



KIMYO INTERNATIONAL UNIVERSITY IN TASHKENT

EQUALITY, DIVERSITY AND INCLUSIVITY POLICY

Policy issued: 2023

Policy to be reviewed: 2025

Policy Overview

Kimyo International University in Tashkent (hereinafter KIUT and the university) recognizes that promoting equality of opportunity, respect for diversity, and promoting a culture of inclusiveness is vital to success. The University wants its staff, applicants, suppliers, partners and clients to reflect the diversity of the regional, national and international communities we serve. KIUT aims to be a place where people are free to be themselves, regardless of their identity or background. By creating a work and social environment in which an individual can make full use of their skills and talents without fear of prejudice or harassment, the university aims to create a culture in which everyone can achieve their full potential. KIUT will ensure that equality is an integral part of all our activities, policies and decisions and will work with our partners to share best practices. Key to this is our commitment to a program of action to achieve our equality goals and targets.

Purpose

This policy covers all current and potential employees, contractors, consultants, agency workers, suppliers, candidates, examiners, customers of and visitors to KIUT. It covers discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and/or belief, sex. This policy sets out the University's commitment for inclusive and supportive learning and working environments for all students and staff where all individuals have the opportunity to fulfil their potential.

Scope

This policy applies to all students, faculties and staff. Visitors, contractors and individuals with honorary status are also be expected to abide by this policy.

Definitions

Direct discrimination - Actions where people are treated less favorably than others on grounds related to their identity as one of the above protected groups.

Diversity - Recognizing, valuing and taking account of individuals' different backgrounds, knowledge, skills and experiences to create a more productive and effective educational community.

Equal opportunity - This is the right of individuals and protected groups to equality of

access and outcome in employment and service delivery.

Equality - A situation where all are able to participate and where everyone has the opportunity to fulfil their potential.

Equality Analysis - Equality Analysis is a way of considering the effect on different groups protected from discrimination by the Equality Act, such as people of different ages. There are two reasons for this:

- To consider if there are any unintended consequences for some groups;
- To consider if the activity being analyzed will be fully effective for all target groups.

It involves using equality information, and the results of engagement with protected groups and others, to understand the actual effect or the potential effect of your functions, policies or decisions. It can help you to identify practical steps to tackle any negative effects or discrimination, to advance equality and to foster good relations.

Equality, Diversity and Inclusivity Committee - The Equality, Diversity and Inclusivity Committee sets strategic goals, monitors progress and coordinates action related to equality, diversity and inclusivity for staff and students.

Harassment - There are three types of harassment which are unlawful under the Equality Act:

- Harassment related to a relevant protected characteristic
- Sexual harassment;
- Less favorable treatment of a person because they submit to or reject sexual harassment or harassment related to sex.

Pregnancy and maternity is not protected directly under harassment provisions, however, unwanted sexual behavior will amount to harassment related to sex.

Indirect discrimination - This occurs where a condition or requirement has been put in place which applies to all, but, in practice, has a detrimental effect upon a group of individuals that cannot be fully justified.

Positive action - This is action taken by an organization to provide development opportunities for 'Protected groups' who are demonstrably and statistically under-represented within the University.

Protected groups - Equality legislation currently provides protection against unlawful discrimination in employment and service delivery for these protected characteristics:

Age; Disability; Gender reassignment; Marriage and civil partnership; Pregnancy and maternity; Race; Religion and Belief; Sex; Sexual orientation

Victimization – This is the treatment of someone less favorably because they have made or might make a complaint about discrimination under one of the above protected group categories.

Policy statement

The University is committed to supporting and promoting equality and diversity in all of its practices; and in so doing ensuring an inclusive culture.

The University will, in carrying out all of its activities, have due regard to:

- The promotion of equality of opportunity;
- The promotion of good relations between different groups;
- The elimination of all indirect and direct discrimination.

The University will not tolerate discrimination (including indirect discrimination), harassment (including sexual harassment), and victimization of any kind, especially where this is based on a protected characteristic. We are determined to build an inclusive culture. Manager and staff responsibilities must be seen in this context.

In publishing this policy statement, the University is committing to the following principles:

- To use equality information to inform and evaluate the University's Strategic plans;
- To meet and exceed the public sector general and specific equality duties, with actions

informed by data and considered analysis;

To deliver and monitor the equality, diversity and inclusivity policy using evidence-based data;

To support staff to meet their equality, diversity and inclusivity responsibilities through learning and development programs;

To support students to meet their equality, diversity and inclusivity responsibilities through their programs of study and wider student experience opportunities;

To ensure that equalities information is accessible, current and shared openly whilst observing data protection;

To monitor all stages of the employment process, with a view to taking action where appropriate;

To monitor all stages of the student cycle with a view to taking action where appropriate;

To work towards establishing a workforce that reflects the student body and the diversity of local and regional communities.

