

Office of the Chancellor

Date : 03 December 2025
To : Vice Chancellor
Provost
University Strategy and Governance Committee
From : Prof. Ghassan Fouad Aouad
Subject : **Code of Honor Policy**

This Executive Order is issued through the endorsement of the above Board of Directors' approval reference and under the authority of the Chancellor as outlined in the Policy on Policy Management under Executive Order No. 1213.

With immediate effect, Vice Chancellor and Provost are given the authority to implement the revised Code of Honor Policy as outlined in this Executive Order.

The attached Policy is aligned with ADU's strategic goals, which focus on stakeholder satisfaction, holistic learning, service excellence, growth and diversification, working better together, and institutional sustainability.

The custody of the Executive Order shall be maintained in the Chancellor's Office of the University. If you have questions regarding this Executive Order, please contact Anabella Briones.

Please take the necessary action to ensure that all parties involved are informed of this communication.



Prof. Ghassan Fouad Aouad
Chancellor

CODE OF HONOR POLICY

POLICY OVERVIEW

The purpose of the Code of Honor policy is to establish an explicit mutual understanding with all employees concerning their behavior regarding ethics, integrity and ADU community values.

Resolution No	R.021.25
Executive Order	1420
Supersedes	1086
Version Number:	06
Date Approved:	13 November 2025
Effective Date:	13 November 2025
Policy Owner:	TEG Director
Viewing Access Level:	Employees
Next Review Date:	Fall 2028

Change History

Version Number	Change Description	Date	Changed By
02	<ul style="list-style-type: none"> Formatting and Signature Line to follow the new approved ADU Bylaws 	05.01.2013	Provost
03	<ul style="list-style-type: none"> Formatting and Signature Line to follow the new approved Policy on Policy Management 	11.09.2014	Chancellor
04	<ul style="list-style-type: none"> The policy terminology has been appropriately updated 	13.03.2019	HR Director
05	<ul style="list-style-type: none"> Adding "Benefit", "Implementation" and "Roles and Responsibilities" as required to standardize the Policy. 	May 2022	HR Director
06	<ul style="list-style-type: none"> Updated policy terminology for clarity and consistency with current standards. Added or refined standardized sections: Benefit, Implementation, and Roles and Responsibilities. Clarified expectations for employee conduct, integrity, and acknowledgment procedures. Ensured alignment with ADU's ethics, integrity, and community values framework 	November 2025	TEGD Director

1. Introduction

It is important to ADU that its employees abide by a common bond of mutual understanding of expectations on the conduct of honor and related behaviors. The Code of Honor serves as a tool to communicate expectations and to confirm employees' understanding through their signed acknowledgment

2. Policy Statement

Each member of the ADU Community is required to abide by the tenets of the Code of Honor. All faculty and staff are expected to sign a copy of the Code, which will then be placed in their individual files. Those who violate the ADU Code of Honor will be held accountable for their actions and may lead to disciplinary action up to and including termination from employment from ADU.

A standard form is to be used, written in either English or Arabic. The form that is attached to this Policy is the Standard English version.

CODE OF HONOR

On my honor as an Abu Dhabi University employee, I pledge that I have a clear understanding and explicit acceptance of ADU's Code of Honor.

I uphold the highest standards of honesty, truthfulness and integrity in my academic and/or administrative activities and will not, in any event, explicitly or implicitly dishonor or violate any ADU policy, University standards, and values. In this spirit, I agree to:

- Support and comply with all policies of ADU.
- Perform my tasks and activities in utmost good faith, objectivity, transparency, competence, due care, and professionalism.
- Demonstrate the highest standards of professionalism, courtesy and respect.
- Refrain from any act or omission that may, directly or indirectly, constitute a breach of academic and/or professional integrity.
- Deal with my colleagues with utmost professionalism.
- Exercise my best endeavors to support and promote ADU in upholding its excellence and progression as a leading academic institution.
- Uphold the principles of non-discrimination based on ethnicity, religion, gender, equality, truthfulness, fairness, and respect in any and all actions.
- Represent ADU with utmost integrity, both internally and externally, inclusive of your digital footprint.
- Embrace the highest ethical standards and above-mentioned principles even in cases of disputes or grievances.

Name : _____

Signature : _____

Date : _____

3. Benefit

This Policy ensures that all employees adhere to the Abu Dhabi University Code of Honor, fostering shared understanding of expected behavior regarding ethics, integrity, and community value

4. Implementation

The Policy shall be communicated to the community and will be closely implemented under the TEG Director's supervision. The Policy shall be reviewed in a three-year cycle or as required.

5. Roles and Responsibilities

All employees of ADU should ensure to follow the Code Conduct Policy under the supervision of the Talent Empowerment and Growth Department.

Exceptions

For any conditions/circumstances and/or exceptions outside the conditions stated in this Policy, a request shall be presented to the Board of Directors for decision.

Authorization

This Policy was authorized by the **University Chancellor:**



03 December 2025

Date