BAKU
SLAVIC
UNIVERSITY



WOMEN'S ACCESS, ADMISSION AND PARTICIPATION POLICY

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SECTION 1.

1. INTRODUCTION AND PURPOSE

1.1 Baku Slavic University (BSU) promotes gender equality and equal opportunities for women in higher education through inclusive admission-related practices, academic support, scholarships and student participation initiatives.
1.2 This Policy establishes the University's institutional approach to women's applications, admission, enrolment, academic progression, graduation and participation in university life.
1.3 BSU implements this Policy in accordance with national legislation and its Equality, Diversity and Inclusion Policy and Anti-Discrimination and Anti-Harassment Policy.
2. Equal Access to Admission and Education

2. EQUAL ACCESS TO ADMISSION AND EDUCATION

2.1 BSU promotes equal opportunities for female applicants and applies transparent, non-discriminatory procedures within its institutional responsibilities.
2.2 The University provides information about academic programmes, admission requirements, scholarships and student-support services through official communication channels and educational outreach activities.
2.3 BSU cooperates with schools, educational institutions and relevant organisations to increase awareness of higher education opportunities among prospective female applicants.
2.4 Female students have equal access to teaching, educational resources, academic mobility, research, internships and other learning opportunities.

3. SCHOLARSHIPS AND FINANCIAL SUPPORT

3.1 BSU implements a dedicated scholarship programme for female students admitted from Azerbaijan's regions, supporting their access to higher education and continued academic participation.
3.2 Female students, including those from socio-economically disadvantaged backgrounds, have equitable access to approved scholarship and financial-support schemes according to established eligibility criteria.
3.3 The University's student-support structures provide information and guidance concerning available financial, social and accommodation-related assistance.

4. ACADEMIC PARTICIPATION, MENTORING AND CAREER DEVELOPMENT

4.1 BSU encourages women's participation in student organisations, academic conferences, research activities, leadership opportunities and university events.
4.2 The University provides academic mentoring and guidance to support students' educational adaptation, academic development and progression.
4.3 Female students participate in career-development workshops, professional seminars and educational activities organised by the University.
4.4 BSU's Psychological Support Center provides psychological consultation and support services to students, including women experiencing academic, emotional or social difficulties.

5. ENCOURAGING WOMEN IN UNDERREPRESENTED ACADEMIC FIELDS

5.1 BSU promotes gender-balanced participation across academic programmes and examines available admission and enrolment information to identify differences in gender representation.
5.2 The University conducts school visits, information sessions, career-guidance activities and educational outreach to encourage prospective female applicants to explore university programmes and professional opportunities.
5.3 BSU cooperates with schools, government institutions, universities and civil society organisations in educational awareness and outreach initiatives.
5.4 Where available programme-level data identifies comparatively low female representation, the University uses this information to support targeted outreach and academic guidance.

6. CHILDCARE AND FAMILY SUPPORT

6.1 BSU supports students with childcare responsibilities through a dedicated mother-and-infant room on campus.
6.2 The University facilitates access to childcare services through cooperation with an external childcare institution, supporting eligible students in balancing family responsibilities with academic participation.
6.3 Childcare-related support is also available to eligible academic and administrative employees under the University's cooperation arrangements.
6.4 Access to childcare services follows the applicable partnership conditions and institutional procedures.

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7. PROTECTION AGAINST DISCRIMINATION AND HARASSMENT

7.1 BSU implements institutional policies prohibiting gender-based discrimination, harassment, intimidation and unequal treatment.
7.2 Students and employees have access to institutional mechanisms for reporting discrimination and harassment.
7.3 The University protects individuals reporting discrimination in good faith against retaliation, including unfair academic assessment, exclusion from educational opportunities and adverse employment treatment, in accordance with its applicable policies.
7.4 Reports are addressed through established institutional review and accountability procedures.
7.5 Institutional Commitment to Non-Discrimination Against Women
Baku Slavic University strictly prohibits discrimination against women in all areas of university life, including admission, education, employment, recruitment, promotion, remuneration, leadership opportunities, research, and access to institutional resources and services. The University is committed to ensuring equal treatment, protecting women's rights, and maintaining an inclusive academic and working environment free from gender-based discrimination.

8. MONITORING, RESPONSIBILITIES AND POLICY REVIEW

8.1 BSU monitors available gender-disaggregated information on applications, admission, enrolment, participation and graduation as part of its institutional reporting and quality assurance activities.

8.2 Academic faculties, admissions-related structures, student-support services and quality assurance units contribute to implementing and monitoring this Policy.

8.3 The University uses available participation statistics, institutional reports and student-support information to identify opportunities for improvement.

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