

APPROVED BY



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Rector of Tashkent State
University of Law

EQUALITY, DIVERSITY AND INCLUSION POLICY

1. Introduction

- 1.1. Tashkent State University of Law (hereinafter referred to as University) is committed to creating a positive culture, based on tolerance and inclusion, for all its staff, volunteers, students, and visitors and promoting the principles of equality, diversity, and inclusion across all of its places of work and study.
- 1.2. The policy aims to ensure that individuals in the university community can reach their full potential through the freedom to be themselves, be authentic, and not seek to conceal elements of their identity to avoid unfair treatment. The University also will aim to promote equality, foster good relations between individuals, and take a proactive approach to celebrate the diversity of its community. These aims will be achieved by maintaining a policy that promotes equality, diversity, and inclusion in the selection, training, review, and promotion of staff and in the selection, education, and assessment of students.
- 1.3. The University is committed to providing a learning, working and social environment which is free from discrimination, prejudice, intimidation, stigmatization, and all forms of harassment and bullying.
- 1.4. No student, volunteer, staff member, or visitor will be discriminated against based on an unfair distinction including:
 - Age
 - Disability
 - Marriage
 - Pregnancy or maternity
 - Race - (includes: race, colour, nationality (including citizenship), ethnic or national origins)
 - Religion or belief
 - Sex

- Socio-economic background

2. Responsibilities

2.1. University

- The University has overall responsibility for the implementation of this policy. The Rector, Deputy Rectors and Head of Human Resources, Deans of Faculties, and Heads of Departments have specific responsibilities to comply with legislation and promotion of equality, inclusion, and diversity;
- Complaints of discrimination, bullying, harassment, or unfair treatment are treated timeously and sensitively with appropriate confidential monitoring undertaken;
- Staff, students, and volunteers are made aware of the policy through a range of communication methods;
- Staff, students, volunteers, and visitors are treated with respect and dignity at all times;
- A Diversity and Inclusion Strategy is developed and implemented;
- This policy is monitored and reviewed regularly.

2.2. Staff and volunteers

- All staff and volunteers have a responsibility to comply with this policy and co-operate with their Head of departments in doing so;
- Treat colleagues, students, volunteers, and visitors to the University with respect at all times;
- Participate in appropriate training and wider learning opportunities to assist the University in meeting its legal and strategic commitments in relation to Diversity and Inclusion;
- Challenge and/or report behavior that is discriminatory;
- Heads of Departments ensure the policy is communicated to their team and will promote equality, diversity, and inclusion.

2.3. Students

- Treat other students, staff, volunteers, and visitors to the University with respect at all times;
- Challenge and/or report behavior which is discriminatory;
- Engage in development/training opportunities where applicable.

2.4. Visitors and Partners

- All visitors, contractors, subcontractors, service providers, and any other persons associated with the functions of the University have a responsibility to:
- Treat staff, volunteers, students², and others with respect at all times

- Report and/or challenge behavior that is discriminatory

3. Application

3.1. The University will apply this policy to all areas of employment including:

- Recruitment and selection of staff;
- Promotion opportunities;
- Evaluation of jobs and grading;
- Training and development opportunities;
- Discipline procedures;
- Redundancy procedures;
- Dismissals.

3.2. The University will apply this policy to its relationship with students including:

- Access and admission to courses;
- Delivery of Student Services;
- The content of the curriculum and teaching styles;
- Assessment;
- Accommodation.

The principles of non-discrimination and equality of opportunity also apply to the way in which staff, volunteer and students should treat each other, visitors, contractors, service providers, suppliers and any other persons associated with the functions of the University.

3.3. Support for staff, volunteers, and students in relation to Diversity and Inclusion will be provided through:

- Rector
- Deputy Rectors
- Human Resources
- Deans of Faculties
- Heads of Departments
- University Trade Union
- Women's Committee
- Faculty Tutors

3.4. Where staff, volunteers, or students have requirements or requests related to Diversity and Inclusion e.g. 'reasonable adjustments in relation to disability (the University has a legal obligation to make reasonable changes to the workplace, working patterns, or learning environments to ensure that disabled staff can fulfill their employment duties and students can engage with their studies) these will be

dealt with objectively and supported where reasonable and practicable, taking all factors into account.

4. Complaints

- 4.1. Any cases of discrimination, harassment, bullying or victimisation will be taken very seriously by the University. Any member of staff or student found guilty of unlawful discrimination or harassment will be subject to disciplinary action. Appropriate action will be taken where possible if any member of the public, volunteer, visitor or service provider involved in discrimination or harassment.
- 4.2. Staff, students or other parties who make a complaint of discrimination have the right to do so without fear of victimisation, and the University will make every effort to ensure that any complaints are dealt with promptly and fairly.
- 4.3. Confidential support and information services are available from the Trade Union, Women's Committee, Students' Association.
- 4.4. Staff, volunteers, or students who wish to make a complaint of discrimination, prejudice, hate crime, or any other relevant complaint should, if appropriate, direct them initially to their Head of Department, Deans of Faculties, and Faculty Tutors.

Alternatively, members of the public should address their complaint to the University Administration staff (+998-71-233-66-36 (1008)), or contact via email hr@tsul.uz. Reporters may remain anonymous if desired.

- 4.5. The University Human Resources is available to help with enquiries relating to discrimination, harassment, bullying or victimisation.

5. Sanctions

- 5.1. A failure to comply with the principles set out in this policy may be considered to be a disciplinary offence, and will be addressed through the relevant procedures under Internal Labor rules, Code of Conduct other internal legal documents.



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