



**NATIONAL UNIVERSITY OF UZBEKISTAN
NAMED AFTER MIRZO ULUGBEK**

**EQUALITY, DIVERSITY, AND INCLUSION
POLICY**

Equality, Diversity and Inclusion Policy

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

1. Introduction

National University of Uzbekistan desires all the staff and students to feel like members of the university's full community, and strives to develop an inclusive culture which can contribute the university's learning and growth collectively.

National University of Uzbekistan relies on equality, progress, and an inclusive environment which is successful for all, to achieve the status of a successful International research university. The University emboldens all the staff and students to influence effectively to the development of the University by demonstrating multicultural knowledge and identity. Furthermore, in order to discover their entire talent and ability there are monitoring, learning, social and living environment for all the staff and students.

University actively promotes equity and inclusive practices during hiring the staff, contracting the students, research processes, teaching process, student campus, academic and professional services, and student community activities experiences.

2. Scope of Policy

This Policy is applicable to all members of the University community, including:

- All members of staff holding a contract of employment at the National University of Uzbekistan, including Postgraduate Research Students, and staff from other institutions;
- Prospective members of staff applying for positions at the University;
- All students, including applicants, visiting and placement students;
- Visitors, including agencies or external individuals using the University's premises or services;
- Individuals acting or working on the University's behalf, including suppliers of goods and services.

3. Values and Principles

Consequently, being an integral part of the university's strategic plan, the Equality, Diversity, and Inclusion Strategy is based on the belief that equality, diversity, and inclusion practices to enhance the university's culture and academic, intellectual, and social environments. To ensure this:

- demonstrate visible leadership on issues of equality, diversity and inclusion
- promote equality and inclusive practice and ensure that everyone understands their personal responsibility to remove any unfair barriers.

Coordinating and integrating the strategy into the university's core agenda, including: research, learning and teaching; Student and Academic Services; personnel department; Expanding participation; Promotion of international relations and rights specified in the University Charter.

Collaborate with university staff, students, networks and forums, Trade Unions, the Student Council of the National University of Uzbekistan, the academic department and other departments and organizations to develop equality, diversity and inclusion initiatives.

The University will apply this Policy in accordance with relevant legislation, including the on the measures of the President of the Republic of Uzbekistan to “further improve the education system for children with special educational needs” ([lex.uz](#)), Law of the Republic of Uzbekistan “on additions and amendments to the law of the Republic of Uzbekistan "on guarantees of equal rights and opportunities for women and men" ([lex.uz](#)). These laws prohibits discrimination on the grounds of the following nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

4. Strategic Objectives

Objective 1: To introduce equality in all aspects of university life

National University of Uzbekistan strives to be an exemplary institution in all aspects: culture and practices that are informative, inclusive and not abusive or uncomfortable, remove any form of harassment, and promote equality. These are done as follows:

- ensure that everyone understands their responsibilities for creating an inclusive educational, working and social environment and is aware of relevant best practice policies, guidance and support services.
- ensuring diversity is reflected in the activities of decision-making bodies and committees, and they actively contribute to the promotion of equality and inclusive practice.

- deploying structures and resources to support equity, diversity and inclusion across faculties, departments, colleges and professional services.

Objective 2: Concerning and achieving a success

Dedicated to ensuring that everyone at the university succeeds and flourishes to the best of their abilities while engaging a diverse university community. This is done as follows:

- through active recruitment and promotion, placement, career development, and leadership development for academic, research, teaching, leadership, and professional services roles.
- in accordance with the Constitution of the Republic of Uzbekistan, National University of Uzbekistan attracts, inspires, and ensures that admission processes for undergraduate, graduate, and postgraduate courses are fair and inclusive, regardless of social origin, faith, race, and gender of the students.
- to monitor, analyze, and ensure equality in development and participation in decision-making about variations in degree results and employability for various student groups.

Objective 3: Being flexible and responsive to diverse university community needs.

The aims of supporting flexible ways of learning and working, ensuring excellence through an inclusive approach and finding solutions to problems are:

- ensuring an inclusive approach to learning, teaching and assessment;
- guaranteeing the implementation of inclusive practice to support research excellence;
- ensuring that all internal employment policies and practices promote equality and inclusion.

Objective 4: Adopting an inclusive campus approach

National University of Uzbekistan strives to provide a comfortable, safe and hospitable educational institution, work, social and household environment that meets the needs of society, and these goals are implemented as follows:

- creating an environment that promotes openness and transparency through reliable data collection and analysis, and understands the diverse composition and needs of staff and students.

- providing accessibility and inclusive practices to address the needs of university staff, students and visitors when considering future campus infrastructure developments.
- taking responsibility for promoting a culture based on the principles of respect, dignity and inclusiveness for all.

5. Conclusion

The team of National University of Uzbekistan consists of students and employees recruited at the local, national and international levels. Existing identities and experiences shape the diversity of our society, including: as defined in the Constitution of the Republic of Uzbekistan, every person has the status of equality, regardless of nationality, race, gender, status, physical and mental capabilities, age, social origin and faith, and the university is their work and takes care of his studies.

In conclusion, it can be said that National University of Uzbekistan will gradually implement the principles of equality, diversity and inclusion, and a report on this issue will be presented at the meeting of the university council.

6. Contacts

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