

*Policy originally adopted in March 2016
Most recently reviewed and updated in February 2024
Next review in November 2025
The policy is reviewed annually.*

POLICY

on Equal Opportunities and Inclusion

at Tashkent State university of Uzbek Language and Literature

Purpose and Scope

1.1. This Policy establishes the institutional framework, procedures, and mechanisms to ensure **equal access, inclusion, and opportunity** for all members of the University community, including students, academic and administrative staff, and professors, regardless of **ethnicity, religion, disability, immigration status, gender, marital or family status, or socio-economic background**.

1.2. The Policy is developed in alignment with the Law of the Republic of Uzbekistan “On Guarantees of Equal Rights and Opportunities for Women and Men” (No. O’RQ-562, dated September 2, 2019), as well as relevant national legislation on non-discrimination and international standards in higher education.

1.3. The purpose of this Policy is to promote a **respectful, inclusive, and equitable academic and working environment** where all members of TSUULL are treated fairly, supported in their development, and able to contribute fully to University life.

1.4. This Policy governs all areas of University life, including but not limited to:

1.4.1. Admissions to all accredited undergraduate, postgraduate, and research programs;

1.4.2. Recruitment, appointment, and promotion of academic and administrative staff;

1.4.3. Participation in teaching, research, extracurricular, and community activities;

1.4.4. Decision-making, governance, and leadership appointments;

1.4.5. Conduct and treatment of all members of the University community.

2. Objectives

2.1. To eliminate **direct and indirect discrimination** in all University activities.

2.2. To ensure **equal rights, opportunities, and access** for all members of TSUULL, irrespective of personal characteristics or social background.

2.3. To provide a structured framework for **monitoring, reporting, and addressing inequalities**, ensuring accountability and continuous improvement.

2.4. To promote a **culture of respect, diversity, and inclusion** throughout the University.

3. Key Definitions

3.1. **Direct Discrimination** – Any distinction, exclusion, or restriction that denies recognition or realization of equal rights and opportunities.

3.2. **Indirect Discrimination** – The creation of conditions or requirements that disadvantage individuals or groups based on personal characteristics.

3.3. **Reasonable Accommodation** – Necessary and appropriate adjustments provided to ensure equitable access to education, employment, or University services.

3.4. **Diversity and Inclusion** – The recognition, respect, and support of differences in background, perspective, and experience among students, staff, and faculty.

3.5. **Protected Characteristics** – Attributes including ethnicity, religion, disability, immigration status, gender, marital or family status, socio-economic background, and any other characteristics protected under law.

4. Key Principles

4.1. **Legality and Compliance:** All University activities comply with national anti-discrimination legislation and international standards.

4.2. **Equality and Fairness:** Every member of TSUULL is treated with dignity, respect, and equality of opportunity.

4.3. **Transparency and Merit:** Admissions, hiring, promotion, and decision-making processes are conducted openly, fairly, and based on merit.

4.4. **Inclusion:** TSUULL fosters an environment where diversity of background, experience, and identity is valued and supported.

4.5. **Non-Discrimination:** The University explicitly prohibits discrimination, harassment, or victimization on the basis of **ethnicity, religion, disability,**

immigration status, gender, marital/family status, socio-economic background, or other protected characteristics.

5. Measures for Ensuring Equal Opportunity

5.1. Admissions:

5.1.1. Decisions are based on academic ability, potential, and commitment to study.

5.1.2. Applications from disabled students or those requiring accommodations are assessed on the same criteria as other applicants, with **reasonable adjustments** provided where necessary.

5.1.3. Applicants are considered without prejudice or bias based on ethnicity, religion, immigration status, or socio-economic background.

5.2. Employment and Career Development:

5.2.1. Recruitment, promotion, and professional development opportunities are accessible to all staff and faculty, free from bias or discrimination.

5.2.2. Supportive workplace policies, including family-friendly arrangements, mentorship, and leadership programs, are provided equitably.

5.2.3. Continuous professional development, capacity-building, and training are provided without discrimination.

5.3. Gender Equality and Inclusion of Transgender Individuals:

5.3.1. TSUULL promotes gender equality and the empowerment of women through leadership programs, mentoring, and institutional support.

5.3.2. The University explicitly prohibits discrimination based on gender identity or gender expression.

5.3.3. Transgender students, staff, and faculty are entitled to full participation and equal treatment in all University programs, services, and facilities.

5.3.4. Reasonable accommodations are provided to support dignity, privacy, and access for transgender individuals.

5.4. Support for Underrepresented Groups:

5.4.1. Targeted financial, academic, and social support is provided to students from low-income, marginalized, or vulnerable backgrounds.

5.4.2. Mentoring, counseling, and capacity-building initiatives are available to ensure full participation and success.

5.5. Professional Conduct:

5.5.1. Harassment, bullying, intimidation, or any hostile behavior towards students, staff, or faculty based on protected characteristics is strictly prohibited.

5.5.2. Alleged violations are addressed promptly and fairly through University disciplinary procedures.

6. Roles and Responsibilities

6.1. University Council and Academic Affairs Department:

- 6.1.1. Approve and oversee the implementation of this Policy;
- 6.1.2. Monitor compliance with national and international standards;
- 6.1.3. Ensure allocation of resources to support inclusion initiatives.

6.2. Deans, Department Heads, and Faculty:

- 6.2.1. Implement inclusive practices in teaching, research, and staff management;
- 6.2.2. Prevent discrimination or harassment within their units;
- 6.2.3. Mentor and support students and staff from underrepresented groups.

6.3. Human Resources Department:

- 6.3.1. Ensure transparent hiring, promotion, and professional development practices;
- 6.3.2. Conduct training on equality, diversity, and inclusion;
- 6.3.3. Collect and analyze relevant data for monitoring equality outcomes.

6.4. Students and Staff:

- 6.4.1. Respect the principles of equality and diversity;
- 6.4.2. Report instances of discrimination or harassment;
- 6.4.3. Contribute to fostering an inclusive and supportive University environment.

7. Monitoring, Review, and Continuous Improvement

7.1. The Academic Affairs Department, in consultation with Human Resources and the Gender Equality Committee, shall **review this Policy annually**.

7.2. Revisions shall respond to:

- 7.2.1. Changes in legislation or national higher education policies;
- 7.2.2. Evolving University strategies and objectives;
- 7.2.3. Feedback from students, staff, and external stakeholders.

7.3. Gender- and diversity-disaggregated data shall be collected, analyzed, and reported to University leadership to identify gaps and guide corrective measures.

8. Final Provisions

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

8.2. Amendments or updates shall be made in accordance with institutional procedures and national legislation.

8.3. TSUULL reaffirms its commitment to a **learning and working environment where all members are treated with dignity, respect, and fairness**, ensuring that equal opportunity, inclusion, and accessibility are embedded across all University functions.