

MINISTRY OF SCIENCE, HIGHER EDUCATION AND INNOVATION OF THE  
KYRGYZ REPUBLIC

ASIAN INTERNATIONAL UNIVERSITY NAMED AFTER SATKYNBAI TENTISHEV

**AGREED**

Vice-Rector for Quality of Education and  
Labor Discipline  
Edigeev Zh.A.

  
" 30 " 10 2025

**APPROVED**

by the decision of  
the Academic Council of AIU  
Protocol №. 2

dated " 30 " 10 2025

Rector of AIU named after S. Tentishev  
Honored Doctor of the Kyrgyz Republic,  
Doctor of Medical Sciences, Professor  
Selpiev T.T.




**QUALITY MANAGEMENT SYSTEM**

**REGULATION ON DRESS CODE OF EMPLOYEES, TEACHING STAFF AND  
STUDENTS**

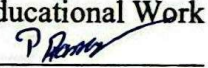
**QMS – EC – 2 – 2025**

**AGREED**

Administrative Director  
Alakov Ch.K.

  
" 30 " 10 2025

Vice-Rector for Educational Work  
Mishra Prashant Ranjan

  
" 30 " 10 2025

**COMPILED BY**

QMS Specialist at the Quality of Education  
and Labor Discipline Department  
Karagulova M.Sh.

  
" 30 " 10 2025

## **1. General provisions**

1.1. This Regulation on requirements for appearance and style of clothing of students, teachers and employees of the Asian International University named after Satkynbay Tentishev (hereinafter – AIU, University) is an internal local normative act of the University, mandatory for execution by all students, teachers and employees.

1.2. The requirements of this Regulation apply to all students, teachers and employees of the University during their stay on the territory of the University, as well as when participating in educational, scientific, upbringing and other activities carried out on behalf of the University.

1.3. This Regulation establishes unified requirements for appearance and clothing style of students, teachers and employees of the University for the purpose of:

- formation of a business and academic environment;
- maintenance of corporate culture and image of the University;
- strengthening discipline and organizational order;
- formation among students and employees of a culture of appearance corresponding to professional and educational activity.

1.4. Requirements for appearance and clothing style are aimed at ensuring unity of the academic community, reflect the values of the University, contribute to the formation of a business, respectful and professional atmosphere.

1.5. This Regulation is developed in accordance with:

- Constitution of the Kyrgyz Republic;
- Law of the Kyrgyz Republic “On Education”;
- Labor Code of the Kyrgyz Republic;
- Charter of the Asian International University named after S. Tentishev;
- Ethical Code of teaching staff and employees of AIU;
- Ethical Code of students of AIU;
- Rules of internal regulations and labor discipline;
- Rules of internal regulations and academic discipline;
- other local normative acts of the University regulating issues of corporate culture, labor discipline and organization of the educational process.

1.6. Control over compliance with the requirements of this Regulation is carried out by the University administration, heads of structural divisions, as well as other authorized persons within their competence.

## **2. Definition of dress code, its necessity and effectiveness**

2.1. Dress code in the University represents a system of established requirements for business style of clothing and appearance of students, teachers and employees corresponding to the nature of educational, professional and other activities of the University.

2.2. Establishment of dress code is обусловлено necessity of observing norms of business and academic etiquette, formation of corporate culture, as well as maintenance of a high level of organizational and professional environment in the University.

2.3. Status of the University as an educational organization of higher education presupposes compliance by students, teachers and employees with requirements for appearance corresponding to principles of general culture, business communication and professional ethics.

2.4. Compliance with requirements for appearance and business clothing style is aimed at achieving the following results:

- creation of a favorable business and academic atmosphere;
- formation of respectful attitude between students, teachers and employees;
- ensuring conditions contributing to effective educational process;
- strengthening discipline and organizational culture;
- increasing reputation, image and status of the University as an educational organization oriented to high standards of culture, morality and professionalism.

2.5. Dress code is an element of the system of internal regulation of the University and is considered as an instrument for formation of professional competencies of students, including culture of appearance, business behavior and compliance with norms of academic environment.

### **3. Dress code rules**

3.1. Students, teachers and employees of the University are obliged to comply with requirements of business clothing style corresponding to the status of higher education organization and the nature of performed activity.

