissions, recruitment, and academic processes	Annual policy review; committee reports to Rectorate; performance indicators aligned with EDI objectives
Policy Implementation	Shared responsibility across faculties, departments, and support services	Operational guidelines; action plans (short-term and long-term); grievance procedures	Embedding EDI principles into teaching, research, employment, and student services	Internal audits; compliance checks; periodic impact assessments
Awareness & Training	Quality Assurance Center and relevant administrative units coordinate training	Workshops, seminars, awareness campaigns, online training modules	Regular training sessions for staff and students on equality, diversity, disability awareness, and anti-discrimination	Attendance tracking; feedback surveys; evaluation of training effectiveness
Inclusive Admissions & Recruitment	Admissions Office and HR Department implement inclusive procedures	Transparent selection criteria; reasonable adjustment procedures; outreach programs	Fair admissions and hiring practices; targeted recruitment of underrepresented groups; scholarship and financial aid schemes	Data analysis on applications, admissions, recruitment trends; diversity metrics reporting
Student & Staff Support	Student Affairs Office, HR Department, Disability Support Services	Mentorship programs; counseling services; reasonable adjustments; financial support schemes	Provision of accommodation, academic adjustments, social stipends, and accessible facilities	Monitoring retention and completion rates; satisfaction surveys; case reviews

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Component	Mechanism (Governance & Responsibility)	Tools (Resources & Instruments)	Execution (Implementation Actions)	Monitoring & Review
Complaint & Redress Mechanism	Disciplinary Committee and Appeal Commission handle grievances	Confidential reporting channels; investigation procedures; disciplinary regulations	Prompt investigation of complaints; protective measures; application of sanctions when necessary	Case tracking system; periodic review of complaints data; reporting to senior management
Data Collection & Diversity Tracking	Institutional Research/Quality Assurance Units	Surveys; demographic data analysis; diversity indicators	Monthly student surveys; data collection on protected characteristics (where legally permitted); identification of risk areas	Annual diversity report; benchmarking against national standards; action plan updates
Community Engagement & Partnerships	Diversity and Equality Committee in collaboration with external partners	Partnerships with NGOs, government bodies, and community organizations	Outreach initiatives; inclusive events; scholarship collaborations; bridge programs	Evaluation of partnership outcomes; stakeholder feedback; continuous improvement planning
Resource Allocation	Senior Management ensures adequate funding and infrastructure	Budget allocation; infrastructure development plans; assistive technologies	Investment in accessible facilities, digital accessibility, and support services	Financial audits; infrastructure accessibility audits; periodic reporting

Implementation is supported through training programs, digital tools, monitoring dashboards, and reporting mechanisms, while oversight is provided by the Rectorate, Procurement Committee, and Sustainability Office. Performance is tracked via KPIs, audits, and stakeholder feedback, ensuring continuous improvement.

Category	Mechanism (Governance & Responsibility)	Tools (Resources & Instruments)	Execution (Implementation Actions)	Monitoring & Review
Policy Governance	Rectorate and Procurement Committee oversee implementation; each faculty/department responsible for compliance	Policy documents; guidelines; standard operating procedures (SOPs); internal regulations	Communicate policy across units; establish responsibilities and reporting lines	Quarterly and annual reporting to Rector/Trustee Board; internal audit reviews; KPI tracking
Supplier Selection & Evaluation	Procurement officers apply sustainability criteria in supplier	Supplier evaluation templates, ESG	Short-term: set sustainability-based criteria; long-term:	Supplier compliance audits; review

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Category	Mechanism (Governance & Responsibility)	Tools (Resources & Instruments)	Execution (Implementation Actions)	Monitoring & Review
Staff	HR & Sustainability	Training modules, workshops,	Conduct workshops for staff; provide	Monitor training attendance; post-training

Staff Capacity & Training	HR & Sustainability Office to plan and deliver training programs	Training modules, workshops, online learning platforms, SDG awareness materials	Conduct workshops for staff; provide online and in-person training; assess staff competencies	attendance; post-training assessments; annual evaluation of skills improvement
Sustainable Procurement Execution	Faculties/departments implement procurement according to SPP; Sustainability Office supports	Digital procurement platforms; procurement SOPs, contract templates	Short-term: implement supplier diversity, fair trade, and labor standards; Long-term: integrate renewable and eco-friendly products	Procurement performance reports; ESG compliance dashboard; audits of procurement records
Research & Innovation Support	Research Office collaborates with Procurement Office to support sustainable procurement research	Research funding programs, innovation grants, sustainability toolkits	Fund projects on sustainable supply chain practices; pilot innovative procurement solutions	Review research outputs, publications, and project impact; annual progress evaluation
Monitoring & Reporting	Procurement Officers, and Audit Unit responsible for tracking	KPI dashboards; reporting templates; audit checklists, ESG metrics	Collect data on procurement sustainability; prepare semi-annual performance reports	Semi-annual reporting to Rector/Trustee Board; quarterly KPI tracking; external benchmarking and review
Stakeholder Engagement	Sustainability Office coordinates engagement with internal and external stakeholders	Communication channels, feedback forms, stakeholder workshops	Conduct awareness campaigns, workshops, and supplier engagement	Track stakeholder participation and feedback; review

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Achievements

Until now, all procurement activities have been carried out in compliance with the relevant legislation and the internal regulations of the university. During the selection of products and services, both quality and sustainability principles have been considered, and collaboration with local and environmentally responsible suppliers has been ensured wherever possible. At the same time, internal audit and documentation systems have been actively applied to ensure transparency and accountability in procurement processes.

Through the structured mechanism of governance, implementation, monitoring, and evaluation, the university ensures that its Anti-Bribery and Anti-Corruption Policy is fully embedded within its activities, effective, transparent, legally compliant, and fully accountable.

Component	Measurement (Performance Indicators)	Tools & Resources (Implementation)	Execution & Action	Monitoring & Review
Governance & Leadership	Leadership commitment; transparency; accountability; effectiveness; efficiency; integrity; and administrative management.	Anti-bribery Policy; Code of Conduct; Implementation; Monitoring; Reporting; and Whistleblowing; Transparency; and Accountability; and Administrative Management.	Meetings; foster collaboration.	Effectiveness annually.
Risk Assessment & Control	Leadership commitment; transparency; accountability; effectiveness; efficiency; integrity; and administrative management.	Anti-bribery Policy; Code of Conduct; Implementation; Monitoring; Reporting; and Whistleblowing; Transparency; and Accountability; and Administrative Management.	Meetings; foster collaboration.	Effectiveness annually.
Management & Improvement	Leadership commitment; transparency; accountability; effectiveness; efficiency; integrity; and administrative management.	Anti-bribery Policy; Code of Conduct; Implementation; Monitoring; Reporting; and Whistleblowing; Transparency; and Accountability; and Administrative Management.	Meetings; foster collaboration.	Effectiveness annually.



