BAKU
SLAVIC
UNIVERSITY



ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY

Suleyman Rustam 33
(+994 12) 599-08-61
www.bsu-uni.edu.az

TABLE OF CONTENTS

Section 1. **3**
1.1. Introduction . . . 3
1.2. Scope of Application . . . 3
1.3. Protected Characteristics . . . 3
1.4. Definitions . . . 4
Section 2. **4**
2.1. Commitment to Non-Discrimination . . . 4
2.2. Harassment Prevention . . . 4
2.3. Reporting and Accountability . . . 4
Section 3. **5**
3.1. Oversight and Strategic Implementation . . . 5
3.2. Resources to Support Implementation . . . 5
3.3. Monitoring and Reporting . . . 5
Section 4. **6**
4.1. Final Statement . . . 6

SECTION 1.

1.1. INTRODUCTION

Baku Slavic University (BSU) affirms the vital importance of nurturing an academic and workplace environment grounded in the principles of equity, inclusion, and mutual respect. This policy seeks to guarantee gender equality, eliminate all manifestations of discrimination, and prevent harassment across the university community. BSU is fully committed to cultivating a culture where each individual is respected, supported, and empowered to reach their potential, irrespective of gender identity, background, or personal characteristics. The university ensures equal treatment and inclusive participation in academic life, safeguarding a safe and respectful space in which all students can thrive without fear of discrimination or harassment.

1.2. SCOPE OF APPLICATION

This policy is applicable to all individuals associated with BSU, including:

- undergraduate and graduate students;
- academic and administrative staff;
- researchers and visiting scholars;
- contracted personnel and external partners.

This policy applies across all university domains – academic, administrative, and social – ensuring a comprehensive approach to institutional integrity and community wellbeing.

1.3. PROTECTED CHARACTERISTICS

For the purposes of this policy, protected characteristics include:

- race or ethnicity;
- religion or belief;
- gender or sex;
- national origin;
- disability status;
- age;
- sexual orientation;
- gender identity or expression;
- pregnancy, maternity, marital status or family responsibilities;
- any other legally recognized characteristic.

1.4. DEFINITIONS

- **Direct discrimination** – treating a person less favourably than another person is, has been or would be treated in a comparable situation because of a protected characteristic listed in clause 1.3.
- **Indirect discrimination** – applying a provision, criterion or practice that appears neutral but puts persons with a protected characteristic at a particular disadvantage compared with others, unless it is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.

SECTION 2.

2.1. COMMITMENT TO NON-DISCRIMINATION

BSU strictly prohibits any form of discrimination based on gender or other protected attributes, including unequal treatment, biased attitudes, or exclusionary practices. The University guarantees equal opportunity and fair treatment for all employees and students, ensuring a workplace free from discrimination based on religion, belief, gender, sexuality, age, disability, or national origin. BSU upholds the principles of equity, diversity, inclusion, and human-rights-based employment in accordance with national legislation and ILO standards. Such behaviour will not be tolerated in any part of the University's operations.

Baku Slavic University explicitly prohibits all forms of direct and indirect discrimination against women. The University guarantees equal rights, opportunities and treatment for women in admissions, education, employment, recruitment, remuneration, promotion, research, leadership, professional development and access to institutional resources. Discrimination based on sex, pregnancy, maternity, marital status or family responsibilities is strictly prohibited across all university operations.

2.2. HARASSMENT PREVENTION

The University maintains a zero-tolerance policy toward harassment. Harassment, bullying, victimization, or retaliation – whether verbal, physical, psychological, or online – is strictly prohibited. BSU ensures safe, respectful, and inclusive work and study environments that promote gender sensitivity, dignity at work, and psychological safety for all members. Any behaviour that creates a hostile or degrading environment, particularly related to gender or identity, is not tolerated, as BSU actively fosters a respectful and ethical institutional culture.

2.3. REPORTING AND ACCOUNTABILITY

BSU provides multiple confidential reporting channels, including HR, the Trade Union Committee, and an Appeal Commission. The institution guarantees impartial investigation, protection against retaliation, and access to redress mechanisms for all complainants.

Community members who experience or witness such conduct are encouraged to seek support and use the institutional reporting structures.

SECTION 3.

3.1. OVERSIGHT AND STRATEGIC IMPLEMENTATION

BSU's approach to policy enforcement includes structured monitoring and evaluation through the following mechanisms:

- The University Disciplinary Committee operates in compliance with national legislation and internal charters to address policy violations.
- An Appeal Commission is established each academic term by the Rector's directive to review grievances related to discrimination or harassment.
- These bodies are responsible for documenting infractions, analyzing patterns of misconduct, proposing disciplinary measures, and initiating proactive reforms to prevent recurrence.

3.2. RESOURCES TO SUPPORT IMPLEMENTATION

To ensure the effective realization of this policy, BSU commits to the allocation of:

- competent and professionally trained human resources;
- adequate financial provisions to support initiatives and corrective actions;
- infrastructure that ensures inclusive and accessible environments;
- legal services to maintain compliance with national and institutional frameworks;
- communication campaigns to raise awareness and promote a culture of dignity and inclusivity across all university stakeholders.

3.3. MONITORING AND REPORTING

Periodic audits and reviews are conducted to monitor compliance with equality, diversity, and anti-discrimination standards. Results are included in the University's SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth) implementation reports.

SECTION 4.

4.1. FINAL STATEMENT

Baku Slavic University reiterates its unwavering commitment to advancing gender equity, upholding human rights, and fostering a respectful and inclusive academic culture. Through the consistent application of this policy and the promotion of fair and ethical practices, the University aims to build a dynamic and just environment where all members – regardless of identity or status – are encouraged to contribute to scholarly, institutional, and societal progress.

Through this policy, BSU reaffirms its alignment with the United Nations Sustainable Development Goals, particularly SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth), ensuring an institutional environment grounded in equity, respect, inclusion, and human dignity for all.

Issued by: Strategy and Quality Assurance Team of BSU
Issued Date: 28 September, 2024
Last Issued: 21 October, 2026
Next Review: 2 November, 2029