

MINISTRY OF SCIENCE AND HIGHER EDUCATION OF THE REPUBLIC OF KAZAKHSTAN

NON-COMMERCIAL JOINT STOCK COMPANY "M. AUEZOV SOUTH KAZAKHSTAN
UNIVERSITY"

APPROVED

Chairman of the Board – rector
M. Aueзов SKU

«  D. Asmed-Zaki
2025y.

**DIVERSITY, EQUALITY, AND INCLUSIVENESS POLICY
of NJSC "M. AUEZOV SOUTH KAZAKHSTAN UNIVERSITY "**

Shymkent, 2025

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1. Introduction

- 1.1 Auezov South Kazakhstan University (hereafter referred to as "The University") firmly believes in upholding the principles of equality and strives to create an inclusive environment that fosters respect and dignity for all individuals within its community. We firmly believe in the importance of fostering a staff and student body that truly represents the rich diversity of the community we are privileged to serve. The Constitution of the Republic of Kazakhstan (1995) is a crucial document that establishes a legal framework to safeguard individuals from any form of harassment, intimidation, or victimization in both the workplace and society broadly.
- 1.2 As a Higher Education Organization, it is essential for us to maintain our commitment to human rights and equality. We have a responsibility to take action against any form of illegal discrimination, promote equal opportunities for all individuals, and cultivate positive relationships within our community. It is imperative that we diligently review and share tangible equality goals every four years, as this helps us track progress and hold ourselves accountable to achieving true equality for all.
- 1.3 We are dedicated to maintaining the principle of equality of possibilities and will strive to guarantee fair treatment for all our employees, learners, visitors, and prospective applicants. It is our ethical duty to guarantee that the University does not engage in any form of illegal discrimination based on protected characteristics:
 - ✓ gender;
 - ✓ ethnicity;
 - ✓ age;
 - ✓ religion;
 - ✓ marriage or civil partnership;
 - ✓ disability;
 - ✓ pregnancy and maternity.

2. Objective

2.1 This policy extends its applicability to cover all individuals associated with the University, including staff members (which include independent contractors, volunteers, temporary employees, and agency workers), learners, and individuals seeking employment or educational opportunities at the University. It is essential to maintain the principles of fairness and equality of possibilities not only in academic settings but also in the way we interact with employees, learners, guests, outside service providers, providers, and anyone else involved in the University's operations.

2.2 The present policy is not legally binding and has the potential to be revised without prior notice.

3. Functions and Responsibilities

3.1 The Board is ultimately responsible for the University's fulfilment with its equality responsibilities. The Chairman and members of the Board are formally accountable for this Policy. This policy's regular administration as well as execution has been entrusted to the Equality, Diversity, and Inclusion Team.

3.2 Staff and learners endure the ethical obligation to:

- ✓ thoroughly comprehend and recognize the contents of this policy;
- ✓ question and disclose any form of unacceptable conduct in a secure manner.

3.3 Administrators and advisors endure the ethical obligation to:

- ✓ exemplify outstanding conduct by treating every individual within the University community with dignity and respect, while also confronting any form of unacceptable behaviour;
- ✓ guarantee that all employees and learners are well-informed about this Policy and are aware of the proper channels to report instances of discrimination, intimidation, or assault. It is essential to emphasize that disclosing such incidents will not lead to any form of harassment;
- ✓ provide the employees with important details, or direct them to relevant resources, regarding employee rights as outlined in the University's policies, including but not limited to maternal and paternity rights;
- ✓ addressing complaints, managers and advisors must adhere to principles of fairness, accuracy, promptness, and privacy.

4. Goals of the Policy

4.1 The University is committed to upholding and advancing the principles of equality and human rights for all individuals. In pursuit of this goal, we have set forth the following goals:

- ✓ evaluate the influence of our rules, procedures, and actions on promoting equality. This entails implementing a strong system for monitoring and analysing data effectively;
- ✓ engage our workers, learners, and other stakeholders in the formulation and implementation of our equality goals. Their involvement is essential to ensure that our efforts are inclusive and representative of diverse perspectives;
- ✓ advocating for the promotion of diversity, equality, and inclusion in both inside and outside interactions, recognizing the importance of creating a society that values and respects every individual's rights and differences;
- ✓ encourage and emphasizes the significance of equality instruction for leaders and staff, especially those involved in hiring and selection processes, as a means to foster a fair and unbiased environment that maintains the principles of human rights;
- ✓ ensure that workers and learners support services are made available to all individuals to the greatest extent possible, taking into consideration reasonable accommodations and inclusivity;
- ✓ guarantee that all individuals, including current workers and learners, as well as prospective applicants, are treated with fairness and evaluated solely based on their qualifications, abilities, and talents;
- ✓ ensure that staff, learners, and their representatives are granted the necessary platforms to engage in meaningful discussions regarding diversity, inclusion, and equality matters, as well as to voice any concerns they may have;
- ✓ guarantee that all workers and service providers working on behalf of the University are fully informed about this policy and are obligated to strictly follow it;
- ✓ ensure that it complies with every legal requirement in relation to this matter.

5. Implementation

5.1 The effective implementation of this policy relies on the collective responsibility of the University community. However, it is important to acknowledge that leaders and advisors who are professionally engaged in supporting, developing, and supervising employees and learners endure a particular responsibility in ensuring its effectiveness.

5.2 The University is committed to maintaining the rights of all staff and students to have equal access to all institutional facilities. We firmly believe in creating an inclusive environment where everyone can thrive. We recognize the importance of making necessary changes to employment and educational practices to meet the diverse needs of our community.

5.3 All members of the university community, including employees and learners, are entitled to protection under the University's Code of Conduct if they consider they have experienced discrimination, harassment, bullying, or victimization.

5.3 The University is committed to maintaining the rights of all individuals and ensuring a fair and inclusive environment. In pursuit of this goal, the University will collaborate with recognized campus Trade Unions, the Students' Parliament, and external organizations, as needed, to actively address and eliminate any instances of illegal discrimination.

5.4 This policy will be made easily accessible to every employee and learner so that they can be fully informed about their rights and responsibilities when it comes to promoting equality, embracing diversity, and fostering inclusion.

6. The penalties

6.1 Failure to adhere to the principles outlined in this policy may be deemed a disciplinary offense, which will be dealt with in accordance with the appropriate procedures.

7. Complaints

7.1 The University is committed to addressing any instances of discrimination, harassment, intimidation, or victimization with utmost seriousness. Any individual, whether they are a staff member or a learner, who is found to have engaged in illegal discrimination or harassment, will be held accountable and face appropriate disciplinary measures. We strongly believe in maintaining the rights and dignity of every individual. If any member of our community, guest, or supplier of services experiences discrimination or harassment, we are committed to taking appropriate action to address the situation.

7.2 All individuals, whether they are employees, learners, or any other parties, have the fundamental right to raise concerns about discrimination without facing any form of retaliation. It is essential for the University to prioritize the swift and equitable resolution of any complaints brought forward.

7.3 The University's Psychological Support Centre is committed to providing confidential assistance and knowledge assistance to individuals in need.

7.4 The Code of Conduct can be downloaded from the University web page. This important document outlines the necessary steps to be taken by both staff and students in the event that they experience any form of discrimination, harassment, bullying, or victimization.

Further Information

The following resources offer additional details and assistance:

Compliance service

your school or faculty

director HR Partner

your Academic Adviser

Psychological Support Centre

Students Affairs Youth Policy Department

Trade Union or Student's Parliament representative