



Bayero University, Kano

ARTIFICIAL INTELLIGENCE POLICY

AUGUST, 2025

Table of Contents

1. INTRODUCTION.....	4
1.1 Preamble	4
1.2 Purpose of the Policy	4
1.3 Objectives of the Policy	4
1.4 Scope of the Policy	4
1.5 Vision of the Policy	5
1.6 Mission of the Policy	5
1.7 Definition of Terms	5
1.8 Abbreviations.....	6
2. CORE POLICY PRINCIPLES	7
2.1 Responsible Use of AI	7
2.2 Data Privacy and Security.....	7
2.3 Academic Integrity and Research Ethics	7
2.4 Social Responsibility	7
2.5 Comprehensive Data Governance for AI	7
3. AI GOVERNANCE AND OVERSIGHT.....	8
3.1 AI Governance Structure	8
3.2 Governance Functions.....	8
3.3 Review Process for AI Clearance.....	9
4. AI IN TEACHING AND RESEARCH ACTIVITIES	9
4.1 AI Integration into Curriculum and Pedagogy	9
4.2 Promoting AI in Research and Development	10
4.3 Research Data Management for AI Initiatives.....	10
4.4 Intellectual Property Rights (IPRs) and AI Innovations.....	11
4.5 AI in Administrative and Operational Activities	11
4.5.1 Automation of Administrative Tasks	11
4.5.2 AI for Student Services and Support	11
4.5.3 AI System Procurement and Vendor Management.....	11
5. ACCEPTABLE AND UNACCEPTABLE USE OF AI	12
5.1 Acceptable Use of AI	12

5.2 Unacceptable Use of AI.....	12
6. AI AND CONTINUING PROFESSIONAL DEVELOPMENT	12
6.1 Promoting AI Literacy Across the University	12
6.2 AI-Driven Career Development Programmes	13
7. POLICY IMPLEMENTATION STRATEGY AND ROADMAP.....	13
7.1 Implementation Roadmap	13
7.2. AI Monitoring, Evaluation, and Learning.....	13
7.2.1 Regular AI Audits	14
7.2.2 Feedback and Continuous Improvement.....	14
7.3. Enforcement and Compliance	14
7.3.1 Violation and Penalties	14
7.3.2 Conflict Resolution.....	14
7.3.3 Coming into Force.....	14

1. INTRODUCTION

1.1 Preamble

In an era defined by rapid technological advancement, particularly in Artificial Intelligence (AI), Bayero University (BUK), as a leading institution in Nigeria, recognizes the profound opportunities AI presents. BUK embraces the transformative potential of AI to revolutionize learning outcomes, propel groundbreaking research, optimize institutional efficiency, and drive impactful community development, thereby contributing, significantly, to national progress and competitiveness.

Recognizing both the immense promise and the inherent complexities, including ethical considerations, privacy concerns, and potential risks associated with AI, BUK is committed to fostering an environment where this powerful technology is harnessed responsibly. This AI Policy is, therefore, meticulously developed to guide the ethical, safe, transparent, and inclusive integration and deployment of AI technologies across the university, ensuring alignment with institutional core values and long-term strategic objectives.

1.2 Purpose of the Policy

This Policy aims to define the responsible, ethical, and impactful integration and usage of AI technologies within BUK. The policy is intended to ensure that AI enhances academic, research, operational, and administrative capabilities, aligns with legal and ethical standards, and maximizes the societal benefits of AI while minimizing risks.

1.3 Objectives of the Policy

In light of the rapid advancements and increasing integration of AI across various domains, BUK recognizes the imperative to harness its potential responsibly. The objectives of this Policy are:

- a) To develop principles for the responsible use of AI in teaching, research, and administration.
- b) To define roles and responsibilities for AI governance in Bayero University.
- c) To strengthen transparency, fairness, and accountability in the deployment of AI technologies in the University.
- d) To enhance the protection of data privacy and intellectual property rights in AI applications.
- e) To strengthen responsible innovation and institutional capacity in AI technologies.

1.4 Scope of the Policy

This policy applies to all students, staff and other stakeholders involved in the development, deployment, and use of Artificial Intelligence (AI) in Bayero University, Kano. It covers all AI-related activities, systems, and processes used for academic purposes, administration and community engagement. Specifically, the scope includes:

- a) Students: Engaged in learning, projects, or research involving AI tools or systems.
- b) Academic Staff: Utilizing AI in teaching, curriculum development, research or scholarly activities.