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Category	Mechanism (Governance & Responsibility)	Tools (Resources & Instruments)	Execution (Implementation Actions)	Monitoring & Review
Gifts, Hospitality & Sponsorship	Central oversight under finance/compliance units.	Gift and hospitality register; approval procedures; reporting templates.	Regulate offering/accepting gifts; require prior approval where necessary; ensure transparency.	Periodic review of gift registers; investigate irregularities.
Procurement & Financial Integrity	Transparent procurement committee; segregation of duties.	Procurement regulations; tender documentation; financial management systems.	Ensure competitive tendering; maintain accurate financial records; enforce authorization controls.	Procurement audits; financial compliance review; external audit oversight.
Recruitment & HR Integrity	Merit-based recruitment oversight; HR compliance monitoring.	Transparent recruitment procedures; selection panel guidelines.	Ensure fair and competitive hiring; prevent favoritism and nepotism.	Monitor recruitment outcomes; review complaints and appeals.
Whistleblowing & Reporting	Protected reporting structure under compliance or ethics office.	Confidential reporting channels; whistleblowing procedures; secure communication systems.	Encourage reporting in good faith; ensure non-retaliation; investigate allegations promptly.	Track number and resolution of cases; review effectiveness of reporting mechanisms.



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Category	Mechanism (Governance & Responsibility)	Tools (Resources & Instruments)	Execution (Implementation Actions)	Monitoring & Review
Training & Awareness	Mandatory ethics and anti-corruption training policy.	Training materials; workshops; e-learning modules; awareness campaigns.	Deliver regular staff and student training; promote ethical culture initiatives.	Monitor training completion rates; evaluate knowledge and awareness levels.
Third-Party & Partnership Due Diligence	Oversight by legal and compliance units.	Due diligence checklists; contractual anti-bribery clauses.	Screen suppliers, contractors, and partners; include anti-corruption clauses in contracts.	Review third-party compliance; monitor contractual obligations.
Investigation & Disciplinary Measures	Designated investigation panel; HR and legal involvement.	Investigation procedures; disciplinary codes; documentation templates.	Conduct impartial investigations; apply disciplinary or legal action when violations are confirmed.	Review case outcomes; ensure procedural fairness and consistency.
Monitoring & Continuous Improvement	Continuous compliance oversight; senior management accountability.	Performance indicators; compliance reports; stakeholder feedback mechanisms.	Collect data on incidents, audits, training, and risk areas; implement improvements.	Annual policy review; update procedures in line with legislation and best practices.



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Transparency & External Accountability	Public accountability under institutional governance framework	Public reporting summaries; transparency statements; compliance disclosures	Promote transparency in decision-making and financial activities	External audits; review alignment with national anti-corruption legislation and international standards
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ACHIEVEMENTS

Until this time about the events held

➤ An "Open Door" event was organized for Law students of Baku State University at the headquarters of the Anti-Corruption Office under the Prosecutor General of the Republic of Azerbaijan. During the event, students were provided with general information about the institution's structure, core functions, and cooperation mechanisms with investigative bodies. They had the opportunity to gain insight into the office's operational activities and its role in combating corruption. As part of the visit, students were introduced to modern investigative techniques and forensic tools used within the Criminalistics Department of the Prosecutor General's Office. Practical explanations were given regarding crime detection methods, and students' questions were addressed in an interactive session.

Workplace Ethics	labor practices	ethics guidelines	HR Department	workplace audits
Faculty-Level Coordination	Ethics & Integrity Focal Points	Implementation manuals; reporting templates	Faculty Deans; Ethics Focal Points	Quarterly faculty reports; annual compliance checks
Stakeholder Engagement	Participatory consultation mechanisms	Ethics forums; anonymous feedback channels	Rectorate; Quality Assurance Office	Participation rates; stakeholder feedback analysis
Ethical Standards & Guidance	Institutional codes and policies	Code of Academic Integrity; Code of Ethics; conflict resolution guidelines	Rectorate; Legal Office	Policy relevance reviews; compliance audits
Whistleblower Protection	Safe reporting framework	Confidential reporting system; protection protocols	Ethics Office; IT Department	Reporting trends; protection effectiveness review
Ethical Decision-Making	Managerial support system	Ethical decision-making toolkit	University leadership; department heads	Leadership performance reviews; audit findings

Capacity Building	Mandatory ethics education	Orientation programs; annual training modules; e-learning platform	HR; Academic Affairs	Training completion rates; certification tracking
Leadership Development	Ethical leadership training	Workshops; case studies; simulation tools	Rectorate; HR Department	Leadership evaluations; training feedback
Digital Ethics Infrastructure	Technology-enabled compliance	Compliance dashboard; ethics survey platform; policy repository	IT Department; Quality Assurance Office	System usage metrics; data integrity audits
Policy Integration	Dissemination and adoption of ethical codes	Communication campaigns; policy distribution tools	Rectorate; Faculties	Awareness surveys; adoption assessments
Institutionalization	Embedding ethics into curriculum & evaluation	Curriculum guidelines; KPI frameworks	Academic Affairs; Faculties	Curriculum audits; KPI progress reports
Continuous Improvement	Innovation and partnerships	Ethics innovation grants; partnership agreements	Rectorate; International Relations Office	Impact assessments; partnership evaluations



Monitoring	monitoring system	culture survey; audit reports; misconduct database	Assurance Office	ethics report; trend analysis
KPI Tracking	Performance measurement framework	KPI dashboards; statistical reports	Rectorate; QA Office	Annual KPI review; corrective action plans
Internal Reporting	Structured reporting procedures	Quarterly faculty reports; annual HEOC report	Faculties; Central Administration	Report completeness & timeliness checks
External Reporting	Transparency and accountability	SDG reports; national QA submissions; public indicators	Rectorate; QA Office	External audit feedback; public transparency review
Policy Review Cycle	Periodic policy evaluation	Review frameworks; benchmarking tools	Scientific Council; QA Office	Annual, triennial, and decennial reviews
Continuous Improvement Actions	Adaptive policy updates	New training modules; updated codes; digital enhancements	Rectorate; Ethics Office	Improvement tracking; stakeholder consultations



Risk Management Integration	Ethical risk framework	Risk registers; audit tools; disclosure forms	Risk Management Unit; Rectorate	Risk assessments; mitigation effectiveness review
Academic Integrity Protection	Prevention of misconduct	Plagiarism detection systems; academic integrity training	Faculties; Academic Affairs	Integrity violation trends; audit reports
Anti-Corruption & Fairness	Transparency safeguards	Conflict-of-interest disclosures; procurement rules	Rectorate; Finance Department	Compliance audits; transparency indicators
Harassment & Non-Discrimination	Safe campus initiatives	Awareness programs; complaint procedures	HR; Student Affairs	Incident reports; climate surveys
Data Privacy & Ethics	Information protection mechanisms	Data protection policies; digital security tools	IT Department; Legal Office	Privacy audits; breach monitoring
Sustainability & Institutional Trust	Ethical culture for long-term impact	Sustainability reporting tools; reputation metrics	Rectorate; QA Office	Trust surveys; global rankings analysis



Section B — Connectivity readiness: Wi-Fi coverage summary (map/list), Internet/network availability snapshot, and (if available) monitoring screenshots.

