

ព្រះរាជាណាចក្រកម្ពុជា

KINGDOM OF CAMBODIA

ជាតិ សាសនា ព្រះមហាក្សត្រ

NATION RELIGION KING

ពុទ្ធិកសាគលវិទ្យាល័យព្រះសីហមុនីរាជា

Date: 02nd September 2026.....

PSB
UNIVERSITY
CAMBODIA



PREAH SIHAMONIRAJA BUDDHIST UNIVERSITY (PSBU)

ETHICS COMMITTEE ANNUAL REPORT 2026

Institutional Governance, Conduct, Integrity and Ethical Practice

Prepared for: University Management and Governing Authorities

1. Executive Summary

During 2026, the PSBU Ethics Committee continued to strengthen ethical governance, integrity, accountability, fairness, confidentiality and responsible conduct across university operations. The Committee formally organized its annual work plan at its meeting of 15 January 2026 and established a regular reporting and consultation framework. Throughout the year, emphasis was placed on prevention and awareness, confidential handling of concerns, impartial review, appropriate referral, documentation, and continuous improvement of institutional policies and procedures.

2. Committee Mandate and Scope

- Promote integrity, honesty, fairness, respect and accountability in university administration and campus life.
- Monitor institutional adherence to the University's codes, internal rules, ethical guidelines and applicable requirements.
- Receive, consider and appropriately refer concerns involving professional conduct, organizational practices, conflicts of interest, misuse of authority or university resources, confidentiality and fairness.
- Provide confidential guidance to management, faculty, staff and relevant university units on ethical dilemmas.
- Recommend improvements to policies, procedures and internal controls where ethical or governance risks are identified.
- Promote awareness and prevention through briefings, orientation, communication and institutional learning.

ពុទ្ធិកសាគលវិទ្យាប័ណ្ណសម្រាប់សិស្ស

Date:

3. Committee Composition and Governance

Name	Role	Main Responsibility
His Eminence Samdech Preah Triratanavansacarya TOUCH SATOR	Chairperson	Leadership, oversight, approval of agenda and recommendations
Most Venerable SEM SOVEASNA	Member	Ethical guidance, deliberation and institutional values
Mr. CHAN JOHN	Member	Administrative coordination, documentation and follow-up
Dr. Mok Sarom	Member	Institutional oversight, deliberation, and contribution to policy and ethical matters
Mr. Khim Darath	Member	Institutional coordination, stakeholder engagement, and support for implementation of committee decisions
Mr. Tan Saloeun	Member	Committee deliberation, coordination, and support for institutional governance and ethical practices
Ms. Maut Rorhany	Member	Documentation, evidence preparation, coordination, and follow-up of committee activities

4. Annual Activities and Meetings

The Committee used scheduled meetings, consultations and administrative follow-up to carry out its responsibilities. The January meeting established the Committee's work plan and annual meeting schedule. Subsequent activity focused on implementation, awareness, review of institutional conduct matters, documentation, and recommendations for improved governance.

Period	Activity	Purpose	Status
15 January 2026	Committee establishment and annual work-plan meeting	Confirm mandate, responsibilities, reporting arrangements and annual priorities	Completed
Q1–Q2	Ethics awareness and administrative guidance	Promote understanding of professional conduct, confidentiality, fairness and conflict-of-interest principles	Implemented
Q2–Q3	Review and referral of institutional ethics concerns	Ensure concerns are handled consistently, confidentially and by the appropriate authority	Ongoing
Q3	Policy and procedure review	Identify governance gaps and recommend clearer ethical safeguards and reporting routes	Implemented
Q4	Annual evaluation and reporting	Assess progress, lessons learned, outstanding risks and priorities for the following year	Completed/on going

ព្រះរាជាណាចក្រកម្ពុជា

KINGDOM OF CAMBODIA

ជាតិ សាសនា ព្រះមហាក្សត្រ

NATION RELIGION KING

ពុទ្ធិកសាគលវិទ្យាល័យព្រះសីហមុនីរាជ

Date:

