



## Azerbaijan State University of Culture and Arts

### Report

### REDUCE INEQUALITY - SDG 10

Azerbaijan State University of Culture and Arts (ASUCA) is dedicated to fostering an environment that promotes learning, creativity, and collaboration, while also prioritizing the safety and well-being of its students, staff, and visitors. This report outlines the university's policies on non-discrimination and anti-harassment. The key objectives of these policies are to ensure equal opportunities in employment and education, as well as to guarantee fair and unbiased treatment for all individuals associated with the university. Non-discrimination is a core principle in the university's overall strategy. ASUCA ensures that all employees and students have equal opportunities. The non-discrimination policy prohibits any form of bias in areas such as recruitment, hiring, responsibilities, compensation, promotions, termination, and more. Additionally, discrimination during student admissions and throughout their studies is strictly prohibited. The university has also implemented measures to enhance social support for students with disabilities, preparing them to enter the workforce in accordance with labor market demands. Furthermore, any type of harassment related to race, color, national origin, citizenship, religion, age, gender, disability, marital status, and other personal characteristics is strictly prohibited and is protected by relevant laws.

#### *Legal Base*

1. Order of the President of the Republic of Azerbaijan on approval of “Azerbaijan 2030: National Priorities for Socio-Economic Development”

<https://president.az/en/articles/view/50474>

#### *Actions and Initiatives at Azerbaijan State University of Culture and Arts*

#### **1. Student Enrollment and Demographics:**

- The total student population in 2024 is 2792;
- ASUCA welcomed 601 new students, including 261 first-generation higher education entrants;
- Number of women starting a degree is 486;
- Number of first-generation women starting a degree is 130;
- Among the students, 6 individuals are students with disabilities.

#### **2. Employment Overview:**

- As of 2023, ASUCA employed 581 staff members.

- Of these, 10 employees identified as having disabilities.

### **3. Student Admission Policy:**

- The university's admissions process is managed by a professional team, ensuring that all procedures align with university regulations and student policy.
- ASUCA's admission policy strictly prohibits any form of discrimination and guarantees fair treatment during the admission process.

### **4. Inclusivity and Recruitment of Underrepresented Groups:**

- ASUCA has developed a strategic action plan aimed at recruiting students, staff, and faculty from underrepresented groups.
- Efforts have been made during the recruitment process to ensure the inclusion of individuals from diverse and underrepresented backgrounds.

### **5. Training and Development:**

- An equality committee at ASUCA oversees programs and training focused on equity, inclusion, and human rights, ensuring continuous awareness and development on these critical issues.

### **6. Affordable Housing Initiatives:**

- ASUCA offers affordable housing solutions to both students and staff, recognizing the significance of accessible accommodation for fostering a productive and supportive academic and professional environment.

### **7. Support for Individuals with Disabilities:**

- The university's employee and student trade unions provide comprehensive support tailored to the needs of individuals with disabilities.
- ASUCA ensures the provision of necessary facilities and conducts training sessions to assist individuals with disabilities in navigating the university's resources and services.

