

**ISTINYE UNIVERSITY**  
**SENATE MEETING**

MEETING DATE	MEETING HOUR	SESSION NO
29.05.2024	13.30	14

**ISTINYE UNIVERSITY**  
**PRINCIPLES OF ETHICAL CONDUCT AND ETHICS COMMITTEE**  
**PROCEDURAL PRINCIPLES**

**Purpose**

**ARTICLE 1** - The purpose of this document is to establish the ethical values and principles that must be followed by the administrative and academic members, as well as the students of Istinye University.

**Scope**

**ARTICLE 2** - This document outlines the ethical values and principles that must be adhered to by administrative and academic members, as well as the students of Istinye University. These values and principles serve as guidelines for addressing ethical issues, as well as for interactions with colleagues, students, university administrators, external individuals and organizations, and the national and international community.

**Basis**

**ARTICLE 3** - This document is based on Articles 14 and 42 of the Higher Education Law No. 2547. It has been developed by considering the Istinye University Main Regulations, which became effective upon publication in the Official Gazette No. 29826, dated September 9, 2016. Additionally, reference has been made to the "University Principles of Ethical Conduct" approved by the Interuniversity Board.

**Definitions**

**ARTICLE 4-** The following definitions are provided:

- a) Academic ethics: To ensure ethical conduct throughout the various stages of academic activities, including the production, presentation, and evaluation of scientific studies, as well as in the rewarding and promotion of relationships with different stakeholders within society. This also includes the establishment of scientific institutions and

universities that prioritize scientific competence and the training of highly skilled scientists.

- b) Ethics: This field of thought revolves around people contemplating the essential aspects of life, incorporating their values to develop theoretical and social tools. These tools serve to discern between right and wrong, as well as to identify and adopt appropriate behaviors.
- c) Student: Istinye University Students.
- d) Rector: The Rector of Istinye University.
- e) University: Istinye University.
- f) University Members: All administrative and academic administrators and employees of Istinye University.

### **Ethical Core Values and Principles**

**ARTICLE 5** - The university has established a set of core values and principles that all members must adhere to. These are as follows:

- a) Academic autonomy: Refers to the independence of the University from all other powers in the state and society. This independence allows the University to make decisions regarding academic operations, establish its own policies in education, research, community service, international relations, and other related activities. Furthermore, it grants the University the freedom to determine the academic and scientific study field and methods without any constraints.
- b) Academic freedom: Means that academics are free to individually or collectively acquire, develop, and transmit knowledge through research, examination, discussion, documentation, production, teaching, narration, and writing. They are also free to make their own choices without facing any imposition or pressure.
- c) Academic honesty: Acting in accordance with ethical principles and standards is crucial in the academic environment. It helps to strengthen the bonds based on trust and honesty among members of the academic community and ensures society's trust in science and scientists. Academic integrity involves sincerely adhering to academic standards and maintaining honest, open, and responsible behavior in all academic activities.
- d) Academic merit: If University members are candidates for a job or position, their abilities, qualifications, and experience are evaluated. They are then selected and assigned based on the standards required for the job or task.
- e) Respect for others: University members are expected to respect and value the differences of individuals. They should not allow behaviors such as discrimination and harassment. Furthermore, they should treat colleagues, employees, students, stakeholders, and non-University units and individuals with respect and courtesy. Additionally, they should take into consideration the dignity and personalities of all persons with whom they have a relationship.

- f) **Accountability:** University members are required to provide clear and transparent explanations to those who have entrusted them with the University's or private resources for the purpose of completing a job or task. This includes detailing how the resources are utilized and to what extent the task is being carried out.
- g) **Responsibility:** To fulfill scientific and academic responsibilities and duties, members of the university must maintain the required quality and quantity. It is important to avoid any harm to the country's resources, the institution's corporate identity, and reputation. Additionally, the University's financial and material resources should be used efficiently and effectively, while promoting harmony and collaboration with other individuals and units.
- h) **Protection and strengthening of fundamental rights and freedoms:** It is essential for the University to protect and support the fundamental rights and freedoms of all members of society, as well as its own members.

