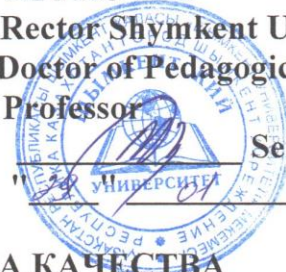


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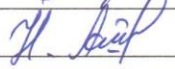
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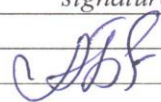
2024

СИСТЕМА МЕНЕДЖМЕНТА КАЧЕСТВА

RESEARCH INDEPENDENCE AND ACADEMIC FREEDOM POLICY

QUALITY MANAGEMENT SYSTEM SHU US 01-52-2024

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1. General Provisions

1.1. Purpose and Objectives of the Policy

Goal:

This "Policy for the Independence of Scientific Research and Academic Freedom of Shymkent University (SHU)" establishes clear and transparent mechanisms at the university's internal level aimed at ensuring the following: Ensuring the right of all employees and students to freely choose topics and methods of scientific research, as well as freedom of teaching and learning;

- Protect the university community from external influence and pressure not based on scientific, educational, or legal norms;
- Strengthen the reputation of Shymkent University (SHU) in Kazakhstan and abroad by improving the quality of its research and educational processes.

Goals:

1. Strengthening the principles of academic freedom.

The University strives to create an academic environment that allows every employee and student to freely choose their research topic and method, while adhering to state educational standards, ethical norms, and internal regulations.

2. Regulation of conflict prevention mechanisms.

The policy clearly defines the procedure for filing a complaint or appeal to the Ethics Committee in the event of a violation of academic freedom, as well as disciplinary action.

3. Integration of the policy into the governance system.

All faculties and departments of Shymkent University (SHU) are required to adhere to the principles of this policy. The Academic Council and the Ethics Commission play a key coordinating role in reviewing and resolving disputes.

4. Creating conditions for the development of independent scientific research.

The University provides access to laboratories, equipment, and competitively allocated funding sources necessary for research, while avoiding unreasonable restrictions and favoritism.

5. Compliance with the University Charter and Development Strategy.

The provisions of this Policy have been developed in accordance with the approved Development Strategy of Shymkent University (SHU) and are aimed at enhancing the university's international reputation.

1.2 Legal Basis and Scope

1.2.1 Regulatory Framework

This Policy has been developed in accordance with current legislation of the Republic of Kazakhstan—the Constitution, the Laws "On Education," "On Science," the Labor Code, and other regulations.

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In addition, the Charter of Shymkent University (SHU) and the university's internal regulations (Regulations on the Academic Council, Regulations on the Ethics Commission, Regulations on the Department of Science, and other documents) have been adopted as a basis.

1.2.2 Scope

This Policy applies to all structural divisions of Shymkent University (SHU) and is mandatory for all employees and students of the following categories:

- faculty, research staff, administrative, educational support, and technical staff;
- students of all levels and modes of study: undergraduate, graduate, doctoral, preparatory, resident, and postgraduate students.

The provisions of this Policy apply to educational and research processes, as well as to collaborative relationships with external organizations and sponsors—through contract projects, grant research, academic mobility, and joint programs.

1.3 Principles of Development and Implementation

1. The principle of collegiality.

Important issues of academic activity are considered by collegial governing bodies: the Academic Council, the Methodological Council, and the Quality Council, taking into account the opinions of staff and students.

2. The principle of openness and transparency.

All procedures (competitions, funding allocation, complaints review, etc.) are formally documented in accordance with internal regulations and published in a publicly accessible format. This eliminates secrecy and informal decision-making.

3. Prohibition of Discrimination and Coercion.

Any form of pressure, restriction, or unfair treatment based on personal, commercial, or political interests is strictly prohibited. Discrimination based on gender, age, nationality, religion, or other characteristics will result in disciplinary action in accordance with the Labor Code of the Republic of Kazakhstan and the internal regulations of Shymkent University (SHU).

4. Adherence to academic ethics.

All academic programs, research, and publications are conducted in accordance with the principles of honesty, integrity, and respect for copyright; plagiarism is not permitted.

5. Compliance with the Charter and Development Strategy.

This policy is implemented in accordance with the Charter and Development Strategy of Shymkent University (SHU), which are aimed at enhancing the university's scientific and educational potential and strengthening its competitiveness at the national and international levels.