- c) **Administrative Staff:** Employing AI for operational and support services in the University.
- d) **Administrative Units:** Implementing AI to support governance, decision-making, or institutional management.
- e) **Researchers:** Conducting AI-related investigations, experiments, or collaborations.
- f) **Partners:** Collaborating institutions, vendors, or service providers.
- g) **AI Technologies:** Systems, applications, tools, and processes utilized for:
 - i) Teaching and learning
 - ii) Academic and applied research
 - iii) Administrative operations
 - iv) Innovation and development initiatives.

1.5 Vision of the Policy

To position Bayero University as a leading institution in advancing AI-supported teaching, research and innovation.

1.6 Mission of the Policy

Providing robust guidelines for the responsible development, deployment and governance of AI technologies in Bayero University.

Fostering a conducive environment for learning, research, administration, and community engagement while addressing global challenges related to AI ethics, privacy, and inclusivity.

1.7 Definition of Terms

- a) **AI Application:** Any software, system, tool, or platform powered by AI models or algorithms used for teaching, research, administration, or community engagement within Bayero University.
- b) **AI Ethics:** Moral principles and guidelines that ensure AI is designed, developed, and used in ways that are fair, transparent, accountable, and respectful of human rights.
- c) **AI Ethics Committee:** A specialized review panel tasked with assessing the ethical implications of AI projects and ensuring adherence to University and regulatory requirements.
- d) **AI Governance:** The framework of policies, structures, and processes that guide the ethical, lawful, and strategic use of AI within Bayero University.
- e) **AI Oversight Board:** A University-appointed body responsible for supervising AI-related activities, ensuring compliance with ethical standards, and monitoring policy implementation.
- f) **Algorithm:** A defined sequence of rules, steps, or instructions used by a computer to process data and produce specific outcomes.
- g) **Algorithmic Bias:** Systematic and unfair discrimination in AI outputs caused by biased training data, flawed algorithms, or poor system design, leading to prejudiced results.
- h) **Artificial Intelligence (AI):** The branch of computer science focused on creating systems or machines capable of performing tasks that normally require human intelligence, such as learning, reasoning, perception, and natural language understanding.

- i) **Confidential Data:** Personal, academic, financial, or research information that must be protected from unauthorized access or disclosure in line with NDPR, GDPR, and Bayero University Data Management Policy.
- j) **Data Anonymization:** The process of removing or altering personally identifiable information from datasets to protect individual privacy.
- k) **Data Governance:** Institutional policies and practices that ensure lawful, ethical, and secure data management throughout its lifecycle.
- l) **Data Privacy:** The right of individuals to control how their personal information is collected, used, stored, and shared, and the University's obligation to safeguard such data.
- m) **Data Provenance:** The documented origin, collection method, and transformation history of data used in AI systems to ensure transparency and reproducibility.
- n) **Explainable AI (XAI):** AI systems designed so that their processes and decision-making can be understood, interpreted, and scrutinized by humans.
- o) **Machine Learning (ML):** A subfield of AI that enables systems to automatically learn patterns from data and improve performance without being explicitly programmed.
- p) **Natural Language Processing (NLP):** An AI capability that enables machines to interpret, process, and generate human language in written or spoken form.
- q) **Predictive Analytics:** The use of data, algorithms, and statistical techniques to forecast future trends or events, supporting informed decision-making.
- r) **Responsible AI:** The approach to developing and using AI that prioritizes ethical practices, transparency, inclusivity, and societal benefit while minimizing harm.
- s) **Stakeholders:** All individuals or groups involved in or affected by AI-related activities in Bayero University, including students, academic staff, administrative staff, researchers, partners, vendors, and community beneficiaries.
- t) **Transparency in AI:** The principle that AI systems' functioning, decision logic, and data use should be clearly documented and open to review by relevant parties.
- u) **Unacceptable Use of AI:** Any AI activity that violates University policy, academic integrity, national laws, ethical standards, or societal norms, such as unauthorized academic work generation, privacy violations, or spreading misinformation.
- v) **University:** Bayero University

1.8 Abbreviations

AEB	= AI Ethics Board
AI	= Artificial Intelligence
AOC	= AI Oversight Committee
API	= Application Programming Interface
BUK	= Bayero University; Bayero University, Kano
DG	= Data Governance
DP	= Data Privacy
GDPR	= General Data Protection Regulation (EU)
ICT	= Information and Communication Technology
IoT	= Internet of Things
ML	= Machine Learning
NDPR	= Nigeria Data Protection Regulation
NLP	= Natural Language Processing
XAI	= Explainable Artificial Intelligence

