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The policy is reviewed annually.*

REGULATION

on the Protection of Individuals Reporting Harassment and Discrimination

at Tashkent State university of Uzbek Language and Literature

Purpose and Scope

At Tashkent State University of Uzbek Language and Literature (TSUULL), hereinafter referred to as *the Higher Education Institution*, the creation of a **safe, inclusive, and respectful learning and working environment** is recognized as a fundamental priority.

This Regulation outlines the procedures and responsibilities of the Higher Education Institution in **preventing, identifying, and responding** to cases of **harassment, discrimination, coercion, and violence**, particularly against women. It aims to ensure a **safe, respectful, and inclusive** educational environment for all students and staff of TSUULL.

1. Institutional Responsibilities

TSUULL and its governing bodies shall:

1.1. Participate in the development and implementation of national and institutional programs, as well as legal and policy frameworks, aimed at protecting women and all university members from harassment, coercion, and violence.

1.2. Report any identified cases of harassment, forced labor, or coercion to competent law enforcement and university authorities.

1.3. Identify students, faculty, or staff who demonstrate a tendency toward harassment, discrimination, or violence and take corrective and preventive measures, including counseling, disciplinary action, or referral to behavioral rehabilitation programs.

1.4. Implement university-wide initiatives that promote a culture of **mutual respect, inclusivity, and non-violence**, including educational campaigns, workshops, and mentoring programmes.

1.5. Cooperate with relevant **state bodies, NGOs, and social services** to ensure protection and support for victims of harassment and discrimination.

1.6. Ensure that all cases are handled **confidentially, objectively, and without retaliation** toward the complainant.

2. Protection and Support Measures

Authorized TSUULL departments, in cooperation with partner organizations, shall:

2.1. Inform victims about available **social, legal, and psychological protection mechanisms**, assistance services, and support programmes.

2.2. Provide practical assistance to victims in submitting official complaints and accessing **medical, legal, or psychological support**.

2.3. Notify relevant authorities immediately if a perpetrator under investigation or disciplinary action re-enters the university premises, leaves custody, or poses an ongoing threat, ensuring the victim's continued safety.

2.4. Offer confidential consultation and academic accommodations, including **reasonable adjustments** to study or work conditions for affected individuals.

3. Grounds for Individual Protection Measures

Individual protection measures to prevent harassment or violence may be initiated based on:

3.1. A written or verbal complaint submitted by the victim;

3.2. Reports received from students, staff, or other individuals;

3.3. Direct identification of harassment, discrimination, or violence by authorized university personnel;

3.4. Information or materials submitted by external state bodies or other organizations.

In all such cases, the **Gender Equality and Ethics Committee** of TSUULL must immediately inform the Rector's Office and, if necessary, **law enforcement authorities**, which are required to take timely preventive and protective actions.

4. Types of Individual Protective Measures

The following individual protective measures may be implemented at TSUULL:

4.1. Conducting **preventive and educational interviews** with the alleged perpetrator;

4.2. Issuing a **University Protection Notice**, in coordination with law enforcement if applicable;

4.3. Providing victims with **temporary relocation** within campus or placement in specialized support centers;

4.4. Requiring the perpetrator to attend **mandatory behavioral correction or anti-harassment education programmes**;

4.5. Restricting contact between the victim and the perpetrator within university facilities;

4.6. Ensuring continued **psychological counselling and academic support** for the victim.

5. Issuance of a Protection Order

5.1. A **Protection Order** is issued by the university in cooperation with law enforcement agencies to ensure the victim's safety.

5.2. A copy is provided to both the victim and the alleged perpetrator.

5.3. The responsible officer shall explain the legal implications of violating the Protection Order and the requirement for behavioral correction.

5.4. If the perpetrator refuses to acknowledge receipt, a formal statement is drawn up in the presence of independent witnesses.

5.5. The Protection Order must be issued within **24 hours** of identifying a harassment or violence incident or credible threat. It remains valid for up to **30 days** from issuance, with possible extension upon reassessment.

5.6. If the victim and perpetrator study or work in the same academic unit, the relevant officer must inform the Rector's Office and the Dean of the faculty **within one working day**.

5.7. Upon receiving such notice, the Dean or head of the department must take immediate action to **eliminate any direct contact** between the parties and guarantee the victim's safety through schedule adjustments or relocation.

6. Institutional Enforcement

6.1. TSUULL maintains strict confidentiality for all reports of harassment and discrimination and prohibits any form of retaliation or victimization.

6.2. All investigations and disciplinary procedures are conducted in accordance with TSUULL's **Internal Code of Conduct** and **Ethics Policy**.

6.3. The **Gender Equality Office**, **Student Support Center**, and **Human Resources Department** jointly ensure coordination with law enforcement, health, and social services to effectively implement the above measures.

7. Roles and Responsibilities

7.1. Rector

- Approves institutional policies and ensures implementation of this Regulation.
- Allocates necessary resources for prevention and response measures.
- Reviews annual reports on gender equality and safety submitted by the Gender Equality Office.

7.2. Gender Equality Office

- Serves as the **central coordinating body** for all harassment and discrimination cases at TSUULL.
- Maintains confidential records, ensures prompt investigation, and reports outcomes to the Rector.
- Provides training sessions and awareness programs for students and staff.
- Coordinates with law enforcement and social services where necessary.

7.3. Human Resources Department

- Ensures that recruitment, promotion, and disciplinary processes are **free from bias or discrimination**.
- Integrates anti-harassment clauses into employment contracts and staff induction.
- Provides counselling and workplace accommodations for affected employees.

7.4. Student Support Center

- Offers counselling, legal advice, and academic support to student victims.
- Ensures that academic progress is not hindered due to harassment or discrimination cases.
- Liaises with faculty members to provide **reasonable accommodations** for affected students.

7.5. Deans and Heads of Departments

- Ensure compliance with this Regulation within their faculties and divisions.
- Immediately report any case of harassment or discrimination to the Gender Equality Office.
- Take preventive measures, including class or office rearrangements, to safeguard victims.

7.6. Ethics and Discipline Committee

- Conducts internal reviews of reported cases and recommends disciplinary action where warranted.
- Ensures fair and unbiased handling of all complaints.

7.7. Staff and Students

- Must uphold the values of respect, inclusion, and equality.
- Are obliged to report any observed or experienced case of harassment or discrimination.
- Shall cooperate fully in investigations and maintain confidentiality during proceedings.

8. Final Provisions

8.1. This Regulation enters into force upon approval by the **TSUULL University Council**.

8.2. Amendments and updates to this Regulation shall be made in accordance with university internal procedures and national legislation.

8.3. All university members are required to familiarize themselves with the content of this Regulation and act in compliance with its provisions.