No	Initiative	Function	Brief Description	Screenshot or link of evidence
1	Campus-Wide Wi-Fi Infrastructure	Implementation Support	Full Wi-Fi coverage in academic and administrative buildings to support digital sustainability management	 
2	Redundant Internet Connectivity	Continuity	Dual ISP configuration to maintain stable network access for reporting and monitoring systems	

3	Network Monitoring System	Monitoring	Centralized network monitoring dashboard ensuring uptime and service reliability	
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Policy Area	Mechanism	Tools	Execution Responsibility	Monitoring & Review
Governance & Leadership	Institutional HSW Committee oversight and integration into strategic planning	Governance framework, committee TOR, policy integration matrix	Rector, Senior Management, HSW Committee	Quarterly committee review; Annual policy evaluation
Legal Compliance	Alignment with national labor and education legislation	Compliance checklist, legal audit tool	Legal Department, HR Department	Annual compliance audit
Risk Management	Systematic hazard identification and risk assessment	Risk Assessment Matrix, Hazard Register, Incident Reporting System	Safety Unit, Technical Services, Department Heads	Quarterly risk review; Incident trend analysis
Occupational Health & Safety	Preventive measures and workplace safety controls	Safety inspections, PPE control list, fire safety checklist	Safety Unit, Facility Management	Monthly inspections; Annual safety audit
Medical Services	On-campus primary healthcare and	Medical records system, laboratory	University Polyclinic	Monthly service statistics; Annual

	preventive screenings	diagnostics, screening programs		health report
Mental Health & Wellbeing	Confidential counseling and psychosocial support framework	Psychological assessment tools, intake forms, referral system	Psychological Counseling Service	Quarterly service utilization review; Satisfaction surveys
Sexual & Reproductive Health	Education, counseling, and access to services	SRH workshops, awareness materials, partnership protocols	Polyclinic & Counseling Service	Annual evaluation of participation and access
Smoke-Free Campus	Campus-wide smoking prohibition enforcement	Campus inspections, violation reporting form, signage	Safety Unit, Student Affairs	Periodic compliance checks; Violation reports
Emergency Preparedness	Crisis management and emergency response planning	Emergency Response Plan, evacuation maps, drill simulations	Safety Unit, Security Services	Bi-annual drills; Post-drill evaluation reports
Training & Capacity Building	Mandatory induction and periodic safety training	Training modules, attendance logs, e-	HR Department, Safety Unit	Training participation tracking; Annual training

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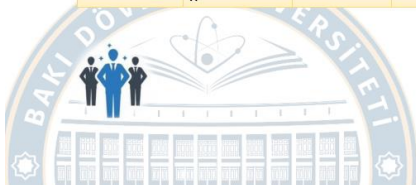
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		learning platform		impact review
Data Management & Reporting	Data-driven performance measurement	KPI dashboard, wellbeing surveys, audit reports	HSW Committee, IT Department	Quarterly KPI review; Annual performance report
Community Engagement & Inclusion	Promotion of inclusive wellbeing culture	Volunteer programs, awareness campaigns, stakeholder feedback tools	Student Affairs, BSU Volunteers	Annual community impact review
Continuous Improvement	Periodic review and corrective action implementation	Corrective Action Plan, stakeholder consultation framework	HSW Committee, Senior Management	Policy revision every 2–3 years





Monitoring: Progress is monitored monthly and annually through KPI tracking, program evaluations, research performance indicators, satisfaction surveys, and accreditation compliance checks. Reports are submitted to university leadership for oversight and accountability.

Review and Improvement: The QAP is reviewed periodically (every 3–5 years or when required by legislative or strategic changes). Corrective and preventive actions are implemented based on monitoring results to ensure sustainable institutional development and quality culture enhancement.

Dimension	Mechanism	Tools	Execution Responsibility	Monitoring Method	Reporting	Review and Improvement
Governance and Strategy	Rector, Scientific Council, Board of Trustees, Advisor to	Strategic Development Plan, Annual QA Action Plan, KPIs	QAC prepares; Rector approves; Units implement	Monthly action plan tracking	Monthly to Rector; Periodic to Scientific Council	Full policy review every 3–5 years or upon strategic change

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Dimension	Mechanism	Tools	Execution Responsibility	Monitoring Method	Reporting	Review and Improvement
Operational QA Coordination	Rector on QA Quality Assurance Center (QAC)	Monitoring templates, SOPs, Risk register, Performance dashboard	QAC coordinates and supports all units	Monthly monitoring; KPI analysis	Advisor to Rector	Corrective and preventive action plans



Internationalization	International Relations Office	Mobility statistics, Partnership database, International ranking indicators	International Office	Annual performance review	Rector	Partnership expansion strategy
Human Resources	HR Department	Staff performance appraisal system, Training plans	HR and Structural Heads	Annual performance evaluation	Rector	Professional development plan
Accreditation and Compliance	QAC, Faculties	Self-assessment reports, Accreditation action plans, Compliance matrix	QAC leads; Units implement	Follow-up monitoring of recommendations	Rector Board of Trustees	Implementation of recommendations
Data and Evidence Management	QAC, IT Services	Institutional database, Digital dashboard	Data collected by units; Analyzed by QAC	Continuous KPI tracking	Advisor to Rector	Data-driven policy adjustments
Continuous Improvement (PDSA)	University-wide	Plan-Do-Study-Act cycle	All structural units	Performance measurement and analysis	Integrated QA reports	Institutional improvement cycle applied annually

Operational QA Coordination	Rector on QA Quality Assurance Center (QAC)	Monitoring templates, SOPs, Risk register, Performance dashboard	QAC coordinates and supports all units	Monthly monitoring; KPI analysis	Advisor to Rector	Corrective and preventive action plans
Academic Programs	Faculties, Departments, Program Committees	Program specifications, Learning outcomes matrix, Course evaluation surveys, Peer review	Deans and Program Coordinators	Annual self-evaluation; Semester surveys	QAC and Scientific Council	Curriculum revision; Teaching improvement measures
Student Support Services	Student Affairs Units, Academic Advisors	Student satisfaction surveys, Complaint system, Focus groups	Relevant structural units	Semester-based review	QAC	Service-enhancement actions
Research and Innovation	Research Departments, Innovation Units	Publication database, Grant tracking tools, Research KPIs	Research units and Vice-Rector for Research	Quarterly and Annual performance analysis	Rector	Research capacity development plan



