



POLICY ON PREVENTING MODERN SLAVERY AND HUMAN TRAFFICKING

**THE POLICY HAS BEEN APPROVED BY THE DECISION OF THE
SCIENTIFIC COUNCIL OF NAKHCHIVAN STATE UNIVERSITY
AT THE MEETING HELD ON SEPTEMBER 18, 2024 (PROTOCOL
NO: 01), AND REVIEWED ON JANUARY 6, 2025.**



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Policy on Preventing Modern Slavery and Human Trafficking

Content of the Policy

Nakhchivan State University is committed to safeguarding the physical, psychological, and social rights of all members of its community—students, faculty, and staff. This policy reflects our firm stance against all forms of modern slavery and human trafficking and establishes measures to prevent such practices within the University and its associated activities.

We adopt a strict zero-tolerance approach to forced labor, exploitation, debt bondage, human trafficking, and related abuses. Our goal is to ensure a safe, ethical, and inclusive environment in teaching, research, employment, procurement, partnerships, and social life at NSU.

To achieve this, the University administration, together with the Monitoring Commission on Modern Slavery and Human Trafficking, is responsible for receiving and investigating complaints, cooperating with relevant authorities, preparing annual reports, and raising awareness through training and educational programs.

This policy is designed to integrate legal, managerial, and educational safeguards to foster a university culture rooted in ethics, safety, and respect for human rights.

I. General Provisions

Article 1. This policy regulates the organization, prevention, and monitoring of measures against modern slavery and human trafficking at Nakhchivan State University (hereinafter – NSU).

Article 2. Modern slavery refers to situations where individuals' freedoms are restricted through practices such as forced labor, human trafficking, debt bondage, or forced marriage.

Article 3. Human trafficking is defined as the recruitment, transfer, sale, or exploitation of people for the purpose of enslavement or abuse.

Article 4. The purpose of this policy is to:

Safeguard the rights of students, faculty, and staff;

Promote an inclusive, safe, and ethical environment;

Provide awareness, oversight, and accountability mechanisms to prevent modern slavery and human trafficking.



II. Core Principles

Article 5. Respect for rights and dignity – Every member of the University community has their rights protected, with no tolerance for violence or exploitation.

Article 6. Transparency and accountability – All reports and complaints are documented, independently investigated, and disclosed through clear reporting processes.

Article 7. Zero tolerance – NSU does not tolerate any form of modern slavery or human trafficking under any circumstances.

Article 8. Education and awareness – Students, faculty, and staff are regularly informed and trained on identifying, preventing, and responding to risks of exploitation.

Article 9. Cooperation and partnership – NSU works collaboratively with law enforcement agencies, international organizations, and civil society to uphold these standards.

III. Scope of Application

Article 10. This policy applies across all areas of University life, including:

Teaching and research – Ensuring that students and faculty work in an environment free from exploitation.

Employment – Guaranteeing transparent and fair labor practices for staff; preventing unlawful or coercive work.

Procurement and supply chains – Verifying that suppliers and partners are not involved in modern slavery or human trafficking.

Social and cultural events – Safeguarding participants and minimizing risks of abuse or exploitation.

Student placements and international programs – Protecting students during internships, exchanges, and study abroad activities.

IV. Rights and Responsibilities

Article 11. University rights:

To approve, implement, and update this policy;

To investigate risks and complaints independently;

To organize awareness programs, seminars, and training sessions.



Article 12. University responsibilities:

- To actively prevent modern slavery and human trafficking;
- To safeguard rights within academic and workplace environments;
- To apply due diligence in procurement and partnerships;
- To maintain a clear and accessible reporting system.

Article 13. Rights of students and staff:

- To report incidents of violence, exploitation, or trafficking without fear of reprisal;
- To participate in awareness and training programs;
- To study and work in a safe, inclusive, and respectful environment.

V. Management of Complaints and Reports

Article 14. NSU has established a Monitoring Commission on Modern Slavery and Human Trafficking to oversee reporting and response processes.

Article 15. The Commission is responsible for:

- Receiving complaints securely and confidentially;
- Investigating reports and documenting outcomes;
- Cooperating with law enforcement authorities when necessary;
- Preparing annual reports for the University leadership.

Article 16. The reporting process includes:

- Receiving complaints (electronically or in writing);
- Conducting a preliminary assessment and applying safety measures;
- Carrying out a full investigation and documenting results;
- Developing and implementing corrective actions;
- Reporting outcomes to the relevant supervisory authority.

VI. Training and Awareness

Article 17. Annual training sessions are mandatory for all students, faculty, and staff.

Article 18. Training covers:

- Human rights and relevant legislation;
- Definitions and risks of modern slavery and human trafficking;
- Reporting procedures and protection measures;
- Methods for identifying and preventing exploitation.



VII. Governance and Monitoring

Article 19. The Monitoring Commission:

- Ensures compliance with this policy;
- Organizes regular awareness and training activities;
- Investigates complaints and prepares reports;
- Conducts annual risk assessments;
- Provides recommendations for ongoing improvements.

VIII. Final Provisions

Article 20. This policy is mandatory for all members of the University community—students, faculty, and staff.

Article 21. Issues not specifically addressed in this policy are governed by the laws of the Republic of Azerbaijan and applicable international legal standards.

Article 22. This policy enters into force on the date of its official approval.