PSB
UNIVERSITY
CAMBODIA



5. Institutional Ethics Areas Monitored

Area	2026 Focus
Professional conduct and respectful workplace	Promoting dignity, civility, non-retaliation, responsible leadership and appropriate workplace behavior.
Conflict of interest	Encouraging disclosure and management of actual, potential or perceived conflicts affecting institutional decisions.
Confidentiality and information handling	Reinforcing appropriate handling of personnel, student, administrative and other confidential institutional information.
Fairness and impartiality	Supporting consistent, transparent and unbiased administrative decisions and treatment of stakeholders.
Use of university resources	Promoting responsible use of university property, funds, systems, facilities and institutional authority.
Complaints and ethical concerns	Maintaining accessible channels for concerns and ensuring suitable documentation, referral and follow-up.
Transparency and accountability	Encouraging clear responsibility, documented decisions and appropriate oversight in university operations.

6. Complaints, Consultations and Case Handling

Ethics matters were handled according to the principles of confidentiality, impartiality, proportionality, procedural fairness and need-to-know disclosure. The Committee distinguished between matters suitable for ethics guidance and those requiring referral to management, human resources, student affairs, disciplinary authorities, legal/compliance functions or other responsible university units.

To protect confidentiality, this public annual report does not identify individuals or disclose case details that could reasonably reveal the identity of a person seeking advice or raising a concern. A confidential internal register should be maintained for authorized institutional use, recording the date, general category, action taken, responsible unit and closure status.

7. Ethics Awareness and Capacity Building

The Committee promoted a prevention-oriented approach. Priority messages included ethical leadership, respectful communication, disclosure of conflicts of interest, confidentiality, proper use of authority and resources, fair administrative decision-making, and the importance of reporting concerns in good faith. Ethics orientation should be incorporated into staff induction and periodically reinforced for managers and employees.

ពុទ្ធិកសាគលវិទ្យាល័យព្រះសីហមុនីរាជា

Date:

8. Qualitative Assessment of 2026 Performance

Dimension	Assessment	Evidence/Observation
Committee governance	Established	Annual work plan and meeting schedule adopted.
Confidentiality	Maintained	Case-related information handled on a restricted, need-to-know basis.
Ethics awareness	Strengthened	Institutional guidance emphasized integrity, fairness and responsible conduct.
Referral and coordination	Developing	Clearer coordination among relevant administrative units remains a continuing priority.
Policy integration	Developing	Ethical considerations increasingly incorporated into governance and administrative procedures.
Record keeping	Priority for improvement	Standardized case logs, action registers and annual indicators should be maintained consistently.

9. Key Achievements

- Formal establishment of the Committee's annual work plan and reporting structure.
- Strengthened institutional focus on ethics as a governance and conduct function, distinct from research ethics review.
- Promotion of confidentiality, impartiality and fairness in handling ethical concerns.
- Improved awareness of conflicts of interest, professional conduct and responsible institutional decision-making.
- Development of a clearer basis for annual ethics monitoring, documentation and management reporting.

10. Challenges and Areas for Improvement

Key areas requiring continued attention include ensuring that all university personnel understand reporting channels; improving standardized documentation; clarifying referral responsibilities between the Ethics Committee and other administrative bodies; providing regular ethics orientation; monitoring closure of referred matters; and periodically reviewing institutional policies against emerging governance and integrity risks.

ពុទ្ធិកសាកលវិទ្យាល័យព្រះសីហមុនីរាជ

Date:

11. Recommendations for 2027

1. Approve and publish a concise institutional Code of Ethics/Conduct and Ethics Committee Terms of Reference.
2. Introduce an annual conflict-of-interest declaration for designated management and decision-making roles.
3. Establish a confidential ethics concern and consultation form with a documented referral and response workflow.
4. Maintain an anonymized annual ethics case register and dashboard for management review.
5. Conduct at least two institutional ethics awareness sessions each year.
6. Integrate ethics orientation into induction for new staff and relevant student leaders.
7. Review confidentiality, gifts/hospitality, conflict-of-interest, anti-retaliation and responsible-resource-use provisions.
8. Report annually to university leadership on trends, systemic risks, corrective actions and unresolved governance issues.

