



Republika e Kosovës
Republika Kosova/Republic of Kosovo
Akademia e Drejtësisë/Akademija Pravde/Academy of Justice

The Steering Council of the Academy of Justice,

Pursuant to Article 10, paragraph 1, subparagraph 1.1 of Law No. 05/L-095 on Academy of Justice, as well as Article 6, paragraph 3 of Law No. 08/L-294 on amending and supplementing the Law No. 08/L-197 on Public Officials, at the meeting held on 30 July 2026, hereby approves:

REGULATION No. 07/2026

**ON DISCIPLINARY PROCEEDINGS AND APPEALS OF EMPLOYEES AT THE
ACADEMY OF JUSTICE**

CHAPTER I

GENERAL PROVISIONS

Article 1

Purpose

1. This Regulation establishes the rules governing the implementation of disciplinary proceedings against civil servants of the Academy of Justice, the establishment of the Disciplinary Commission, the composition and selection of its members, the disciplinary measures and the available legal remedies for civil servants in cases where disciplinary measures are imposed.
2. Disciplinary proceedings against a civil servant shall be conducted for the purpose of determining the disciplinary liability of the civil servant.

Article 2

Scope

The provisions of this Regulation shall apply to all civil servants employed at the Academy of Justice.

Article 3

Definitions

1. The terms, expressions and abbreviations used in this Regulation shall have the following meanings:
 - 1.1. **LPO** – means Law No. 08/L-197 on Public Officials;
 - 1.2. **LGAP** – means the applicable Law on General Administrative Procedure;
 - 1.3 **Responsible Officer** – means the Senior Human Resources Officer;
 - 1.4 **IPCSC** – means the Independent Oversight Board for the Civil Service of Kosovo;
 - 1.5 **Subject of disciplinary investigation** – means the civil servant at the Academy of Justice against whom disciplinary proceedings are conducted;
2. Other terms, expressions and abbreviations used in this Regulation shall have the same meaning as defined in the LPO.
3. Any reference to one gender shall include the other gender.

Article 4

Principles of disciplinary proceedings

Disciplinary proceedings against a civil servant shall be initiated and conducted in accordance with the principles of legality, non-discrimination, proportionality, effectiveness, efficiency, impartiality, professional independence, transparency, and equal treatment of communities and genders.

CHAPTER II

DISCIPLINARY LIABILITY, DISCIPLINARY VIOLATIONS, DISCIPLINARY MEASURES, AND COMPETENCE TO IMPOSE DISCIPLINARY MEASURES

Article 5

Disciplinary liability

1. A civil servant shall bear disciplinary liability for violations of work duties and responsibilities where he or she fails to perform the assigned duties, performs them improperly, or, in the course of performing such duties, acts contrary to the laws and other sub-legal acts in force.
2. A disciplinary violation may be committed by act or omission.

3. Criminal liability or exemption from criminal liability shall not exclude disciplinary liability where the actions of the civil servant are found to constitute a disciplinary violation.
4. A civil servant against whom disciplinary proceedings are conducted shall be presumed not to have committed a disciplinary violation until a final decision has been rendered.
5. Any doubt regarding the existence of facts relevant to the case or the application of any provision of the relevant legislation in force shall be interpreted in favour of the civil servant and his or her rights under the applicable legislation.
6. Disciplinary violations and disciplinary measures shall be determined only in the manner prescribed by this Regulation.
7. No person may be subject to a disciplinary measure for violations which, prior to their commission, were not prescribed as disciplinary violations under the applicable legislation and the acts adopted by the Academy.

Article 6

Language and interpretation

1. Disciplinary proceedings shall be conducted by the disciplinary bodies in one of the official languages of the Republic of Kosovo.
2. The parties and other participants in the proceedings shall be informed of their right to make statements in their own language. A party participating in disciplinary proceedings who does not understand the language in which the proceedings are conducted shall be informed of his or her right to interpretation. Interpretation shall be provided by an interpreter at the expense of the Academy. Any waiver of this right shall be recorded in the minutes.

