EQUALITY AND NON-DISCRIMINATION POLICY IN TASHKENT STATE UNIVERSITY OF ORIENTAL STUDIES

I.GENERAL RULES

1. This Policy on equality and non-discrimination at Tashkent State University of Oriental Studies and the procedure for conveying it to students (hereinafter referred to as the Policy) establishes the procedure for ensuring equal rights and opportunities at Tashkent State University of Oriental Studies (hereinafter referred to as the University), preventing any form of discrimination, creating an inclusive, safe, fair and respectful educational environment, and systematically conveying these principles to students.

2. The policy is developed and implemented on the basis of the Constitution of the Republic of Uzbekistan, the Law On Education, legislative acts on guarantees of equal rights and opportunities for women and men, ensuring the rights of persons with disabilities, other regulatory legal acts in the field of education, international obligations of the Republic of Uzbekistan, the University Charter and other internal documents.

3. This Policy of the University applies to:

- undergraduate students;

- graduate students;

- doctoral students and independent researchers;

- professors and teachers;

- administrative and support staff;

- persons participating in educational, scientific, cultural, social and other activities in the university territory.

4. The University respects the dignity and worth of every person and strives to provide equal opportunities for education, research, academic mobility, participation in cultural and educational, sports, community and other activities.

5. Discrimination, humiliation, harassment, social exclusion, unfair treatment and behavior degrading human dignity are not allowed in the University.

II. BASIC CONCEPTS

6. The following basic concepts are used in this Policy:

- equality - equal access of all persons to the rights and opportunities established by law;

- equal opportunities - ensuring the necessary conditions for persons to receive education, participate in scientific and social activities on a fair basis;
- discrimination - unjustified restriction of the rights and opportunities of a person, unjustified differential treatment of him or her or placing him in a disadvantageous position based on his or her characteristics protected by law;
- direct discrimination - unjustifiably treating a person less favorably than another person because of a certain characteristic;
- indirect discrimination - a requirement, rule or practice that is externally applied equally to all, which puts certain individuals or groups at a disadvantage without objective and reasonable grounds;
- inclusive education - an approach aimed at ensuring the equal and full participation of all learners in the educational process, taking into account their individual characteristics and educational needs;
- harassment and bullying - unacceptable actions that undermine the honor and dignity of a person, create a threatening, offensive or hostile environment;
- reasonable accommodation - the creation of necessary and proportionate conditions for a person with special needs to receive education and participate in university life on an equal basis with others;
- complainant - a person who has filed a complaint in accordance with the established procedure regarding a case of discrimination or violation of equal rights.

III. PURPOSE AND OBJECTIVES OF THE POLICY

7. The main goal of the policy is to create an inclusive academic environment in the University where the dignity of every learner and employee is respected, equal opportunities are provided, discrimination and harassment are not allowed.

8. The main tasks of the policy:

-introducing the principles of equality and non-discrimination into the activities of the University;

- protection of the rights and legal interests of learners;

- creating conditions for equal access to educational resources and University opportunities;

- early identification and prevention of discrimination;

- supporting students with special educational needs;

- ensuring a mechanism for receiving and impartial consideration of appeals;

- raising students' awareness of this Policy and their rights;

- forming a culture of inclusive education and non-discrimination among faculty and staff;

- Regular monitoring and improvement of the implementation of the Policy.

IV. BASIC PRINCIPLES OF EQUALITY AND NON-DISCRIMINATION

9. This Policy is implemented at the University based on the following principles:

legality - all decisions and actions are carried out in accordance with the current legislation and internal documents of the University;

equal rights - all students enjoy equal rights established at the University;

non-discrimination - it is not allowed to treat a person with an unjustified difference based on the characteristics protected by law;

fairness and impartiality — decisions will be made based on objective criteria;

inclusion - opportunities are created for individuals with special educational needs to fully participate in the life of the University;

respect for dignity and worth - each individual is treated with respect;

confidentiality - personal information and the content of the application are protected in accordance with legal requirements when considering applications;

non-retaliation - pressure or harassment is not allowed against a person who has applied in good faith, provided information or participated in an investigation;

openness and awareness - students are regularly informed about their rights, application mechanisms and the requirements of the Policy.