12. Proposed Annual Monitoring Indicators

Indicator	Measure	Reporting Frequency
Committee meetings	Number held / number scheduled	Annual
Ethics consultations	Number received and closed	Quarterly/Annual
Conduct concerns	Number by general category, without personal identifiers	Quarterly/Annual
Referral completion	Percentage of referred matters with documented follow-up	Quarterly
Ethics awareness	Number of sessions and participants	Annual
Conflict-of-interest declarations	Completion rate for designated roles	Annual
Policy review	Number of ethics-related policies reviewed or updated	Annual
Response timeliness	Median working days from receipt to initial action	Annual

ពុទ្ធិកសាគលវិទ្យាល័យព្រះសីហមុនីរាជា

Date:

13. Ethics Incident Monitoring: January–July 2026

Reporting note: The figures below are an illustrative internal monitoring dataset prepared for institutional reporting and planning. They should be validated against the Committee's confidential case register before being treated as official statistics.

13.1 Monthly Incident Summary

Category	Jan	Feb	Mar	Apr	May	Jun	Jul	Total
Professional conduct / respectful workplace	1	1	0	1	1	0	1	5
Student conduct / interpersonal concern	1	0	1	1	0	1	0	4
Administrative fairness / procedural concern	0	1	1	0	1	1	0	4
Confidentiality / information handling	0	0	1	0	0	1	0	2
Conflict of interest / disclosure	0	1	0	0	1	0	0	2
Use of university resources	0	0	0	1	0	0	1	2
Total incidents/concerns	2	3	3	3	3	3	2	19

Across the seven-month monitoring period, the illustrative register records 19 ethics-related concerns. Monthly volume remained low, ranging from 2 to 3 matters. The pattern suggests that most matters were routine conduct, interpersonal, or administrative concerns rather than severe institutional ethics violations.

13.2 Case Status and Resolution

Case status	Number	Share of total
Resolved through guidance/administrative action	14	73.7%
Referred to responsible university unit	3	15.8%
Pending follow-up as of 31 July 2026	2	10.5%

Fourteen of the 19 recorded concerns (73.7%) were resolved through guidance, clarification, mediation, or proportionate administrative action. Three matters were referred to the appropriate university unit because they fell partly outside the Committee's direct remit, while two remained under follow-up at the end of July.

ពុទ្ធិកសាគលវិទ្យាស័យព្រះសីហមុនីរាជ

Date:

13.3 Severity Classification

Classification	Number	Percentage
Minor / advisory	12	63.2%
Moderate / required formal follow-up	6	31.6%
Serious	1	5.3%

The majority of matters were classified as minor or advisory. Moderate matters required documented follow-up, clarification of procedure, or referral. One matter was categorized as serious for monitoring purposes and was handled through the appropriate institutional channel. No identifying information is included in this report.

13.4 Source of Concerns

Reporting source	Number	Percentage
Students	8	42.1%
Teaching staff	4	21.1%
Administrative staff	5	26.3%
Management/other institutional channels	2	10.5%

13.5 Management Interpretation

The January–July pattern indicates a manageable level of reported ethical concerns, with professional conduct, student interpersonal matters, and administrative fairness forming the largest groups. The relatively high proportion of matters closed through guidance or routine administrative action supports a preventive and corrective approach. The Committee should nevertheless continue to strengthen confidential reporting, documentation, conflict-of-interest disclosure, respectful-workplace awareness, and timely referral procedures.

14. Conclusion

The PSBU Ethics Committee's 2026 work reflects the University's commitment to integrity, responsible governance, respectful conduct and institutional accountability. The Committee will continue to support university leadership and the wider PSBU community through confidential guidance, fair processes, preventive education, policy improvement and systematic monitoring. The next phase should focus on measurable indicators, standardized documentation, stronger awareness and clearer coordination so that ethical principles are consistently embedded in everyday university operations.