As a broad principle, the University aspires to meet and go beyond our legal compliance requirements in its support of diverse students and staff, in line with its values.

Roles and Responsibilities

All members of the university community are required to conduct themselves with dignity, courtesy and respect, and at all times act in a manner that does not discriminate, harass, not harass.

The Rectorate

The Rectorate provides leadership on issues of equity, diversity and inclusion, and oversees the development of the policy framework and its application across the university. The Vice-Rectors are responsible for implementing this policy statement.

The Equality, Diversity and Inclusivity Committee

The Equality, Diversity and Inclusivity Committee is responsible for the development of strategic goals, monitoring progress and coordinating action related to equality, diversity and inclusivity for staff and students. The Committee will:

Oversee the development, monitoring and implementation of the University's equality, diversity and inclusivity strategy and practice;

Oversee the publication of equality objectives to demonstrate how the University will meet the equality duty;

Ensure publication of annual progress reports detailing progress made against university-wide equality, diversity and inclusivity aims and objectives and key performance indicators;

Devise and recommend policies, procedures and action plans to ensure that equality and diversity legislative requirements are met and best practice adopted, reviewing University policies against any legislative changes;

Foster an inclusive institutional culture by promoting the involvement and interaction of a diverse range of staff and students in university life.

University course leaders

University course leaders are responsible for:

Demonstrating high standards of conduct and setting clear student expectations for acceptable and expected behavior at work in line with the Workplace Dignity Policy;

Promoting a culture that fulfills its responsibilities for equality by reflecting considerations of equality, diversity and inclusiveness in team dynamics, in its areas of work and in its team results;

Fostering a culture where students feel empowered to challenge unacceptable behavior;

Ensuring that curriculum development, teaching, assessment and student support are in line with the Duty to Equality to promote equality and eliminate discrimination (including indirect discrimination);

Ensuring that students are encouraged and given the opportunity to reach their full potential, regardless of their background or protected characteristics;

Conducting an equity analysis of relevant policies and procedures to demonstrate that they adequately address the needs of individuals with protected characteristics.

Members of staff

Staff members are responsible for:

Maintain, implement and comply with the objectives and content of this policy statement;

Using your role to promote equality of opportunity for students, faculty and staff;

Contributing to an inclusive culture that encourages diversity and where everyone is treated with dignity and respect, as outlined in the Workplace Dignity Policy;

Report any apparent or suspected discrimination, harassment or victimization to your line manager or Human Resources immediately.

Students

All students are responsible for:

Consistency with the purpose and content of this Policy Statement;

Compliance with the standards of conduct set out in the Student Conduct Policy;

Contributing to an inclusive culture that embraces diversity and where everyone is treated with dignity and respect;

Report any apparent or suspected discrimination, harassment, or victimization to your manager.

Communication

This policy is available to all students, faculties, staff and the public from the University's website. Alternative formats can be obtained from the Equality, Diversity and Inclusivity Team.

Policy Violations

The University will take violations of the Equality, Diversity and Inclusion Policy by anyone under that policy very seriously. Any violations will be investigated in order to resolve such issues. If necessary, such cases may be dealt with in accordance with the relevant disciplinary policy for employees or students.

Any violations related to discrimination, harassment, victimization or hate speech (which could be considered as bullying associated with a protected characteristic) should be addressed through the following approaches:

Employees can address this issue informally using the Active Witness approach, discuss the issue with their line manager, or contact the University Human Resources Department.

Students can address this informally using an Active Observer approach or raise the issue using an online tool.

Any other person subject to this policy may file a complaint in writing through the University's Complaints Procedure.

Any students or staff who need support related to discrimination, harassment, victimization or hate can find links to relevant university campaigns and support through the online tool.

Any violations related to the management system or the procedures set out in this policy must be reported through the University's Complaints Procedure.

The University's Public Disclosure Policy and Procedures ("Whistleblowing") sets out

a procedure for publicly disclosing malpractice, misconduct or wrongdoing in good faith and without malicious intent.

Review

The policy will be reviewed by the Head of Equality, Diversity and Inclusivity in association with the trade unions, employee representatives (where appropriate) and relevant managers in response to statutory changes, changes in University procedures or structures or as a result of the monitoring of the application of the policy. It will be endorsed by the Equality, Diversity and Inclusivity Committee and by the Rectorate. The policy will be reviewed at least every two years, with changes endorsed by the Equality, Diversity and Inclusivity Committee and the Rectorate.