V. PROVIDING EQUAL OPPORTUNITIES IN THE EDUCATIONAL PROCESS

10. University ensures compliance with the principle of equality in students:

- participation in training sessions;

- mastering subjects and evaluating their knowledge;

- use of library and electronic information resources;

- participation in scientific research and innovation projects;

- participation in conferences, seminars, Olympiads and competitions;

- participation in academic mobility and international programs;

- internship;

- use of scholarships, grants and other support measures;

- use of student accommodation options;

- ensures compliance with the principle of equality in participation in cultural-educational, sports and public events.

11. Assessment of student performance shall be based solely on approved academic performance, curriculum, and assessment criteria.

12. A student's personal characteristics shall not unduly influence his or her academic performance, participation in competitions, or access to educational opportunities.

VI. PROHIBITED ACTIONS

13. The following are not allowed at the university:

— unjustified exclusion of a student from the educational process due to personal characteristics;

— unjustified differential treatment in assessment;

— discriminatory restriction of the use of scholarships, grants, academic mobility, competitions, internships and other opportunities;

— insulting, ridiculing or discrediting a person;

— use of derogatory nicknames, phrases and stereotypes;

— unjustified exclusion of a student from academic or public activities;

— unjustified refusal to consider reasonable accommodations for a person with special educational needs;

— distribution of discriminatory materials through social networks, messengers and university information systems;

— pressure or persecution of a person who reports a case of discrimination;

— committing other actions that degrade the honor and dignity of a person.

VII. CREATION OF INCLUSIVE EDUCATIONAL ENVIRONMENT

14. Within the framework of the available opportunities and established requirements, the University:

— gradually increases the ease of use of buildings, auditoriums and other objects;

— expands acceptable and usable forms of educational resources;

— improves the possibilities of using digital educational platforms;

— provides necessary academic and organizational support measures for students with special educational needs;

— organizes training and professional development activities for professors and teachers on inclusive pedagogy, equality and non-discrimination issues.

VIII. PROCEDURE FOR TRANSMITTING THE POLICY TO STUDENTS

15. The University ensures that the content of this Policy is conveyed to all students in a systematic, open and understandable way.

16. The Policy is communicated to students through the following channels:

1. The official website of the University;

2. HEMIS and other electronic information and educational systems used at the University;

3. introductory and orientation events for first-year students;

4. tutoring and academic group hours;

5. information stands at the University, institute, faculty, department, library and student residences;

6. QR-coded information materials;

7. Official social networks of the University and other information channels;

8. special seminars, round tables and explanatory events.

17. Each newcomer student will be provided with the following information at the beginning of the academic year:

— The principles of equality and non-discrimination at the University;

— The fundamental rights of the student;

— Circumstances that may constitute discrimination;

— Channels for appeals;

— The basic principles for considering appeals;

— Guarantees of confidentiality and protection of the person making the appeal.

18. Organize an introductory event for first-year students at the beginning of each academic year on the topic “TSUOS - a place of equal opportunities and mutual respect.”

19. Create a separate information page on the university’s official website entitled “Equality and Non-Discrimination.”

It contains:

— the current version of this Policy;

— brief information about student rights;

— an application algorithm;

— contact information of responsible structures;

— the possibility of electronic application;

— answers to frequently asked questions.

20. Place information materials with QR codes “Know your rights!” in university buildings and areas frequently used by students.

21. Tutors organize events aimed at explaining the main provisions of this Policy in academic groups every academic year.

IX. PROCEDURE FOR COMPLAINTS ON DISCRIMINATION CASES

22. A student or other person who believes that the principle of equality has been violated or that discrimination has occurred in relation to him or another person has the right to appeal to the designated authorized body or responsible official of the University.

23. Appeals may be made:

— in writing;

— in electronic form;

— by personal reception;

— through the official electronic appeal system of the University.

24. The appeal shall, as far as possible, indicate:

— the date and place of the incident;

— a brief summary of the incident;

— the persons involved;

— the available evidence and other relevant information.

25. When considering an application, the following principles shall be observed:

— legality;

— impartiality;

— listening to the parties;

— confidentiality;

— respect for the dignity of the applicant;

— avoidance of conflicts of interest;

— avoidance of unreasonable delays.

26. The terms for receiving, registering and considering applications are determined in accordance with current legislation and the University's internal documents on working with applications.