Policy Area	Implementation Mechanism	Key Tools & Instruments	Execution Responsibility	Monitoring Method	Reporting Frequency & Output
Governance & Institutional Oversight	Establish Academic Freedom Committee (AFC) under Scientific Council with defined mandate and independence safeguards	• Academic Freedom Policy Charter • Terms of Reference (AFC) • Internal compliance checklist • Risk assessment matrix	Rectorate • Scientific Council • Legal Office	• Annual internal governance audit • Policy compliance review	Annual Academic Freedom Implementation Report submitted to Scientific Council
Teaching & Curriculum Freedom	Guarantee autonomy in course content and scholarly debate within legal and ethical limits	• Curriculum autonomy guidelines • Academic Ethics Code • Faculty handbook provisions	Academic Affairs Office • Faculty Deans • Department Heads	• Curriculum review independence check • Faculty survey on teaching autonomy • Complaint tracking	Annual Teaching Autonomy Review Summary
Research & Publication Freedom	Protect freedom to pursue research topics and publish findings without undue interference	• Research Integrity Policy • Non-retaliation clause • Grant transparency framework • Conflict of Interest policy	Research Office • Ethics Committee • Academic Freedom Committee	• Research funding transparency audit • Publication interference review • Case registry monitoring	Annual Research Freedom & Integrity Report
Protection Against Retaliation	Formal non-retaliation mechanism and due process guarantee	• Whistleblower protection policy • Confidential reporting platform • Due	HR Department • Legal Office • Ombudsperson	• Case resolution timeline analysis • Retaliation verification review • KPI	Biannual Case Resolution Report (confidential summary)



Public Expression & Academic Voice	Clarify distinction between institutional position and individual academic expression	Public communication guidelines • Statement disclaimer template • Freedom of expression guidance	Public Relations Dept. • Academic Freedom Committee	Monitoring of disputes related to public speech • Faculty perception survey	Annual Academic Expression Review
Dispute Resolution & Appeals	Multi-stage review process ensuring procedural fairness	Mediation protocol • Appeals panel procedures • Case documentation system	Academic Freedom Committee • Independent Appeals Panel • Legal Office	Average resolution time • Appeal success rate • Procedural compliance check	Annual Dispute Resolution Transparency Report
Awareness & Capacity Building	Institutional training and awareness program on academic freedom principles	Staff training modules • Orientation sessions • Policy dissemination materials	HR Department • Academic Affairs • Sustainability-style training coordination model	% staff trained • Training satisfaction index • Knowledge assessment survey	Annual Training & Awareness Report
Student Academic Freedom	Protect students' rights to academic inquiry and expression in coursework and research	Student academic rights charter • Academic grievance mechanism • Academic advising guidelines	Student Affairs Office • Faculty Deans • Ombudsperson	Student survey on academic climate • Grievance tracking • Equality compliance check	Annual Student Academic Climate Report
Institutional Autonomy &	Safeguard decision-making	External partnership	Rectorate • Finance	External funding risk	Annual Institutional



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External Relations	from undue political or commercial pressure	transparency registry • Funding disclosure mechanism • Conflict of interest register	Department • Research Office	assessment • Partnership compliance audit	Autonomy & Risk Report
Continuous Review & Policy Improvement	5-year structured policy evaluation cycle with benchmarking	External peer review panel • International benchmarking matrix • Policy revision protocol	Scientific Council • Academic Freedom Committee	External compliance review • Comparative benchmarking	Full Policy Review Report (every 5 years)

Achievement

Until this time about the events held

Academic freedom is one of the fundamental principles of higher education institutions and the scholarly community. This concept refers to the right of professors, researchers, and students to think freely, conduct research, express ideas, and disseminate results in the processes of teaching, learning, and scientific inquiry. Academic freedom is a key

Section C — Infrastructure reliability and security: backup/continuity summary, access control/security policy excerpt, monitoring snapshot.

No	Initiative	Function	Brief Description
1	Role-Based Access Control System	Governance & Data Integrity	User access managed by role with authentication and activity logs
2	Data Backup & Disaster Recovery System	Continuity	Daily backups and defined recovery procedures to ensure system availability
3	Annual ICT System Review & Upgrade	Evaluation & Improvement	Annual evaluation and periodic system upgrades based on audit results and user feedback

accessible actions

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Monitoring & Evaluation	Continuous improvement through evidence-based review	Feedback mechanisms; performance indicators	Collect data on services, access, and outcomes	Annual monitoring reports; policy revision every review cycle
Research & Community Engagement	Promotion of disability research and partnerships	Research grants; collaboration frameworks	Support inclusive research; partner with disability organizations	Review research outputs and community impact

SUSTAINABLE DEVELOPMENT

Support & Wellbeing Services	Integrated academic, psychological, and social support	Counseling services; mentoring programs; remedial classes; assistive technologies	Deliver counseling, mentoring, and targeted support services	Monitor service usage; assess student satisfaction and retention
Student Experience & Participation	Inclusive participation in all academic and social activities	Alternative activity arrangements; placement support tools	Ensure access to field trips, placements, study abroad, sports, and activities	Review participation data; identify barriers
Staff Support & Retention	Equal opportunity and reasonable adjustments for staff	Workplace adjustment plans; alternative role options	Provide adjustments; redeploy staff where necessary	Monitor staff retention and satisfaction
Training & Sensitization	Mandatory disability awareness and inclusive practice training	Training manuals; workshops; awareness materials	Train staff; organize sensitization programs and events	Track training completion; evaluate impact
Infrastructure & Estates	Accessibility embedded in estates policy	Access audit tools; rest spaces; accessible signage	Conduct regular audits; address identified barriers	Annual audit reports; follow-up actions

Responsible, Legally Compliant, and aligned with best practices in disability inclusion.

Component	Mechanism (Governance & Responsibility)	Tools (Resources & Instruments)	Execution (Implementation Actions)	Monitoring & Review
Governance & Management	University-wide responsibility under senior management; shared responsibility across academic and administrative units; senior panel for complex cases	Internal regulations; decision-making panels; confidentiality protocols	Coordinate policy implementation; approve reasonable adjustments; ensure funding and compliance	Periodic policy review; stakeholder consultation; compliance with equality and legal requirements
Disclosure & Data Protection	Voluntary disclosure system; confidentiality guaranteed; compliance with	Confidential disclosure forms; secure data management systems	Encourage early disclosure; allow students/staff to control information sharing	Review confidentiality practices; ensure data protection compliance

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Teaching & Learning	Inclusive education and Universal Design for Learning principles	Adjustable desks; hearing loops; screen magnifiers; lecture capture systems	Implement inclusive teaching methods where required	Review student feedback; monitor effectiveness of inclusive practices
Academic Adjustments	Individualized reasonable adjustments without altering competence standards	Extensions; alternative assessments; modified assessment formats	Grant coursework extensions; provide alternative assessments in exceptional cases	Track number and type of adjustments; review academic outcomes
Digital Accessibility & Technology	Institutional commitment to accessible digital learning	Assistive software; screen-reader compatible platforms; accessible e-resources	Ensure LMS and digital materials are accessible; provide alternative formats	Digital accessibility audits; user feedback

