POLICY OF EQUALITY, DIVERSITY AND INCLUSION

TARAZ REGIONAL UNIVERSITY NAMED AFTER M.KH. DULATI

The policy is based on the principles of justice, equal opportunities and respect for the unique characteristics of each member of the Taraz Regional University named after M.Kh. Dulati (hereinafter referred to as the university).

The implementation and enforcement of this policy at the university will contribute to the creation of a more equitable and inclusive, professional educational institution, where all members of the community have equal opportunities, rights and respect.

Key policy principles:

- **Non-Discrimination:** The University is committed to creating a safe, comfortable and respectful environment where no one is discriminated against, psychologically abused based on race, ethnicity, gender, age, religion, disability, sexual orientation, or other factors. All members of the community must be protected from any form of discrimination.

- **Equal opportunities:** The University provides equal opportunities for all members of the team in access to education, work, professional development and opportunities to participate in decision-making, by eliminating systemic barriers and inequalities that can hinder the development of people from different groups.

- **Inclusive education:** The university should create educational programs that reflect the diversity of students and ensure their active participation in the educational process. It is necessary to take into account the different learning styles, cultural characteristics and needs of students so that everyone can reach their potential.

- **Promoting Diversity:** The University must actively promote diversity in its community by attracting and retaining students and staff from diverse backgrounds, backgrounds, cultures and opinions. This can be achieved through fair and objective recruitment, promotion and appointment processes.

- **Education and Awareness:** The University must provide education and awareness of EDI principles to all members of the community. This may include conducting trainings, seminars, conferences and other events aimed at raising awareness of the importance of equality, diversity and inclusion.

- **Monitoring and Evaluation:** The University should monitor and evaluate its EDI efforts to ensure they are effective and make necessary changes. Regular assessments and feedback from students, staff and other stakeholders will help identify areas for improvement and develop specific actions.