Article 7

Disciplinary violations

1. Disciplinary violations shall mean violations of work duties and responsibilities and shall be classified as:
 - 1.1. minor disciplinary violations;
 - 1.2. serious disciplinary violations.
2. Minor violations of work duties and responsibilities shall include:
 - 2.1. unjustified absence at work for up to two (2) consecutive working days;
 - 2.2. failure to comply with the working hours;
 - 2.3. improper behaviour during working hours with superiors, peers, subordinates and the public.
3. Serious violations of work duties and responsibilities shall include:
 - 3.1. failure to fulfil the work duties;
 - 3.2. persistent negligence in fulfilling work duties;

- 3.3. failure to comply with certain deadlines for the fulfilment of work duties;
- 3.4. failure to implement the legal provisions for the fulfilment of functional duties;
- 3.5. actions or omissions that have resulted in consequences;
- 3.6. violation of the rules defined in the Code of Ethics;
- 3.7. inappropriate behaviour that damages the reputation of the Academy of Justice;
- 3.8. misleading the public body by providing wrong information or concealing official data when requested for official purposes;
- 3.9. a direct or indirect benefit of gifts, favours, promises or preferential treatment, given due to the position;
- 3.10. abandoning the work of unjustified and continuous absence for three (3) or more working days;
- 3.11. repeating minor disciplinary violations two (2) or more times;
- 3.12. failure to report serious violations related to work duties by civil servants;
- 3.13. damaging of state property, its use outside the official scope or misuse of state property;
- 3.14. violation of the rule for the protection of classified documents and information;
- 3.15. use of narcotics and other prohibited narcotic substances;
- 3.16. use of alcohol at the workplace or coming to work drunk;
- 3.17. misuse of official duties related to the recruitment procedure by members of the recruitment commission and officials of the HRMU;
- 3.18. harassment at the workplace or during the exercise of duty, which violates moral and physical integrity, including sexual harassment;
- 3.19. discrimination on gender, racial and other grounds, according to the relevant antidiscrimination law;
- 3.20. violation of the obligations defined under the applicable legislation and this Regulation.

Article 8

Disciplinary measures

1. Disciplinary measures that may be imposed against a civil servant for minor violations shall be:
 - 1.1. verbal reprimand;
 - 1.2. written warning;
 - 1.3. written reprimand.
2. Disciplinary measures that may be imposed against a civil servant for serious violations shall be:
 - 2.1. reduction from twenty percent (20%) up to fifty percent (50%) of the salary for a period of up to six (6) months;
 - 2.2. prohibition of promotion/appointment to a higher category, for a period from one (1) up to five (5) years;
 - 2.3. transfer to a similar position in the same class and category;
 - 2.4. demotion;
 - 2.5. suspension from the position without pay for up to six (6) months;
 - 2.6. suspension from the position with up to fifty percent (50%) reduction of the basic salary, for up to one (1) year;
 - 2.7. dismissal.

Article 9
Authority for imposing a disciplinary measure

1. The competent authorities for imposing disciplinary measures are:
 - 1.1. the civil servant's immediate supervisor;
 - 1.2. the Disciplinary Commission.
2. Disciplinary measures for minor disciplinary violations shall be imposed by the civil servant's immediate supervisor.
3. Disciplinary measures for serious violations shall be imposed by the Disciplinary Commission.

Article 10
Administrative support to the Disciplinary Commission

1. The Responsible Officer within the Academy shall serve as Secretary to the Disciplinary Commission and shall have the following responsibilities:
 - 1.1. submit the final report prepared by the initiator, together with the complete disciplinary case file, to the Disciplinary Commission immediately upon receipt thereof;
 - 1.2. provide procedural guidance to the members of the Disciplinary Commission;
 - 1.3. make the administrative and technical arrangements for the meetings of the Disciplinary Commission;
 - 1.4. keep the minutes of the meetings of the Disciplinary Commission;
 - 1.5. send and forward the necessary documents during the disciplinary proceedings;
 - 1.6. notify the civil servant and the other parties of the decision of the Disciplinary Commission;
 - 1.7. maintain the records of the minutes and decisions issued by the Disciplinary Commission.

CHAPTER III
ESTABLISHMENT AND COMPOSITION OF THE DISCIPLINARY COMMISSION

Article 11
Establishment and composition of the Disciplinary Commission

1. The Disciplinary Commission shall be established by the Executive Director for a term of two (2) years.
2. The Disciplinary Commission shall consist of three (3) members. The permanent members shall be composed as follows:
 - 2.1. one member from the Middle Management Category - Chairperson of the Disciplinary Commission;
 - 2.2. one member from the Professional Category with a legal profession - member; and

2.3. the Senior Human Resources Officer - member.

3. Where the mandate of the Disciplinary Commission, as referred to in paragraph 1 of this Article, expires while disciplinary proceedings already under consideration have not yet been concluded, the Disciplinary Commission shall complete those proceedings for which the review has already commenced.