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Admissions & Access	Merit-based admissions with reasonable adjustments; special consideration for disabled applicants	Accessible interview arrangements; admission support procedures	Provide reasonable adjustments during admission and interviews; panel review for complex cases	Monitor fairness of admissions; track access requests and outcomes
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Physical Accessibility	Integration of accessibility into campus planning and maintenance	Ramps, elevators with braille buttons; accessible toilets, tactile paths, parking spaces	Upgrade and maintain accessible infrastructure; provide accessible accommodation	Regular access audits; reporting on infrastructure improvements
Teaching & Learning	Inclusive education and Universal Design for Learning principles	Adjustable desks; hearing loops; screen magnifiers; lecture capture systems	Implement inclusive teaching methods where required	Review student feedback; monitor effectiveness of inclusive practices

Additional evidence link:

❖ At Baku State University, the Scientific Library recorded **over 655,000 user visits in a year**, reflecting its strong role in supporting academic research and education. The library serves students, faculty, and external researchers by providing access to extensive printed and electronic resources, including international databases and scientific publications. The high usage figure highlights its importance as a key academic information hub and its contribution to research and learning activities across the university community.
<https://sdg.bsu.edu.az/news/over-655,000-users-utilized-scientific-library-of-bsu-last-year>

❖ Baku State University contributes to SDG 1: No Poverty by ensuring equal access to higher education for students from different socioeconomic backgrounds. The university provides scholarships, financial aid, and affordable accommodation to support students in need. Through research, educational programs, and community engagement, the university also promotes



policies and initiatives aimed at reducing poverty and improving social welfare. For more information click the link:

<https://sdg.bsu.edu.az/report-on-sdg-1-no-poverty>

- ❖ The SDG 1: No Poverty (2025) report of Baku State University highlights the university's efforts to reduce poverty through inclusive education and social support. The university provides scholarships, financial assistance, and accommodation for students from disadvantaged backgrounds. It also conducts research and community initiatives that support poverty reduction and social inclusion. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%201%202025.pdf>
- ❖ The report on SDG 2: Zero Hunger by Baku State University highlights the university's efforts to promote food security and sustainable food practices. BSU supports affordable food services for students, works to reduce food waste on campus, and encourages research and educational activities related to sustainable agriculture and nutrition. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-2-zero-hunger>
- ❖ The 2025 SDG 2 report by Baku State University outlines the university's actions to support Zero Hunger. It shows how BSU helps improve food security and sustainable agriculture through research, innovation, and collaborations with government and partners. The report also highlights efforts to support students from low-income backgrounds with meal voucher programs, promote food safety, and plan food waste monitoring on campus. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%202%202025.pdf>
- ❖ Baku State University supports SDG 3 by promoting health and well-being among students, staff, and the wider community. The university provides medical and psychological support services, organizes health awareness activities, and cooperates with national and international partners on health-related initiatives. BSU also promotes a healthy campus environment through policies such as smoke-free areas and student volunteer programs focused on public health. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-3-good-health-and-well-being>
- ❖ The 2025 SDG 3 report of Baku State University outlines the university's efforts to promote health and well-being. It highlights on-campus medical services, psychological counseling, health awareness programs, sports activities, and a smoke-free campus policy, supporting a healthy environment for students and staff. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%203%202025.pdf>
- ❖ The SDG 4 – Quality Education report from Baku State University highlights the university's efforts to provide inclusive and high-quality education, promote equal access to learning, and integrate sustainable development topics into academic programs. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-4-quality-education>
- ❖ The report describes BSU's work to support inclusive and high-quality education in line with Sustainable Development Goal 4. The university provides rich learning resources (libraries,



studios, labs), strong academic programmes, and academic partnerships to improve teaching and learning. It also ensures equal access to education, carries out quality assurance and accreditation activities, and integrates SDG-related subjects into its curriculum. BSU also fosters student development with volunteer and career support initiatives focused on lifelong learning and professional skills. For more information click the link:

<https://sdg.bsu.edu.az/uploads/files/SDG%204%202025.pdf>

- ❖ The report explains BSU's efforts to promote gender equality and empower women and girls on campus. The university collects and monitors data on gender representation, supports mentoring and scholarships, and implements policies against discrimination. BSU also works to ensure equal access to education and academic opportunities, creating an inclusive environment for all students. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-5-gender-equality>

- ❖ The report outlines the university's efforts to promote gender equality and women's empowerment. It highlights actions to ensure equal access to education and opportunities, prevent discrimination, collect gender-related data, support women in leadership and academic success, and foster an inclusive campus environment where all genders are treated fairly. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%205%202025.pdf>

- ❖ The report describes BSU's efforts to manage water use sustainably on campus. It highlights monitoring of water consumption, use of filtration systems, and treatment of wastewater for reusing irrigation. The university also promotes water conservation awareness and is gradually improving its policies on water reuse and environmental sustainability. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-6-clean-water-and-sanitation>

- ❖ The report highlights BSU's efforts to ensure sustainable water management on campus, including monitoring water use, improving water-saving systems, promoting wastewater treatment and reuse, and raising awareness about water conservation. It reflects the university's commitment to efficient and environmentally responsible use of water resources. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%206%202025.pdf>

- ❖ The report highlights BSU's commitment to energy efficiency and renewable energy use. It mentions the installation of solar panels, use of clean and sustainable heating systems, and policies for reducing energy consumption and greenhouse gas emissions. The university also promotes environmental awareness and sustainable energy practices in education and campus operations. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-7-affordable-and-clean-energy>

- ❖ The report highlights BSU's commitment to clean and sustainable energy use. It includes actions such as installing solar panels, using energy-efficient and sustainable heating systems, and reducing energy consumption and greenhouse gas emissions. The university also promotes renewable energy awareness, sustainable procurement, and integration of green practices into education and campus life. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%207%202025.pdf>



- ❖ The report highlights BSU's commitment to fair employment, decent working conditions, and equal opportunities. It emphasizes living wages, protection of workers' rights, strong trade union activity, and anti-discrimination policies. The university also supports gender equality in employment and prevents forced labour, child labour, and human trafficking, promoting inclusive and ethical economic growth. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-8-decent-work-and-economic-growth>

- ❖ The report highlights BSU's commitment to fair employment, decent working conditions, and equal opportunities for staff and students. It emphasizes living wage policies, strong trade union support, anti-discrimination measures, and gender equality in the workplace. The university also works to prevent **forced** labour and child labour while promoting ethical and inclusive employment practices aligned with sustainable economic growth. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%208%202025.pdf>

- ❖ The report highlights BSU's role in promoting innovation, scientific research, and sustainable infrastructure development. It emphasizes collaboration with industry, support for start-ups and technology transfer, and participation in international scientific projects. The university also focuses on renewable energy, digital technologies, and applied research to strengthen industrial development and innovation capacity. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-9-industry-innovation>

