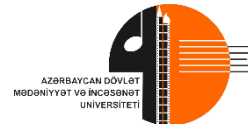




MINISTRY OF SCIENCE AND EDUCATION
REPUBLIC OF AZERBAIJAN

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

Azerbaijan State University of Culture and Arts

**Gender Equality Policy of Azerbaijan State University of Culture and Arts
(ASUCA)**

Introduction

The Gender Equality Policy at Azerbaijan State University of Culture and Arts (ASUCA) aims to create an inclusive, safe and supportive educational environment for all students and staff, regardless of their sex or gender identity. Recognizing that gender equality is a fundamental human right and a prerequisite for sustainable development, ASUCA strives to ensure equal opportunities for all members of the university community.

Policy Objectives

1. Ensuring equal access to education and resources:

- Remove barriers that prevent equal access to educational programs, learning resources, and career opportunities for all students and staff.
- Support initiatives to attract and retain women and girls in the arts and culture fields.

2. Raising awareness of gender issues:

- Implement educational programs and trainings for students and staff to raise awareness of gender issues and the relevance of gender equality.

- Organize events such as workshops, lectures, and exhibitions that focus on gender issues.

3. Supporting women and gender minorities:

4. Create a safe and inclusive environment:

- Ensure conditions for free expression and respectful communication among all members of the university community.
- Implement a policy against discrimination and gender-based violence, including the establishment of a hotline and support for victims.

Key Principles

1. Equality: All members of the University community have equal rights and opportunities, without limitation on the basis of sex, sexual orientation or gender identity.

2. Inclusion:

- Acceptance and support of diversity in all its forms, including gender, cultural and social aspects.
- Striving to create a learning and working environment where everyone feels accepted and respected.

3. Participation:

- Encouraging the active participation of students and staff in decision-making processes related to gender equality policies and other initiatives.
- Inclusion of representatives of all genders in the development and implementation of programmes and activities.

4. Accountability and Transparency:

- Establishing clear monitoring and evaluation mechanisms to track and measure progress towards achieving gender equality goals.
- Ensuring transparency in processes and results related to gender equality through regular reporting and publications.

Activities and Initiatives

1. Educational Programs and Trainings:

- Develop and implement courses focusing on gender studies that should be mandatory for all students.
- Organize trainings for faculty on issues of gender equality and inclusion in the educational process.

2. Career Development and Support Programs:

- Create mentoring programs where experienced professionals can share their experiences and help young women and gender minorities in their career development.
- Organize career fairs and networking events specifically targeting women and youth.

3. Anti-Harassment and Violence Policy:

- Implement strict measures against sexual harassment and violence at the university, including training students and staff on how to recognize and report such cases.
- Create a support system for victims, including psychological assistance and legal support.

4. Research and Evaluation:

- Conduct regular research and surveys to assess the current state of gender equality at the university and identify areas for improvement.
- Using data to develop and adjust gender equality initiatives and policies.