2. CORE POLICY PRINCIPLES

2.1 Responsible Use of AI

- a) **Fairness and Inclusion:** AI systems must promote fairness and ensure inclusivity, avoiding biases related to gender, race, nationality, and socioeconomic status. Algorithms should be designed to benefit diverse populations.
- b) **Transparency and Accountability:** AI processes should be transparent, with clear explanations of how AI decisions are made. Stakeholders must have access to explainable AI models and clear channels to appeal AI-generated decisions.
- c) **Ethical Decision-Making:** AI must be implemented in ways that prioritize the well-being of individuals and society. The ethical implications of AI use should always be considered, especially in sensitive areas such as healthcare, education, and public safety.

2.2 Data Privacy and Security

- a) **Data Protection Compliance:** AI systems must comply with applicable data protection regulations (e.g., Nigeria Data Protection Regulation - NDPR, GDPR- General Data Protection Regulation), Research Data Management Policy of Bayero University and follow best practices for securing sensitive personal data.
- b) **Confidentiality and Security:** AI tools must ensure data confidentiality, integrity, and availability through robust encryption, access controls, and secure data-sharing protocols.

2.3 Academic Integrity and Research Ethics

- a) **Transparency in AI Use for Research:** Researchers must clearly document and disclose the role of AI in their methodologies and data collection processes. AI tools should not alter or falsify academic data.
- b) **Rigorous Peer Review:** AI-driven research findings should undergo peer review to ensure accuracy, reliability, and validity. Any use of AI in research must follow ethical guidelines set by the relevant Research Ethics Committee of Bayero University.

2.4 Social Responsibility

- a) **Promoting Societal Good:** AI initiatives should be aligned with BUK's vision, mission and core values. AI projects should seek to address Africa's social, economic, and environmental challenges, contributing to sustainable development goals (SDGs).
- b) **Addressing AI Risks:** AI systems should be regularly assessed for potential negative societal impacts such as job displacement, exacerbation of inequality, and infringement on privacy rights.

2.5 Comprehensive Data Governance for AI

Building upon foundational data privacy principles, this section outlines BUK's commitment to robust data governance specifically for Artificial Intelligence (AI) applications, ensuring responsible data lifecycle management from collection to deletion.

- a) Data Collection and Curation: Guidelines for ethical and lawful data collection for AI model training and deployment shall be established, emphasizing consent, data minimization, and ensuring data quality, relevance, and representativeness to mitigate bias.
- b) Data Storage and Access Control: Secure storage protocols, robust encryption standards, and strict access controls will be implemented for all datasets used by AI systems, ensuring that access is granted only on a need-to-know basis and is auditable.
- c) Data Quality and Integrity: Mechanisms for assessing and maintaining the quality, accuracy, and integrity of data used in AI systems shall be put in place to ensure reliable AI outputs and prevent propagation of errors or biases.
- d) Data Lifecycle Management: Clear policies for data retention and secure deletion of data used by AI systems shall be established, complying with legal requirements and ethical considerations once the data is no longer necessary for its intended purpose.
- e) Data Provenance and Lineage: Documentation of data sources, transformations, and processing steps shall be maintained for AI datasets to ensure transparency, reproducibility, and accountability for AI model training.
- f) Anonymization and Pseudonymization: Where appropriate, data used for AI development shall be anonymized or pseudonymized to protect individual privacy while still allowing for effective AI model training and analysis.

3. AI GOVERNANCE AND OVERSIGHT

To ensure the responsible and ethical integration of AI across its operations, BUK shall establish a robust framework for AI governance and oversight. This framework shall define the structures and functions necessary to guide AI development, deployment, and usage in alignment with the University's values and strategic objectives.

3.1 AI Governance Structure

A comprehensive governance framework shall be established to manage AI initiatives across BUK:

- a) AI Oversight Board:
 - i) The committee will oversee AI-related activities across the University, ensuring that AI systems align with ethical standards and organizational goals.
 - ii) This committee shall be responsible for defining strategic priorities for AI research, investment, and development, ensuring alignment with BUK's mission and vision.
- b) AI Ethics Committee: This body shall evaluate and advice on the ethical implications of AI technologies deployed at BUK, ensuring compliance with ethical guidelines and safeguarding the rights and interests of all stakeholders.

