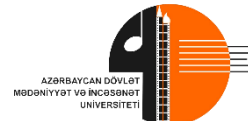




MINISTRY OF SCIENCE AND EDUCATION
REPUBLIC OF AZERBAIJAN

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Ministry of Science and Education Republic of Azerbaijan

Azerbaijan State University of Culture and Arts

Equality, Diversity, and Inclusion Policy of the Azerbaijan State University of Culture and Arts

Introduction

The Azerbaijan State University of Culture and Arts (ASUCA) recognizes the importance of equality, diversity, and inclusion as fundamental principles that contribute to the creation of an open and supportive educational environment. This policy reflects our commitment to establishing an inclusive academic and cultural atmosphere where all members of the community feel safe and confident, regardless of their race, ethnicity, cultural, religious affiliation, age, gender, sexual orientation, disability, or other characteristics.

Policy Objectives

- 1. Creating an Inclusive Environment:** To foster a space where all community members can freely express their ideas and opinions, promoting open and productive academic and cultural activities.
- 2. Encouraging Diversity:** Supporting diversity within the student and faculty body, as well as in programs and events that reflect various cultures and perspectives.
- 3. Ensuring Equal Opportunities:** Guaranteeing equal access to all educational and cultural resources for all members of the university without discrimination.
- 4. Education and Awareness:** Organizing events and programs to raise awareness about the significance of diversity and inclusion among students, faculty, and staff.

Key Definitions

- Equality:** Ensuring equal rights and opportunities for all members of the university, irrespective of their individual characteristics.
- Diversity:** Acknowledging and valuing differences among people, including but not limited to race, ethnicity, gender, age, sexual orientation, disability, religion, and cultural background.
- Inclusion:** Creating conditions where all members of the university are actively involved in academic and cultural life, and their unique voices and perspectives are valued.

Principles of the Policy

1. **Inclusive Education:** ASUCA is committed to implementing inclusive teaching methods that consider the diverse styles and needs of students, creating a supportive educational environment for all.
2. **Diversity in Student and Staff Recruitment:** Admission and employment decisions will be based on merit, with attention to diversity in academic and cultural perspectives.
3. **Support for Vulnerable Groups:** Special attention will be given to supporting vulnerable and marginalized groups within the university, including students with disabilities, minority groups, and other categories.
4. **Educational Initiatives:** ASUCA will organize training sessions and seminars on equality, diversity, and inclusion for students, faculty, and staff to enhance awareness and understanding of these issues.

Responsibilities of All Community Members

- **Students:** Respecting diverse opinions and cultural differences, actively participating in inclusive events and programs.
- **Faculty:** Creating an inclusive classroom atmosphere, ensuring equal access to educational resources, and supporting students with various needs.
- **Staff:** Supporting initiatives aimed at promoting equality, diversity, and inclusion, and participating in training programs.

Complaint Procedures

ASUCA provides a mechanism for filing complaints related to discrimination, harassment, or any other forms of unfair treatment. All complaints will be handled swiftly and confidentially, aiming to ensure a fair resolution of the situation.

Evaluation and Review

This policy will be periodically reviewed to assess its effectiveness and relevance. Amendments will be made based on feedback from all members of the community to ensure maximum inclusivity and alignment with current needs and standards.