3.2. Appearance of students, teachers and employees must correspond to the following main requirements:

- neatness and tidiness of appearance;
- compliance with business clothing style implying restraint, strictness and appropriateness;
- moderation in selection of color solutions of clothing, footwear and accessories;
- harmonious combination of elements of clothing, footwear and accessories;
- compliance of appearance with norms of business and academic ethics;
- compliance with principles of corporate culture of the University.

3.3. Clothing of students, teachers and employees must:

- correspond to season and weather conditions;
- correspond to nature of educational and professional activity;
- be clean, ironed and not have damages;
- not contain elements contradicting norms of morality, business ethics and internal rules of the University.

3.4. Appearance of students, teachers and employees must contribute to maintaining business, respectful and working atmosphere in the University, as well as correspond to its image as an educational organization oriented to high standards of culture and professionalism.

### **4. Requirements for appearance of employees and teachers**

4.1. Appearance of teachers and employees of the University must correspond to business clothing style, norms of professional ethics and corporate culture of the University.

4.2. Male teachers and employees are recommended to adhere to classical business style including:

- suit (jacket, trousers) or combination of classical trousers with shirt;
- shirt with collar;
- tie (within official events and when necessary);
- classical closed footwear;
- neat hairstyle and well-groomed appearance.

4.3. Female teachers and employees are recommended to adhere to business clothing style including:

- business suits, dresses, skirts and blouses of classical or restrained cut;
- clothing ensuring business and restrained appearance;
- classical or business footwear;
- neat hairstyle;
- makeup and manicure of restrained, non-bright tones.

4.4. For teachers and employees regardless of gender it is not allowed:

- wearing sports clothing and footwear (except cases related to performance of official duties);
- wearing beach clothing and footwear;
- wearing torn, excessively worn or untidy clothing;
- wearing shorts;
- use of clothing with elements violating norms of business and academic ethics.

4.5. Additionally for female teachers and employees it is not allowed:

- clothing with deep neckline;
- clothing with high slit;
- excessively tight clothing;
- clothing made of semi-transparent fabrics;
- skirts and dresses significantly above the knee;
- excessively bright, provocative makeup and manicure;
- use of perfumery with sharp and pronounced smell.

4.6. Appearance of teachers and employees must contribute to formation of respectful academic environment, correspond to status of the University and ensure compliance with norms of professional communication.

## **5. Requirements for appearance of students**

5.1. Establishment of requirements for appearance of students is aimed at formation among students of a culture of appearance and compliance with norms of business etiquette, development of aesthetic perception and skills of self-presentation, formation of the image of a student of the University as a future specialist, ensuring equality of students and minimization of external signs of social, property and other differences, formation of professional culture of behavior and interaction in the academic environment, as well as maintenance of business and academic atmosphere in the University.

5.2. Appearance of a student must correspond to the business educational environment, be neat, tidy and appropriate to the nature of the educational process.

5.3. When forming appearance, students must adhere to business, semi-business or office style of clothing, choose clothing of restrained color solutions without excessively bright and contrasting combinations, ensure harmonious combination of elements of clothing, footwear and accessories, exclude excessively open, tight or provocative clothing, comply with requirements of cleanliness, neatness and integrity of clothing, as well as take into account the specifics of educational and professional training.

5.4. Students are recommended to have formal, everyday and sports clothing, while formal clothing represents business style and is mandatory when participating in official and socially significant events of the University, everyday clothing includes elements of business or semi-business style (trousers, skirts, dresses of classical or restrained cut, shirts, blouses, polo, T-shirts with neutral design, classical or restrained footwear) and is intended for daily attendance of classes, and sports clothing (sports suit, T-shirt, shorts, sports footwear) is used exclusively for physical education classes.

5.5. Appearance and personal hygiene of students must correspond to the following requirements: hair must be clean and neatly styled, in the presence of beard and mustache they must be well-groomed and neatly trimmed, nails must be clean and neatly trimmed, and for students of medical profile it is not allowed to wear excessively long and artificial nails.

