



Equality, Inclusion and Accessibility Policy Framework Sumgayit State University

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1. Purpose and Vision

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

The Equality, Inclusion and Accessibility Policy Framework establishes the University's commitment to promoting:

- equal opportunities in education and employment
- diversity and inclusion within the academic community
- accessible learning environments and campus facilities
- respect for human dignity and human rights
- the prevention of discrimination, harassment and exclusion.

Through this framework, the University aims to ensure that all students and employees can fully participate in academic, professional and social activities.

2. Principles of Equality, Inclusion and Accessibility

The University is guided by the following principles:

Equality

All individuals must have equal access to educational and employment opportunities regardless of personal characteristics.

Diversity

Diversity is valued as an important component of academic excellence and social progress.

Inclusion

The University promotes active participation and engagement of all members of the academic community.

Accessibility

Educational environments, campus infrastructure and digital resources must be accessible to all individuals, including persons with disabilities.

Respect and Human Dignity

All members of the University community must treat one another with respect, fairness and professionalism.

3. Legal and Institutional Framework

This framework is implemented in accordance with:

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

The framework also reflects international principles promoting **human rights, equal opportunity and inclusive education**.

4. Scope of the Framework

This framework applies to:

- students
- academic staff and researchers
- administrative staff
- university leadership and governance bodies
- institutional partners and collaborators.

The framework covers 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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5. Key Policy Areas

This framework integrates several related policies that support equality, inclusion and accessibility across the University.

Equality, Diversity and Inclusion Policy

Promotes equal opportunities, diversity and fair treatment of all members of the University community.

Anti-Discrimination Policy

Establishes measures to prevent discrimination and unfair treatment.

Anti-Harassment Policy

Protects members of the University community from harassment and abusive behavior.

Disability Accommodation Policy

Provides procedures for supporting students with disabilities through reasonable accommodations.

Inclusive Education and Accessibility Policy Framework

Ensures accessible learning environments, campus infrastructure and educational resources for all students.

These policies work together to create a comprehensive institutional approach to equality and inclusion.

6. Institutional Governance and Responsibilities

University Leadership

University leadership is responsible for:

- ensuring institutional commitment to equality and inclusion
- allocating resources for accessibility initiatives
- supporting the implementation of relevant policies.

Academic and Administrative Units

Departments and administrative units are responsible for:

- implementing equality and inclusion policies
- ensuring fair and transparent procedures
- supporting inclusive teaching and working environments.

Inclusive Education and Support Units

Specialized university units coordinate accessibility services, accommodation procedures and student support programs.

7. Awareness, Training and Institutional Culture

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

These initiatives include:

- workshops and seminars on diversity and inclusion
- training programs for staff and faculty
- student awareness campaigns
- guidance materials on inclusive practices.

Such initiatives strengthen the University's inclusive institutional culture.

8. Monitoring, Reporting and Continuous Improvement

The implementation of equality and inclusion policies is monitored by relevant university bodies, including:

- disciplinary committees
- appeals commissions
- institutional governance bodies.

Monitoring activities include:

- evaluation of policy implementation
- review of reported cases
- internal surveys and feedback mechanisms
- preparation of periodic monitoring reports.

These measures help ensure continuous improvement of equality and inclusion initiatives.

9. Policy Authority and Review

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

The framework and related policies will be reviewed periodically to ensure alignment with:

- national legislation
- international best practices
- the University's strategic priorities.

Continuous review ensures that equality and inclusion policies remain effective and responsive to the needs of the academic community.