

Inclusion Policy

Equality, Diversity



National University of
Uzbekistan

Inclusive Education policy

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Equality, Diversity, and Inclusion Policy of National University of Uzbekistan

Introduction

The National University of Uzbekistan is dedicated to fostering a sense of belonging for all students and staff, aiming to cultivate an inclusive culture that supports the university's collective learning and growth. The university is committed to equality, progress, and an inclusive environment, recognizing that these values are key to achieving its goal of becoming a leading international research institution. The National University of Uzbekistan encourages all students and staff to contribute meaningfully to the university's development by embracing and promoting multicultural knowledge and identities. To help individuals realize their full potential, the university ensures a supportive environment that includes effective monitoring, learning resources, and a nurturing social and living atmosphere for everyone. The university actively promotes equity and inclusive practices across all aspects of university life— including academic and professional services, campus recruitment, student admissions, research processes,



2. Scope of the Policy

This policy applies to all individuals within the University community, including:

- ❖ All staff members with an employment contract at the National University of Uzbekistan, including Postgraduate Research Students and staff from affiliated institutions;
- ❖ Job applicants seeking employment at the University;
- ❖ All students, including prospective students, visiting students, and those on placement;
- ❖ Visitors, including external agencies or individuals utilizing the University's facilities or services;
- ❖ Individuals acting on behalf of the University, including suppliers of goods and services.

3. Values and Principles

As a key component of the university's strategic plan, the Equality, Diversity, and Inclusion (EDI) Strategy is grounded in the belief that promoting equality, diversity, and inclusion is essential to enhancing the university's culture, academic excellence, and social environment. To achieve this, the University will:

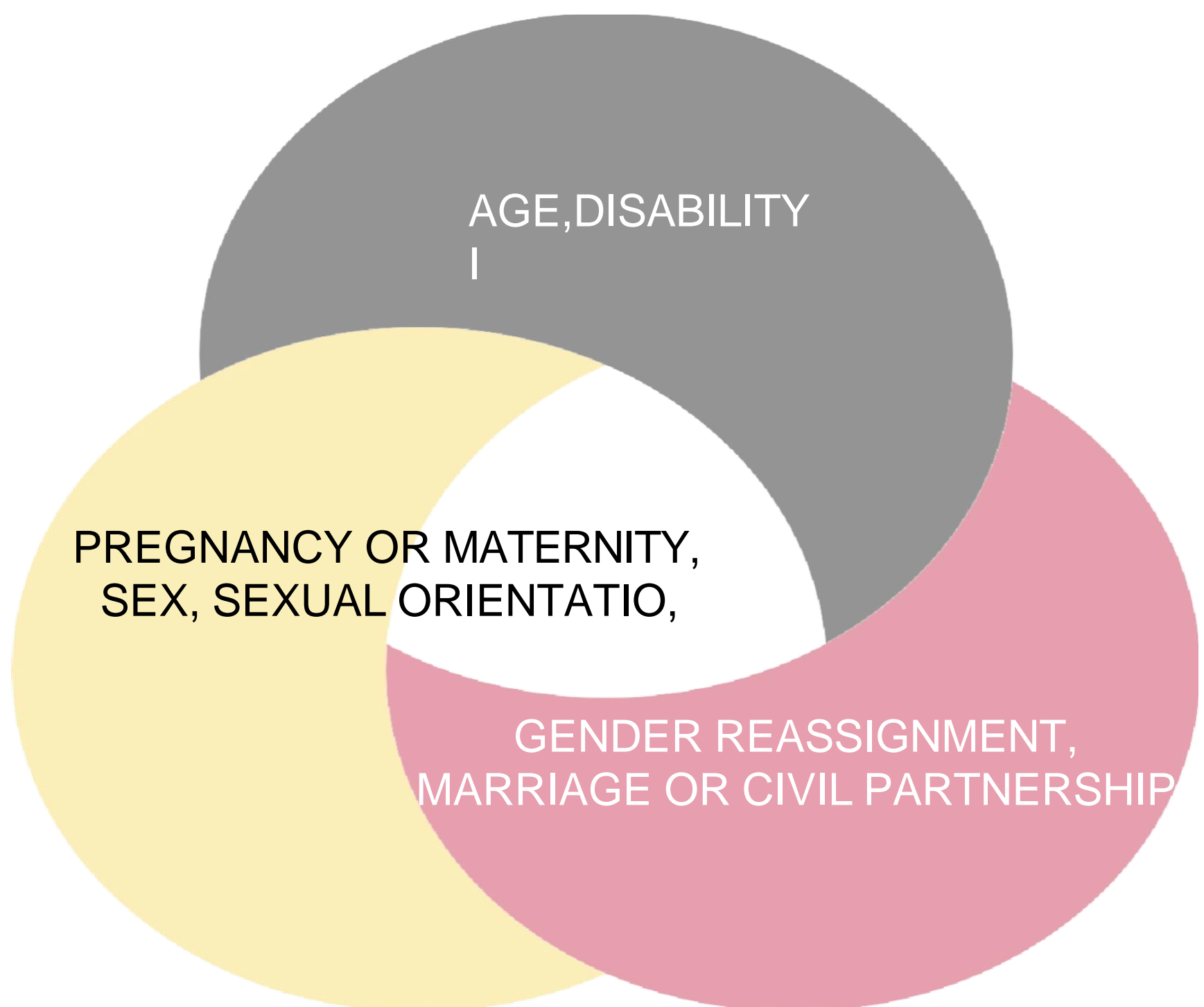


Exhibit strong leadership on issues of equality, diversity, and inclusion.

Advocate for equality and inclusive practices, ensuring that all individuals understand their responsibility in eliminating unfair barriers.

The strategy will be integrated into the university's core operations, including research, teaching, learning, student and academic services, human resources, increasing participation, and the promotion of international relations, as outlined in the University Charter.

This Policy will be enforced in alignment with relevant legislation, including the Presidential measures on "Further Improving the Education System for Children with Special Educational Needs" (lex.uz), and the Law of the Republic of Uzbekistan on the **"Amendments and Additions to the Law on Equal Rights and Opportunities for Women and Men"** (lex.uz) These laws prohibit discrimination based on the following nine protected characteristics:





4. Strategic Objectives

Objective 1: Promoting Equality Across All Aspects of University Life

The National University of Uzbekistan aims to be a leading institution in creating a culture and practices that are informative, inclusive, and free from harassment, while promoting equality.

This will be achieved through:

- Ensuring that all members of the university community understand their role in fostering an inclusive educational, work, and social environment and are aware of relevant best practices, policies, guidance, and support services.
- Reflecting diversity in the activities of decision-making bodies and committees, ensuring they actively contribute to promoting equality and inclusive practices.
- Deploying structures and resources that support equity, diversity, and inclusion across faculties, departments, colleges, and professional services.

Objective 2: Ensuring Success and Achievement for All

The university is committed to ensuring that every individual succeeds and thrives to their fullest potential, fostering a diverse university community. This is accomplished by: Actively promoting recruitment, placement, career development, and leadership opportunities for academic, research, teaching, and professional service roles.

Objective 3: Being Flexible and Responsive to the Needs of the Diverse University Community

The university aims to support flexible learning and working methods, ensuring excellence through inclusivity and finding solutions to challenges, which will be achieved by:

- Ensuring an inclusive approach to learning, teaching, and assessment.
- Guaranteeing the implementation of inclusive practices to support research excellence.
- Ensuring that all internal employment policies and practices foster equality and inclusion.

Objective 4: Adopting an Inclusive Campus Approach

The National University of Uzbekistan strives to create a comfortable, safe, and welcoming environment that meets the diverse needs of society. This goal will be realized by:

- Creating an environment that promotes openness and transparency through effective data collection and analysis, and understanding the diverse needs and composition of staff and students.
- Ensuring accessibility and inclusive practices are integrated into future campus infrastructure developments to meet the needs of university staff, students, and visitors.
- Taking responsibility for fostering a culture of respect, dignity, and inclusivity for all members of the university community.

