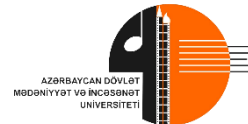




MINISTRY OF SCIENCE AND EDUCATION
REPUBLIC OF AZERBAIJAN

100
1923-2023



**Ministry of Science and Education
Republic of Azerbaijan**

Azerbaijan State University of Culture and Arts

**Non-Discrimination and Harassment Policy of Azerbaijan State University of
Culture and Arts (ASUCA)**

Introduction

This policy reflects the Azerbaijan State University of Culture and Arts (ASUCA) commitment to equality, diversity, and inclusion, particularly in its mission centered on arts and culture. It is grounded in the UN Convention on the Elimination of All Forms of Racial Discrimination (December 21, 1965), the European Convention on Human Rights in Educational Institutions (December 21, 1995), and the Constitution of the Republic of Azerbaijan. ASUCA is also guided by the Law of May 19, 2009, and the Law on Civil Servants (No. 833-IIIQ), underscoring its dedication to an environment free from harassment.

This policy formally prohibits all forms of discrimination and harassment at ASUCA. As a leading institution in arts and culture, ASUCA is committed to fostering a community where creative expression, cultural diversity, perspectives, and talents are valued while upholding the highest standards of non-discrimination.

Key Definitions

Discrimination: In the context of arts and culture, discrimination refers to unfair treatment based on gender, age, ethnicity, race, nationality, religion, sexual orientation, disability, socioeconomic status, or cultural identity. Positive discrimination may be

implemented to create opportunities for disadvantaged groups. Conversely, negative discrimination restricts participation and creativity based on these characteristics, which contradicts ASUCA's mission to foster a diverse cultural community.

Harassment: Harassment is defined as any unwelcome or inappropriate behavior that causes discomfort, interferes with creativity, or limits academic and artistic freedom. It may be verbal, physical, or digital and can include abuse of authority, intimidation, unwanted comments, derogatory remarks, or the dissemination of harmful rumors that negatively impact ASUCA students, faculty, staff, or artists.

Scope

This policy applies to all members of ASUCA, including students, faculty, staff, senior management, visiting artists, researchers, and exchange participants involved in the University's cultural or academic programs. It encompasses any activities, events, performances, exhibitions, or collaborations organized by or in partnership with ASUCA, ensuring a respectful and inclusive environment for creativity and education.

Core Values in Arts and Culture

As an institution dedicated to the arts and culture, ASUCA regards diversity and inclusion as core values. This policy affirms the University's commitment to equality within its community and in the delivery of cultural events, exhibitions, and performances. Embracing diversity strengthens ASUCA's mission to address the cultural needs of society, preserve artistic freedom, and respect unique cultural expressions.

Prohibitions

ASUCA strictly prohibits:

- **Discriminatory practices:** Admission, hiring, evaluation, and promotion should not be based on personal characteristics unrelated to academic or artistic merit, such as nationality, gender, cultural background, or political views.

- **Harassment:** Harassment in the context of any creative activity, whether on campus, at performances, or during cultural events, against any member, partner, or guest of ASUCA is strictly prohibited.

Responsibilities in the Cultural and Arts Community

Each member of ASUCA is responsible for fostering an environment free from discrimination and harassment. Faculty, curators, program coordinators, and student leaders are encouraged to promote inclusivity in classrooms, rehearsal rooms, exhibitions, and other spaces of artistic expression. Faculty members are tasked with creating a safe space for the free expression of ideas, ensuring respect for diverse voices and backgrounds.

Complaint and Investigation Procedures

- **Initial Response:** The relevant departments of ASUCA accept complaints of discrimination or harassment within 3 calendar days of receipt, regardless of whether they occur in the academic environment or at cultural events.
- **Investigation and Decision:** Investigations are conducted sensitively and decisions are communicated within 10 calendar days of completion of the investigation. ASUCA guarantees strict confidentiality to protect the personal information of all participants, respecting the particularities that may arise in artistic and cultural events.

Assessing Harassment in the Context of Art

ASUCA is committed to fair and impartial assessment, particularly in cases where artistic freedom and cultural expression intersect. Cases of discrimination or harassment, particularly those arising from interpretations of creative works or performances, are assessed in a manner that takes into account the specifics of artistic expression. Harassment or discrimination against individuals who report harassment or discrimination is strictly prohibited.

Awareness Raising and Education in the Context of Arts and Culture

ASUCA is committed to holding regular workshops and training to inform students, faculty, and staff of their rights and responsibilities in the area of preventing discrimination and harassment. Recognizing the unique role of culture and the arts in challenging social norms, these sessions will facilitate respectful dialogue and support for all members of the community, promoting a culture of acceptance, fairness, and respect for diverse forms of creativity.

Confidentiality and data protection

All incidents of harassment and discrimination are handled confidentially, in order to respect the personal characteristics of artistic and academic work at ASUCA. Confidentiality is maintained throughout the complaints process and information is shared only when necessary to ensure the objectivity of the investigation..

Compliance with the principles of artistic and cultural integrity

ASUCA periodically reviews this policy to ensure that it complies with university standards and maintains a respectful and inclusive environment. This process includes assessing the application of the policy in classrooms, galleries, theatres, and cultural events to ensure that ASUCA's artistic and academic integrity meets national and international legal standards.