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To establish standards of professional conduct for university teaching staff and standards of conduct for students/learners in undergraduate and postgraduate programmes and the Kurdistan Board, across all public and private universities, councils, bodies, university colleges and institutes in the Kurdistan Region, the following regulations are hereby issued:

Regulations on the Professional Conduct of University Teaching Staff and the Conduct of University Students/Learners

Article One:

For the purposes of these regulations, the following terms shall have the meanings assigned to them below wherever they appear:

Ministry: The Ministry of Higher Education and Scientific Research of the Kurdistan Region - Iraq.

University: All public and private universities in the Kurdistan Region.

Body: The Kurdistan Institution for Strategic Studies and Scientific Research.

Council: The Kurdistan Higher Council of Medical Specialties.

University College: All private university colleges in the Kurdistan Region.

Private Institute: All private technical and vocational institutes in the Kurdistan Region.

College: A college, school or faculty.

Teaching Staff Member: A member of the academic staff holding the rank of Assistant Lecturer, Lecturer, Assistant Professor or Professor at any public or private university, council, body, university college or institute in the Kurdistan Region, who delivers theoretical or practical teaching or supervises master's dissertations or doctoral theses.

Student/Learner: Students at all stages of technical and vocational diploma, bachelor's degree, higher diploma, master's degree, doctorate and Kurdistan Board programmes at all public and private universities, councils, bodies, university colleges and institutes in the Kurdistan Region.

Article Two: Academic and Professional Conduct of Teaching Staff

Throughout undergraduate and postgraduate education, teaching staff shall comply with the following provisions. Failure to do so shall result in legal action under the State and Public Sector Employees' Discipline Law No. (14) of (1991), as amended, through the formation of a follow-up or investigative committee. Action shall also be taken under the Academic Conduct Regulations. Violations constituting criminal offences under the law shall be referred to the competent court:



1. Students/learners shall not be discriminated against on grounds of ethnicity, religion, sex, origin, belief, political affiliation, language, culture, social or economic status, appearance or any other grounds at any stage of the educational process. They shall be treated equally, fairly and objectively.
2. Students/learners shall be treated professionally and academically. Threats, violence, inappropriate language and offensive remarks directed at them are prohibited, and their dignity and standing shall be respected.
3. Teaching staff shall not seek to establish personal or romantic relationships with students/learners.
4. Professional relationships shall be maintained with all students/learners at all times. Teaching staff shall refrain from entering into romantic or marital relationships with anyone whom they teach, assess or supervise.
5. If a teaching staff member marries a student/learner during the period of study, the staff member shall be transferred outside the relevant department and college/institute and shall not teach in that department.
6. Sexual harassment of students/learners in any form is strictly prohibited.
7. Private and personal communication with students/learners is prohibited. Communication shall be confined to channels authorised by the university, including official university email and Learning Management System (LMS) platforms. Telephone contact shall take place only through the class representative or with the permission and knowledge of the head of department.
8. Teaching staff shall not accept gifts of any kind from students/learners, as such acceptance constitutes bribery. If established through an investigation, the person concerned shall be referred directly to the competent court.
9. To ensure professionalism and impartiality in academic matters, a teaching staff member shall not teach a class or year group containing a student/learner who is their spouse or a relative up to the fourth degree.
10. A teaching staff member shall not serve as supervisor, chair or member of a committee assessing a graduation project for a technical or vocational diploma, bachelor's degree or higher diploma, a master's dissertation, a doctoral thesis or a Kurdistan Board qualification, nor chair or serve on any committee during the period of study, where the student/learner is their spouse or a relative up to the fourth degree.
11. A teaching staff member shall not serve on a committee with a member who is their spouse or a relative up to the fourth degree.
12. Lectures and subject matter shall be presented in an academic manner. Teaching staff shall not incite division, discrimination or segregation, including ethnic, religious or social discrimination, ridicule or belittle others, or use inappropriate language. They shall serve as role models in academic education and service to the country.
13. Student/learner assessment and examination marks shall reflect effort and diligence in accordance with the course guide announced at the beginning of the academic year. Personal relationships, ethnicity, religion, origin, sex, belief, political affiliation or similar considerations shall not influence marks. Flattery or personal closeness to a student/learner shall not form a basis for awarding marks; equality and fairness shall govern assessment.
14. All students/learners shall have equal and fair opportunities to participate in discussion, ask questions and seek clarification on academic matters related to the course. No student/learner shall receive preferential treatment.