2. Key Concepts and Definitions

2.1 Academic Freedom

Academic freedom is the right of all employees and students of a higher education institution to independently determine the content, forms, and methods of their

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educational and research activities, as well as to publish and freely disseminate the results of their work. This right must be exercised regardless of administrative, financial, or other external pressure and must not conflict with the laws of the Republic of Kazakhstan, state educational standards, or the internal regulations of Shymkent University (SHU).

- For Shymkent University (SHU), the concept of academic freedom means:
- Employees (faculty, research fellows, and scientific associates) independently develop and improve curricula, determine the directions and methods of scientific research in accordance with state standards, principles of academic integrity, and the requirements of the internal quality policy;
- Students have the right to freely choose the topics of their coursework, theses, master's, and doctoral research, participate in scientific projects (grant, contract, innovative, etc.), and freely express their academic views. However, their opinions and ideas must not contradict academic ethics and current legal regulations.

2.2 Independence of Scientific Research

Independence of Scientific Research – The status of fundamental and applied research projects conducted at the university is free from undue or scientifically unsubstantiated influence from third parties (sponsors, government agencies, commercial organizations, etc.).

Research independence means that scientific directions, methods, and conclusions are determined in accordance with criteria of scientific validity and social significance; personal gain must not depend on political or other subjective interests.

The independence of scientific research at Shymkent University (SHU) is ensured by the following principles:

1. Free choice of research topics.

Staff (faculty, researchers) and students (bachelors, masters, and doctoral students) have the right to propose and develop their own projects in consultation with their supervisors.

2. Protection from censorship.

University administration, external partners, or any interested parties have no right to force distortion of research results, prohibit publication, or conceal scientific data.

3. Funding transparency.

Grants, contract projects, and access to research resources are distributed transparently and fairly. Access to resources is not restricted for subjective reasons.

2.3 Academic ethics

Academic ethics — It is a set of principles and norms that ensure honesty, decency, fairness and responsibility in all forms of academic and research activities, as well as a culture of respect for the honor and dignity of each individual.

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The main principles of academic ethics include:

1. Prevention of plagiarism.

Copying and publishing texts, ideas, research results, or data from other authors without citing the source is contrary to the principles of academic integrity. If plagiarism is detected, those found guilty will be subject to disciplinary or legal action in accordance with the laws of the Republic of Kazakhstan and the university's internal regulations.

2. Practice proper citation and source citation.

When using the works, data, or conclusions of other authors, a reference to the original source is mandatory, and bibliographic citations must be made in accordance with established academic requirements.

3. The principle of fair scientific competition.

Staff and students are not permitted to unfairly restrict resources, laboratories, or information necessary for research, nor are they permitted to intentionally hinder the scientific activities of their colleagues or students.

4. Respect for the rights and interests of others.

All members of the university community are obligated to maintain an atmosphere of mutual respect, to honor ethnic, religious, and cultural differences, and to avoid harming the honor and reputation of colleagues and students.

2.4 Conflict of Interest and Coercion

1. Conflict of Interest

Conflict of interest — a situation in which the personal interest of an employee or student (material, financial, political or other) may influence the objectivity of their professional decisions and the fairness of scientific and educational activities.

For example:

- a supervisor primarily allocates resources to relatives or acquaintances;
- a teacher's evaluation of the academic work of a student who is their relative.

If such a situation is discovered, the interested party is obligated to immediately report it to the Shymkent University (SHU) administration or the Ethics Committee.

2. Pressure

Pressure - is an attempt to coerce an employee or student into changing or abandoning a research topic, methodology, or results through administrative, financial, or psychological pressure. Such actions may be motivated by non-academic motives (political, commercial, or selfish). Confirmation of pressure is considered a serious violation of Shymkent University's internal regulations, and disciplinary action is taken against those found guilty: dismissal for employees and expulsion for students.

2.5 Plagiarism

Plagiarism is the intentional or unintentional appropriation of another's scientific works, research results, or materials (texts, tables, images, databases, program code,

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etc.), as well as their use without citing the source. At Shymkent University (SHU), plagiarism is considered a gross violation of the principles of academic integrity and is subject to review by the Ethics Commission and punishment in accordance with the university's internal regulations and the laws of the Republic of Kazakhstan.

2.6 Consideration of Institutional and Interdisciplinary Specifics

Given that Shymkent University (SHU) comprises various research institutes, this policy establishes that the principles of academic freedom and scientific integrity must be observed not only in theoretical disciplines but also in project-based, experimental, laboratory, and applied research. Any contractual (economic, grant, or experimental design) projects implemented at the university must fully comply with the principles of research independence and academic freedom.

