

**Approved by Decision of the Management Board of
the NJSC “Aktobe Regional University named after K. Zhubanov”
Protocol #21
dated from 17.09.2024**

**AKTOBE REGIONAL UNIVERSITY NAMED AFTER K.ZHUBANOV
EQUALITY, DIVERSITY AND INCLUSION POLICY**

1. Introduction and Legal Framework

This Policy on Equality, Diversity and Inclusion (EDI) is founded on the fundamental principles enshrined in the Constitution of the Republic of Kazakhstan. As per Article 14, Paragraph 2 of the Constitution, discrimination based on origin, social, official and property status, gender, race, nationality, language, attitude to religion, beliefs, place of residence, or any other circumstances is prohibited. The Aktobe Regional University named after K. Zhubanov (hereinafter - University) is committed to upholding aforementioned constitutional values and creating an inclusive environment for all members of its academic community.

2. Vision Statement

The University aims to be a leading institution in Kazakhstan that embraces and celebrates diversity, promotes equality of opportunity, and fosters an inclusive environment where all students, faculty, and staff can thrive and reach their full potential.

3. Anti-Discrimination Statement

The University maintains a strict anti-discrimination statement that applies to all aspects of university life, including but not limited to admissions, employment, academic programs, research, and administrative functions. Any form of discrimination, whether direct or indirect, is prohibited. The University actively monitors and addresses any instances of discrimination through established reporting mechanisms and takes appropriate corrective actions when necessary.

The University **Compliance Office** ensures adherence to all university policies, including anti-discrimination regulations. It investigates reported violations and implements measures to prevent discrimination in all institutional processes. Additionally, the **Psychology and Wellness Center** of the University provides support for individuals if any of them might experience any kind of discrimination. It offers counseling, therapy sessions, and therapeutic group discussions to help affected students and staff navigate their experiences and maintain their well-being. All members of the University community are expected to contribute to maintaining an environment free from discrimination and to report any violations of this policy through appropriate channels.

4. Zero Tolerance for Harassment

The University upholds a *Anti-Harassment Policy (dated from January 28, 2024)* regarding harassment of any kind. This policy:

- Protects all members of the University community from any form of harassment, including physical, verbal, or psychological harassment
- Establishes clear reporting procedures for harassment incidents

- Ensures confidentiality and protection for those who report harassment
- Mandates swift and appropriate action against perpetrators
- Provides support services for affected individuals

5. Strategic Objectives of the Equality, Diversity and Inclusion Activities of the University (2024-2027)

5.1. Educational Environment

Year 1 (2024-2025)

- Develop inclusive teaching and learning practices
 - Audit current practices by November 2024
 - Implement new guidelines by December 2024
 - Train 80% of faculty by March 2025
- Create accessibility support system
 - Establish dedicated office by September 2024
 - Roll out support services by January 2025

Year 2 (2025-2026)

- Review and update course materials
 - Complete curriculum review by December 2025
 - Update 50% of materials by March 2026
 - Full implementation by August 2026
- Launch multilingual education initiatives
 - Pilot program in 3 departments by October 2025
 - University-wide implementation by June 2026

5.2. Workforce Development

Year 1-2 (2024-2026)

- Implement fair recruitment practices
 - Develop new hiring guidelines by November 2024
 - Train hiring managers by September 2024
 - Review outcomes quarterly
- EDI training program
 - Launch basic training by November 2024
 - 75% staff completion by December 2024
 - 100% completion by March 2025

5.3. Research and Innovation

Years 1-3 (2024-2027)

- International collaboration
 - Develop 5 new partnerships by 2025
 - Create exchange program by 2026
 - Host annual EDI research workshop starting 2025

6. Strategic Objectives Implementation Milestones

6.1. Immediate (By November 2024)

- Establish EDI Committee
- Appoint faculty coordinators
- Set up reporting structure

6.2. Short-term (By December 2024)

- Complete initial EDI audit
- Launch training program
- Establish monitoring systems

6.3. Medium-term (By December 2025)

- Full implementation of support services
- Complete first annual review
- Establish all communication channels

6.4. Long-term (By 2027)

- Comprehensive program evaluation
- Publication of impact report of the strategic activities
- Development of 2027-2030 strategy