



EQUALITY, DIVERSITY AND INCLUSION POLICY

Commitment to Equality, Diversity, and Inclusion

Tashkent State University of Oriental Studies (TSUOS) is committed to fostering an inclusive, diverse, and equitable academic and working environment. We uphold the principles of respect, fairness, and opportunity for all members of our community, ensuring that our policies align with Uzbekistan's national values and global best practices.

Our goal is for TSUOS to be a place where students, faculty, and staff from different backgrounds, ethnicities, and cultures feel valued and empowered to contribute their best. Additionally, TSUOS is committed to preventing any form of discrimination in employment, education, and service delivery.

Purpose of this Policy

This policy aims to:

1. *Promote equality, fairness, and respect for all individuals in our employment, whether temporary, part-time, or full-time.*
2. *Prevent discrimination based on:*
 - Age
 - Disability
 - Gender
 - Marital status
 - Pregnancy and maternity
 - Ethnicity, nationality, or cultural background
 - Religion or belief
 - Socioeconomic status
3. *Oppose and eliminate any forms of discrimination, including in:*
 - Employment conditions and benefits
 - Career advancement and professional development opportunities



- Student admissions and academic support
- Workplace conduct, grievance handling, and discipline
- Flexible working requests and leave policies

Our Commitments

1. Promoting Inclusion and Diversity

- TSUOS will actively encourage diversity by recognizing and celebrating Uzbekistan's rich multicultural heritage and traditions.
- We will ensure that recruitment, admissions, and internal policies are inclusive and non-discriminatory.

2. Creating a Respectful and Harassment-Free Environment

- TSUOS will maintain a learning and working environment free from bullying, harassment, or discrimination.
- Staff and students will receive training on their rights and responsibilities under this policy, ensuring a culture of mutual respect.
- Individuals found engaging in discrimination, harassment, or victimization will be subject to disciplinary actions as per university regulations.

3. Handling Complaints Seriously and Fairly

- TSUOS will treat complaints of discrimination, harassment, and unfair treatment with the highest level of seriousness.
- Clear procedures will be in place for students and staff to report concerns, ensuring confidentiality and impartiality.

4. Providing Equal Access to Training and Development

- All faculty and staff will have equal opportunities for professional growth and career advancement based on merit.
- Special initiatives will support underrepresented groups in accessing academic and leadership roles.

5. Ensuring Fair Decision-Making



- Hiring, promotion, and training decisions will be based on competency and contribution, avoiding bias and favoritism.

6. *Regularly Reviewing and Updating Policies*

- TSUOS will periodically review its employment and academic policies to maintain fairness and legal compliance.

7. *Monitoring and Reporting Progress*

- TSUOS will collect data on workforce diversity, student demographics, and inclusion efforts to measure policy effectiveness.

- An annual review of the policy will be conducted, with improvements made based on feedback and changing needs.

Policy Implementation and Accountability

This policy is supported by senior management and aligns with the principles of Uzbekistan's national development strategies. It is endorsed by faculty leadership, student organizations, and administrative bodies at TSUOS.

Grievance and Disciplinary Procedures Details of the university's grievance and disciplinary procedures can be found at <https://tsuos.uz/en/odob-ahloq-qoidalari/>. Complaints should be raised with an individual's line manager or academic advisor. The use of grievance procedures does not affect an individual's legal rights under Uzbek labor laws.

By adhering to this policy, TSUOS aims to create a university environment where diversity is respected, opportunities are equal, and everyone can thrive.