



Non-profit joint-stock company «Shakarim University»

Equality, Diversity and Inclusivity Policy

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**Semey
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Shakarim University Equality, Diversity and Inclusivity Policy *approved by Chairman of the Board – Rector D.Orynbekov 15.12.2023 y.*

NJSC «Shakarim University» Shakarim University was developed in accordance with the following Concept of Family and Gender Policy in the Republic of Kazakhstan until 2030.

The implementation of the policy will contribute to the creation of conditions for the implementation of a favorable environment in which every employee and student has equal access to opportunities, participates in making decisions concerning their own lives without discrimination, regardless of origin, gender and health status. Shakarim University accepts diversity as a necessary condition for finding the best solutions to the country and global problems of the modern world.

To protect and improve equality, diversity and inclusion, Shakarim University's actions are aimed at:

- maintaining gender balance and creating equal business beliefs;
- achieving representation of women and men in equal positions and maintaining a balanced staff structure, including a diverse composition of human resources at all levels (senior management, middle and lower managers, faculty);
- ensuring equal representation of female and male in youth student organizations, the Council of Young Scientists Council, etc.;
- conducting scientific and sociological research in the field of gender, diversity and inclusion from an interdisciplinary perspective;
- introduction of equality, diversity and inclusion aspects in the development and implementation of educational programs University;

The University will give protection against unfair discrimination on the grounds of:

- age
- disability
- ethnicity (including race, colour and nationality)
- gender
- gender reassignment
- marriage or civil partnership
- pregnancy or maternity
- religion, belief
- sexual orientation.

The University recognizes that equality issues are complex, and that it has responsibilities to others, including, but not limited to, people with caring responsibilities and students who are leaving local authority care.

Key Policy Principles:

Non-Discrimination: Our university shall endeavor to create a safe and respectful environment where no one is discriminated against on the basis of race, ethnicity, gender,

age, religion, disability, sexual orientation or other factors. All members of the community must be protected from any form of discrimination.

Equal Opportunities: to ensure equal opportunities for all members of the community in access to education, employment, professional development and opportunities to participate in decision-making, by eliminating systemic barriers and inequalities that may hinder the development of people from different groups.

Inclusive Education: to create educational programs that reflect the diversity of students and ensure their active participation in the learning process. Different learning styles, cultural backgrounds and needs of students should be taken into account so that everyone can reach their potential.

Promoting Diversity: to support diversity in its community by attracting and retaining students and staff from diverse backgrounds, experiences, cultures and opinions. This can be achieved through fair and objective admission, promotion and appointment processes.

Education and Awareness: to provide education and awareness of EDI principles to all members of the community. This may include training, seminars, conferences and other activities to raise awareness of the importance of equality, diversity and inclusion.

Monitoring and Evaluation: to monitor and evaluate its EDI efforts to ensure they are effective and to make necessary changes. Regular evaluations and feedback from students, staff and other stakeholders will help identify areas for improvement and develop specific actions.

Consultation.

The University seeks to encourage the active engagement of students and staff in promoting equality, diversity and inclusion across a range of university functions, using feedback from students and employees, including potential complaints, to determine how the University's commitment to equity, diversity and inclusion can be more effectively achieved.