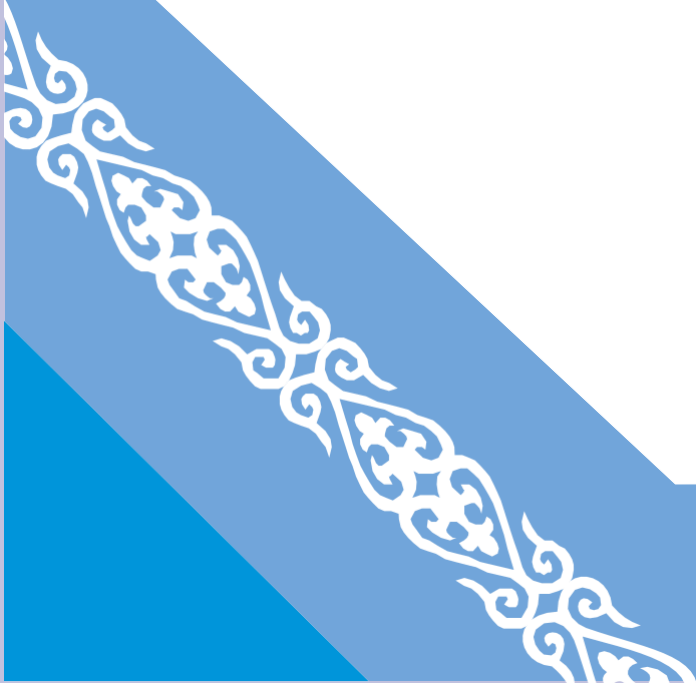




NLC «Shakarim University Semey»

ANTI-DISCRIMINATION AND HARASSMENT POLICY
NLC «Shakarim University Semey»



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Approved by board's
NLC "Shakarim University Semey"
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ANTI-DISCRIMINATION AND HARASSMENT POLICY

NLC «Shakarim University Semey» (hereinafter referred to as the “University”) is committed to the principles of freedom of thought and freedom of expression. The University encourages open discussion, comprehensive consideration and thorough study of controversial issues, this is part of its educational mission. The University's Anti-Discrimination and Harassment Policy (hereinafter referred to as the "Policy") does not imply a rejection of the above principles, and the University also in no case allows it to be used for illegal purposes. The conduct prohibited by this policy, namely discrimination, harassment or harassment, is not an exercise of academic freedom and as such cannot be compatible with the values of the University.

The objectives of the University, reflected in this Policy, are:

- creation of a favorable environment in which people feel respectful and dignified attitude towards themselves;
- a clear definition of the inadmissibility of harassment and the responsibility of all members of the University staff to create an environment free from harassment;
- Providing a framework for assisting students, staff, and faculty members who believe they have been the victim of harassment;
- Creation of a mechanism by which complaints can be filed promptly and at any opportunity.

Following this Policy, persons holding senior positions, such as heads of departments and others, are officially responsible, and they are instructed to familiarize themselves with the provisions of this Policy. All heads of structural divisions are obliged to comply with this Policy and make every effort to ensure that harassment and harassment do not occur in those areas of activity for which they are responsible. If such violations do occur, senior officials are required to facilitate an immediate and effective investigation into any allegations of misconduct. All members of the University society have the right to professional behavior on the part of other members of the community and also bear appropriate responsibility for professional behavior towards other members of the community.

All members of the University society are personally responsible for compliance with this Policy, must adhere to its requirements, and demonstrate active commitment to its provisions by:

- decent and respectful attitude towards others;
- preventing any form of harassment by pointing out the inadmissibility of such behavior.

The University strictly prohibits acts of harassment and/or related harassment in all areas of its educational programs, as well as administrative and economic services. This prohibition applies to all students, teachers, employees, contractors, and other third parties. Any violation of this Policy may result in disciplinary action, up to and including dismissal or termination of employment, depending on the specific case. It is prohibited to harass any employee who shows conscientious concern, asks clarifying questions, or participates in an investigation. This prohibition applies to the entire territory of the university. The prohibition also applies outside the university, including behavior displayed in the online environment, social networks, via e-mail, telephone (including voice messages), SMS, and other means of communication, if the illegal behavior took place (1) in the context of an employment relationship, educational program, or University event, or (2) if it continues to hurt campus. The University will take immediate and effective measures designed to prevent any form of harassment and/or related harassment, eliminate any hostile environment, prevent their recurrence, and, if necessary, correct adverse consequences.

Taking into account the University's commitment to the principles of freedom of thought and freedom of expression, in any investigation and resolution of complaints conducted in accordance with this policy, the person (or persons) conducting the investigation must ensure that the criteria of academic freedoms are met if there is a question of compliance with academic freedoms or relevant pedagogical principles. The University recognizes that conflict situations may arise at Shakarim University, as in a higher education institution with a large team of employees and students; and the University strives to resolve such situations not by silencing or ignoring the problem, but through constructive discussion and finding a solution with the participation of all those involved in the conflict. The University strives to promote the creation of an educational environment in which all people are treated with dignity and respect.

All actions within the framework of non-discrimination and harassment are regulated by the following internal regulatory documents: “Rules of Ethics of the NLC «Shakarim University Semey»”, “Academic Policy”, “Regulation on the Ethics Council”, “Regulation on the Regulation of corporate conflicts and Conflicts of Interest at Shakarim University”, “Rules of Internal Regulations of the University”.