- The report highlights BSU's contribution to innovation, research, and sustainable infrastructure development. It focuses on strengthening scientific research, supporting new technologies, promoting industry–university cooperation, and developing solutions in areas such as renewable energy, AI, and smart systems, contributing to sustainable industrial growth and modernization. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%209%202025.pdf>

- ❖ The report highlights BSU's commitment to equality, diversity, and inclusion. It includes an anti-harassment and anti-discrimination policy, support for fair treatment of students and staff, and mechanisms for reporting and addressing complaints. The university also promotes accessibility for students with disabilities, gender equity, and equal opportunities in education and campus life. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-10-reduced-inequalities>

- ❖ The report highlights the university's commitment to equality, diversity, and inclusion. It focuses on ensuring fair access to education and opportunities, implementing anti-discrimination policies, supporting students with disabilities, and promoting gender equality. BSU also provides support mechanisms such as mentoring, counseling, and accessible learning environments to reduce social and educational inequalities. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%2010%202025.pdf>

- ❖ The report highlights BSU's contribution to making cities more inclusive, safe, and sustainable. It emphasizes the university's role in urban research, cultural development, education, and community engagement, as well as its efforts to support sustainable urban planning and improve the quality of life in cities through academic and social initiatives. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-11-sustainable-cities>



- ❖ The report highlights BSU's contribution to sustainable urban development through research and academic activities. It focuses on studying urban growth, environmental challenges, infrastructure development, and smart city solutions using modern tools like GIS, remote sensing, and data analysis. The university supports sustainable, safe, and inclusive cities through research and innovation. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%2011%202025.pdf>
- ❖ The report highlights BSU's efforts to promote sustainable consumption and production practices on campus. It focuses on waste reduction, recycling, limiting single-use plastics, reducing paper use, and responsible procurement. The university also collaborates with partners, provides sustainability education, and improves waste management through data collection and awareness activities. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-12>
- ❖ The report highlights BSU's commitment to sustainable consumption and production practices. It focuses on reducing waste, promoting recycling, limiting single-use plastics and paper use, and implementing sustainable procurement policies. The university also supports environmental education, responsible resource use, and data-driven waste management to improve sustainability on campus. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%2012%202025.pdf>
- ❖ The report highlights BSU's commitment to climate change mitigation and environmental sustainability. It includes efforts to reduce greenhouse gas emissions, integrate climate education into curricula, and conduct research on climate risks and adaptation. The university also participates in international projects, collaborates with environmental organizations, and promotes awareness of climate change across campus and society. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-13-climate-action>
- ❖ The report highlights BSU's commitment to combating climate change through reducing greenhouse gas emissions, promoting climate education, and integrating sustainability into teaching and research. It emphasizes participation in international projects, climate-related research, and awareness activities, as well as efforts to develop low-carbon and environmentally responsible campus practices. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%2013%202025.pdf>
- ❖ The report highlights BSU's commitment to protecting aquatic ecosystems and promoting sustainable use of water resources, especially the Caspian Sea. It includes education on marine biodiversity, research on water pollution and ecosystem health, and awareness activities against overfishing and plastic pollution. The university also conducts field studies, monitoring, and collaborative projects to support conservation of aquatic environments. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-14-life-below-water>
- ❖ The report highlights BSU's efforts to protect marine and freshwater ecosystems, especially the Caspian Sea. It focuses on research and monitoring of water pollution, biodiversity conservation, oil and plastic contamination, and ecosystem health. The university also supports field studies, environmental education, and international collaboration to promote sustainable use of aquatic resources. For more information click the link:



<https://sdg.bsu.edu.az/uploads/files/SDG%2014%202025.pdf>

- ❖ The report highlights BSU's commitment to protecting and restoring terrestrial ecosystems. It includes activities on biodiversity conservation, sustainable land use, environmental education, and awareness programs. The university also collaborates with external partners and conducts outreach activities focused on forest protection, species conservation, and sustainable ecosystem management. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-15-life-on-land>
- ❖ The report highlights BSU's commitment to protecting and restoring terrestrial ecosystems and biodiversity. It focuses on forest conservation, sustainable land use, ecological research, and monitoring of endangered species. The university also promotes environmental education, reforestation activities, and collaboration with partners to support sustainable ecosystem management and reduce environmental degradation. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%2015%202025.pdf>
- ❖ The report highlights BSU's contribution to promoting transparent, accountable, and inclusive institutions. It emphasizes student participation in governance, legal education, anti-corruption principles, policy-oriented research, and cooperation with government and community stakeholders. The university also provides platforms for open dialogue, legal awareness activities, and capacity-building programs, supporting peace, justice, and strong institutional development. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-16-peace-justice>
- ❖ The report highlights BSU's commitment to transparent governance, accountability, and rule of law. It includes activities such as student participation in decision-making, legal education, anti-corruption measures, public policy research, and cooperation with government institutions. The university also promotes dialogue, civic engagement, and access to justice through training, forums, and outreach programs that strengthen strong and inclusive institutions. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%2016%202025.pdf>
- ❖ The report highlights BSU's efforts to strengthen international cooperation and multi-stakeholder partnerships. It focuses on collaboration with universities, research centers, government bodies, and industry partners to support research, innovation, and sustainable development projects. The university also promotes knowledge sharing, joint initiatives, and capacity building to achieve the Sustainable Development Goals. For more information click the link:
<https://sdg.bsu.edu.az/report-on-sdg-17-partnership-for-the-goals>
- ❖ The report highlights BSU's efforts to strengthen national and international cooperation with universities, research institutes, government bodies, NGOs, and industry partners. It emphasizes joint research projects, innovation centers, knowledge exchange, and participation in global SDG initiatives. These partnerships help improve research capacity, support sustainable development, and enhance the university's contribution to achieving all SDGs. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%2017%202025.pdf>



- ❖ The report summarizes the university's overall progress across all 17 Sustainable Development Goals (SDGs). It highlights improvements in education, research, campus sustainability, gender equality, environmental protection, and international cooperation. The document shows BSU's continued efforts to integrate SDGs into its academic activities, governance, and community engagement, and its commitment to long-term sustainable development. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%20PROGRESS.pdf>

- ❖ The report summarizes BSU's overall progress in integrating the 17 Sustainable Development Goals (SDGs) into teaching, research, campus operations, and partnerships. It highlights achievements in education quality, research growth, student support, sustainability initiatives, and international cooperation, showing the university's continued commitment to sustainable development and long-term improvement across all SDG areas. For more information click the link:
<https://sdg.bsu.edu.az/uploads/files/SDG%20Progress%20report%202024.pdf>

- ❖ The policy ensures safe, affordable, and inclusive student housing. It provides dormitory accommodation with modern facilities, supports students from low-income and vulnerable groups, and promotes accessibility for students with disabilities. The policy also emphasizes a healthy, sustainable living environment, including good nutrition, security, and well-being support services on campus. For more information click the link:
<https://sdg.bsu.edu.az/accommodation-policy>

