



Equality, Diversity and Inclusion Policy Sumgayit State University

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1. Purpose and Principles

Sumgayit State University is committed to creating an **inclusive, fair, and respectful academic environment** in which all members of the University community are treated with dignity and equality.

The Equality, Diversity and Inclusion (EDI) Policy establishes the University's commitment to:

- promoting equal opportunities for all students and employees
- preventing discrimination and unfair treatment
- encouraging diversity and cultural inclusion
- ensuring accessibility and participation in education and employment
- fostering a respectful and collaborative academic environment.

This policy supports the University's strategic goal of strengthening **social justice, academic excellence, and institutional transparency**.

2. Legal Framework

This policy is implemented in accordance with:

- the Constitution of the Republic of Azerbaijan
- the Labor Code of the Republic of Azerbaijan
- the Law of the Republic of Azerbaijan on Education
- relevant decrees and decisions of the Government of Azerbaijan
- national legislation related to equality and non-discrimination
- the Charter of Sumgayit State University.

The policy also reflects international principles promoting equality, human rights, and inclusive education.

3. Scope of the Policy

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

- students
- academic staff and researchers
- administrative staff
- university leadership and management
- external partners and collaborators.

The policy applies to all areas of university activity, including:

- admissions and recruitment
 - employment and career development
 - teaching and learning
 - research and academic collaboration
 - campus services and facilities.
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4. Principles of Equality, Diversity and Inclusion

Sumgayit State University promotes equality and inclusion by ensuring that individuals are treated fairly regardless of personal characteristics.

Protected characteristics include, but are not limited to:

- age
- health condition
- physical disability
- gender
- sexual orientation
- marital or family status

- pregnancy or motherhood
- race or ethnicity
- social background or socio-economic status
- religion or belief
- nationality and cultural identity.

The University actively works to eliminate discrimination and ensure fair treatment for all members of its community.

5. Non-Discrimination and Equal Opportunities

The University is committed to ensuring equal opportunities in all institutional activities.

This includes:

- fair recruitment and promotion practices
- equal access to educational resources
- transparent evaluation and assessment procedures
- protection against discrimination, harassment, and unfair treatment.

The University will take appropriate administrative and legal measures to address any violations of equality and inclusion principles.

6. Inclusive Education and Accessibility

Sumgayit State University recognizes that inclusive education is essential for achieving equality and social justice.

The University ensures that students with disabilities and other accessibility needs can fully participate in academic life.

Accessibility and accommodation measures are implemented through the University's **Inclusive Education and Accessibility Policy Framework** and the **Disability Accommodation Policy**, which provide detailed procedures for:

- removing barriers to learning and participation
- providing reasonable accommodations
- ensuring accessible campus facilities and services
- supporting students with disabilities and diverse learning needs.

This policy works together with those frameworks to promote a fully inclusive learning environment.

7. Institutional Responsibilities

All members of the University community share responsibility for promoting equality, diversity, and inclusion.

University Leadership

University leadership is responsible for:

- promoting institutional equality and inclusion strategies
- ensuring compliance with equality legislation
- allocating resources for inclusion initiatives.

Academic and Administrative Units

University departments are responsible for:

- implementing equality and diversity measures
- ensuring fair treatment in academic and administrative processes
- supporting inclusive learning environments.

Students and Employees

Students and staff are expected to:

- respect diversity and inclusion principles
- contribute to a respectful academic environment
- report discrimination or unfair treatment when it occurs.

8. Awareness, Training and Capacity Building

The University promotes equality and inclusion through awareness and educational initiatives.

These include:

- training programs on equality, diversity and inclusion
- seminars and workshops for staff and students
- awareness campaigns addressing discrimination and social inclusion
- guidance materials supporting inclusive practices.

Such initiatives help strengthen the University's inclusive culture.

9. Implementation Actions and Strategic Goals

To strengthen equality and inclusion, the University plans both short-term and long-term actions.

Short-Term Actions (within 3 years)

- organize seminars, workshops and training programs related to EDI
- establish transparent reporting and monitoring mechanisms
- provide support centers offering counseling and legal guidance
- collaborate with organizations promoting equality and inclusion.

Long-Term Actions (within 10 years)

- establish mentoring and coaching programs
- conduct regular policy reviews
- strengthen collaboration with community organizations
- organize open forums and feedback sessions
- continuously update equality policies and regulations.

These initiatives support the long-term development of an inclusive university environment.

10. Monitoring and Reporting

The implementation of this policy will be monitored by relevant university bodies, including:

- the Disciplinary Committee
- the Appeals Commission.

These bodies will:

- review equality and inclusion initiatives
- evaluate policy implementation
- prepare periodic monitoring reports.

Regular **half-yearly and annual reports** will assess progress and identify areas for improvement.

11. Policy Authority and Review

This policy is approved by the governing bodies of Sumgayit State University.

The policy will be reviewed periodically to ensure alignment with:

- national legislation
- international equality and inclusion standards
- institutional strategic priorities.

Continuous evaluation ensures the effectiveness and relevance of the University's equality policies.

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