3. Principles and Values of Academic Freedom

3.1. Respect for Independence in Scientific and Educational Research

Every employee and student has the right to freely formulate and develop scientific, creative, and innovative ideas within the framework of their professional, pedagogical, or research activities. The University recognizes legal autonomy in the choice of research topics, teaching methods, and forms of education, provided these actions do not contradict the legislation of the Republic of Kazakhstan, the Charter, and internal regulations of Shymkent University (SHU).

The main goal is to create conditions for the development of the creative potential of faculty and research staff, students, and graduate students in accordance with state educational standards and academic ethics by supporting research and pedagogical initiatives.

3.2 Non-discrimination and Respect for Individual Rights

Academic freedom at Shymkent University (SHU) is realized based on the principle of equal opportunity. The university does not permit any restrictions or discrimination based on gender, age, nationality, religion, political views, social status, disability, or other characteristics unrelated to academic achievements and professional abilities.

The responsibilities of heads of faculties, departments, and other structural units include:

1. Ensuring fairness and impartiality in staff selection and student performance assessment;
2. Ensuring equal access to university infrastructure (laboratories, funding, equipment, library, etc.) for all eligible individuals.

In the event of disputes involving discrimination, employees and students have the right to file a complaint in accordance with the procedure established in Section 5.2 of this Policy.

3.3 Transparency and Clarity of Procedures

The University adheres to the principle of transparency and publicity in all decisions affecting academic freedom. This principle applies to the following procedures:

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- Allocation of funding sources (grants, economic contracts, targeted programs);
- Decisions on the approval of new disciplines, academic programs, and research projects;
- Review of applications and complaints regarding violations of academic rights and ethical standards.

The results of meetings of collegial bodies—the Academic Council, the Methodological Council, the Ethics Commission—as well as competition decisions are officially published unless access to this information is restricted by confidentiality rules or state secrets legislation.

3.4 The Principle of Taking into Account the Opinions of the Professional Community and Collegial Decision-Making

The principles of academic freedom can only be fully realized with the active participation and interaction of the professional community of staff and students.

Shymkent University (SHU) adheres to the tradition of collegial governance and consultation when making important academic decisions. This process is implemented at the following levels:

1. The Academic Council – defines the university's strategic priorities in science and education, discusses the adoption or amendment of local regulations, and the allocation of major resources;

2. The Methodological Council – considers issues related to improving teaching methods, introducing new courses, and updating the faculty's curricula;

3. The Staff and Student Meeting (at the faculty level) – collectively discusses current issues related to the daily educational and research process and develops proposals for higher-level collegial bodies.

3.5 Social Responsibility and the Principle of Mutual Respect

Shymkent University (SHU), as a multidisciplinary higher education institution, views academic freedom not only as a means of seeking new knowledge but also as a mechanism of social responsibility aimed at solving pressing problems in society and the labor market.

Freedom of teaching and research is also a responsibility to the public, funders, employers, the state, and local communities. The University supports the following initiatives aimed at developing internal and external partnerships:

1. Establishing interdisciplinary research groups focused on solving problems in economics, information technology, ecology, and other fields (in accordance with the university's development strategy);

2. Providing students and staff with the opportunity to openly express their scientific views through regular scientific conferences, seminars, and experience-sharing meetings;

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3. Continuously improving academic culture, creating an atmosphere of mutual respect through respect for colleagues' opinions, scientific contributions, and adherence to professional ethics.

3.6 Connection with Practice and Innovation

Shymkent University (SHU), as a multidisciplinary educational institution, considers the relationship between academic freedom and innovative initiatives to be important. Therefore, the faculties and departments strive to achieve the following objectives:

- Stimulating the development of start-ups and research projects with high practical significance;
- Ensuring freedom of research within the framework of business contracts and grant projects while adhering to contract terms (trade secrets, deadlines, and objectives) and ethical standards;
- Supporting the commercialization of students' and staff's research, maintaining a balance between their personal scientific autonomy and the interests of the university.