27. A person who has a conflict of interest in considering an appeal shall not participate in the process of considering it.

28. When making a decision on an appeal, the opinions of both parties and the available evidence shall be objectively studied.

29. If a case of discrimination is confirmed, the University shall ensure, within its powers, the elimination of the consequences of discrimination, the prevention of repeated cases, and the taking of appropriate measures in accordance with the legislation and internal documents.

30. Harassment, pressure, or other negative attitude towards a person who has appealed in good faith shall not be allowed.

X. RESPONSIBLE STRUCTURES AND THEIR FUNCTIONS

31. Within their powers, the following bodies participate in the implementation of the policy:

— University management;

— structural divisions responsible for organizing the educational process;

— structures responsible for working with youth;

— institutes and faculties;

— departments;

— tutors;

— structures responsible for women's issues;

— psychological service;

— trade union committee;

— primary organization of the youth union;

— other relevant units.

32. By a relevant document of the head of the university, a structural unit or commission responsible for the general coordination, monitoring and preparation of reports on the implementation of this Policy shall be determined.

33. The responsible structure:

— Coordinates the implementation of the Policy;

— Organizes information and explanatory work;

— Collects relevant information from structural units;

— Analyzes the results of monitoring;

— Prepares proposals for eliminating problems;

— Forms an annual report.

XI. MONITORING AND EFFECTIVENESS EVALUATION

34. The implementation of this Policy is monitored during each academic year.

35. The following main indicators can be used in monitoring:

№	Indicator	Unit of measurement
1	Percentage of students that are introduced to politics	%
2	Coverage of introductory events for first-year students	%
3	Percentage of politically aware students	%
4	Events held on equality and inclusion	number
5	Faculty and staff who participated in in-service training/seminars	%
6	Complaints received on discrimination issues	
7	Appeals considered in the established order	%
8	Percentage of facilities adapted to the requirements of inclusion	%
9	Customized digital and educational resources	number/proportion
10	Student satisfaction with an equal and safe learning environment	%

36. Based on the results of monitoring, an analytical report on the implementation of the Policy is prepared at the end of each academic year.

XII. ANNUAL REPORT

37. The annual report shall reflect at least the following information:

— work carried out during the reporting period;

— number and share of students covered by the policy;

— information and explanatory measures carried out;

— training organized for faculty and staff;

— aggregated statistics on applications that do not identify individuals;

— work carried out to develop inclusive infrastructure;

— results of anonymous surveys conducted among students;

— implementation of KPI indicators;

— identified problems and shortcomings;

— measures taken to eliminate them;

— priorities for the next academic year.

38. On the basis of the results of the annual report, proposals are made to improve the Policy and develop a plan of measures for the next period.

XIII. BRIEF INFORMATION FOR STUDENTS

39. University students are regularly informed about the following basic rights:

"Your rights"

✓ to be treated equally and respectfully;

✓ to be assessed fairly and objectively;

✓ not to be discriminated against;

✓ to study in a safe learning environment;

✓ to have equal access to university educational resources;

✓ to protect their legitimate interests;

✓ to appeal in case of discrimination;

✓ to demand an impartial consideration of the appeal;

✓ to have their personal information and appeal confidential within the framework of the law;

✓ not to be persecuted for making an appeal in good faith.

XIV. POLICY IMPLEMENTATION ALGORITHM

40. Policy implementation is organized on the basis of the following continuous management cycle:

Policy approval → determination of the responsible structure → placement on the website and electronic systems → familiarization of students → tutoring and explanatory work → provision of appeal channels → consideration of appeals → anonymous survey and monitoring → KPI assessment → annual report → improvement measures.

XV. FINAL RULES

41. This Policy shall enter into force on the date of its approval by the authorized body of the University in the prescribed manner.

42. All structural divisions of the University are obliged to comply with the requirements of this Policy within the scope of their powers.

43. This Policy will be revised as necessary, taking into account changes in the legislation, University Charter and other internal documents, monitoring results, suggestions of students and employees.

44. Issues not covered by this Policy shall be resolved in accordance with applicable legislation and relevant internal documents of the University.

45. The main result of implementing the Policy is the consistent formation of an inclusive and safe academic environment at Tashkent State University of Oriental Studies, where the rights of each student are respected, equal opportunities are provided, and discrimination is not allowed.