Article 12

Conflict of interest

1. A conflict of interest shall mean any circumstance which, for the persons responsible for conducting the disciplinary proceedings against a civil servant, would be considered a private interest that affects, may affect, or appears to affect the impartial and objective performance of their duties, as defined by the Law on Prevention of Conflict of Interest in Discharge of a Public Function.

2. The persons responsible for conducting disciplinary proceedings against a civil servant shall make every effort to prevent and/or avoid any situation involving a conflict of interest in the performance of their duties. The appearance of a conflict of interest shall be considered as detrimental to public confidence in the work carried out by the Academy as an actual conflict of interest itself.

3. If, during disciplinary proceedings against a civil servant, any person responsible for conducting the disciplinary proceedings believes that a conflict of interest may exist, they shall immediately notify the Chairperson of the relevant Disciplinary Commission in writing who, upon verifying the potential conflict of interest, shall decide on the removal and replacement of that person.

4. If a conflict of interest in relation to the disciplinary proceedings arises on the part of the Chairperson of the Commission, the Chairperson shall notify the Executive Director thereof in writing, who, upon verifying the potential conflict of interest, shall decide on the removal and replacement of the Chairperson.

5. Upon the emergence of a potential conflict of interest, the persons responsible for conducting the disciplinary proceedings shall immediately suspend any further action until a decision is made regarding their removal and replacement, in accordance with paragraphs 3 and 4 of this Article.

6. If the persons responsible for conducting the disciplinary proceedings, as referred to in this Article, are found to be in a situation of conflict of interest with the subject of the disciplinary investigation and have concealed such fact, the person responsible for conducting the proceedings shall be subject to disciplinary liability.

CHAPTER IV
COMMENCEMENT, INITIATION, REQUEST AND RECORDING OF THE
REQUEST FOR INITIATION OF DISCIPLINARY PROCEEDINGS

Article 13
Commencement of disciplinary proceedings

1. Disciplinary proceedings against the subject of disciplinary investigation shall commence upon becoming aware of a possible disciplinary violation, as defined by the applicable legislation and this Regulation, and shall continue until a decision is rendered by the immediate supervisor or the Disciplinary Commission.
2. Disciplinary proceedings shall be conducted in accordance with the rules of general administrative procedure, whereby the subject of disciplinary investigation shall be guaranteed the right to be notified regarding the initiation of proceedings, to be informed about the alleged disciplinary violation and the evidence for its commission, the right to be heard, to submit evidence, the right to have access to documents related to the proceedings, the right to legal protection and the right to be assisted, as well as the right to appeal against the final decision.
3. The subject of disciplinary investigation may be assisted during disciplinary proceedings by a representative of the trade union to which he or she belongs, by a lawyer, or by his or her representative.

Article 14
Initiation and submission of a disciplinary case

1. The initiation and submission of a disciplinary case against the subject of disciplinary investigation, based on the suspicion of a possible commission of a disciplinary violation, may be carried out by:
 - 1.1. at the request of the immediate supervisor of a civil servant;
 - 1.2. based on the findings and/or recommendations of any other public body or unit with administrative control, inspection or audit competences, or any other civil servant within the institution, as well as:
 - 1.3. at the request of any natural person.

Article 15
Request for initiation of disciplinary proceedings

1. The request for initiation of disciplinary proceedings by the subjects defined in Article 14 paragraph 1, sub-paragraph 1.3 of this Regulation may be submitted:
 - 1.1. in writing;
 - 1.2. verbally to the supervisor of the civil servant at the Academy of Justice.

2. The request may be submitted physically, through regular mail, official electronic mail, and other forms in accordance with the applicable legal provisions.

Article 16

Review of the request by the immediate supervisor

1. The immediate supervisor of the civil servant against whom a request for a disciplinary violation has been submitted, upon receiving the request, shall initially review whether the request contains elements of a disciplinary violation.
2. If the request contains elements of a disciplinary violation in accordance with paragraph 1 of this Article, the immediate supervisor of the civil servant shall submit the request for initiation of disciplinary proceedings to the Responsible Officer of the Academy for the purpose of recording, registering and further processing before the Disciplinary Commission. The immediate supervisor shall act in the same manner also in disciplinary cases initiated ex officio.
3. If the request does not contain elements of a disciplinary violation, the immediate supervisor shall reject it by Decision.