4. Rights and Obligations of the Parties

4.1. Employees (research and teaching, administrative and managerial, educational support, technical and other personnel)

4.1.1. Employee Rights

Every university employee has the following rights:

- to develop, improve, and implement academic disciplines, research, and industrial projects in accordance with their professional competence, and to perform their official duties without external pressure, provided that they do not contradict the internal regulations of Shymkent University (SHU) or legislation;
- to publish research results, deliver reports, present papers at conferences and seminars, and participate in national and international grants and forums;
- Put forward initiatives to improve educational programs, update teaching materials, and develop innovative solutions, as well as submit proposals to collegial governing bodies (Academic Council, Methodological Council, Administrative Council);
- Obtain support from the faculty (department) administration in cases that limit academic freedom or scientific independence.

4.1.2 Employee Responsibilities

In addition, each employee has the following responsibilities:

- Strictly adhere to the State Educational Standards, the Charter of Shymkent University (SHU), and local regulations, as well as academic ethics (avoid plagiarism, data distortion, or incorrect citation);
- Respect the rights and academic freedom of students, fairly and impartially evaluate their academic achievements, and avoid any discrimination;

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- Effectively and carefully use the University's infrastructure and facilities (laboratories, equipment, software) only for educational, scientific, and production purposes;
- Actively participate in improving the quality of educational and scientific processes, implement their own experience, and comply with internal procedures and regulations approved by the University.

4.3 Administration (management of the higher education institution, faculty deans, department heads)

4.3.1 Rights

The administration has the following rights:

- To determine the development strategy of faculties and departments, coordinate personnel policies, and allocate budgetary and extra-budgetary funds (based on an open competition and through collegial discussion).
- Conduct inspections (internal investigations) into complaints of violations of academic rights and ethical standards and apply disciplinary measures in accordance with labor legislation and local regulations.
- Initiate meetings of the Academic Council or Methodological Council to address important issues related to educational and scientific activities, improvement of the material and technical base, and the introduction of new technologies.

4.3.2 Responsibilities

The Administration is obligated to:

- Provide faculty and students with the opportunity to freely choose their teaching methods and independently determine their research directions, without violating their academic autonomy.
- Ensure equal access to material, technical, and financial resources (laboratories, equipment, funding), and protect the university community from unjustified external influence.
- Maintain effective dispute resolution mechanisms, including consideration by the Ethics Commission and taking measures in accordance with internal regulations and the legislation of the Republic of Kazakhstan in the event of confirmed violations.
- Ensure transparency in resource allocation and complaint procedures, and promptly communicate the results of decisions to staff and students.

4.4 Partnership Governing Bodies (Academic Council, Administrative Council, Methodological Council, Ethics Commission)

4.4.1 Academic Council

- Discusses issues of strategic development of Shymkent University in the scientific and educational areas, approves large-scale decisions on resource allocation, and amends local regulations.
- Hears reports from vice-rectors and deans of faculties on improving curricula, defining new research priorities, academic freedom, and research independence.

4.4.2 Administrative Council

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- Manages the day-to-day management of the University, ensures the implementation of the Academic Council's decisions, and addresses internal organizational and financial matters.

- Coordinates the interaction of the University's structural divisions: faculties, departments, and research centers, and establishes partnerships with faculty deans.

4.4.3 Methodological Council

- Ensures the quality of the educational process, teaching methods, and the implementation of innovative approaches in the curricula.

- Provides recommendations for the approval or updating of methodological support, monitors the compliance of educational programs with state standards and principles of academic ethics.

4.4.4 Ethics Commission

Examines complaints of academic rights violations, conflicts of interest, plagiarism, and discrimination.

Prepares recommendations to the rector and vice-rectors, suggests disciplinary measures in case violations are confirmed, and also conducts preventive work aimed at maintaining ethical standards in the academic environment.

5. Mechanisms for protecting academic freedom and policy implementation

5.1 Protection levels and interaction system

At Shymkent University (SHU), academic rights protection mechanisms are implemented at several levels. Each level is responsible for addressing issues and disputes in a specific area:

1. Faculty level.

Within faculties and departments, faculty, research staff, engineering and technical personnel, and students (bachelor's, master's, doctoral, etc.) resolve educational and scientific issues (defining course content, selecting topics, and allocating and using equipment) within their areas of expertise. In the event of disagreements or complaints, they have the right to contact the faculty deans or department heads.

2. Management and Administration Level.

Faculty deans initiate internal audits when necessary, consult with the vice-rectors for academic and research affairs, and have the right to involve the Ethics Commission to resolve ethical disputes. If the issue affects strategic decisions or the university's overall resource policy, it is referred to the Academic Council or Administrative Council for review.