5. Education and Training

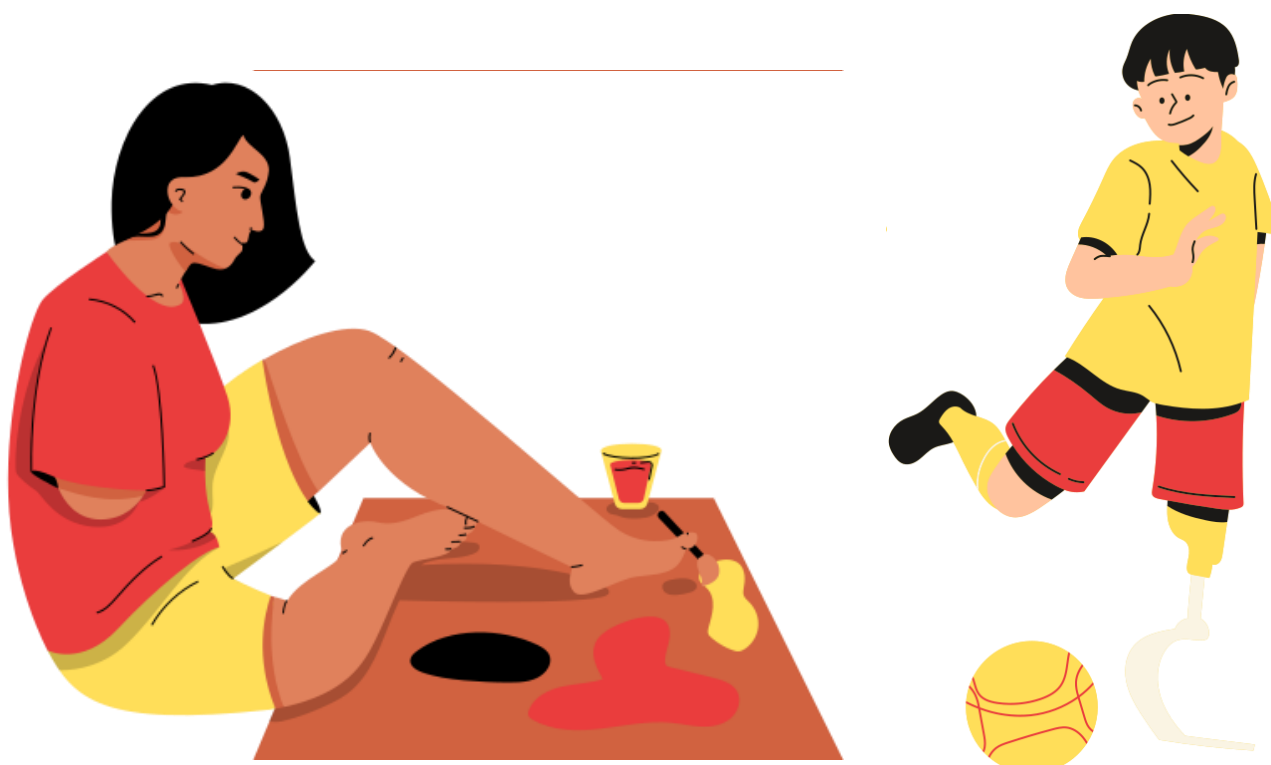
Faculty and staff at the National University of Uzbekistan will be encouraged to take part in workshops and seminars that focus on diversity, equity, and inclusion.

The National University of Uzbekistan will educate students on the significance of inclusion, respect for diversity, and the effects of discrimination and microaggressions.

6. Supportive Services

The National University of Uzbekistan will offer accessible support services to ensure that all members of the community can fully engage in university life. These services will include counseling, mentorship, peer support programs, and accommodations for students with disabilities.

Specialized support will be provided to students from underrepresented groups, including ethnic minorities, students with disabilities, and international students.



7. Inclusive Curriculum

The National University of Uzbekistan will ensure that its curriculum incorporates diverse perspectives and includes content focused on social justice, inclusion, and the lived experiences of marginalized communities.

Faculty members will be encouraged to implement inclusive teaching strategies that accommodate the diverse learning styles and backgrounds of students.

8. Partnership and Community Engagement

The National University of Uzbekistan will collaborate with local and international organizations focused on diversity, equity, and inclusion to strengthen connections with underrepresented communities. The university will encourage students, faculty and staff to participate in volunteer and outreach programs that promote inclusion and equality within the broader community.



9. Conclusion

The National University of Uzbekistan's community is made up of students and staff recruited from local, national, and international backgrounds. The diverse identities and experiences of our members contribute to the richness of our university society. As outlined in the Constitution of the Republic of Uzbekistan, every individual is entitled to equality, regardless of nationality, race, gender, status, physical or mental abilities, age, social background, or faith, and the university is committed to supporting their work and academic pursuits.

In conclusion, the National University of Uzbekistan is dedicated to progressively implementing the principles of equality, diversity, and inclusion. A report on the progress and outcomes of this initiative will be presented at the university council meeting.



All are equal

10. Contacts

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