Article 17

Recording and registration of the request

1. Upon receiving the request for initiation of disciplinary proceedings from the immediate supervisor of the subject of disciplinary investigation, the Responsible Officer of the Academy shall record it in the register maintained by the Responsible Officer of the Academy.
2. The register of requests for initiating disciplinary proceedings shall contain the following information:
 - 2.1. the request for initiation of disciplinary proceedings;
 - 2.2. the number and date of the recording;
 - 2.3. the date of receipt of the request;
 - 2.4. the name and surname of the subject who submitted the request;
 - 2.5. the name and surname of the civil servant against whom the request is submitted.

Article 18

Preliminary review of the request for a disciplinary measure

The immediate supervisor of the subject of disciplinary investigation shall review the request and, depending on the assessment of whether it concerns a minor disciplinary violation, shall decide on the same, whereas if the alleged disciplinary violation is considered serious, the case shall be forwarded through the Responsible Officer of the Academy to the Disciplinary Commission.

CHAPTER V

PROCEDURE OF THE DISCIPLINARY COMMISSION

Article 19

Competences of the Disciplinary Commission

1. The Disciplinary Commission shall have the following competences:
 - 1.1. summons and schedules disciplinary hearings;
 - 1.2. refers the case to the immediate supervisor of the subject of the disciplinary investigation, if it assesses that the case concerns a minor disciplinary violation;
 - 1.3. conducts disciplinary proceedings for serious disciplinary violations;
 - 1.4. determines liability and imposes the measures provided for serious disciplinary violations;
 - 1.5. issues a decision on the temporary suspension of the subject of disciplinary investigation or any other appropriate measure;
 - 1.6. issues a final decision regarding the case.

Article 20

Temporary suspension from work of the subject of disciplinary investigation

1. The Disciplinary Commission, upon the request of the subject who initiated the disciplinary proceedings or on its own initiative, acting in accordance with its official duty, may issue a decision by which it may temporarily suspend the subject of the disciplinary investigation from work or until a final decision is issued regarding the initiated disciplinary proceedings, if it assesses that the continuation of the performance of duties by such person may obstruct the disciplinary investigation or may impair the proper exercise of their duties.
2. For the reasons provided for in paragraph 1 of this Article, the Disciplinary Commission may also impose other measures on the subject of disciplinary investigation which it considers appropriate.
3. Notwithstanding paragraphs 1 and 2 of this Article, in cases where the subject of the disciplinary investigation has been detained or arrested by the competent authorities in connection with suspicions of having committed a criminal offence, the Executive Director, acting in accordance with their official duty, may issue a decision by which the subject of the disciplinary investigation may be suspended from work. Such suspension under this decision may remain in effect until the moment when the case is taken under consideration by the Disciplinary Commission.
4. No appeal is allowed against the decision of the Disciplinary Commission and the decision issued by the Executive Director, which may impose the measures provided in paragraphs 1, 2, and 3 of this article on the subject of the disciplinary investigation.

Article 21
Review of the request by the Disciplinary Commission

1. Following the review of the request, the Disciplinary Commission shall decide to:
 - 1.1. reject the request for initiation of disciplinary proceedings against the subject of disciplinary investigation if it assesses that no disciplinary violation has been committed through his or her actions, or that the limitation period for disciplinary investigation regarding the committed violation has expired at the time of initiating the request against the subject of disciplinary investigation;
 - 1.2. refer the disciplinary case to the immediate supervisor of the subject of disciplinary investigation if it assesses that minor disciplinary violations have been committed through his or her actions, in order for the immediate supervisor to impose one of the measures prescribed for minor disciplinary violations on the subject of disciplinary investigation;
 - 1.3. conduct disciplinary proceedings if, based on the submitted request, there are suspicions that one of the serious disciplinary violations has been committed through the actions of the subject of disciplinary investigation.

Article 22
Priority of the disciplinary case

1. In disciplinary proceedings, a case shall be considered a priority case requiring urgent handling by the persons responsible for conducting the disciplinary proceedings when the civil servant:
 - 1.1. has been arrested, detained, or placed in pre-trial detention;
 - 1.2. has been temporarily suspended from work by a decision of the Executive Director;
 - 1.3. has been temporarily suspended from work or has been imposed another appropriate measure by a decision of the Disciplinary Commission.