3. Partnership Governance Bodies.

The Academic Council approves the university's priority areas of activity in education and science, reviews mechanisms for the distribution of significant resources, and also considers complaints that fall outside the purview of faculty members.

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The Ethics Committee evaluates the compliance of staff and student actions with the principles of academic ethics, draws conclusions, and, if necessary, has the right to recommend disciplinary action.

The Academic Quality Council carries out day-to-day management and oversees the implementation of decisions made.

All these structures operate in accordance with the Charter of Shymkent University and local regulations (e.g., the "Regulations on the Academic Council" and the "Regulations on the Ethics Commission"). The principles of transparency, partnership, impartiality, and non-discrimination are strictly observed.

5.2 Complaints and the procedure for their consideration

5.2.1 Procedure for filing complaints

1. Initiator.

Any staff member or student who believes that their academic rights have been violated (including harassment, restrictions on access to resources, interference with research results) has the right to file a formal complaint.

2. Receiving Authority.

At the first level, the complaint is addressed to the head of the department or division. If the issue concerns academic ethics, discrimination, plagiarism, or a conflict of interest, the complaint may be sent directly to the Ethics Commission.

If the issue cannot be resolved locally, the complaint is submitted to the vice-rectors or, in exceptional cases, directly to the rector.

3. Format and Content.

The complaint is submitted in writing or electronically and registered in accordance with the university's document management rules.

The complaint must specify the nature of the violation, evidence (correspondence, minutes, references to regulations), and witnesses.

5.2.2 Complaint Review Procedure

1. Analysis and Consultation Timeframes.

The body receiving the complaint (faculty deans, department heads, or the Ethics Committee) is required to conduct an investigation of the situation within 10–15 business days, request explanations from the parties, and, if necessary, organize a discussion in the form of a conference or roundtable.

2. Decision-making.

Following the review, one of the following decisions is made:

- Uphold the complaint and issue an order to rectify the identified violations (e.g., restore access to the laboratory, recognize copyright, or rescind unlawful orders).
- Reasonably declare the complaint unfounded.
- Refer the matter to the Academic Council, Methodological Council, or Vice-Rector for review if it falls outside the purview of the Director or Ethics Committee.

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3. Notification of the outcome.

The applicant will be notified in writing of the decision and the measures taken. If the applicant disagrees with the decision, they have the right to appeal it to higher authorities—the Academic Council or the Rector.

5.2.3 Role of the Ethics Commission

1. Powers.

The Ethics Commission considers complaints related to violations of academic integrity (plagiarism, data distortion, failure to comply with principles of fairness), discrimination, and conflicts of interest.

2. Disciplinary Actions and Recommendations.

If a violation is confirmed, the Commission recommends disciplinary action against the perpetrators (warning, reprimand, expulsion, or expulsion of the student).

If necessary, the final decision is made in consultation with the Rector and the relevant Vice Rector, and in exceptional cases, after discussion at the Academic Council.

3. Monitoring and preventive activities.

The Commission regularly monitors the state of academic culture at the university and conducts educational and preventive work. If systemic problems are identified, it initiates amendments to the relevant local regulations.

5. Mechanisms for protecting academic freedom and implementing policy

5.3 Distribution of resources and funding of independent scientific research

1. Funding for scientific and educational activities.

The University, through its scientific departments (e.g., the Department of Science) and the Vice-Rector for Science, announces grant competitions, allocates contractual projects, and supports applied and fundamental research.

Faculty and students have the right to submit individual or joint applications in accordance with the established competition terms.

2. Resource Allocation Principles.

All decisions regarding the allocation of equipment, funds, and laboratory time are based on the following principles:

- Transparency and publicity – the terms and results of the competition are published in the public domain;
- Collegiality and fairness – decisions are discussed by the Academic Council, Methodological Council, or Quality Council, eliminating favoritism and subjectivity;
- Scientific, educational, and social significance – the content of projects must be consistent with the university's strategic development priorities and the goals defined in the charter.

3. Accountability and Oversight.

The Academic Council annually hears a report from the Vice-Rector for Research on the allocation of financial and infrastructural resources, analyzes the quality and ef-

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fectiveness of research projects, and considers complaints regarding unbalanced or unreasonable resource allocation.

5.4 Monitoring and Reporting System

1. Systematic Surveys and Analysis.

The Department of Education Quality Assurance (or an authorized structural unit) conducts surveys among faculty and students once or twice a year to assess their satisfaction with the level of academic freedom and access to resources.

