

**RULES FOR IMPLEMENTING THE BASIC PRINCIPLES OF EQUALITY,
DIVERSITY, INCLUSIVITY, AND ACADEMIC FREEDOM AT ABU**

1 Purpose and scope

These rules are developed in accordance with the University's Academic Policy and define the basic principles of academic freedom to prevent any form of intolerance and discrimination against students, faculty, and staff. The purpose of the basic principles of academic freedom is to ensure equal opportunities for all students, faculty, and staff to learn and work in an atmosphere free from persecution for reporting policy violations and discrimination.

The following definitions apply in these Rules:

- academic freedom – a set of powers of the subjects of the educational process granted to them for independently determining the content of education in elective components, additional forms of education, and organizing educational activities to create conditions for the creative development of students, teachers, and the application of innovative teaching technologies and methods;

- discrimination – negative or prejudiced attitude towards a person or depriving them of certain rights based on the presence of a certain characteristic;

- discrimination in education – restricting or depriving a certain category of citizens of officially declared equal rights to full-fledged education, taking into account the inclinations and abilities of the individual;

- additional educational program (Minor) – a set of disciplines and/or modules and other types of academic work determined by the student for study to acquire additional competencies;

- academic mobility – the movement of students or teacher-researchers for study or research for a specific academic period (semester or academic year) at another university (within the country or abroad) with mandatory recognition of completed educational programs, disciplines in the form of academic credits at their university or for continuing studies at another university;

2 Basic Provisions

One of the basic principles of academic freedom includes:

- accessibility of higher education for all based on complete equality depending on the abilities of each individual;

- the right to form an individual educational trajectory for the main and additional educational programs;

- the right to participate in the development of educational programs;

- the right of students, faculty, and staff to participate in the management of the university;

- freedom to choose and apply pedagogically justified forms, means, and teaching technologies;

- equal conditions for the organization and conduct of research activities for students, faculty, and staff of the university;

- protection of students, faculty, and staff of the university from any form of intolerance and discrimination.

3 Equal Opportunities Among Students, Faculty, and Staff at the University

3.1 Education in higher and postgraduate education programs is equally accessible to all applicants and is ensured by the same competitive conditions for all candidates. During the education process, discrimination or any form of persecution against students with special educational needs, based on race, nationality, ethnicity, religion, gender, as well as on the grounds of social status, marital status, physical abilities, age, or other subjective criteria, is not allowed.

3.2 Within the implementation of the educational and scientific component, students are provided with equal, non-discriminatory learning conditions, as well as the choice of a research topic, presentation of scientific results, freedom of publication, and defense of the thesis (project) or dissertation (project).

3.3 Equal conditions are created at the university to ensure intellectual, moral, and physical development for all students. All students are involved in student self-government regardless of race, skin color, gender, language, religion, political or other beliefs, national or social origin, economic status, or birth.

3.4 All students are involved in the implementation of academic mobility programs, research internships, regardless of race, skin color, gender, language, religion, political or other beliefs, national or social origin, economic status, or birth.

3.5 Equal employment opportunities without discrimination and any form of persecution based on race, skin color, gender, language, religion, national or social origin, economic status, or other characteristics protected by law are provided to all individuals at the university.

3.6 Applicants who meet the requirements of legislation in the field of higher and postgraduate education are allowed to participate in the competition for vacant positions in the faculty. Discrimination and any form of persecution based on race, skin color, gender, language, religion, national or social origin, economic status, or other characteristics protected by law and unrelated to professional qualifications are not allowed during the competition for vacant positions in the faculty.

4 Prevention and Addressing Any Form of Intolerance Among Students, Faculty, and Staff

4.1 Any forms of persecution based on race, skin color, gender, language, religion, national or social origin, economic status, or other characteristics protected by law are strictly prohibited at the university.

4.2 Persecution includes physical actions expressed in written or oral form that demonstrate intolerance towards an individual based on racial affiliation, skin color, gender, language, religion, national or social origin, economic status, or other characteristics protected by law.

4.3 In cases of improper behavior, including persecution or discrimination, discussions, training, or measures provided by the legislation of the Republic of Kazakhstan or internal university regulations are conducted with students.

4.4 Disciplinary measures or other measures provided by the legislation of the Republic of Kazakhstan or internal university regulations are applied to faculty and staff for improper behavior, including persecution or discrimination.

5 Reporting and Protection Against Persecution for Reporting Violations

5.1 Individuals with well-founded suspicions of improper behavior by students, faculty, or staff have the right to inform the head of the structural unit in writing.

5.2 Written complaints regarding improper behavior by students are considered at the meeting of the Faculty Student Council in the presence of the dean and deputy dean for educational work.

5.3 Written complaints regarding improper behavior by faculty and staff are considered at the meeting of the Ethics Council or Disciplinary Council.

5.4 Persecution and discrimination may be grounds for taking measures provided by the legislation of the Republic of Kazakhstan or internal university regulations.

5.5 Persecution of individuals who report improper behavior by students, faculty, or staff is a violation of Academic Policy. If these facts are confirmed regarding these individuals, measures of responsibility provided by the legislation of the Republic of Kazakhstan or internal university regulations are applied.