15. The principles of academic integrity and the Academic Conduct Regulations shall be observed at every stage of the educational process.
16. Students/learners shall not be regarded as inferior because of special needs or for any other reason. They shall be treated with consideration and respect.
17. No pressure shall be exerted, within or outside the university, to compel a student/learner to undertake academic, private or personal work for a teaching staff member.
18. Teaching staff shall not enter classrooms under the influence of alcohol or bring alcoholic beverages onto campus, into classrooms or into any other institution affiliated with the Ministry.
19. Teaching staff shall not appear in public in a manner that is inappropriate in conduct or dress.
20. Teaching staff shall not organise personal activities with students/learners. Participation shall be confined to academic and official activities organised by the university, college or academic department, for which staff are requested to accompany students/learners.
21. All academic colleagues shall be respected. Teaching staff shall not make negative remarks about the conduct or personal affairs of colleagues in the academic department, college, institute or university, whether within or outside the university.
22. Modern teaching methods shall be employed, with an approach appropriate to the subject matter. Diverse assessment methods shall be used, recognising individual differences and special needs in students'/learners' learning abilities and academic achievements.
23. Academic knowledge shall be continuously developed through scientific research, scholarly sources and technological advances.
24. Teaching staff shall refrain from all forms of discrimination, bullying, harassment or intimidation in the university workplace. They shall address such behaviour by others in accordance with applicable regulations and instructions, preserving the dignity of the university working environment.
25. Personal, family or commercial interests that may directly or indirectly influence decisions concerning teaching, assessment, supervision, scientific research or the purchase of materials and supplies shall be disclosed to the university.
26. University approval shall be obtained before undertaking consultancy, teaching or other work that may affect university duties, in accordance with applicable instructions and regulations.
27. Responsibility and care shall be exercised when writing emails, using platforms, managing blogs and using social media. Any content published by a teaching staff member may affect the department and its reputation, as well as that of the university, even outside working hours.
28. Health and safety instructions shall be observed in classrooms and laboratories and during experiments, fieldwork and professional training. Any hazards shall be reported to the academic department.
29. All personal information, records, marks and personal files of students/learners, and related matters, shall remain confidential.
30. Examination questions, examination results and the deliberations of university committees shall remain confidential until their decisions are formally announced.
31. Data shall be retained, protected and stored in accordance with the policy established by the university.



Article Three: Professional Conduct of Students/Learners

During undergraduate and postgraduate study, students/learners shall comply with the following provisions. Failure to do so shall result in legal action under the Student and Learner Discipline Instructions No. (2) of (2009), or any subsequent instructions. Violations constituting criminal offences under the law shall be referred to the competent court:

1. Personal effort and diligence shall form the basis for assessment and examination marks in academic subjects. These shall not be replaced by non-academic or unlawful means, including the exploitation of family connections, favouritism or other forms of influence.
2. Students/learners shall not threaten or pressure a course instructor, within or outside the university, to increase marks, provide answers to examination questions or assist them in passing.
3. Students/learners shall not seek to establish personal or romantic relationships with teaching staff for any purpose.
4. Students/learners shall not contact teaching staff by telephone. Communication shall be confined to official channels designated by the university, such as official university email or Learning Management System (LMS) platforms. Only the class representative may telephone the course instructor, unless contact is made with the permission and knowledge of the head of department.
5. Students/learners shall not solicit invitations or hospitality from teaching or administrative staff for personal purposes.
6. Students/learners shall not offer gifts to teaching staff, the dean, the head of department or administrative staff.
7. Students/learners shall respect teaching staff, interact with them professionally and academically, and acknowledge and appreciate their efforts and work.
8. Students/learners shall not threaten teaching staff, address them in inappropriate language or resort to violence.
9. Dress shall respect public decency and the customs and culture of Kurdistan society. Where a university, college or institute establishes a dress code, students/learners shall comply with it.
10. During teaching, students/learners may ask questions and seek clarification from the instructor on academic matters within the course. The instructor may decline to answer questions outside its academic subject matter.
11. Mobile phones shall not be used in classrooms and shall remain silent, without ringing or vibration. In necessary or emergency circumstances, students/learners shall obtain the instructor's permission to leave the classroom and answer a call.
12. Mobile phones may be used in classrooms for learning purposes with the course instructor's approval.
13. Students/learners shall not photograph teaching staff or make audio recordings of lectures during teaching without prior approval from the course instructor and the head of the academic department.
14. Teaching staff shall not be addressed solely by their personal names. The title "Ustadh" shall be used for a master's degree holder and "Doctor" for a doctorate holder, in recognition of the academic and scholarly titles conferred under applicable laws and instructions.



