

UNIVERSITY OF WORLD ECONOMY AND DIPLOMACY

ANTI-DISCRIMINATION EMPLOYMENT POLICY

2025

Regulation of the University of World Economy and Diplomacy on the "Anti-Discrimination Employment Policy"

I. General Provisions

1.1. The University of World Economy and Diplomacy (hereinafter referred to as the University / UWED) provides equal opportunities for all male and female staff, students, and other groups. This policy is implemented in accordance with the Constitution of the Republic of Uzbekistan No. O'RQ-562, adopted on August 17, 2019, on "Guarantees of Equal Rights and Opportunities for Women and Men," and it ensures that no individual is limited or discriminated against based on gender. All positions, educational opportunities, salaries, scholarships, and learning opportunities are distributed based on the principles of gender equality.

1.2. The University respects the religious beliefs of all staff and students, and no restrictions or discrimination based on their religious views are allowed. This policy is developed in accordance with the provisions of the Constitution of the Republic of Uzbekistan that ensure freedom of belief, as well as the Law of the Republic of Uzbekistan No. O'RQ-699, adopted on May 4, 2021, on "Freedom of Conscience and Religious Organizations." Discrimination based on religion is strictly prohibited, ensuring equal rights in choosing or not choosing a religion, practicing faith, and addressing religious matters.

1.3. Discrimination based on age in any form is prohibited, and equal opportunities are guaranteed for employees and students of all ages. Individuals, regardless of being older, younger, or of any other age, will have the same rights. The University aims to prevent age discrimination by restricting age-based treatment.

1.4. The University creates equal opportunities for employees and students with disabilities. An inclusive environment is established for individuals with physical limitations through the adaptation of working conditions and educational processes. This policy is based on the UN Convention on the Rights of Persons with Disabilities and the Law of the Republic of Uzbekistan No. O'RQ-695, adopted on May 18, 2021, on the ratification of the Convention on the Rights of Persons with Disabilities. The right to education and employment is guaranteed for every individual, regardless of differences in health status or capabilities.

1.5. Discrimination based on race, nationality, or ethnic affiliation is strictly prohibited. The University's commitment to national and ethnic diversity is implemented in accordance with the Constitution of the Republic of Uzbekistan and international legal documents against racial discrimination.

To prevent racial and ethnic discrimination, all employees and students are provided with equal rights and opportunities, regardless of their national and cultural characteristics. Treating representatives of all nationalities with equal respect and providing them with equal rights is a fundamental principle of the University.

1.6. The University ensures the protection of the rights of individuals employed in accordance with international legal instruments and agreements ratified by the Republic of Uzbekistan, including the Universal Declaration of Human Rights, the 1966 International Covenant on Civil and Political Rights, the 1966 International Covenant on Economic, Social, and Cultural Rights, the standards adopted by the International Labour Organization (ILO), as well as specialized international documents protecting the rights of women and persons with disabilities.

II. Key Concepts

Discrimination – The denial of equal opportunities or negative treatment of an individual based on their gender, religion, age, nationality, racial or ethnic origin, health, or disability. Discrimination in all forms is prohibited at the University, which pursues a policy aimed at ensuring equal rights for all.

Gender Equality – The provision of equal rights and opportunities for male and female staff, students, and all other stakeholders at the University. This principle aims to eliminate discrimination based on gender within the institution.

Inclusive Environment – An environment in which every individual feels accepted and respected, regardless of their national, religious, or ethnic background, gender, age, health, or abilities. This environment is founded on creating equal rights and opportunities for all.

Disability – A condition that affects an individual's ability to move, learn, or work due to physical, psychological, or intellectual limitations. The University creates adapted conditions for students and staff with disabilities and ensures their equal rights.

Racial and Ethnic Equality – The provision of equal rights and opportunities for all individuals, regardless of race, nationality, or ethnic origin. Racial or ethnic discrimination is not tolerated at the University, and all nations and ethnic groups are respected.

Freedom of Religious Belief – The respect for each employee's and student's religious beliefs, ensuring that they are not discriminated against based on their religious views. The University embraces representatives of all

religions and beliefs and provides them with equal opportunities.

Age Equality – The prevention of discrimination based on age and the provision of equal opportunities for individuals of all ages at the University. This principle serves to eliminate any form of age-related discrimination.

Complaint and Appeal Mechanism – A procedure that allows individuals who have experienced discrimination at the University to defend their rights and file complaints. This mechanism ensures that cases of discrimination are reviewed fairly and transparently.

Compliance with National and International Legislation – The organization of the University's anti-discrimination activities in accordance with the laws of the Republic of Uzbekistan and international legal documents, including recommendations from the UN and other organizations.

III. Goals and Objectives

3.1. The purpose of this Regulation is to prevent discrimination at the University of World Economy and Diplomacy, ensure equal rights for all employees and students, and combat any form of discrimination and bias. This Regulation aims to foster an inclusive, respectful, and safe environment within the University community.

