

# Promoting a Holistic Ethical Culture at the University of Tabuk

The University of Tabuk actively supports and promotes a holistic ethical organizational culture across all levels. The university is committed to maintaining high standards of integrity, transparency, accountability, and fairness in its academic, administrative, and operational practices.

This commitment is reflected through several key structures and initiatives:

The **Legal Department** plays a central role in ensuring compliance with laws and regulations and in promoting ethical conduct across the university. It has issued official Procedural Guidelines that clearly define responsibilities and powers, helping to ensure consistent and lawful behavior throughout the institution.

<https://www.ut.edu.sa/ar/Faculties/university-branch-in-haq/ Documents/%D8%A7%D9%84%D8%AF%D9%84%D9%84%D9%84%D9%84%D8%A7%D9%84%D8%A5%D8%AC%D8%B1%D8%A7%D8%A6%D9%8A%20%D9%84%D8%AC%D8%A7%D9%85%D8%B9%D8%A9%20%D8%AA%D8%A8%D9%88%D9%83.pdf>

The **General Directorate of Human Resources** supports ethical culture by implementing fair recruitment practices, promoting equal opportunities, and enforcing policies that prevent discrimination and misconduct.

<https://www.ut.edu.sa/ar/Deanship/student-affairs/Documents/DSA%20%D8%AF%D9%84%D9%8A%D9%84%D8%AE%D8%AF%D9%85%D8%A7%D8%AA%20%D8%A7%D9%84%D8%B7%D8%A7%D9%84%D8%A8.pdf>

The **Deanship of Student Affairs**, through the **Guidance and Student Rights Unit**, ensures that students are treated fairly, their rights are protected, and they are educated about ethical behavior in the university setting. (Refer to the Student Affairs Services Guide, page 14.)

<https://www.ut.edu.sa/ar/Faculties/Medicine/student-services/Documents/13a->

[%20Executive%20Regulations%20for%20Students\\_%20Complaints%20at%20the%20University%20of%20Tabuk.pdf#search=complaints](#)

In addition, the university provides awareness programs, adopts national ethical codes (such as the Ministry of Education's Code of Conduct and the Ministry of Human Resources' Business Ethics Manual), and fosters a campus environment based on respect, inclusion, and shared responsibility.

The Business Ethics Guide issued by the Ministry of Human Resources and Social Development <https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D9%88%D8%A7%D8%AE%D9%84%D8%A7%D9%82%D9%8A%D8%A7%D8%AA%20%D8%A7%D9%84%D8%B9%D9%85%D9%84.pdf>



The Code of Conduct and Ethics of Public Service issued by the Ministry of Education <https://www.ut.edu.sa/ar/Faculties/education-and-arts/Documents/Evidence/%D9%85%D8%AF%D9%88%D9%86%D8%A9%20%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D8%A7%D9%84%D8%B3%D9%84%D9%88%D9%83%20%D8%A7%D9%84%D9%88%D8%B8%D9%8A%D9%81%D9%8A%20%D9%88%D8%A3%D8%AE%20%D8%A7%D9%84%D8%A8.pdf>

[D9%84%D8%A7%D9%82%D9%8A%D8%A7%D8%AA%20%D8%A7%D9%84%D9%88%D8%B8%D9%8A%D9%81%D8%A9%20%D8%A7%D9%84%D8%B9%D8%A7%D9%85%D8%A9.pdf](https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf)



The University of Tabuk is committed to monitoring the executive procedures related to grievances and complaints in accordance with the regulations issued by the Ministry of Human Resources and Social Development. The university also employs several mechanisms to address employee complaints, including a committee that considers complaints and grievances from faculty members and another committee that examines grievances related to job performance evaluation.

### The executive regulations for human resources

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

### Regulatory frameworks for the executive regulations of human resources

[https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/\\_%D8%A3%D8%B7%D8%B1%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%D9%8A%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D8%B8%D9%8A%D9%85%D9%8A%D8%A9.pdf](https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/_%D8%A3%D8%B7%D8%B1%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%D9%8A%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D8%B8%D9%8A%D9%85%D9%8A%D8%A9.pdf)

### Executive Rules for Faculty Grievances

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D8%AA%D8%B8%D9%84%D9%85.pdf>

### Grievance Form

<https://www.ut.edu.sa/ar/Deanship/human-resource/HR-Development-Department/Documents/%D9%86%D9%85%D9%88%D8%B0%D8%AC%20%D8%A7%D9%84%D8%AA%D8%B8%D9%84%D9%85%20%D8%B9%D9%84%D9%89%20%D8%AA%D9%82%D9%8A%D9%8A%D9%85%20%D8%A7%D9%84%D8%A3%D8%AF%D8%A7%D8%A1%20%D8%A7%D9%84%D9%88%D8%B8%D9%8A%D9%81%D9%8A.pdf?csf=1&e=uUyQAI>

### Grievance services

<https://www.hrsd.gov.sa/sites/default/files/2023-12/%D8%AE%D8%AF%D9%85%D8%A9%20%D8%A7%D9%84%D8%A>

[A%D8%B8%D9%84%D9%85%D8%A7%D8%AA%20%D8%AC%D8%AF%D9%8A%D8%AF.pdf](#)

The University of Tabuk recognizes labor rights for all employees, including women and international staff, in accordance with the regulations set by the Ministry of Education and the Ministry of Human Resources and Social Development

#### Executive regulations for human resources

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

#### Work system

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%86%D8%B8%D8%A7%D9%85%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%20.pdf>

#### Regulations for university employees, including faculty members and the like

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D9%80%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D9%86%D8%B8%D9%85%D8%A9.pdf>

#### Higher Education Council system

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%AA%D9%88%D8%B8%D9%8A%D9%81%20%D8%A7%D9%84%D8%BA%D9%8A%D8%B1.pdf>

#### Tawasul service

<https://www.ut.edu.sa/ar/E-Services/Pages/Services33.aspx>



**دعوة**

يسر كلية كلية الشريعة والقانون بجامعة تبوك بالتعاون مع فرع هيئة الرقابة ومكافحة الفساد بمنطقة تبوك دعوتكم لحضور

**ندوة علمية مشتركة بمناسبة اليوم الدولي لمكافحة الفساد**

• يوم الخميس الموافق 1445/5/23 هـ  
• في تمام الساعة 11 صباحاً  
• بمسرح كلية الشريعة والقانون

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