- ❖ The policy ensures a safe, respectful, and inclusive environment for all students and staff. It prohibits all forms of harassment and discrimination based on gender, age, religion, disability, nationality, or other status. It also provides clear complaint mechanisms, disciplinary procedures, and protection for those who report incidents, promoting equality, dignity, and fairness across the university. For more information click the link:
<https://sdg.bsu.edu.az/anti-harassment-and-anti-discrimination-policy>

- ❖ The policy supports the creation and development of student-led organizations focused on sustainability, especially environmental and climate-related issues. It aims to engage students in SDG-related activities, strengthen their participation in university life, and enhance BSU's sustainability performance through student initiatives, volunteering, and innovative projects. For more information click the link:
<https://sdg.bsu.edu.az/student-led-society-policy>

- ❖ The policy shows BSU's commitment to climate change mitigation and sustainability. It focuses on reducing greenhouse gas emissions, improving energy efficiency, using renewable energy, and promoting sustainable campus operations. The university also integrates climate education, research, and community engagement, aiming to move toward long-term carbon reduction and environmental responsibility. For more information click the link:
<https://sdg.bsu.edu.az/climate-action-policy>

- ❖ The policy defines how BSU manages its investments in a way that supports environmental protection, social responsibility, and good governance (ESG principles). It aims to ensure long-term financial stability while promoting clean environment, social justice, and sustainable development. The university also engages stakeholders and aligns investment decisions with its sustainability and climate goals. For more information click the link:



<https://sdg.bsu.edu.az/sustainable-investment-policy>

- ❖ The policy promotes equal rights, diversity, and inclusion for all students and staff regardless of gender, age, religion, ethnicity, disability, or socioeconomic background. It aims to eliminate discrimination, ensure fair treatment, and create an inclusive and respectful university environment with equal opportunities for everyone. For more information click the link:
<https://sdg.bsu.edu.az/equality-diversity-and-inclusion-policy>
- ❖ The policy ensures that procurement processes follow sustainable development principles by considering environmental and social impacts. It promotes responsible purchasing, reduction of negative environmental effects, support for local and eco-friendly suppliers, waste reduction, and integration of SDG principles into all procurement decisions, contributing to a more sustainable campus. For more information click the link:
<https://sdg.bsu.edu.az/sustainable-procurement-policy>
- ❖ The policy establishes a zero-tolerance approach to bribery and corruption and promotes transparency, accountability, and ethical conduct across all university activities. It includes reporting mechanisms for misconduct, disciplinary procedures, and oversight by responsible committees, ensuring compliance with national laws and international anti-corruption standards and strengthening institutional integrity. For more information click the link:
<https://sdg.bsu.edu.az/anti-bribery-and-corruption-policy>
- ❖ The policy promotes an ethical organizational culture based on values such as honesty, respect, fairness, diversity, and transparency. It provides a framework for guiding behavior of students and staff, ensuring ethical decision-making, accountability, and compliance with university rules and national legislation. The policy also supports training, reporting mechanisms, and disciplinary procedures to maintain integrity across the university. For more information click the link:
<https://sdg.bsu.edu.az/holistic-ethical-organizational-culture-policy>
- ❖ The policy ensures a safe and healthy environment for all students, staff, and stakeholders. It focuses on protecting physical and mental well-being through medical services, psychological support, safety measures, and risk prevention systems. The policy also includes a smoke-free campus, emergency preparedness, and continuous improvement of health and safety conditions across the university. For more information click the link:
<https://sdg.bsu.edu.az/health-safety-and-wellbeing-policy>
- ❖ The policy aims to establish a continuous system for monitoring, evaluating, and improving the quality of education and university processes. It aligns with the European Higher Education Area (ESG) standards and BSU's strategic development plan. The policy focuses on enhancing teaching and research quality, improving academic resources, ensuring stakeholder involvement, and increasing the international competitiveness and reputation of the university. For more information click the link:
<https://sdg.bsu.edu.az/quality-assurance-policy>
- ❖ The policy guarantees freedom of teaching, research, learning, and academic expression for students and staff. It ensures that academics can choose research topics, publish findings, and participate in open discussions without censorship or interference. The university promotes a safe and inclusive environment for dialogue and critical thinking, supporting the free exchange of ideas while respecting ethical and professional standards. For more information click the link:
<https://sdg.bsu.edu.az/policy-on-academic-freedom>



- ❖ The policy ensures an inclusive and accessible environment for students, staff, and visitors with disabilities. It provides accessible campus facilities, assistive technologies, academic adjustments, mentoring, counseling, and psychological support. The university aims to remove barriers, promote equal opportunities, and support the rights, dignity, and full participation of people with disabilities in academic and campus life. For more information click the link:
<https://sdg.bsu.edu.az/disability-support-policy>

- ❖ The policy shows BSU's commitment to preventing human trafficking and protecting victims through awareness-raising, education, and cooperation with legal and social institutions. It includes preventive measures, detection and reporting mechanisms, victim support services, and compliance with national anti-trafficking laws, ensuring a safe and responsible university environment. For more information click the link:
<https://sdg.bsu.edu.az/policy-on-prevention-of-human-trafficking>

- ❖ The policy outlines BSU's commitment to active cooperation with local stakeholders such as residents, government bodies, NGOs, businesses, and educational institutions. It ensures that stakeholder input is included in decision-making, planning, and university development processes, promoting transparency, inclusivity, and sustainable community partnerships. For more information click the link:
<https://sdg.bsu.edu.az/local-stakeholder-engagement-policy>

- ❖ The policy focuses on sustainable water management and environmental protection. It includes wastewater treatment, pollution prevention, water conservation, recycling and reuse of water, and monitoring of water consumption across the campus. The university also promotes access to clean drinking water, sustainable infrastructure, and awareness of responsible water use among students and staff. For more information click the link:
<https://sdg.bsu.edu.az/clean-water-policy>

- ❖ The policy ensures regular office (consultation) hours for faculty members to support students outside the classroom. It provides a structured system for individual academic guidance, clarification of course materials, and support for student learning and development. The policy also allows flexible delivery (in-person or online) to improve accessibility and strengthen student–teacher interaction. For more information click the link:
<https://sdg.bsu.edu.az/policy-on-academic-consultation-hours>

- ❖ The policy ensures that research outputs and scientific publications are freely accessible online without restrictions or payment. It promotes the wide dissemination of knowledge, supports academic transparency, and increases the visibility and impact of BSU research. The Scientific Library plays a key role in managing and sharing open-access resources to support education and research. For more information click the link:
<https://sdg.bsu.edu.az/open-access-policy>

- ❖ The policy ensures a safe, secure, and supportive environment for students both on campus and during university activities. It focuses on protecting students from harm, harassment, and unsafe conditions, while promoting well-being, responsibility, and emergency preparedness. The policy also defines clear procedures for reporting and responding to safety concerns to maintain a healthy academic environment. For more information click the link:
<https://sdg.bsu.edu.az/student-safety-policy>



