



**Khoja Akhmet Yassawi International
Kazakh-Turkish University
Sustainable Development Research Center
Policy Against Harassment and Discrimination
(2024 year)**



Policy Against Harassment and Discrimination

Introduction

Khoja Akhmet Yassawi International Kazakh-Turkish University is committed to ensuring an equal, safe, and respectful environment for all students and staff, in compliance with the laws of the Republic of Kazakhstan and international standards. This policy is based on the Constitution of the Republic of Kazakhstan, the "Labor Code of the Republic of Kazakhstan," the "Education Law of the Republic of Kazakhstan," the "Law on the Prevention of Domestic Violence," and international human rights standards.

Policy Objectives

- **Protection of Rights:** Ensure respect for the dignity of every individual and the right to non-discriminatory treatment, in accordance with the Constitution of Kazakhstan.
- **Prevention of Harassment and Discrimination:** Promote fairness and inclusion within the university.
- **Compliance with National Laws:** Prevent any discriminatory actions in line with the laws of the Republic of Kazakhstan.
- **Safety and Justice:** Protect the rights of all university members and ensure a secure and free environment.

Scope of Application

This policy applies to all members of the university, including:

- Students;
- Academic, scientific, and administrative staff;
- External partners and individuals working within the university premises.

Key Principles

- **Equality:** In accordance with the "Civil Code" and the "Education Law" of Kazakhstan, all individuals have equal rights.
- **Safety:** No physical or psychological harassment is allowed, as per the "Law on the Prevention of Domestic Violence" of Kazakhstan.
- **Justice:** Cases related to discrimination and harassment are reviewed impartially, following the university's disciplinary code.
- **Responsibility:** All university members must comply with the laws of Kazakhstan and this policy.

Definition of Harassment and Discrimination

- **Harassment:** Any coercive, intimidating, or psychologically harmful actions directed at an individual. Such actions are prohibited under the "Law on the Prevention of Domestic Violence" of Kazakhstan.
- **Discrimination:** Any restriction of rights and opportunities based on gender, race, nationality, religious belief, or other characteristics, as defined in the "Labor Code of the Republic of Kazakhstan."

Responsibility and Measures

- **Legal Compliance:** Cases of harassment and discrimination are addressed in accordance with the Criminal Code, the Administrative Code, and the internal disciplinary regulations of the university.
- **Handling Complaints:** A special ethics committee is established at the university to ensure fair review of harassment and discrimination cases.

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- **Sanctions:** Individuals found guilty of such violations may face disciplinary measures and, if necessary, legal action through law enforcement agencies.

Implementation of the Policy

- **Educational Work:** Conducting awareness-raising activities among students and staff, based on the "Education Law" of Kazakhstan.
- **Training Programs:** Organizing regular training sessions on the prevention of domestic violence and gender equality.
- **Anonymous Complaint System:** Implementing a secure mechanism for students and staff to report violations confidentially.

Legal Framework

This policy is based on the following laws and documents:

- The Constitution of the Republic of Kazakhstan;
- The "Education Law" of Kazakhstan;
- The "Labor Code" of Kazakhstan;
- The "Law on the Prevention of Domestic Violence" of Kazakhstan;
- The "Civil Code" of Kazakhstan;
- The "Criminal Code" of Kazakhstan;
- The United Nations Universal Declaration of Human Rights.
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Conclusion

Khoja Akhmet Yassawi International Kazakh-Turkish University adheres to a zero-tolerance policy regarding any form of harassment or discrimination. The university ensures a safe and equitable environment for all members while fully complying with the laws of Kazakhstan and international standards.

For additional information or consultation, please contact the university administration or the ethics committee.

Director of the Center for Sustainable

Development and Scientific Research

Tulkinzhon Gaipov