



A High-Standard Institutional Framework Aligned with Global University Best Practices

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Policy on Women's Leadership Academy

at Tashkent State University of Uzbek Language and Literature

1. Purpose of the Policy

The TSUULL Women's Leadership Academy (WLA) aims to establish a structured framework that guides the operation, governance, and implementation of programs dedicated to empowering female students. This policy outlines the Academy's mission, values, participant eligibility, operational procedures, responsibilities, and evaluation standards to ensure transparency, fairness, and sustainability.

2. Mission Statement

The Women's Leadership Academy is committed to nurturing the next generation of female leaders by equipping them with the knowledge, skills, confidence, and support necessary to excel in academic, professional, and social environments. The Academy upholds the principles of empowerment, inclusion, integrity, and gender equality - aligned with **SDG 5: Achieving Gender Equality and Empowering All Women and Girls**.

3. Objectives

The Academy operates with the following core objectives:

- Leadership Development:**
Provide comprehensive training in leadership, communication, project management, conflict resolution, and decision-making.

2. **Mentorship & Networking:**
Connect participants with qualified mentors, distinguished faculty, and accomplished alumni.
3. **Skill-Building Experiences:**
Offer hands-on workshops, seminars, and real-world project experiences to reinforce practical skills.
4. **Community Engagement & Advocacy:**
Encourage participants to design and lead initiatives that address social issues and contribute to the community.
5. **Safe & Inclusive Environment:**
Create a space where women feel respected, supported, and free from discrimination or barriers.

4. Target Participants

The Academy is open to:

- Female students enrolled at Alisher Navoi Tashkent State University of Uzbek Language and Literature
- Undergraduate and graduate students across all faculties
- Students who demonstrate leadership potential, motivation, and a commitment to personal and community development

Priority may be given to students who:

- Show an interest in social impact or academic excellence
- Face financial, social, or cultural barriers to leadership opportunities
- Have demonstrated initiative in student or community activities

5. Program Structure

The Women's Leadership Academy includes the following components:

5.1. Workshops and Training Sessions

Interactive sessions facilitated by experts covering:

- Strategic communication
- Project management
- Emotional intelligence
- Conflict resolution
- Public speaking
- Team leadership

5.2. Mentorship Program

Participants will be matched with mentors based on their goals and interests. Mentorship includes:

- Regular meetings
- Guidance on academic and career planning

- Opportunities for shadowing or project collaboration

5.3. Seminars and Guest Lectures

Delivered by leaders from business, education, media, public service, and non-profit sectors.

5.4. Leadership Projects

Participants must complete a group or individual project addressing a community or university issue.

5.5. Evaluation and Certification

Successful participants will receive a **Certificate of Completion** based on:

- Attendance
- Active participation
- Project outcomes
- Mentor evaluation

6. Rights and Responsibilities

6.1 Participant Rights

Participants have the right to:

- A respectful and discrimination-free learning environment
- Equal access to resources and mentorship
- Confidentiality regarding personal information
- Fair and transparent selection and evaluation processes

6.2 Participant Responsibilities

Participants are expected to:

- Attend at least 80% of sessions
- Actively engage in discussions and activities
- Complete assigned leadership projects
- Maintain respectful communication and professionalism
- Uphold the values of integrity, inclusivity, and collaboration

7. Selection Procedure

1. Submission of an online application form
2. Evaluation by the Selection Committee
3. Optional interview (if required)
4. Final selection based on:
 - Motivation
 - Leadership potential
 - Academic standing

- Diversity considerations

8. Mentorship Guidelines

- Mentor–mentee relationships must be professional and ethical.
- Meetings should occur at agreed intervals (minimum once per month).
- Mentors provide guidance but do not engage in student assessments or grading.
- Boundaries must be respected to ensure respectful interaction.

9. Code of Conduct

Participants must adhere to the following:

- Demonstrate respect toward peers, mentors, and staff
- Avoid discriminatory, offensive, or unethical behavior
- Maintain honesty and academic integrity
- Collaborate positively and resolve conflicts constructively
- Represent TSUULL with professionalism during external activities

Violations of the Code may result in warnings or removal from the program.

10. Safeguarding & Well-being

The Academy ensures:

- A safe environment free from harassment or coercion
- Immediate reporting mechanisms for safety concerns
- Support services for participants facing personal or academic difficulties
- Compliance with TSUULL policies on gender equality and student welfare

11. Monitoring & Evaluation

The Academy will conduct:

- Regular feedback surveys
- Mentor evaluations
- Project impact assessments
- Annual program review by the Steering Committee

Findings will be used to improve program quality and effectiveness.

12. Policy Review

This policy will be reviewed **annually** or as needed to ensure alignment with:

- University strategies
- National legislation
- SDG 5 priorities

- Participant feedback

13. Approval & Implementation

This policy becomes effective upon approval by the TSUULL Administration.

The Women's Leadership Academy Steering Committee is responsible for implementation, oversight, and reporting.