### **Scientific research and publication ethics**

**ARTICLE 6-** The following are the ethical rules that faculty members must comply with in their scientific research and publication activities:

- a) To have competence in designing and conducting research, it is important to maintain self-criticism, honesty, and transparency throughout the process. Additionally, it is crucial to show respect for the work of others who have conducted or are currently conducting research on the same subject.
- b) To approach the research subject honestly and impartially, to be open and honest when reporting research results, and to make the contribution of everyone participating in the research visible.
- c) To ensure that a scientific study aligns with research methodology and ethics, it is necessary to establish the distribution of all rights pertaining to obligations and publications throughout the research process.
- d) To provide a comprehensive overview of the sources and methods utilized for data collection and analysis in the study.
- e) In scientific publications, it is important to ensure that the information presented is accurate, complete, and free of deliberately incomplete information. It is essential to adhere to academic ethics throughout the process of producing and developing information. Only information and data that have been developed and compiled using scientific methodologies should be published. It is crucial not to present non-existent data or results as if they exist.
- f) To ensure that the content of the publication is unbiased, it is important to refrain from altering research results for personal interests, commercial concerns, or to impose political views. Deliberately changing the data and/or results, as well as hiding or distorting the data, should also be avoided.
- g) To properly acknowledge all sources used in the publication, citations should be provided. Additionally, individuals who have played a role in the production, compilation, measurement, and preparation of the information should be acknowledged as authors or thanked for their contributions.

- h) To respect the right of authorship, researchers have the duty and responsibility to accurately determine the ranking of names based on their contribution to the research. This includes ensuring that all authors who contributed to the study are listed.
- i) To avoid plagiarism and information theft, which are considered to be the most unethical practices, one should refrain from taking someone else's work, artistic practices, or ideas in written, printed, or electronic media and presenting them as their own. This includes presenting a work or part of it without proper citation or acknowledgment, altering the content with different words or sentences, and failing to clearly indicate that certain information is being quoted by not using quotation marks or other appropriate formatting. Additionally, it is important to provide proper attribution by including the source in the text, footnotes, or bibliography.
- j) When citing, it is important to avoid providing incomplete information. Instead, it is necessary to include appropriate details about the source of the quote. Additionally, one should not use data whose source has been forgotten as their own opinion.
- k) Not to publish the same scientific study in multiple publication mediums without citing the original source as if it were a separate publication. Furthermore, refrain from dividing and republishing a study solely for the purpose of increasing the number of publications.
- l) Intentionally not appearing as an author without actively contributing to a study, including in the design of the research, collection and evaluation of data, as well as the preparation and publication of the publication. This refers to the act of not having one's name included among the authors by using one's influence, despite not having made an active contribution.
- m) To obtain approval from volunteers who wish to participate in the research, it is important to inform them about the implementation steps, possible results, risks, and their right to withdraw. It is crucial not to pressure students or other participant groups into participating in the research.
- n) Not sharing personal or corporate data obtained from participants without legal obligation or permission from the relevant parties and maintaining the confidentiality of the identities of the research participants.

## **Ethics of scientific evaluation**

**ARTICLE 7-** The following are the ethical rules that faculty members must comply with in scientific evaluation activities:

- a) To act independently, honestly, and impartially in scientific evaluation, jury membership, editorship, expert witness duties, referee responsibilities, and other similar roles.
- b) To comply with the privacy policy.
- c) To promote openness and transparency in scientific evaluations and provide justifications for them.
- d) To comply with the evaluation plan and duration, it is important to provide constructive feedback and suggestions while evaluating. Additionally, it is essential to avoid using expressions that may offend the author.
- e) Not to abuse their position by stealing ideas from the scientific study they have reviewed.
- f) Do not exceed scientific criteria when making referee determinations.

- g) Not to serve as a referee in the evaluation jury of scientific publications involving individuals with whom there is a "relationship of interest" or "conflict of interest".