Article 23
Invitation to the hearing before the Disciplinary Commission

1. The scheduling, summoning, and holding of the hearing shall be carried out in accordance with the relevant provisions of the LGAP.
2. The hearing shall be held in the relevant premises of the Academy.
3. The invitation to the hearing shall contain, but shall not be limited to: the name and surname of the person being summoned, the time and place of holding the hearing, the reasons for the summons, and the capacity in which the person is summoned.
4. The invitation to the hearing of the subject of disciplinary investigation and other persons who have the status of civil servant shall be sent through electronic mail, whereas for other subjects who do not have the status of civil servant, it shall be sent in the form prescribed by the provisions of the LGAP.

5. The invitation to the hearing of the subject of disciplinary investigation or any other person shall be sent seven (7) days before the date of holding the hearing.

Article 24

Hearing of the Disciplinary Commission

1. The Disciplinary Commission shall immediately commence the review of facts and evidence in the disciplinary proceedings upon receipt of the request.

2. The Disciplinary Commission shall assess the facts and circumstances of the event that are necessary for rendering a decision.

3. Until rendering a decision, the Disciplinary Commission shall also undertake the following actions:

3.1. question or obtain statements from witnesses and verify the facts;

3.2. review the relevant documentation;

3.3. invite the initiator and the civil servant against whom disciplinary proceedings have been initiated to present their version of the event or issue;

3.4. undertake any other necessary action for the clarification of the case.

4. Within the framework of disciplinary proceedings, the Disciplinary Commission may, at any time, request additional information from the Responsible Officer of the Academy.

5. The hearings of the Disciplinary Commission shall be closed unless otherwise provided by the applicable Law and shall be held with the physical presence of all members, as determined by the provisions of the LGAP.

6. The decision of the Disciplinary Commission shall be rendered as provided by the provisions of the LGAP and this Regulation.

7. The Disciplinary Commission shall render a decision within thirty (30) days after receiving the request for initiation of disciplinary proceedings.

8. The decision rendered by the Disciplinary Commission, together with the case file, shall be submitted to the Responsible Officer of the Academy, who shall notify the parties involved in the proceedings by providing each of them with a copy, while one copy shall be placed in the personal file of the civil servant.

Article 25

Agreement on admission of disciplinary liability

1. At any stage of the disciplinary proceedings conducted before the Disciplinary Commission, the subject of disciplinary investigation and the Disciplinary Commission may negotiate and reach an agreement on the admission of disciplinary liability.

2. The agreement on admission of disciplinary liability shall contain:

- 2.1. the admission of liability for the disciplinary violation;
- 2.2. the disciplinary measure and its extent or duration.
3. The agreement shall be signed by the subject of disciplinary investigation and the Disciplinary Commission.

Article 26

Exclusion and objection

1. The Chairperson and members of the Disciplinary Commission are obliged to declare whether a potential conflict of interest exists. In the event that such a situation exists, they shall immediately notify the Executive Director.
2. The parties to the proceedings shall have the right to request the exclusion of one or more members on the basis of a potential conflict of interest. Such request shall be submitted to the Disciplinary Commission. The Disciplinary Commission shall suspend the hearing and refer the matter to the Executive Director.
3. If the existence of a conflict of interest is established, the Executive Director shall, by decision, decide on the exclusion of the Chairperson or members of the Disciplinary Commission, as well as on their replacement. The decision of the Executive Director shall be final.
4. The Executive Director shall decide on the request for exclusion of the Chairperson or a member of the Disciplinary Commission no later than within five (5) days, calculated from the day of its receipt.
5. The decision on the exclusion of the Chairperson or one of the members of the Disciplinary Commission shall be based on the relevant legislation on the prevention of conflict of interest.

Article 27

Opening of the hearing of the Disciplinary Commission

1. If the conditions for holding the hearing have been fulfilled, the Chairperson of the Disciplinary Commission shall open the hearing and declare:
 - 1.1. the name of the case;
 - 1.2. the case file number;
 - 1.3. the date, time and place of holding the hearing;
 - 1.4. the composition of the members present;
 - 1.5. the parties to the proceedings;
 - 1.6. the representatives of the parties present in the proceedings, if any; and
 - 1.7. other participants in the proceedings.
2. The Chairperson of the Disciplinary Commission shall establish whether the parties agree with the composition of the Disciplinary Commission and whether they are ready to continue

the disciplinary hearing, which shall continue in accordance with the rules established by the LGAP.

