

Commitment to Integrity: Anti-Corruption, Ethics and PSEAH Policies

Mekelle University is steadfastly committed to operating with the highest standards of integrity, accountability, and ethical conduct. This commitment is fundamental to our mission of fostering a safe, transparent, and respectful environment for our students, staff, partners, and the communities we serve. As part of this commitment, we rigorously implement and enforce comprehensive policies against corruption and all forms of sexual exploitation, abuse, and harassment. These policies apply to all university personnel, partners, and beneficiaries of our programs.

The following documents outline our zero-tolerance stance and provide clear channels for reporting concerns. We encourage all members of our community to familiarize themselves with these policies.

1. Policy on Anti-Corruption and Ethics

1.1. Federal Ethics and Anti-Corruption Commission Proclamation

Mekelle University's Anti-Corruption and Ethics Policy, adopted from the Federal Anti-Corruption and Ethics Proclamation, provides a framework to prevent, detect, and address corruption and unethical practices within the university community. Based on principles of transparency, accountability, and integrity, the policy guides staff and students in promoting ethical behavior, ensuring responsible governance, and safeguarding institutional development, while aligning with national and international standards in the fight against corruption.

1.2. Code of Conduct for Staff and Managers of Mekelle University (የመቼለ ዩኒቨርሲቲ የሥራተኞች እና የስራ ኃላፊዎች የስነ-ምግባር መመሪያ)

This document establishes a unified code of conduct for university staff, outlining twelve core ethical principles—including integrity, accountability, and transparency. Its purpose is to promote good governance, combat corruption, and ensure the institution serves the public interest. It details the disciplinary procedures for violations, referencing existing civil service laws and regulations.

1.3. Integrated Anti-Corruption and Ethics Strategy (የተቀናጀ ሙስና መከላከያ ስትራቴጂ)

This strategy outlines Mekelle University's comprehensive strategy to combat corruption and promote ethical conduct. It identifies high-risk areas and vulnerabilities within the university, proposes general anti-corruption tactics, and establishes an Ethics and Anti-Corruption Directorate. The strategy focuses on prevention through awareness, enforcement via disciplinary action, and building institutional capacity to ensure good governance.

Responsible person and contact:

For inquiries, support, and confidential reporting related to this policy:

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2. Policy on Protection from Sexual Exploitation, Abuse and Harassment (PSEAH):

2.1. Document title: Anti-Harassment Code of Conduct

This Code of Conduct establishes Mekelle University's zero-tolerance policy towards all forms of harassment and gender-based violence. Its core objectives are to ensure equality, promote gender balance, and eliminate sexual favoritism across the university community. It provides a clear and robust system for reporting incidents, ensuring accountability, and implementing preventive measures to foster a safe, respectful, and inclusive environment for all students, faculty, and staff.

2.2. Document title: Gender Policy and Strategy

Mekelle University's Gender Policy and Strategy is a foundational commitment to achieving gender equality and eliminating sex-based discrimination across the entire university community. Acknowledging significant challenges like low female enrollment, high attrition rates, gender-based violence, and underrepresentation in leadership, this policy provides a holistic framework for action. Its core objective is to create an enabling environment that empowers women and girls through targeted programs, legal protections, and systemic change, ultimately transforming attitudes and practices to make gender perspective integral to all university activities.

Responsible person and contact:

For inquiries, support, and confidential reporting related to these policies

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