### **Ethical responsibilities of faculty members towards students**

**ARTICLE 8** – The responsibilities of faculty members towards their students are outlined below:

- a) To create an environment that fosters student research, questioning, and learning.
- b) To encourage students to learn the fundamental values and principles of their profession or discipline, to express their ideas freely, and to think independently.
- c) To evaluate students' work and performance fairly, impartially, and honestly.  
Additionally, to contribute to students' learning through evaluations and provide them with timely and constructive feedback.
- d) To evaluate and announce students' work and exam grades promptly.
- e) To protect students' freedom to learn and prevent any practices that may hinder their right to education.
- f) To consider students' evaluations of the courses.
- g) To ensure the privacy and confidentiality of students' personal information, except for when legally obligated to disclose it.
- h) Not to exploit students for personal gain.
- i) To act fairly and objectively when giving references to students.
- j) Not to allow personal closeness and relationships with students that exceed the boundaries of professionalism, and to treat all students equally.
- k) Not to condone or overlook any form of harassment, abuse, violence, oppressive behavior, humiliation, or disturbing actions, and to take appropriate action as needed.
- l) To continuously improve their expertise, they conduct research in the field of teaching, ensuring that students receive up-to-date and quality education.
- m) To acknowledge the diverse abilities and characteristics of students and strive to foster the intellectual and personal growth of each individual.
- n) To set an example through his behavior, so that students can develop high professional and ethical values and grow in all aspects.
- o) To promote respect among students and towards their instructors.
- p) To ensure the safety and well-being of students by creating an environment that promotes optimal learning conditions and safeguards their health.
- q) Not to accept any gifts from students.
- r) Not to compel individuals to purchase their own book or any similar written or visual materials. Not to employ the thesis, grades, or scores as a method of coercion or intimidation towards students.

### **Ethical values and principles to be followed by university administrators**

**ARTICLE 9-** The following are the academic management ethics principles that university administrators should adhere to:

- a) To protect the personal honor and professional dignity of university members.

- b) To not discriminate among university members based on language, race, color, gender, appearance, political thought, philosophical belief, religion, sect, and similar reasons.
- c) To work towards the realization of academic autonomy and view academic freedom and the coexistence of different thoughts and opinions as fundamental values of university life.
- d) To evaluate faculty members' applications for appointment and promotion based on academic performance criteria accepted by the university senate. To adhere to scientific standards in the recruitment, promotion, and appointment of university personnel. To ensure that special qualification descriptions sought in academic staff announcements do not violate the merit rule.
- e) To take necessary measures to eliminate unethical behaviors such as harassment and mobbing from academic life. To protect the rights of those who experience such behavior.
- f) To participate in and support domestic or international scientific activities in accordance with the principles of justice and merit.
- g) To avoid obstacles that infringe upon people's personal rights and harm their careers.
- h) To safeguard the legal rights of faculty members arising from their science, art, research, and publications.
- i) To distribute the course loads of faculty members fairly, considering their areas of expertise and competencies, and taking into account the public interest.
- j) To use university resources and conduct business transparently and accountably.
- k) To refrain from establishing personal benefit-oriented relationships with individuals, institutions, or organizations that have business dealings with the university.
- l) To create suitable conditions for ethics committees to work independently, implement board decisions fairly, and address unethical attitudes and behaviors. To maintain impartiality in relations with political institutions and other non-governmental organizations.
- m) To prioritize the fight against nepotism, bribery, all forms of harassment, and intimidation in university life.
- n) To treat every student, employee, or faculty member as equal individuals, regardless of their origin, belief, race, nationality, status, or duty.
- o) To be vigilant in taking necessary precautions against all forms of discrimination arising from gender inequality.
- p) To not disclose confidential data obtained during their duties to anyone unauthorized to receive such information.
- q) To refuse gifts, loans, or hospitality for personal benefit from any person, company, or organization that conducts or wishes to conduct business with the university.
- r) To demonstrate sensitivity in the timely and proper execution of court decisions in accordance with constitutional and legal obligations.

### **Ethical values and principles to be followed by university students**

**ARTICLE 10-** The responsibilities of students are as follows:

- a) Students should be oriented towards research, questioning, and critical thinking. They should learn the fundamental values and principles of the profession or discipline, express their ideas freely, and think independently.
- b) Students must behave with an understanding of being against discrimination, violence, hatred, and insults. They should respect diversity and differences.

- c) Students are responsible for attending their classes, watching them carefully, completing their homework, studying, and preparing for their exams.
- d) Students should carry out their work with participation and a team mentality.
- e) Students must protect their freedom and rights to learn.
- f) Students should provide feedback about courses and instructors.
- g) Students must comply with the law, universal human values, ethical principles, and the university's regulations and rules.
- h) Students should not exploit other students and academic/administrative staff for personal gain.
- i) Students should strive to become qualified professionals in their field and qualified world citizens. They should develop their professional competence.
- j) Students should engage in social, cultural, artistic, and community activities outside of their professional qualifications. They should be open to sociocultural and intellectual development.
- k) They should not approve or ignore any kind of harassment, abuse, violence, oppressive, humiliating, or disturbing behavior. They should report these issues.
- l) Students must respect each other and all university members.