3.2 Governance Functions

- a) Monitoring and Audit: Routine audits shall assess the effectiveness and fairness of AI systems, particularly in teaching, research, and administrative applications.
- b) Risk Management: AI risks, such as algorithmic bias, privacy violations, and unintended consequences, will be assessed and mitigated through robust risk management processes.

- c) **Accountability Framework:** Clear mechanisms shall be established for holding parties accountable for any misuse or harmful outcomes of AI technologies, including disciplinary actions where necessary.

3.3 Review Process for AI Clearance

The AI Ethics Committee shall be mandated to carry out the ethical review and approval of AI-related projects and initiatives in Bayero University. The process is expected to ensure adherence to ethical principles and minimize potential harms as outlined below:

- a) **Mandatory Review Scope:** All AI projects involving the collection or use of sensitive personal data, impacting significant human decisions (e.g., admissions, disciplinary actions), or posing potential societal risks (e.g., algorithmic bias, privacy invasion) must undergo ethical review.
- b) **Submission Requirements:** Researchers, staff, or project leads proposing AI initiatives must submit a detailed proposal to the AI Ethics Board, including project objectives, data sources, AI methodologies, potential risks (ethical, privacy, bias), mitigation strategies, and stakeholder engagement plans.
- c) **Review Criteria:** The AI Ethics Board shall evaluate proposals based on the core principles outlined in Section 3, focusing on fairness, transparency, accountability, data privacy, societal benefit, and adherence to academic integrity.
- d) **Decision and Oversight:** The AI Ethics Board shall provide feedback, request revisions, or grant approval. Approved projects shall be subject to ongoing monitoring as per Section 10.1 to ensure continued ethical compliance throughout their lifecycle.
- e) **AI Clearance Certificate:** An application shall be cleared and given a certificate if the total similarity index is at most 20%. An application may be recommended for minor revision and resubmission if the total similarity index is within the range of 21- 35%. An application with total similarity index of 50-65% shall be recommended for major revision. However, an application with a total similarity index of more than 65% shall be denied approval.
- f) **Confidentiality and Expertise:** The review process shall maintain confidentiality of project details, and the AI Ethics Board shall draw upon diverse expertise (e.g., ethics, technology, law, social sciences) to conduct comprehensive evaluations.

4. AI IN TEACHING AND RESEARCH ACTIVITIES

4.1 AI Integration into Curriculum and Pedagogy

- a) **Curriculum Development:** AI-related courses shall be developed across relevant disciplines, providing students with both theoretical knowledge and practical skills in AI technologies, including machine learning, natural language processing, robotics, and AI ethics.
- b) **Personalized Learning:** AI-powered tools such as adaptive learning platforms shall be used to personalize students' learning experiences, tailoring educational content based on individual needs and progress.
- c) **AI in Assessments:** AI shall be used in academic assessments to automate grading of objective tests and provide feedback, ensuring consistency, objectivity, and scalability.

4.2 Promoting AI in Research and Development

- a) AI for Data Analysis: Researchers shall utilize AI for advanced data analytics, predictive modeling, and computational simulations to enhance research productivity across disciplines.
- b) AI Collaboration and Open Innovation: BUK shall establish collaborative AI research partnerships with national and international institutions, fostering open innovation and promoting interdisciplinary research.
- c) AI Ethics in Research: Researchers shall ensure that AI research is conducted responsibly, in line with this policy as well as relevant research ethics policy, and ensuring transparency in data collection and analysis.
- d) Dedicated AI Research Labs and Centers: BUK shall establish, fund, and maintain state-of-the-art research centers and specialized labs to drive cutting-edge AI innovations. These centers shall focus on developing AI applications relevant to local and global challenges, including but not limited to health, agriculture, climate change, and sustainable development.
- e) Commercialization of AI Innovations: BUK shall facilitate the commercialization of AI research outputs in line with the institutional Intellectual Property Policy.
- f) Infrastructure and Resources for AI Research: BUK shall prioritize the provision of robust digital infrastructure essential for advanced AI research, including access to high-performance computing (HPC) resources, GPU clusters, cloud computing platforms, and specialized AI software licenses. Regular investment shall be made to ensure these resources remain competitive and accessible to researchers across all relevant disciplines.
- g) Interdisciplinary AI Research Initiatives: BUK shall strategically encourage and fund interdisciplinary AI research projects that bring together expertise from diverse fields (e.g., computer science, medicine, social sciences, humanities, engineering, law) to address complex challenges that transcend traditional disciplinary boundaries.

