

**Ministry of Education and Science of the Republic of Kazakhstan
KEJSC "Caspian University of Technology and Engineering named after Sh. Yessenov"**



Equality diversity and inclusion statement

translated from original copy

APPROVED

by decision of the Scientific Council
Protocol No. 4, October 10, 2022

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		First

ST UE 018-2023 -QUALITY MANAGEMENT SYSTEM STANDARD

Aktau 2022

- 1 **DEVELOPED AND ENTERED BY** Quality Assurance Office of Yessenov University September 22, 2022
- 2 **AGREED** by the decision of the Quality Council of Yessenov University October 5, 2022, No.3 protocol
- 3 **APPROVED AND IMPLEMENTED** by the Scientific Council of Yessenov University by decision of October 10 , 2022 , protocol No. 4

Inspection frequency - 3 years

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1. General provisions

Yessenov University has adopted equality, diversity, and inclusion (EDI) as core values and integrated them into its policy development. By emphasizing the following objectives:

1. **Treating all individuals with dignity and respect:** This ensures that everyone, regardless of their role or background, feels valued and appreciated within the university setting. Respectful treatment is fundamental to fostering a positive and inclusive atmosphere.
2. **Providing equal opportunities:** Ensuring that opportunities for learning, personal development, and employment are available to all on a non-discriminatory basis promotes fairness and equity. This commitment helps to break down barriers to success and creates a level playing field for everyone.
3. **Creating a safe, supportive, and welcoming environment:** A safe and supportive environment is essential for individuals to thrive academically, professionally, and personally. By prioritizing safety and inclusivity, the university cultivates an atmosphere where students, staff, and visitors feel comfortable expressing themselves and engaging fully in university life.
4. **Promoting genuine inclusivity:** By integrating EDI principles into all aspects of university life, the institution aims to go beyond mere compliance with regulations. This proactive approach seeks to embed diversity and inclusivity into the university's culture, policies, and practices, fostering an environment where everyone feels included and valued.

2. Legal framework

The University endorses wholeheartedly the principles of the Law of the Republic of Kazakhstan. According to paragraph 2 of Article 14 of the Constitution of the Republic of Kazakhstan, no one may be subjected to any discrimination based on origin, social, official and property status, gender, race, nationality, language, attitude to religion, beliefs, place of residence or any other circumstances.

- Law of the Republic of Kazakhstan dated 07/27/07 No. 319-111 “on Education”
- Law of the Republic of Kazakhstan dated 11/18/15 No. 410V “on Combining corruption”
- Law of the Republic of Kazakhstan dated 04/06/2016 No.482-V "On employment of the population"

To achieve this, the University will:

1. **Prevent unlawful discrimination:** by ensuring that no unlawful discrimination occurs in the university's work, the institution upholds legal standards and demonstrates a commitment to fairness and justice. This objective underscores the importance of compliance with anti-discrimination laws and regulations, creating an environment where everyone is treated fairly and equitably.
2. **Advance equality of opportunity:** The university aims to advance equality of opportunity among individuals who share certain 'protected characteristics' (such as race, gender, disability, religion or belief, sexual orientation, etc.), as well as all other members of the university community. This objective emphasizes the importance of addressing systemic barriers and inequalities to ensure that everyone has equal access to opportunities for learning, development, and advancement within the institution.
3. **Foster positive relations:** by fostering positive relations between individuals who share 'protected characteristics' and those who do not, the university promotes understanding, respect, and collaboration across diverse identities. This objective recognizes the value of building inclusive

communities where people from different backgrounds can work together harmoniously, contributing to a supportive and enriching university environment.

The University will give protection against unfair discrimination on the grounds of:

- age
- disability
- ethnicity (including race, colour and nationality)
- gender
- gender reassignment
- marriage or civil partnership
- pregnancy or maternity
- religion, belief
- sexual orientation.

The University recognises that equality issues are complex, and that it has responsibilities to others, including, but not limited to, people with caring responsibilities and students who are leaving local authority care.

3. Scope

All individuals associated with the university are expected to behave in accordance with the policy and uphold the university's values. This expectation applies across various contexts, including local, national, and international settings. By setting clear expectations, the university emphasizes its commitment to fostering a culture of respect, fairness, and inclusivity.

The policy acknowledges that operating in diverse international contexts may pose challenges in fully implementing the principles of equality, diversity, and inclusion, particularly when dealing with partners and contractors subject to different legal frameworks or cultural norms. While the university strives to uphold its values universally, it recognizes the need for flexibility and sensitivity in navigating different cultural and regulatory environments.

4. Roles and responsibilities

4.1 Managers will:

- ensure that the aims and the values embodied in this policy are appropriately reflected in all job descriptions, person specifications and annual personal development reviews;
- have due regard to equality issues in all decision-making;
- investigate whether any groups, including people with 'protected characteristics', have particular needs in relation to accessing services;
- ensure that due consideration is given to equality, diversity and inclusion within their own sphere of influence;
- promote an environment where respect is shown to all, and mutual understanding is fostered;
- challenge any actions or behaviour which are in conflict with the values and principles laid down in this policy;
- ensure staff and students know how to report any instances of discrimination, bullying and harassment without fear of victimisation;
- deal with complaints fairly, thoroughly, quickly and confidentially.

4.2 Teaching staff will:

- promote equality, diversity and inclusion in all learning settings;
- develop student understanding and realisation of equality, diversity and inclusion.

4.3 All members of the University community will:

- ensure understanding of this policy and seek guidance if there are any questions;
- promote equality, diversity and inclusion for others and strive to create a safe, supportive and welcoming environment;
- challenge inappropriate behaviour or discrimination;
- report unacceptable behaviour in accordance with the University's policies and procedures

5. Monitoring

5.1 To ensure annual assess the effectiveness on the Equality, Diversity and Inclusion Policy through collection and analysis of data to produce annual reports to the Academic Enhancement and Standards Committee and Academic Board. Data, conclusions and recommendations will feed into the University's strategic planning cycle.

In order to achieve this, the University will annually publish data and details including, but not limited to:

- its equality, diversity and inclusion objectives and action plan;
- the profile of the staff and student population across a range of the University's 'protected characteristics' (transgender profiles are not published);
- student applications, acceptances, progression and attainment of degrees across a range of the protected characteristics;
- recruitment and selection of staff;
- complaints, linked to the range of protected characteristics, including harassment and bullying, grievances and disciplinary proceedings for staff and students;
- staff equality training.

6. Consultation

6.1 The University seeks to foster the active involvement of students and staff in promoting equality, diversity and inclusion across the many functions of the University, using feedback from students and staff, including any complaints, to identify how the University's commitment to equality, diversity and inclusion can be more effectively realized.

7. Review and update arrangements

7.1 The policy will be reviewed regularly and may also be amended from time to time to reflect and take account of changes in legislation and best practice.

7.2 This policy replaces all previous equality and diversity policies within Yessenov University including the Single Equality Policy.

Comments on the policy and its implementation should be passed to info@yu.edu.kz

Approved by:

Scientific council: 10 October 2022