**Ethical values and principles to be followed by university administrative managers and staff in providing services**

**ARTICLE 11-** The following are the ethical values and principles that university administrative staff must adhere to when delivering services:

- a) To act in line with the principles of respect for the law, legality, justice, equality, honesty, transparency and accountability in their actions and transactions within the scope of service to the society, and to comply with the principles of language, religion, philosophical belief, world view, political thought, race, age, gender while performing their duties and benefiting from services. Not to discriminate for similar reasons, not to engage in behavior and practices that are contrary to or restrictive of human rights and freedoms or hinder equality of opportunity.
- b) To protect the benefit of humanity by showing sensitivity to social issues (environment, health, education, justice, etc.).
- c) Not to neglect their obligations towards the university to participate in any activity or study outside the university.
- d) To pay attention to academic and universal ethical values in studies outside the university and to stay away from conflicts of interest and being a commercial advertising tool.
- e) To protect the place and reputation of the university and the profession in society in non-university activities.
- f) To stay away from activities that would jeopardize honesty and impartiality.
- g) To carry out university services in accordance with the determined standards and processes, to inform those who benefit from the service by making the necessary explanations about the work and transactions throughout the service period.
- h) To report the situation to the competent authorities in case of a request to engage in illegal activities or actions that are incompatible with ethical principles, or when one becomes aware of or sees such an action or transaction while performing its services.

- i) Do not engage in arbitrary behavior, pressure, insults, or threatening practices. Do not prepare reports that lack clear and definitive evidence. Do not demand services, opportunities, or similar benefits for oneself that are contrary to the legislation.
- j) To avoid behavior that would benefit oneself, one's relatives or third parties by using one's duty, title and authority.
- k) Be careful about “relationships of interest” and “conflicts of interest”.
- l) Not to disclose confidential and private information obtained during the performance of their duty or as a result of this duty to any institution, organization or person other than the competent authorities, while on duty and after leaving office. Not to use it to obtain any direct or indirect benefit for oneself, one's relatives or third parties.
- m) Not to receive any gifts or obtain any benefits for themselves, their relatives, third parties or organizations, directly or through an intermediary, from real or legal persons who perform work related to their duties, provide services or have a relationship of interest.
- n) To avoid waste and extravagance in the use of University buildings and vehicles and other property and resources of the University. To act effectively, efficiently and economically when using working time, resources, workforce and opportunities.

## **Ethics Committee Structure**

### **ARTICLE 12 - Ethics Committee Structure**

- a) The Ethics Committee consists of seven members appointed by the Rector. If issues related to administrative personnel are being discussed, the Secretary General or the Deputy Secretary General, to whom the personnel referred to the Committee is affiliated, is included in the Committee. The Human Resources Directorate handles the secretariat operations of the Committee. Faculty members who have received disciplinary punishment or have been found guilty of ethical violation or negligence cannot serve on the Ethics Committee. The appointed members of the Ethics Committee select a chairman and a vice-chairman from among themselves during the first meeting.
- b) The term of office for Ethics Committee members is two years. A member whose term has expired may be reappointed.
- c) Membership on the Ethics Committee terminates under the following circumstances:
  - 1. Failing to attend three consecutive meetings within a calendar year without permission or excuse or failing to attend Ethics Committee meetings for more than three months, even if there is a legal reason. Or being on long term leave abroad or receiving a medical report for more than three months.
  - 2. Receiving disciplinary punishment or being found guilty of an ethical violation or negligence during their membership on the Ethics Committee.
  - 3. Leaving the University and withdrawing from Ethics Committee membership.
- d) The withdrawal from Ethics Committee membership or termination of membership becomes effective upon notification of the Rector's approval to the relevant party. In the event that a member withdraws from the Ethics Committee, or their membership is terminated, the Rector appoints a new member to complete the remaining term of the replaced member's office.

## **Duties and Powers of the Ethics Committee**

**ARTICLE 13**– The Ethics Committee has the duty and authority to work with utmost confidentiality on the following matters:

- a) Evaluating and expressing opinions on ethical issues that arise in the academic and administrative units of the University, as well as in scientific, publication, education-training, and service activities, in line with the principles and rules of ethical conduct. This also includes ethical issues related to the University's relations with society and stakeholders.
- b) Creating new principles and rules as needed.
- c) Determining the methods of applying ethical principles and rules.
- d) Developing ethical principles and policies to be used as a foundation in the university.
- e) Organizing research, publication, and service ethics training, as well as similar studies, to promote the culture of ethical life within the university and enhance ethical sensitivity.
- f) Making recommendations to the Rectorate for the establishment of expert ethics committees or sub-commissions, if deemed necessary.
- g) Conducting studies and making recommendations for integrating the practices of expert ethics committees or sub-commissions with the Basic Ethical Principles and Values adopted by the University.
- h) Providing training to individuals who will serve on expert ethics committees or sub-committees.
- i) Ensuring coordination between expert ethics committees or sub-commissions and cooperating with these committees or commissions.
- j) Ensuring coordination and cooperation with expert ethics committees or sub-commissions.

