



**POLICY
of equality, diversity, and
inclusivity**

1. GENERAL PROVISIONS

1.1. The main goal of implementing the equality, diversity, and inclusivity policy (hereinafter referred to as the "Policy") at the Alikhan Bokeikhan University (hereinafter referred to as the "university") is to strengthen the university's commitment to principles ensuring equality, non-discrimination, respect for individuals, and justice for students, staff, and other stakeholders with whom the university interacts.

1.2. The Policy aims to promote the application of international standards in ensuring equality and protecting human rights, including principles established by the Constitution of the Republic of Kazakhstan, the International Bill of Human Rights, and other internationally recognized documents in this field.

1.3. The Policy is developed to improve the university's practices in the relevant area and ensure equality, diversity, and inclusivity as a mandatory element of sustainable societal development.

1.4. The university shares the principles laid out in international legal acts on the observance and protection of human rights, including those aimed at ensuring equality, non-discrimination, respect for human dignity, and justice. The university seeks to provide all stakeholders with the opportunity to fully realize their potential in an environment of equality, diversity, and inclusivity, with open possibilities.

1.5. This Policy applies to relationships arising in the course of the university's activities.

1.6. The Policy is mandatory for compliance by all stakeholders..

2. PRINCIPLES

In carrying out its activities, the university adheres to the following principles:

- respect for the interests of stakeholders;
- compliance with applicable legislation;
- observance and protection of human rights;
- ethical conduct;
- equality and non-discrimination.

3. PRIORITY AREAS OF ACTIVITY

3.1. The university has identified priority areas of activity aimed at ensuring compliance with the principles outlined in Section 2 of this Policy. These include:

- compliance with legislation in the field of human rights protection;
- formation of an inclusive and diverse culture;
- support for ethno-social and ethno-national diversity;

ensuring a barrier-free environment;
employment of people with special needs, including the elderly, youth, and retirees;
support for socially vulnerable individuals;
inclusion in processes of individuals of different ages, genders, national origins, or social affiliations, with diverse religious beliefs;
equal access to resources, services, and facilities for all;
ensuring gender equality at all levels.

3.2. The list of priority areas of university activity, as defined in Section 3.1 of this Policy, is open. Priority areas may be supplemented in connection with changes in strategy.

4. GUARANTEES AND LIMITATIONS

4.1. The university ensures compliance with this Policy by establishing transparent and fair mechanisms for its implementation in internal regulatory acts of the university, and calls on all stakeholders to adhere to it.

4.2. The university ensures independent and comprehensive consideration of all reports of violations of Policy requirements.

5. IMPLEMENTATION OF THE POLICY

Individuals covered by the Policy are responsible for adhering to the principles and requirements of the Policy.

6. RESPONSIBILITY

6.1. Each employee is responsible for promoting diversity and creating an inclusive environment. The university expects respectful behavior from every stakeholder and resistance to any form of pressure and harassment.

6.2. Non-compliance with the Policy may be grounds for disciplinary action against the stakeholder who violated the Policy, in accordance with the norms of applicable legislation, as well as the university's internal policies and procedures.

7. FINAL PROVISIONS

7.1. This Policy does not replace or annul legal norms established by legislation but may establish additional rules and requirements.

7.2. University local acts adopted to implement this Policy must not contradict this Policy. In case of a conflict between this Policy and relevant university local acts, this Policy will prevail.

*Approved at session of the Academic Council on September, 27, 2023
Protocol №1*