15. Students/learners shall safeguard and use responsibly the resources, equipment, and movable and immovable property made available to them by the university.
16. The university campus shall be respected and used solely for academic purposes. No political, social, religious or other activity shall be organised without the approval of the head of department and the dean, except for occasions and activities supervised by the university, college or academic department.
17. In consideration of students'/learners' financial circumstances, and to prevent divisions, closed groups and their adverse effects on study, private and personal celebrations, such as birthdays and wedding anniversaries, shall not be organised on campus.
18. Students/learners shall treat colleagues within the university with civility and professionalism, seek to resolve disagreements through dialogue and appropriate means, and refrain from all forms of violence.
19. Students/learners shall not pressure other students/learners or colleagues to refrain from academic duties, including experiments, seminar presentations, report preparation and classroom attendance.
20. Students/learners shall regard the university and institutions affiliated with the Ministry as their own, maintain their cleanliness, refrain from littering with food and drink waste, dispose of waste in designated places, and endeavour to protect the green environment of the university/institute.
21. Students/learners shall not remain indifferent to damage to the university's identity, property or reputation. They shall take a stand against violations of its material and intangible assets by others.
22. Students/learners shall avoid excessive use or misuse of academic resources, experimental equipment and supplies, whether by themselves or by others.
23. Eating in classrooms is prohibited. Only water may be brought into classrooms.
24. Group meals shall not be organised on or off campus without the approval of the head of department and the dean.
25. Alcoholic beverages, weapons, implements of violence and similar items shall not be brought onto campus, which is a safe, protected and independent environment.
26. Students/learners shall attend classes according to the timetable. Lateness shall not exceed the first ten minutes of the first lecture hour. A student/learner who presents a legitimate excuse or circumstances of force majeure may enter with the relevant instructor's permission. The second and third hours shall begin at their scheduled times; entry after they begin is prohibited except in circumstances of force majeure and with the course instructor's approval.
27. Joint projects and group work with colleagues and others within the university/institute shall be undertaken objectively and professionally, with a balanced allocation of duties and respect for others' personal boundaries.
28. Students/learners shall not cause disruption during lectures, whether inside the classroom or elsewhere on campus, or disturb the classroom's academic environment. They shall follow the course instructor's directions to ensure orderly teaching and an academic atmosphere. In the event of non-compliance, the instructor may warn the student/learner to follow these directions, or



directly require the student/learner to leave the classroom for disrupting its environment. The student/learner shall be recorded as absent in such circumstances.

29. Students/learners shall comply with university security procedures, including requests to present identification, permit searches of bags and belongings for prohibited items, or undergo personal searches.

30. Students/learners shall not use the university's name or standing to secure personal benefits contrary to university policy.

31. Students/learners shall not publish materials or distribute leaflets on campus to advertise or promote themselves, another person, a company or an institution without the approval of the head of department and the dean.

32. Students/learners shall comply with applicable laws, instructions and regulations, and with decisions of the university, its council, the college, institute and head of department relating to the educational process.

Article Four: General Provisions

1. Upon the admission of first-year students to universities and institutes, and before teaching begins, the academic department shall allocate a day around the first week of study for orientation. Through a seminar or general meeting, students/learners shall be introduced to study-related instructions, including student and learner discipline instructions, examination instructions, these regulations and other relevant provisions.

2. The university campus shall be protected, and no external interference shall be allowed to affect the teaching and learning processes.

3. Ideological, religious or personal matters, or matters concerning colleagues, shall not be discussed in the classroom unless the course requires their use as examples. Such matters shall then be discussed scientifically and academically, without bias, accusations or offence to any person, entity or institution.