## **Meeting of the Ethics Committee**

**ARTICLE 14** – The issues related to the meeting of the Ethics Committee are as follows:

- a) The Ethics Committee convenes at least once a year, as scheduled by the Chairman. The meeting agenda is communicated to all members in advance, along with the meeting day, time, and venue. Members are also given the opportunity to propose additional agenda items during the meeting if necessary.
- b) In exceptional circumstances, the Ethics Committee may hold additional meetings, as required, called by the Chairman and attended by the majority of its members.
- c) If the Chairman is absent, the Vice Chairman assumes responsibility for overseeing Ethics Committee meetings.

## **Application Principles**

**ARTICLE 15**- Application Principles

- a) Applications to the Ethics Committee should be submitted either in person or by post to the Rector's Office. They should include a signed petition and all required attachments, clearly marked as "confidential". The Ethics Committee is responsible for accepting and evaluating applications. Please note that any documents that do not meet the application requirements will not be evaluated.
- b) If an application has already been reviewed and decided upon by the Ethics Committee, submitting the same application without providing new evidence will not be considered.

## **Evaluation of Applications**

### **ARTICLE 16– Evaluation of Applications**

- a) When the Ethics Committee receives a claim of an ethical violation, its first step is to evaluate whether the act constitutes a disciplinary offense. If it is determined that the ethical violation also falls under disciplinary offense, the committee reports the situation to the Rector's Office to initiate timely disciplinary procedures.
- b) In the evaluation of applications for ethical approval, the Ethics Committee follows the principles outlined below:
  - 1. The Ethics Committee reviews the application files and may gather relevant information from individuals involved, as needed
  - 2. Each file received by the Ethics Committee secretariat is included in the agenda of the earliest meeting, chaired by the Ethics Committee Chair. The Chair appoints a rapporteur based on the members' feedback. The identity of the rapporteur remains confidential. The rapporteur has the option to withdraw from the duty, provided they notify the Ethics Committee in writing, stating valid and justified reasons.
  - 3. The rapporteur may request written information related to the file from University members, through the Ethics Committee Secretariat. These documents are included in the evaluation file.
  - 4. If deemed necessary, the rapporteur may seek an opinion from the Ethics Committee. The Ethics Committee will determine the advisor who will provide the written opinion. The advisor will also be informed of the nature and scope of the opinion in writing. A copy of the advisor's opinion will be shared with the Ethics Committee Secretariat and kept in the relevant file. The identity of the advisor remains confidential.
  - 5. The Ethics Committee may invite relevant individuals to attend the session when necessary. If the invitation is accepted, only the invited persons will be questioned regarding the subject during the session. The Ethics Committee members will evaluate the information gathered after the invited person leaves the meeting.

6. When necessary, the Ethics Committee may seek opinions from experts within or outside the University and invite them to relevant sessions. The experts should complete their work on the referred file within the given timeframe and submit their opinions in accordance with the Ethics Committee's request. Additional time may be granted to the experts when necessary.
7. The rapporteur completes their review within one month and presents their opinions at the next Ethics Committee meeting. At the meeting, the situation is evaluated with relevant information, documents, and evidence, and an opinion is expressed. If necessary, members of the Ethics Committee can request information from the rapporteur and examine the documents and records. After the presentation, the Ethics Committee makes a decision on the application.
8. The complainant or the person(s) subject to the ethical complaint can submit their information and opinions in writing or verbally to the Ethics Committee. Individuals who wish to make an oral presentation will be invited to speak on a date determined by the Ethics Committee. If someone provides an excuse, their hearing will be postponed. If a person fails to attend a meeting without providing an excuse or doesn't submit a written opinion within the provided time limit, they will be considered to have waived this right. In such cases, the Ethics Committee assesses the information and evidence in the relevant file and expresses an opinion.  
an opinion based on the information and evidence in the relevant file.
9. The Ethics Committee conducts any correspondence it needs to make with other organizations during its investigations and evaluations through the Rectorate.
10. The Ethics Committee conducts evaluations based on law and ethics. The review criteria are derived from current legislation, the University's Basic Ethical Principles and Values outlined in this guideline, international agreements, national and international declarations, and universally established ethical principles and rules. If an ethical problem arises that is not covered in national or international texts, the Ethics Committee may refer to a principle or rule.
11. The Ethics Committee makes decisions based on the majority vote of the participants in the meeting. In the event of a tie, the President's vote determines the final decision. The decision is documented in a final report, which includes justifications for the ethical judgments and is signed by all attending members. Members who disagree with the decision can add their reasoned dissents to the final report. Abstentions are not permitted.
12. The member involved in a file being discussed by the Ethics Committee cannot participate in the discussions or voting regarding the agenda item in question.
13. The Ethics Committee examines whether the actions in the application file are within the scope of this Directive. The Ethics Committee, which is convinced that the action in question is of the aforementioned nature, decides on ethical

