



## **Khoja Akhmet Yassawi International Kazakh-Turkish University**

### **"Equality, Diversity, and Inclusion Policy" (2024 year)**



# Equality, Diversity, and Inclusion Policy

## Introduction

Khoja Akhmet Yassawi International Kazakh-Turkish University (IKTU) considers the principles of equality, diversity, and inclusion as the foundation of all its activities. The university is committed to creating a fair and respectful environment based on the Constitution, laws of the Republic of Kazakhstan, and international standards. This policy aims to ensure equal opportunities and protect the rights of all students, faculty, and staff, enabling them to reach their full potential.

## 1. Purpose of the Policy

1. Equality
  - Ensuring equal protection of rights and opportunities for all individuals.
2. Diversity
  - Supporting the representation of diverse cultural, social, and ethnic groups within the university.
3. Inclusion
  - Creating adapted and accessible conditions for individuals with special needs to ensure equal participation for everyone.
4. Non-discrimination
  - Protecting the dignity of every person and preventing all forms of unfair treatment.

## 2. Legislative Framework of the Republic of Kazakhstan

### 2.1 Constitution of the Republic of Kazakhstan

- Guarantees equality before the law and protection against discrimination.
- Ensures equal rights for all citizens regardless of race, gender, language, religion, ethnic, or social origin.

### 2.2 "On Education" Law

- Affirms equal rights for all citizens to receive quality education.
- Ensures adapted educational conditions for students with special needs.

### 2.3 "On Labor" Law

- Guarantees equal opportunities in the workplace.
- Prohibits discrimination based on gender, ethnicity, religion, and other characteristics.

### 2.4 "On the Prevention of Domestic Violence" Law

- Aims to protect vulnerable groups and safeguard their rights.

## 3. International Standards

### 1. UN Universal Declaration of Human Rights

- Establishes principles of equality and non-discrimination.

### 2. UN Sustainable Development Goals (SDGs)

- Goal 5 (Gender Equality) and Goal 10 (Reduced Inequalities).

### 3. UNESCO Recommendations

## Equality, Diversity, and Inclusion Policy

- Focused on promoting diversity in education and scientific research.

### 4. OECD Standards

- Ensuring social responsibility and inclusion principles.

### 4. Key Areas

#### 4.1 Equality

- All individuals, regardless of gender, race, ethnicity, religion, age, or physical condition, have equal rights.
- Recruitment, admission, and promotion processes are conducted fairly and transparently.

#### 4.2 Diversity

- The university supports the representation of various ethnic, social, and cultural groups.
- Promotes an academic environment that respects different cultures and ideas.

#### 4.3 Inclusion

- Creates adapted conditions for students and staff with special needs.
- Ensures physical and digital accessibility.
- Provides equal opportunities for education and work participation.

#### 4.4 Anti-Discrimination

- Implements a zero-tolerance policy for discrimination based on gender, ethnicity, religion, or other characteristics.
- Ensures immediate action in cases of discrimination.

### 5. Monitoring and Implementation

1. Training and Seminars: Regular training for faculty and staff on equality, diversity, and inclusion.
2. Monitoring System: Ensuring compliance with equality and inclusion principles within the university.
3. Complaint Mechanism: Providing anonymous and secure complaint submission channels.
4. Reporting: Preparing and publishing an annual report on policy implementation.

### 6. Responsibilities

- All structural units of the university are responsible for implementing the principles of equality, diversity, and inclusion.
- Students, faculty, and staff must comply with the provisions of this policy.

### 7. Conclusion

Khoja Akhmet Yassawi International Kazakh-Turkish University is committed to upholding and promoting the principles of equality, diversity, and inclusion. By fostering an environment based on respect and fairness, we act in accordance with the laws of the Republic of Kazakhstan and international standards.

For additional inquiries or suggestions, please contact the relevant university department.

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Development and Scientific Research**

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