

## **Equality, Diversity, and Inclusion (EDI) Policy**

### **Chirchik State Pedagogical University**

#### **1. Purpose and Legal Foundation**

Chirchik State Pedagogical University is committed to fostering an inclusive, respectful, and supportive academic and working environment where all individuals are treated with dignity and fairness. This policy aligns with the Law of the Republic of Uzbekistan “On guarantees of equal rights and opportunities for women and men” (<https://lex.uz/docs/-4494849>) and reflects national priorities in ensuring gender equality, diversity, and the elimination of discrimination in higher education.

#### **2. Policy Statement**

The university values diversity as a strength that enriches learning, teaching, research, and community engagement. It ensures equal opportunities for all individuals regardless of gender, ethnicity, language, religion, disability, age, socioeconomic background, nationality, or other status. Discrimination, harassment, or bias in any form will not be tolerated.

#### **3. Scope and Applicability**

This policy applies to all members of the university community, including students, academic and administrative staff, researchers, contractors, and visitors across all university locations and activities.

#### **4. Key Commitments**

##### **4.1. Equality**

- Ensure that all individuals have equal access to academic programs, employment, promotion, and professional development.
- Promote gender balance in leadership roles and academic positions.
- Conduct regular audits and assessments to ensure fair treatment in admission, hiring, assessment, and resource allocation.

##### **4.2. Diversity**

- Embrace and promote cultural, linguistic, and social diversity across the university.
- Foster international collaboration and intercultural awareness through inclusive education and mobility programs.
- Encourage diverse perspectives in curriculum content, teaching practices, and research agendas.

##### **4.3. Inclusion**

- Create an accessible environment for students and staff with disabilities, ensuring the provision of support services, facilities, and assistive technologies.
- Support the integration and success of underrepresented and vulnerable groups, including women in STEM, students from rural areas, and minority communities.
- Facilitate inclusive dialogue and participation in university governance and decision-making processes.

#### **5. Anti-Discrimination Measures**

- Implement procedures to prevent, identify, and address cases of discrimination, harassment, or exclusion.
- Designate responsible units and trained staff for EDI oversight, including grievance handling and resolution mechanisms.
- Provide confidential reporting channels for those affected by discrimination.

## **6. Education and Awareness**

- Integrate EDI principles into academic curricula, professional development programs, and extracurricular activities.
- Organize seminars, workshops, and campaigns to promote awareness of human rights, gender equality, intercultural competence, and inclusive behaviors.
- Train university staff and faculty to recognize and eliminate unconscious bias in educational and administrative practices.

## **7. Governance and Implementation**

- Establish an EDI Committee with student, staff, and faculty representation to guide and monitor implementation.
- Appoint an EDI Coordinator responsible for overseeing policy execution, annual reviews, and reporting.
- Align university strategic plans, human resource policies, and quality assurance mechanisms with EDI goals.

## **8. Monitoring and Reporting**

- Track progress through measurable indicators such as gender ratios, diversity data, accessibility statistics, and feedback surveys.
- Publish an annual EDI report with achievements, gaps, and recommendations.
- Use findings to inform future policy development and resource allocation.

## **9. Partnerships and Collaboration**

- Collaborate with national ministries, non-governmental organizations, and international institutions to share good practices and build institutional capacity in equality, diversity, and inclusion.

## **10. Review and Updates**

This policy will be reviewed every three years or as required by changes in national legislation or international standards. Updates will be made through a consultative process involving all university stakeholders.

Chirchik State Pedagogical University affirms its dedication to cultivating a vibrant, inclusive academic community where every individual can thrive and contribute fully. Through the implementation of this policy, the university seeks to uphold values of equity, respect, and social justice in line with the principles of sustainable development and national reform agendas.