4.3 Research Data Management for AI Initiatives

- a) Data Sourcing and Quality: Researchers engaging in AI projects are required to adhere to strict guidelines for data sourcing, ensuring data is collected legally, ethically, and with appropriate consent. Emphasis will be placed on verifying data quality, representativeness, and identifying potential biases in datasets used for AI model training.
- b) Data Storage and Access for Research: Secure, scalable, and accessible data storage solutions will be provided for AI research datasets, alongside clear policies for access control, versioning, and long-term preservation to support reproducibility and future research.
- c) Data Sharing and Open Science: BUK encourages researchers to adopt open science principles for AI research by making their non-sensitive datasets, code, and trained models publicly available (where permissible by ethical review and data privacy regulations) to foster collaborative innovation and research reproducibility.

4.4 Intellectual Property Rights (IPRs) and AI Innovations

- a) IPRs in AI Research: Staff, students and collaborating parties involved in research projects shall retain ownership intellectual property in accordance with BUK's Intellectual Property Policy.
- b) Collaboration Agreements: Where the institutional Intellectual Property Policy is unsuitable to collaborating parties, clear, legally sound agreements shall be established, ensuring the Bayero University's interests and academic freedom are protected.

4.5 AI in Administrative and Operational Activities

4.5.1 Automation of Administrative Tasks

- a) AI-Driven Processes: AI shall be deployed to automate routine administrative tasks such as student enrollment, scheduling, staff management, and resource allocation, increasing operational efficiency and reducing manual errors.
- b) Decision Support Systems: AI-based decision support tools shall be deployed to assist University leadership in making data-driven decisions related to budgeting, resource planning, and strategic initiatives.

4.5.2 AI for Student Services and Support

- a) Virtual Assistants and Chatbots: AI-powered chatbots shall be deployed across student services to handle frequently asked questions, provide academic advising, and assist with student inquiries in real-time.
- b) AI for Career Counseling: AI tools shall provide students with personalized career advice based on their academic performance, interests, and market trends.

4.5.3 AI System Procurement and Vendor Management

To ensure that all AI systems and services acquired or used from third-party providers align with this AI Policy, ethical principles, the following guidelines be employed:

- a) Due Diligence and Assessment: Before procuring any AI system or service, BUK shall conduct thorough due diligence to assess the vendor's commitment to ethical AI, data security practices, transparency of their AI models, and compliance with relevant regulations (e.g., NDPR, GDPR).
- b) Contractual Requirements: All contracts and agreements with AI vendors shall explicitly include clauses that mandate adherence to BUK's AI Policy, particularly regarding data privacy, security, algorithmic transparency, and accountability for AI system outputs.
- c) Data Handling and Security Agreements: Clear protocols and agreements on data handling, storage, processing, access controls, and security measures shall be established with vendors, ensuring that BUK's data (especially personal and sensitive data) is protected throughout its lifecycle within the AI system.
- d) Bias and Fairness Evaluation: Procurement processes shall include requirements for vendors to demonstrate efforts to mitigate algorithmic bias in their AI systems, and BUK shall evaluate the fairness of vendor-provided AI tools, especially those used in critical decision-making processes.

- e) Transparency and Explainability Requirements: Where feasible and relevant, vendors shall be required to provide documentation on the design, training data, and decision-making logic of their AI systems to facilitate BUK's internal oversight and ensure explainability.
- f) Regular Vendor Audits: BUK shall reserve the rights to conduct periodic audits or request evidence of compliance from AI vendors to ensure ongoing adherence to the policy's requirements.

5. ACCEPTABLE AND UNACCEPTABLE USE OF AI

5.1 Acceptable Use of AI

BUK permits the use of AI in the following contexts:

- a) Teaching and Learning: AI tools (e.g., intelligent tutoring systems, language models) may be used to support learning with proper citation.
- b) Research: Researchers may use AI in data analysis, modeling, and publication with adherence to research and publication ethics.
- c) Administration: AI may be used to streamline processes such as admissions, library services, hostel administration, and scheduling, ensuring human review in critical decision-making.
- d) Student Support Services: Chatbots and predictive analytics may be employed to enhance student support while protecting personal data.

