



BAKU
SLAVIC
UNIVERSITY



ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY



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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.

SECTION 1.

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.



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.

Applicability of the Policy

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
- Protected Characteristics Include:
 - Race or ethnicity
 - Religion or belief



- Gender or sex
- National origin
- Disability status
- Age
- Sexual orientation
- Gender identity or expression
- Any other legally recognized characteristic

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

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.

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.

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.

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