

NP JSC «**South Kazakhstan University named after M. Auezov**»



Diversity and Inclusion Policy



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Introduction

South Kazakhstan University named after strives to create a modern educational environment in which every student, teacher and staff member feels respect, support and equal access to opportunities. This tutorial is designed to provide a unified approach to the implementation of the principles of diversity and inclusion at the level of the entire university structure. The document serves as a framework for organizing processes, evaluating, planning, and developing initiatives that foster a culture of openness, security, and academic fairness.

Principles

The policy of diversity and inclusion should be based on the value of human dignity, respect for differences, transparency of management processes, equal access to education and continuous improvement of interaction practices within the university.

Mandatory management statement

It is recommended that the university management prepare and approve an official statement of support for the inclusion policy. This document reflects the strategic position of the university, identifies priorities and creates the basis for allocating the resources needed to implement initiatives.

Management and responsible roles

The Rector provides strategic guidance on diversity and inclusion policy. The Commissioner for DEI coordinates the implementation of activities, monitors reporting and ensures interaction between departments. The working group unites representatives of faculties, support services, the legal department and the student community. Responsible persons are appointed in each department to ensure compliance with the principles of inclusion at the **faculty level**.

Current status assessment and data collection

Analyzing infrastructure and digital resources helps identify barriers to equal access. Anonymous surveys allow us to understand students' and staff's perception of the campus climate. Collecting aggregated data helps to track trends and form development plans. These elements create an objective basis for annual planning.

Educational programs and staff development

Staff and faculty training plays a central role. Short mandatory courses help to familiarize managers and administrative staff with legal and ethical standards.

Programs for teachers allow you to master inclusive teaching methods, adaptation of materials and correct communication with students. Volunteer platforms and mentoring programs can be organized for students.

Infrastructure and digital accessibility

It is important for the University to provide a comfortable and accessible environment. This includes adapting buildings, creating clear navigation, accessible learning materials, and compatibility of digital resources with assistive technologies. Accessibility checks are conducted regularly, and the results are used to modernize the campus.



Support services and response procedures

The Accessibility Center provides student support, including adapted examination conditions and consultations. Psychological services and legal support form a safe space for treatment. Anonymous channels allow students and staff to report

violations while maintaining confidentiality. The procedures for reviewing applications should be transparent and protect the applicant.

Inclusive educational practice

Curricula are developed taking into account the differences in the educational needs of students. Flexible forms of control, diverse examples and materials reflecting a multicultural context help to increase engagement. It provides support for students from socially vulnerable groups, including academic support, consultations and facilitated interaction formats.

Gender equality and a safe environment

The University must provide an environment free from any form of discrimination and harassment. The adopted response procedures help to deal with such incidents efficiently and carefully. Regular informing of students and staff contributes to the formation of an atmosphere of respect.

Action plans and performance indicators

The annual plan of the DEI includes measures to improve infrastructure, train staff, assess the climate and expand student support. Performance indicators reflect the level of satisfaction, the scale of adaptation of educational materials, the quality of response to appeals, and the degree of student engagement. Medium- and long-term benchmarks help to assess policy development at several stages.

Monitoring and reporting

The University conducts an annual analysis of the implementation of initiatives, publishes reports and updates the strategy depending on the identified needs. Regular policy reviews help to keep measures up-to-date and in line with legislation.

Templates and tools

The tutorial involves the use of separate forms and checklists, such as a questionnaire for the campus climate survey, an anonymous request form, a list of building accessibility requirements, and the text of the annual plan of the DEI. These materials are adapted to the tasks of the structural units.

Conclusion

The policy of diversity and inclusion at SKU named after M. Auezov is a long—term strategy aimed at strengthening the academic environment in which everyone can realize their potential. The implementation of these approaches will create a sustainable, fair and modern educational ecosystem.