



**SUMGAYIT STATE
UNIVERSITY**

**Anti-Harassment Policy
Sumgayit State University**

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1. Purpose and Principles

Sumgayit State University is committed to providing a **safe, respectful, and supportive academic and working environment** for all members of its community.

Harassment undermines human dignity, academic freedom, and the University's mission of education and research. The University therefore adopts a **zero-tolerance approach to harassment in any form**.

This policy establishes principles, responsibilities, and procedures to **prevent harassment, protect victims, and ensure appropriate responses to misconduct**.

The policy promotes mutual respect, psychological well-being, and a healthy social environment within the University.

2. Definitions

Harassment

Harassment refers to unwanted conduct—physical, verbal, psychological, or digital—that creates an intimidating, hostile, humiliating, or offensive environment for an individual.

Harassment may include behavior that:

- threatens or intimidates individuals
- causes psychological harm or distress
- interferes with a person’s academic or professional activities
- undermines dignity and respect

Harassment may occur **once or repeatedly**, and may be intentional or unintentional.

3. Legal Framework

This policy is implemented in accordance with the legislation of the Republic of Azerbaijan, including:

- Constitution of the Republic of Azerbaijan
- Law of the Republic of Azerbaijan on Prevention of Domestic Violence (22 June 2010)
- Other relevant national legislative acts
- Applicable international legal norms and human rights principles

The University ensures compliance with national laws protecting individuals from harassment and abuse.

4. Scope of the Policy

This policy applies to all members of the Sumgayit State University community, including:

- faculty members and academic staff
- administrative employees
- researchers
- students
- visiting scholars and guests
- contractors and external partners

The policy applies to harassment occurring:

- on University premises
- during University activities or events

- in academic or professional interactions
 - through digital communication such as emails, social media, or messaging platforms
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5. Principles of a Respectful University Environment

The University promotes the following principles:

- respect for human dignity
- mutual trust and cooperation
- psychological safety and well-being
- equality and non-discrimination
- ethical behavior and professional responsibility
- prevention of harmful conduct

These principles guide the behavior of all members of the University community.

6. Types of Harassment

Harassment may take various forms, including but not limited to:

Physical Harassment

- physical intimidation
- threats of violence
- unwanted physical contact

Psychological or Emotional Harassment

- intimidation or humiliation
- persistent criticism or verbal abuse
- isolation or exclusion

Verbal Harassment

- insulting or degrading comments
- offensive language or threats
- hostile remarks

Digital or Online Harassment

- harassment through emails, messages, or social media
 - sharing offensive or harmful digital content
 - cyberbullying
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7. Prevention and Awareness Measures

To prevent harassment, the University will implement:

- awareness programs for staff and students
- educational seminars and lectures
- training on respectful communication and conflict resolution
- policies promoting equality and psychological well-being

The University may also provide psychological and counseling services to support members of the academic community.

8. Support and Assistance for Victims

Individuals who experience harassment may receive appropriate support from the University.

Support measures may include:

- psychological counseling services
- medical or legal assistance when necessary
- academic or workplace accommodations
- referral to specialized support services

The University will make reasonable efforts to ensure the safety and well-being of affected individuals.

9. Responsibilities of the University Community

All members of the University community are responsible for:

- maintaining respectful relationships
- avoiding behavior that may constitute harassment
- supporting a safe and inclusive environment
- reporting suspected harassment

Managers, faculty members, and supervisors must actively promote respectful behavior and address concerns promptly.

10. Reporting and Complaint Procedures

Individuals who experience or witness harassment are encouraged to report incidents as soon as possible.

Reports may be submitted to:

- supervisors or department heads
- university administrative offices
- designated support services

The University will investigate complaints **promptly, fairly, and confidentially**, while ensuring respect for the rights of all parties involved.

11. Protection Against Retaliation

The University strictly prohibits retaliation against individuals who:

- report harassment
- participate in investigations
- support individuals raising concerns

Individuals reporting concerns in good faith will be protected from negative consequences.

12. Monitoring, Compliance, and Evaluation

The University will monitor the implementation of this policy through internal oversight mechanisms.

Monitoring activities may include:

- periodic policy review
- evaluation of reported incidents
- assessment of prevention programs
- review of psychological support services

Continuous improvements will be made to ensure the effectiveness of the policy.

13. Policy Authority and Review

This policy is approved by the governing bodies of Sumgayit State University and applies to all institutional activities.

The policy will be reviewed periodically to ensure compliance with national legislation and alignment with international best practices.

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