violation or ethical negligence. The Ethics Committee submits its report, which includes its opinion and/or recommendation, to the Rector.

14. The Ethics Committee abides by the principle of confidentiality and relevant legislation by retaining all submitted documents, files, and correspondence throughout the review and evaluation process.

15. Personnel appointed by the Rector take care of the secretarial tasks for the Ethics Committee.

c) The Ethics Committee evaluates investigations related to allegations of ethical violations or ethical negligence based on the following principles:

1. The Ethics Committee issues an invitation to the person accused of ethical violation/negligence, informing them that an ethical investigation has been initiated
2. The invitation from the Ethics Committee includes the specific act that forms the basis for the allegations of ethical violation/negligence.
3. The Ethics Committee ensures a minimum seven-day period between the invitation and the defense, allowing the accused person enough time to prepare their defense. The Committee requests the presence of the accused person on the specified day, time and place to present their defense.
4. The Ethics Committee informs the accused person that they may present their defense in writing or verbally. However, if the accused person fails to present a defense without any valid excuse, they will be deemed to have waived their right to defense. In this case, the Ethics Committee may base their decision on the documents and evidence available in the file.
5. The Ethics Committee cannot make a decision on an ethical violation/negligence without receiving a defense, unless the accused person voluntarily waives their right to defense.
6. If the accused person submits a written defense, the Ethics Committee adds the document to the file where the review of the ethical violation/negligence is being conducted. After the written defense is submitted, additional questions may be directed to the accused person for them to answer.
7. If the accused person presents their defense verbally, the Ethics Committee records the defense in the minute. The minute include the date, time and location of the proceedings, the content of the proceedings, the participants involved, and the questions and answers exchanged.
8. The minutes are signed by both the board members and the accused person and are prepared to be provided to the accused person upon request.
9. The person against whom a decision of ethical violation/ethical negligence has been made may request the Ethics Committee to re-evaluate the decision within one week from the date of notification of the relevant decision.
10. The Ethics Committee decisions cannot be shared with third parties other than those concerned through communication tools.

## **Commitment and obligation to comply with the principles of ethical conduct**

**ARTICLE 17-** Commitment and obligations of university members to comply with the principles of ethical conduct:

- a) University members confirm that they have not been previously penalized for behavior that contradicts ethical principles. They also acknowledge and declare that if such a situation arises, appropriate action will be taken in accordance with the relevant legislation.
- b) University members are expected to adhere to the principles of ethical behavior, based on honesty and a sense of responsibility. It is important for university members to prioritize seeking truth, striving for excellence, safeguarding academic freedom (including scientific research, learning, teaching, sharing information, expressing opinions, communication, and freedom of expression), and providing equal opportunities and resources to all individuals in order to uphold ethical principles and ideals. University members accept and commit to conducting all these processes in accordance with the ethical values and principles outlined in this Directive.
- c) If the Ethics Committee determines that any university member has acted in violation of this Directive, the Rector will issue a written warning in accordance with the principles of confidentiality. Those whose behavior also constitutes a disciplinary offense will be referred to the appropriate disciplinary committee.

## **Entry into Force**

**ARTICLE 18-** These Procedures and Principles will come into effect upon approval by the Rectorate.

## **Execution**

**ARTICLE 19-** The Rector of Istinye University is responsible for executing the provisions of this Directive.

**TEMPORARY ARTICLE 1-** After this Directive takes effect, the academic and administrative members of the University will be required to sign the Commitment of Compliance with Ethical Principles and its annexes.