4. No conflict of interest shall arise between teaching staff and students/learners, or between students and administrative staff, that adversely affects the course of study.

5. Smoking cigarettes, using electronic cigarettes (vapes) and smoking shisha are prohibited on campus for all students/learners, teaching staff and administrative staff, except in smoking areas designated by the university, university college or institute.

6. Teaching staff and students/learners shall observe standards of conduct and social values within and outside the university.

7. These regulations also apply to instructors and participants in pedagogical courses, language centres and all other courses organised by public and private universities, bodies, councils, university colleges and institutes in the Kurdistan Region.

8. Where these regulations are violated, a teaching staff member, student/learner or course participant may submit a complaint or objection to the head of the academic department, so that appropriate legal measures or the penalties specified in these regulations may be applied.

9. Students/learners shall not fabricate allegations or submit complaints to damage a teaching staff member's character. Complaints shall be supported by the necessary reasons, grounds and evidence. Equally, teaching staff shall not fabricate allegations against students/learners or complain against them without such grounds and evidence. Otherwise, the complainant shall bear legal responsibility and be referred to the competent authority.



10. Where a violation of these regulations by teaching staff, students/learners or course participants becomes evident and sufficient evidence is available, the relevant dean or head of the academic department shall take legal action directly in accordance with these regulations. Failure to do so shall constitute negligence on the part of those officials, who shall bear legal responsibility.

11. The identity of the complainant shall be kept confidential in all complaints submitted by teaching staff, students/learners or course participants.

12. The dean's office of the college/institute or the university presidency shall establish a follow-up or investigative committee for violations by teaching staff specified in these regulations. Legal procedures concerning the penalties prescribed in the State and Public Sector Employees' Discipline Law No. (14) of (1991), as amended, shall be undertaken as follows:

a. The dean of the college/institute shall directly undertake legal procedures for penalties within the dean's authority.

b. The dean of the college/institute shall submit an official letter to the university president regarding penalties within the president's authority, so that the necessary legal procedures may be undertaken.

c. Penalties within the Minister's authority shall be referred to the Ministry by an official letter from the university president for legal action.

d. Violations constituting criminal offences under the law shall be referred to the competent court on the recommendation of the investigative committee.

13. When legal action is taken against teaching staff at private universities, university colleges and vocational and technical institutes in the Kurdistan Region, the same penalties prescribed in the State and Public Sector Employees' Discipline Law No. (14) of (1991), as amended, shall apply.

14. All public and private universities, bodies, councils, university colleges and institutes in the Kurdistan Region shall publish these regulations on their official websites to inform teaching staff, students/learners and course participants.

Article Five:

No decision, directive, ministerial order, university order or official letter that conflicts with these regulations shall be given effect.

Article Six:

These regulations shall enter into force on the date of issuance and shall apply from the beginning of the academic year (2026-2027) and in subsequent years.



Statement of Reasons

To advance the public interest, promote transparency, equality and justice, and establish standards of ethics and sound professional conduct between teaching staff and students/learners at all stages of study, across all public and private universities, councils, bodies, university colleges and institutes in the Kurdistan Region, the Ministry of Higher Education and Scientific Research / Directorate General of Research and Development has issued these regulations.


Dr. Aram Mohammed Qadir
Minister of Higher Education
and Scientific Research

Copies to:

- Office of the Honourable Minister / For information, with regards.
- Office of the Honourable Deputy Minister / For information, with regards.
- All public universities in the Kurdistan Region / Office of the Honourable University President / For necessary action, with regards.
- Kurdistan Institution for Strategic Studies and Scientific Research / Office of the Honourable Head of the Institution / For necessary action, with regards.
- Kurdistan Higher Council of Medical Specialties / Office of the Honourable President of the Council / For necessary action, with regards.
- All private university colleges, universities and institutes in the Kurdistan Region / Offices of the Honourable University Presidents and Deans of Colleges and Institutes / For necessary action, with regards.
- All directorates of the Ministry's headquarters / Office of the Honourable Director General / For general information, with regards.
- Directorate of Postgraduate Studies / With its file.
- Outgoing correspondence.