2. Vice-Rectors' Report.

The Vice-Rector for Research and International Relations and the Vice-Rector for Academic Affairs and Strategic Development jointly prepare an annual analytical report. This report is reviewed by the Academic Council and includes information on the number of complaints from the academic community, the quality of resource allocation, and the results of research projects (see Section 6).

3. Analysis of partnerships and decision-making.

Based on the analysis, the Academic Council may make adjustments to resource allocation procedures, clarify complaint mechanisms, or decide to improve the Regulations on the Ethics Commission.

If the identified issues are of a significant financial or organizational nature, they will be submitted to the Administrative Council for consideration.

5.5 Response and Liability

1. Disciplinary Measures.

In the event of a proven violation of academic rights (e.g., coercion, plagiarism, discrimination, or conflict of interest), those found guilty will be subject to disciplinary action in accordance with the Labor Code of the Republic of Kazakhstan, the internal regulations of Shymkent University (SHU), and the Regulations on the Ethics Commission: warning, reprimand, demotion, dismissal (for employees), or expulsion (for students).

2. Appeal Procedure.

Any employee or student who disagrees with the decision of the Directorate, the Ethics Committee, or the Vice-Rector has the right to appeal to the Academic Council or the Rector to protect their rights.

If the dispute concerns labor relations, the employee has the right to appeal to the trade union committee or the judicial authorities of the Republic of Kazakhstan.

3. Transparency and Publicity.

In the event of significant violations (mass plagiarism, political pressure, acts of academic censorship), the Academic Council or the Rector may decide to officially disclose these facts in order to preserve the academic integrity and reputation of the university.

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5.6 Interrelationship and Continuity of Sections

Section 5 is closely linked to the preceding and subsequent structural sections:

– Section 4 – "Rights and Obligations of the Parties."

The complaints, resource allocation, and monitoring mechanisms outlined in this section are aimed at ensuring the effective implementation of the academic rights of staff and students, as set out in Section 4.

– Section 6 – "Monitoring and Reporting."

The procedures outlined in this section enable the university's management, the Academic Council, and the Ethics Commission to regularly evaluate the effectiveness of the academic freedom policy and, if necessary, improve it.

6. Monitoring Implementation and Reporting

6.1 Purpose and Main Areas of Monitoring

The primary purpose of monitoring is to ensure effective implementation of these Rules and the timely detection of violations of the academic rights of staff and students. The monitoring process includes the following areas:

1. Application and Complaint Review.

The number, content, and outcome of applications received related to suspicious situations such as coercion, discrimination, plagiarism, or violations of academic ethics are analyzed.

2. Resource Allocation Process.

The level of fair and transparent distribution of grants, laboratories, contract projects, and equipment between faculties and departments is monitored. Complaints regarding unjustified access restrictions are also registered.

3. Research effectiveness.

The dynamics of publications (articles, reports), staff and student participation in conferences and competitions, and satisfaction with research conditions are studied.

4. Surveys and feedback.

Surveys are conducted among faculty and students at designated times to determine their opinions on the level of academic freedom and access to educational and research resources.

6.2 Reporting Forms and Frequency

1. Annual Report of the Vice-Rectors.

Together with the Vice-Rector for Research and International Relations, the Vice-Rector prepares a comprehensive report on the implementation of academic rights of staff and students based on the academic year's results. The report includes complaint statistics, funding and infrastructure allocation results, an analysis of scientific publication activity, and recommendations for improving local regulations and procedures.

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2. Teachers' reports.

The deans of the faculties submit a report on the results of their academic and research activities to the Academic Council and Vice-Rectors at the end of each semester (or academic year). The report provides examples of successful scientific collaboration, addresses complaints that have arisen, as well as organizational and infrastructural issues affecting the academic autonomy of staff and students.

3. Report of the Ethics Commission.

The Ethics Commission prepares a final report on the results of its activities at least once a year. The report analyzes the cases reviewed (complaints, conflicts of interest, discrimination, plagiarism), identifies common problems, and makes recommendations to the university administration on improving the academic environment.

6.3 Responsible Officials

1. Vice-Rector for Research and International Relations.

Collects and coordinates data related to research activities (publications, participation in research competitions and grants, and funding distribution). Develops a section of the annual report on the implementation of academic rights in research and collaborates with the Research Department and faculty deans.