- ❖ The policy ensures that all donations and funding are managed in line with ethical, transparent, and sustainability principles. It requires that contributions come from responsible sources, support BSU's academic and sustainability goals, and do not compromise the university's independence or integrity. All funding is assessed based on ethical standards, purpose alignment, and non-conditional support. For more information click the link:
<https://sdg.bsu.edu.az/sustainability-policy-on-donations-and-funding>

- ❖ The policy aims to prevent and reduce hunger and poverty among students and staff by ensuring access to affordable nutritious food, financial aid, and social support services. It includes measures such as food assistance programs, meal vouchers, emergency financial support, and collaboration with partners and charities. The policy also promotes equal opportunity, well-being, and confidentiality for those receiving support. For more information click the link:
<https://sdg.bsu.edu.az/policy-on-hunger-and-poverty-alleviation>

The policy ensures responsible sourcing of materials, sustainable procurement, and proper waste management across the university. It focuses on using ethical and locally sourced products, reducing waste, recycling, and safe disposal of hazardous materials, while promoting efficient use of resources. The policy supports a sustainable, environmentally responsible campus system aligned with SDG principles. For more information click the link:

<https://sdg.bsu.edu.az/ethical-sourcing,-waste-management>

- ❖ The policy outlines BSU's commitment to protecting biodiversity, conserving natural resources, and promoting sustainable campus development. It includes measures on ecosystem management, species protection, sustainable food sourcing, waste reduction, and environmentally responsible land use. The university also integrates biodiversity considerations into campus planning, research, and education, ensuring long-term environmental sustainability. For more information click the link:
<https://sdg.bsu.edu.az/sustainability-and-biodiversity-policy>

- ❖ Baku State University implements initiatives to reduce food waste through awareness campaigns, responsible consumption practices, and sustainable waste management systems on campus. For more information click the link:
<https://sdg.bsu.edu.az/news/sustainable-food-waste-management-at-baku-state-university>

- ❖ A round table discussion focused on identifying key actors responsible for ensuring ecological sustainability and promoting environmental accountability. For more information click the link:
<https://sdg.bsu.edu.az/news/round-table-on-who-is-the-ensurer-of-ecological>

- ❖ BSU has introduced compulsory yearly training to educate students and staff on social sustainability, ethics, and community responsibility. For more information click the link:
<https://sdg.bsu.edu.az/news/baku-state-university-introduces-mandatory-annual-training-on-social-sustainability>

[social-sustainability](https://sdg.bsu.edu.az/news/baku-state-university-introduces-mandatory-annual-training-on-social-sustainability)

- ❖ The university promotes interdisciplinary research to address complex global challenges, especially those related to sustainable development. For more information click the link:
<https://sdg.bsu.edu.az/interdisciplinary-research>

- ❖ Baku State University runs a required program that integrates Sustainable Development Goals (SDGs) into education, raising awareness and engagement among students. For more information click the link:



<https://sdg.bsu.edu.az/news/baku-state-universitys-mandatory-programme-on-sdgs-and-social-sustainability>

- ❖ Baku State University actively participates in global collaborations to develop and share best practices for implementing SDGs. For more information click the link:
<https://sdg.bsu.edu.az/news/baku-state-university-leads-international-efforts-to-develop-best-practices-for-sustainable-development-goals>
- ❖ The university supports community development and poverty reduction by linking education with real-world social challenges. For more information click the link:
<https://sdg.bsu.edu.az/news/bridging-education-and-community-development-the-universitys-role-in-promoting-sustainability-and-addressing-poverty>
- ❖ The rector participated in an international congress, highlighting BSU's role in sustainability and global academic cooperation. For more information click the link:
<https://sdg.bsu.edu.az/news/bsu-rector-speaks-at-panel-discussion-of-global-sustainable-development-congress-internationalization>
- ❖ Dedicated mandatory training programs focus on environmental protection and sustainable practices for both staff and students. For more information click the link:
<https://sdg.bsu.edu.az/news/dedicated-mandatory-training-on-environmental-sustainability-for-staff-and-students>
- ❖ Baku State University organizes outreach programs to promote sustainability awareness beyond the university community. For more information click the link:
<https://sdg.bsu.edu.az/news/bsu-outreach-activities-on-sustainable-development>
- ❖ A lecture emphasized the role of scientists and engineers in advancing environmental sustainability and innovation.
For more information click the link:
<https://sdg.bsu.edu.az/news/lecture-on-scientists-and-engineers-contribution-to-enhancing-the-sustainability-of-our-planet-at-bsu>.
- ❖ Baku State University shared its sustainability practices and achievements at an international sustainable development congress. For more information click the link:
<https://sdg.bsu.edu.az/news/bsu-experience-discussed-at-the-global-sustainable-development-congress>
- ❖ Discussion highlighted how scientific innovation and biotechnology contribute to ecological balance and sustainability. For more information click the link:
[https://sdg.bsu.edu.az/news/a-roundtable-discussion-titled-scientific-innovation-and-biotechnology-new-perspectives-in-ensuring-ecological-balance-sustainability-was-held-at-baku-state-university-\(bsu\)](https://sdg.bsu.edu.az/news/a-roundtable-discussion-titled-scientific-innovation-and-biotechnology-new-perspectives-in-ensuring-ecological-balance-sustainability-was-held-at-baku-state-university-(bsu))
- ❖ Baku State University participated in a global conference in Bangkok, exchanging knowledge on sustainable management practices. For more information click the link:
[https://sdg.bsu.edu.az/news/8th-international-conference-on-sustainable-management-\(icsm\)-held-in-hybrid-format-in-bangkok,-thailand](https://sdg.bsu.edu.az/news/8th-international-conference-on-sustainable-management-(icsm)-held-in-hybrid-format-in-bangkok,-thailand)



- ❖ BSU's sustainability performance is evaluated through international rankings, reflecting its commitment to SDGs. For more information click the link:
<https://sdg.bsu.edu.az/qs-sustainability>

- ❖ The university is expanding systems to monitor and reduce carbon emissions across campus. For more information click the link:
<https://sdg.bsu.edu.az/news/baku-state-university-advances-sustainability-expands-low-carbon-energy-monitoring-across-campus>

- ❖ A student organization actively promotes sustainability initiatives and environmental awareness. For more information click the link:
<https://sdg.bsu.edu.az/news/student-led-sustainability-society--baku-state-university>

- ❖ BSU supports biodiversity conservation through research, education, and environmental initiatives. For more information click the link:
<https://sdg.bsu.edu.az/news/sustainability-and-biodiversity>

- ❖ The university integrates green education with youth-led sustainability projects, presented on international platforms. For more information click the link:
<https://sdg.bsu.edu.az/news/integration-of-green-education-and-youth-sustainability-initiatives-at-bsu-presented-on-an-international-platform>