Article 28

Minutes of the hearing

1. The Responsible Officer of the Academy shall keep the minutes of the hearing, which shall contain information regarding the composition of the Disciplinary Commission, the submitter of the proposal, the subject of disciplinary investigation and his or her defence representative, if appointed, the legal basis of the disciplinary violation, the essential content of the statement of the subject of disciplinary investigation, witnesses, and the evidence reviewed.
2. The minutes shall be signed by: The Chairperson and members of the Disciplinary Commission, the subject of disciplinary investigation or his or her authorised representative, as well as the person keeping the minutes. If the subject of disciplinary investigation or his or her defence representative refuses to sign the minutes, the reasons for the refusal shall be recorded.
3. A copy of the minutes shall be provided to the parties to the proceedings.

Article 29

Issuance of the decision of the Disciplinary Commission

1. After holding the hearing, the Disciplinary Commission shall issue a decision following deliberation and voting, for which separate minutes shall be prepared containing:
 - 1.1. the composition of the Disciplinary Commission;
 - 1.2. the place and time of the deliberation and voting;
 - 1.3. the course of voting; and
 - 1.4. the disciplinary measure imposed.
2. Dissenting opinions, if any, shall be recorded in the minutes of deliberation and voting, which shall be signed by all members of the Disciplinary Commission and the person keeping the minutes, and shall be enclosed in a separate envelope. The same may be reviewed by the competent body deciding on the appeal submitted against the decision of the Disciplinary Commission regarding the imposed measure.
3. Decisions shall be issued by the Disciplinary Commission and signed by the Chairperson of the Disciplinary Commission.
4. The decision imposing a disciplinary measure shall contain:
 - 4.1. the introductory part, specifying who and when issued the decision;
 - 4.2. the designation of the parties to the proceedings and their representatives, if any, and other data required under the LGAP;
 - 4.3. the operative part, specifying the disciplinary violation committed and the disciplinary measure imposed;

- 4.4. the reasoning, specifying the facts on which and the evidence based on which the factual situation was established, the assessment of the reviewed evidence, and the circumstances taken into account when imposing the disciplinary measure; and
- 4.5. the instruction on the legal remedy.

Article 30

Statutory limitation of disciplinary measures

1. Disciplinary measures recorded in the individual file shall be subject to statutory limitation, upon expiration of the following deadlines:
 - 1.1. six (6) months from the notification of the party regarding the measure provided for under paragraph 1, sub-paragraph 1.2 of Article 8 of this Regulation;
 - 1.2. one (1) year from the notification of the party regarding the measure provided for under paragraph 1, sub-paragraph 1.3 of Article 8 of this Regulation;
 - 1.3. two (2) years from the expiry of the period for which the measure provided for under paragraph 2, sub-paragraphs 2.1 and 2.2 of Article 8 of this Regulation has been imposed;
 - 1.4. three (3) years from the expiry of the period for which the measure provided for under paragraph 2, sub-paragraph 2.3 of Article 8 of this Regulation has been applied;
 - 1.5. four (4) years from the notification of the party regarding the measure provided for under paragraph 2, sub-paragraph 2.4 of Article 8 of this Regulation;
 - 1.6. five (5) years from the notification of the party regarding the measure provided for under paragraph 2, sub-paragraphs 2.5 and 2.6 of Article 8 of this Regulation;
 - 1.7. eight (8) years from the notification of the party regarding the measure provided for under paragraph 2, sub-paragraph 2.7 of Article 8 of this Regulation.

Article 31

Removal of disciplinary measures

1. Disciplinary measures recorded in the personnel file shall be removed upon the expiry of the periods provided for in Article 30 of this Regulation.
2. The removal of a disciplinary measure shall be carried out ex officio or upon the request of the subject of the disciplinary investigation against whom the disciplinary measure was imposed, submitted to the responsible officer of the Academy.
3. Upon fulfilment of the relevant conditions, the responsible officer of the Academy shall remove the disciplinary measure from the personal file and from the relevant register of the Human Resources Management Information System.
4. Following the removal of the disciplinary measure, the civil servant shall enjoy the same rights as a civil servant without a disciplinary record, and the removed measure shall not be taken into consideration in any subsequent proceedings.

Article 32
Right to appeal

The dissatisfied party with the decision issued by the competent bodies for imposing disciplinary measures shall have the right to appeal within thirty (30) days from the date of receipt of the decision, addressed to the IOBCSK.

Article 33
Entry into force

This Regulation shall enter into force on the day of its approval.

Fejzullah Rexhepi

Chairman of the Steering Council
Academy of Justice