2. Vice-Rector for Academic Affairs and Strategic Development.

Ensures academic freedom in the implementation of educational programs, systematizes student complaints about the quality of teaching and the fairness of assessments, and submits an analytical report to the Academic Council on the effectiveness of the educational process and its performance indicators.

3. Deans of faculties.

Carries out systematic monitoring at the level of faculties and departments, promptly takes measures to detect violations and provides relevant information to vice-rectors in case of serious incidents.

4. Ethics Commission.

Analyzes the general state of academic ethics, reviews complaints, develops final recommendations and, if necessary, initiates the application of disciplinary and other measures of influence.

5. Academic Council.

Based on annual and interim reports from vice-rectors, faculty deans, and the Ethics Committee, it makes decisions on improving the university's internal regulations, adjusting resource allocation mechanisms, and other aspects affecting the level of academic freedom.

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6.4 Decision-making and policy improvement

Based on the monitoring results, the Academic Council will amend Shymkent University's internal regulations, clarify the complaints and resource allocation procedures, and instruct the Ethics Commission to conduct additional audits or organize training seminars for staff and students.

If systemic issues are identified that require large-scale financial or organizational solutions, the issue may be brought to the attention of the Academic Quality Council or the Rector.

7. Final Provisions

7.1 Procedure for Approval and Entry into Force

1. The content of this Policy on the Independence of Scientific Research and Academic Freedom is reviewed and approved by the Academic Council of Shymkent University (SHU).

2. This document shall enter into force on the date of its signing by order of the Rector and is binding on all employees and students of the university, as well as its branches and structural divisions (if any).

7.2 Validity Period and Review Procedure

1. This Policy is valid indefinitely and until amended or supplemented in accordance with the established procedure.

2. If amendments are necessary (due to changes in the legislation of the Republic of Kazakhstan, recommendations of the Ministry of Science and Higher Education, or issues identified during monitoring), they are prepared based on a joint proposal from the Vice-Rector for Research and International Relations and the Vice-Rector for Academic Affairs and Strategic Development and are considered at a meeting of the Academic Council.

3. Amendments approved by the Academic Council are introduced in the usual manner by order of the Rector.

7.3. Interaction with other local regulations

1. If the current local regulations of Shymkent University (SHU) contain provisions that conflict with this Policy, they must be brought into compliance with it within the timeframe established by the Academic Council.

2. In cases not expressly regulated by this Policy, the parties shall be guided by the Charter of Shymkent University, other local regulations, and the current legislation of the Republic of Kazakhstan.

7.4 Responsibility for Implementation and Monitoring

1. The Vice-Rector for Research and International Relations, the Vice-Rector for Academic Affairs and Strategic Development, and the deans of faculties oversee the implementation of this Policy. The Academic Council and the Ethics Committee systematically monitor compliance with the principles of research independence and academic freedom.

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2. In the event of detection of inconsistencies or systemic problems, the university administration, in accordance with the established procedure, develops proposals for amendments to internal regulations and improvement of mechanisms for the protection of academic rights.

7.5 Final Explanations

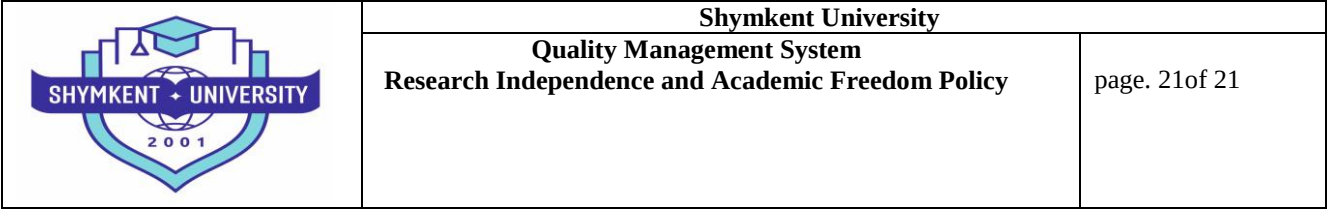
1. The provisions of this Policy must not contradict the Constitution of the Republic of Kazakhstan, the Laws "On Education," "On Science," the Labor Code, or other applicable regulatory legal acts in the field of higher education.
2. This document is posted on the university's official website for the information of Shymkent University (SHU) staff and students and (if necessary) is communicated to faculty deans and department heads.

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**Appendix A
(required)**

Introduction Sheet

Job title	Full name	Date	Signature



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