5.6. Students are prohibited from being on the territory of the University in sports clothing and footwear outside physical education classes, in beach clothing and footwear, including flip-flops, in torn, untidy or excessively worn clothing, in shorts, sports-type capri, undershirts and tops, in clothing exposing the abdominal or back area or having deep neckline, in short skirts (length significantly above the knee) and skirts with high slit, in excessively tight or semi-transparent clothing, in trousers with low waist, as well as in clothing of informal or provocative style, in clothing with bright, aggressive or provocative inscriptions and images, as well as with obscene vocabulary regardless of language, in clothing and accessories promoting violence, discrimination or interethnic hostility, with elements of appearance (including accessories, piercing, tattoos on open parts of the body) not corresponding to norms of business and academic style, as well as in outerwear and headwear in classrooms, administrative and public premises of the University, except cases medical indications or other justified reasons.

5.7. For the purpose of compliance with principles of secular nature of education and maintenance of unified academic space, use of elements of clothing demonstratively emphasizing religious affiliation is allowed within limits not contradicting legislation of the Kyrgyz Republic and internal normative acts of the University.

## **6. Control and responsibility for compliance with dress code**

6.1. Compliance with requirements of this Regulation is mandatory for students, teachers and employees of the University. For violation of established requirements, measures of disciplinary responsibility are applied in accordance with legislation of the Kyrgyz Republic and local normative acts of the University.

6.2. Control over compliance with dress code requirements by students is carried out by employees of the quality of education and labor discipline department (QELDD), curators-advisers, teachers, as well as dean's offices of faculties within their competence.

6.3. Control over compliance with dress code requirements by teachers and employees is carried out by employees of the quality of education and labor discipline department (QELDD) and heads of structural divisions within the framework of their official duties.

6.4. In case of violations of requirements of this Regulation, authorized persons have the right to conduct explanatory work, make oral remarks, as well as initiate application of disciplinary measures in the established order.

6.5. Measures of disciplinary influence are applied taking into account the nature and degree of violation, as well as with compliance with principles of objectivity, proportionality and non-discrimination.

## **7. Measures of influence**

7.1. In case of violation of requirements of this Regulation by a teacher or employee of the University, an employee of the quality of education and labor discipline department (QELDD) or the head of the relevant structural division has the right to make an oral remark and demand bringing appearance into compliance with established requirements. In case of repeated or systematic violation of requirements of this Regulation, measures of disciplinary penalty may be applied to the teacher or employee in the order established by labor legislation of the Kyrgyz Republic and Rules of internal regulations and labor discipline of the University.

7.2. In case of violation of requirements of this Regulation by a student, a teacher, curator-adviser, employee of the dean's office or employee of QELDD has the right to make an oral remark and demand elimination of the violation. In cases established by local normative acts of the University, the student may be temporarily not admitted to classes until elimination of violation of requirements for appearance with mandatory written notification of the dean's office.

In case of repeated or systematic violation of requirements of this Regulation, measures of disciplinary influence may be applied to the student by decision of the authorized body of the University in accordance with legislation of the Kyrgyz Republic and local normative acts of the University.

## **8. Procedure for storage and внесения changes into the regulation**

8.1. Revision of the Regulation is carried out as necessary, but not less than once every three years. The Regulation may be revised for the purpose of changes of operational nature:

- in case of change of normative and legislative documents and normative acts regulating educational activity in the Kyrgyz Republic;
- in case of change of Charter of AIU, Mission, Policy and development strategy;
- revision of requirements of educational programs;
- in case of change of organizational structure;
- in case of change of personnel establishment;

- in case of redistribution of functions between divisions and officials;
  - within framework of recommendations following results of international institutional or program accreditation.
- 8.2. changes into approved regulations is carried out by their developer through development of a new document and its agreement and approval in the established order.
- 8.3. Approval of a new version of the Regulation is the basis for withdrawal of previous documents that have lost force.
- 8.4. Original of the Regulation is stored in the department of QELD.
- 8.5. Copies of the new regulation are replicated by the department of QELD, distribution among relevant structural divisions is assigned to the personnel department, the head of the structural division bears responsibility for familiarization of his employees with the new version of the Regulation, responsibility for replacement of the old regulation on the AIU website with the new Regulation is also borne by the head of the department and the employee of the department responsible for updating information on the website.