3.2. Establish clear rules and standards to prevent discrimination based on religion, gender, age, race, ethnic affiliation, and disability within the University.

3.3. Promote cooperation among employees and students and support individuals from diverse cultures, nationalities, beliefs, and abilities to create an inclusive environment at the University.

3.4. Raise awareness among staff and students about various forms of discrimination, their negative consequences, and the policies in place at the University, through the use of specialized training sessions and seminars.

3.5. Establishing a dedicated commission to address complaints and grievances related to discrimination, ensuring fair and transparent review of all submissions. The process of handling complaints shall be regulated in accordance with the Law of the Republic of Uzbekistan "On Appeals of Individuals and Legal Entities" (Law No. O'RQ-445).

3.6. Ensure compliance with the non-discrimination rules within the University for everyone and implement disciplinary measures against those who violate these rules.

3.7. The University operates in accordance with the legal norms of the Republic of Uzbekistan and international standards and implements an anti-

discrimination policy based on these legal principles.

IV. Anti-discrimination policy in employment

4.1. At least once a year, training sessions and seminars will be held for employees and students on combating discrimination and creating an equitable environment. Participants will be introduced to the various forms of discrimination, methods for addressing them, and the relevant University policies.

4.2. Information regarding the anti-discrimination policy and related regulations will be published on the University's website and social media platforms, as well as distributed in the form of brochures and manuals. Students and staff will have access to these materials at any time.

4.3. Special practical workshops will be organized to promote the fight against discrimination and inclusivity, teaching participants how to identify and address instances of discrimination through real-life examples.

4.4. The University will organize weekly events, seminars, and other public activities focused on increasing awareness of principles of inclusivity and respect, implementing various projects and programs. These events will involve students, faculty, and staff, fostering a culture of combating discrimination.

4.5. National holidays and international observance days will be celebrated at the University. These events aim to enhance respect for various nationalities and religions, support cultural diversity, and create a respectful environment for all students.

4.6. Posters, banners, and other visual materials promoting inclusivity and equal rights will be displayed in University buildings and on the website. This initiative will draw the attention of employees and students to issues of equality and respect.

V. Disciplinary Measures

5.1. For first-time violations, a verbal warning can be issued.

5.2. If the verbal warning is ineffective, a written warning may be given.

5.3. In cases of repeated violations, the University reserves the right to apply disciplinary actions, which will be determined according to the severity of the violation and in accordance with the labor legislation of the Republic of Uzbekistan and the University’s internal regulations.

5.4. If violations cause serious harm to the University’s reputation or pose

a risk to other employees and students, measures such as “Reprimand,” “Fine,” or termination of employment may be applied.

5.5. Any actions related to discrimination will be subject to legal accountability for the individual involved. In applying disciplinary measures at the University, the seriousness and safety implications of the violation, as defined by law, must be considered. Additionally, depending on the severity of the violation (its social danger), relevant law enforcement agencies may be notified regarding potential criminal liability.

5.6. The University will take all necessary measures to ensure compliance with this policy.

5.7. The University reserves the right to impose disciplinary measures on any individual who does not adhere to this policy.

5.8. This policy applies to all students, staff, and guests of the University.

VI. Final Provisions

6.1. This Regulation is reviewed and approved by the University Council and comes into effect immediately. The provisions of this Regulation are recognized as a fundamental document that must be adhered to by all employees and students of the University. The Regulation will be distributed to all faculties and departments upon approval.

6.2. This Regulation serves as a specific legal foundation for combating discrimination, creating equal opportunities, and ensuring inclusivity within the University. It holds official status as the primary document for preventing discrimination and bias within the institution and is equally binding for all employees and students.

6.3. The content and provisions of this Regulation will be regularly reviewed and updated by the University Council or a specially formed committee, based on contemporary needs and international practices. Updates will be timely announced to employees and students and will be available within the University’s internal systems. Any new changes or amendments will be published in the University’s official announcements and information systems.

6.4. To ensure the implementation of this Regulation, specialized complaint and advisory services will be established at the University. Through these services, employees and students who encounter discrimination will have the opportunity to seek assistance in protecting their rights. Additionally, each complaint will be impartially reviewed by the responsible committee to find solutions and prevent future occurrences of discrimination.

6.5. The University administration will regularly provide information to employees and students regarding the content and provisions of this Regulation. Awareness of the existing policies on equality and inclusivity at the University will be raised through annual seminars, training sessions, and meetings, along with dedicated presentations to introduce any updates made to the Regulation.

6.6. The implementation of this Regulation will be subject to regular monitoring by the University administration, with reports prepared based on the findings. These reports will analyze the actions taken, existing issues, and measures to address them. The reports will be presented to the University Council, which will establish further measures aimed at enhancing the effectiveness of the Regulation.