5.2 Unacceptable Use of AI

BUK does not permit the use of AI in the following contexts:

- a) Use of AI to generate assignments, field/laboratory workreport, dissertation, theses, or exam answers without disclosure or approval.
- b) Deployments of AI tools that invade privacy, promote misinformation, or manipulate users.
- c) Any AI use that violates University policies/regulations, academic codes, national laws, or community social norms.

6. AI AND CONTINUING PROFESSIONAL DEVELOPMENT

6.1 Promoting AI Literacy Across the University

This policy outlines Bayero University's initiatives for promoting widespread AI literacy among students, staff, and partners through:

- a) Mandatory AI Training: All students, staff and staff shall undergo AI literacy training, ensuring they understand the basic concepts, its ethical implications, and potential applications in their respective fields.

- b) Continuous Education: Continuous professional development programs shall be provided for staff members, focusing on AI technologies, their impact on education, and integrating AI into the classroom.

6.2 AI-Driven Career Development Programmes

Bayero University shall establish and support AI-driven career development programmes to equip students and staff with future-ready skills and personalized guidance for navigating an evolving, AI-influenced professional landscape. Notable programmes shall include:

- (i) AI Career Development Services: BUK shall support students' career growth through AI-driven job matching services, internships, and mentorship opportunities, connecting students with industry leaders in AI.
- (ii) AI Entrepreneurship Support: The University shall provide resources and support for students and staff interested in developing AI startups, offering access to funding, incubation, and mentorship.

7. POLICY IMPLEMENTATION STRATEGY AND ROADMAP

7.1 Implementation Roadmap

Successful implementation requires coordinated efforts, clear responsibilities, and ongoing commitment as outlined below:

- a) Phased Rollout: The policy shall be implemented in distinct phases, prioritizing critical areas such as initial awareness and foundational governance establishment, followed by gradual integration into academic and administrative units.
- b) Responsible Bodies for Implementation: The AI Oversight Board, in conjunction with relevant faculties, departments, and administrative units, shall be responsible for the overall implementation, with specific tasks delegated as per the governance structure.
- c) Awareness and Training Campaigns: Mandatory AI literacy and policy awareness campaigns shall be conducted for all stakeholders, to ensure a foundational understanding of the policy's principles and guidelines.
- d) Pilot Programs: Initial AI initiatives and policy applications may be rolled out as pilot programs in selected departments or faculties to gather feedback, identify challenges, and refine implementation strategies before broader deployment.
- e) Resource Mobilization: Strategies for securing necessary financial, technological, and human resources to support policy implementation, including infrastructure upgrades and capacity building, shall be developed.
- f) Communication Plan: A robust communication plan shall ensure that all policy updates, guidelines, and implementation progress are effectively disseminated to the University community.

7.2. AI Monitoring, Evaluation, and Learning

To ensure that AI systems in Bayero University remain effective, accountable, and evolve responsibly, continuous monitoring, rigorous evaluation, and iterative improvement are essential. This may be achieved through the following:

7.2.1 Regular AI Audits

- (i) Internal AI Audits: The AI Oversight Board shall conduct regular audits of AI systems used within the University to assess compliance with ethical standards, performance, and security requirements.
- (ii) External Reviews: BUK shall engage external experts to assess the implementation of the AI Policy and practices, ensuring that it reflects the global best practices and adapt to emerging challenges.

7.2.2 Feedback and Continuous Improvement

- (i) Stakeholder Feedback: Students and staff shall have access to feedback channels to raise concerns, suggest improvements, and report issues related to AI use.
- (ii) Policy Updates: The AI policy shall be reviewed periodically and updated based on technological advancements, regulatory changes, and stakeholder feedback.

7.3. Enforcement and Compliance

To ensure the effective implementation and adherence to this AI policy, a clear framework for enforcement and compliance shall be maintained. The procedures for addressing violations and the penalties associated with non-compliance shall be managed as follows:.

7.3.1 Violation and Penalties

Violations of the AI Policy, including misuse of AI technologies, failure to protect data privacy, or engaging in unethical AI practices, shall result in disciplinary action in accordance with BUK's established code of conduct.

7.3.2 Conflict Resolution

A transparent grievance mechanism shall be in place for individuals to report any concerns regarding the misuse of AI, ensuring fair resolution and maintaining trust in AI systems.

7.3.3 Coming into Force

The Policy shall come into force effective from the date it is approved by the University Management.

A handwritten signature in blue ink, appearing to read "Haruna Musa". The signature is fluid and cursive, with a large initial 'H' and a stylized 'M'.

Professor Haruna Musa, fsi
Vice Chancellor