



SUMGAYIT STATE  
UNIVERSITY

## **EQUALITY, DIVERSITY AND INCLUSION POLICY**

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## **Section 1. Introduction**

### **1.1. Introduction**

Equality, Diversity and Inclusion Policy (hereafter DEI) is one of the main strategic goals of the daily activities of the University. The main goal of DEI is to make the various services provided to the collective members and students within the University, as well as to external partners, transparent, fair and accessible. In implementing the policy, all participants are treated equally. This policy is implemented taking into account the following features:

1. Age
2. Health condition
3. Physical limitation, disability
4. Gender
5. Sexual orientation
6. Marriage and marital status
7. Pregnancy and motherhood
8. Race or Ethnicity
9. Social status and social status of the family
10. Religion or belief
11. Nationality and moral values
12. Fighting against all kinds of discrimination

### **1.2. Obligations**

There are the following obligations under DEI:

- Disseminate the main goal and essence of the Equality, Diversity and Inclusion Policy among all team members and students in a systematic and planned manner and regularly monitor and evaluate the state of achieving the goal of this policy;
- To accept the criterion of education as the main requirement of social justice and to re-evaluate the equality of opportunities in education, to effectively use educational resources in the process of ensuring this limit;

- Ensuring equality in access to educational resources in educational activities within the framework of discussions on social justice and welfare;
- To approach the issue of creating inclusive education first as a fundamental social problem and to reveal the facts that cause deep problems such as social isolation, marginalization, discrimination, poverty and inequality;
- Take serious measures to eliminate all kinds of discrimination and unfair treatment;
- In order to prevent discrimination, to increase control over the admission of employees to the enterprise and career advancement, and to achieve the creation of a healthy competitive environment among collective members;
- To increase attention and care for people belonging to various vulnerable social groups, to promote sincere and pleasant relations, to implement gender-based practices in education;
- Raise awareness of equality, diversity and inclusion among staff and students through training, guidance and campaigns;
- To monitor the policy of effectiveness in DEI through conducting internal surveys;
- To ensure transparency and fair assessment in the educational process by using ICT resources, for this purpose, to strengthen the activity of the Appeals Commission organized by the University management during the examination session;
- To provide fair treatment to the training staff, as well as to those who apply to work or study at SSU, and to evaluate them according to their skills and abilities;
- To ensure that the use of campuses is easy and accessible for all;
- Ensure appropriate and rights-based measures are taken to remove all barriers faced by staff and students with disabilities in work, education and social environment and to ensure that they benefit fully and equally from all opportunities;
- To create an atmosphere of sincere communication with employees and students, to make them freely express the problems and concerns they encounter;

- To take serious measures against all kinds of discrimination, harassment and violence, to implement the necessary administrative and legal processes, and to ensure the application of the required sanctions.

## **1.2. Legal basis**

The legal bases of the Policy of Equality, Diversity and Inclusion are based on the Constitution of the Republic of Azerbaijan, relevant decrees and orders of the President of the Republic of Azerbaijan, decisions of the Cabinet of Ministers, the Labor Code, the Law on Education and other related legal documents.

## **Section 2. Mission and Scope**

### **2.1. Mission**

The Equality, Diversity and Inclusion Policy covers all academic and administrative staff and students working at our University, regardless of age, gender, degree of disability, marital status, faith, race and ethnicity, social status. The main mission of this policy is to create maximum conditions for the equal, easy and accessible use of the University's educational and material resources, to establish a sincere relationship, mutual respect, and collegiality between the staff and the student body, to ensure effective, business-like scientific activity in the staff, to improve the quality of education, implementation of principles such as competitiveness, equality of opportunity, transparency, fairness, academic freedom, inclusiveness, learning and wide application of the experience of advanced educational institutions in the field of education.

#### **The purpose of the policy:**

- To provide people with equal rights regardless of their race, gender, age, ethnicity, social status, socio-economic background, and physical limitations;
- To achieve equal and fair treatment of individuals within the relevant legislation of the state, to take prompt measures to eliminate all kinds of discrimination;
- Ensuring equality of opportunity in educational activities within the framework of social justice;
- To promote inclusiveness in educational activities, to respect the rights and duties of all individuals equally;

- Conduct appropriate measures to increase awareness among the University staff about equality, diversity and inclusiveness, ensure the availability of educational resources in these areas;
- To increase the professional level of collective members, to improve the acquisition of new scientific knowledge and international experience;
- To constantly focus on the fair assessment of the knowledge and skills of collective members, ensuring career advancement;
- To achieve protection of the principle of social justice in all areas, increasing attention and care to those who need social protection more, students from low-income families.

## **2. 2. Scope of the policy**

- Various trainings, events, surveys, etc. within the framework of the Equality, Diversity and Inclusion Policy during the next 3 years, determination and prevention of situations that may lead to violations of the principles of social justice, as well as collective members' and students' rights, inequality, and discrimination;
- Creation of the same, equal conditions for all members of the collective, regardless of their race, gender, age, ethnicity, social status, social origin, physical capabilities;
- Creation of a healthy competitive environment between collective members and students;
- Achieving an atmosphere of mutual respect, sincere attitude, and business activity in the collective;
- Effective use of all opportunities of the Equality, Diversity and Inclusion Policy in renewal of education.

### ***SHORT –TERM PERIOD ACTION (WITHIN 3 YEARS)***

Action 1. Holding 5 seminars, 5 workshops, 5 trainings for increasing the awareness about DEI policy.

Action 2. Creating transparent and arranged reporting mechanisms.

Action 3. Offering support centers for victims (counseling, legal advice, etc.)

Action 4. Collaborating with different organizations and refer to their practices such public unions, inclusive centers.

### ***LONG-TERM PERIOD ACTION (WITHIN 10 YEARS)***

Action 5. To set up a few mentoring and coaching programs for making proficient development

Action 6. To conduct normal reviews to assess the adequacy of the DEI policy

Action 7. To collaborate with community organizations and engage them effectively within the process

Action 8. To hold seminars, open meetings for supply feedback

Action 9. To update the policy and regulations for successful results

Action 10. To promote equal chances for all individuals

### **Section 3. Monitoring and reporting**

With the joint cooperation of the Disciplinary Committee and the Appeals Commission organized in the university, continuous monitoring of the measures implemented within the Equality, Diversity and Inclusion Policy will be carried out, and half-yearly and annual reports will be prepared.