

Azerbaijan Technological University

Equality, Diversity, and Inclusion Policy

General Provisions

Azerbaijan Technological University considers the formation of an academic environment where equal opportunities are ensured for all staff, students, and partners, diversity is valued, and inclusivity is fostered as one of its core principles. This policy has been developed to prevent discrimination, inequality, and exclusion, and to ensure respect for the rights and dignity of all individuals.

1. Purpose

The purpose of this policy is to:

- Ensure equal opportunities within the university
- Promote the participation of individuals with diverse social, cultural, and personal characteristics in an inclusive academic environment
- Prevent discrimination, bias, and stereotypes
- Create a safe, respectful, and supportive environment for all members of the university community

2. Scope

This policy applies to:

- All academic and administrative staff of the university
- Students and doctoral candidates
- Temporary employees and visiting researchers
- Partner organizations cooperating with the university

3. Core Principles

3.1 Equality The university commits to providing equal opportunities to all individuals and prohibits discrimination based on: gender, age, ethnicity, nationality, language, religion and beliefs, social status, physical ability or disability, family status, or other personal characteristics.

3.2 Diversity The university recognizes diversity as a key source of innovation, creativity, and academic development. Within this framework, the university:

- Encourages participation of diverse cultural and social groups
- Provides space for the expression of different perspectives and ideas
- Supports international cooperation and a multicultural environment

3.3 Inclusivity The university strives to create an environment where every individual can fully and actively participate. To achieve this:

- Inclusive teaching methods are applied
- Appropriate conditions are created for persons with disabilities
- Barriers to academic and social participation are removed

4. University Commitments

The university undertakes activities in the following areas:

4.1 Education and Training

- Organize training sessions on equality and inclusivity for staff and students
- Promote topics of diversity and inclusivity within academic programs

4.2 Recruitment and Career Development

- Apply transparent and fair criteria in recruitment processes
- Ensure equal career development opportunities for all staff

4.3 Learning Environment

- Promote inclusive teaching methods
- Guarantee accessible learning opportunities for all students

4.4 Prevention of Discrimination The university applies a zero-tolerance principle to: discrimination, harassment and violence, hate speech, and social or academic exclusion.

5. Complaint and Appeal Mechanism

Any member of the university who believes that the principles of equality and inclusivity have been violated may:

1. Submit an appeal to faculty or structural leadership
2. Submit a written appeal to Human Resources or university administration
3. Appeal to the University's Disciplinary and Ethics Commission

All appeals are investigated confidentially and objectively.

6. Monitoring and Evaluation

To ensure the implementation of this policy, the university:

- Conducts regular monitoring
- Prepares reports
- Periodically updates the policy

7. Responsibility

Responsibility for the implementation of this policy lies with:

- University administration
- Faculty leadership
- Administrative structures
- All staff and students

8. Entry into Force

This policy enters into force from the date of approval by the Rector and is mandatory for all structural units of the university.

Azerbaijan Technological University One-Year (2025) Action Plan for the Implementation of the Equality, Diversity and Inclusion Policy

General Objective: To ensure equal opportunities at the university, promote diversity, and create an inclusive academic environment.

N^o	Area of Activity	Action	Timeline	Responsible Unit(s)	Expected Outcome
1	Institutional Governance	Establishment of an EDI Commission at the university	January	Rectorate	A structure for managing the policy is created
2	Institutional Governance	Appointment of an EDI Coordinator	January	Human Resources Department	Coordination and oversight mechanism is established
3	Institutional Governance	Appointment of EDI coordinators at faculties	February	Faculty Leadership	Faculty-level implementation is ensured
4	Awareness	Presentation of the EDI Policy to the university community	February	Vice-Rector for Social Affairs & Public Relations, Press Service	University community is informed about the policy
5	Training & Development	EDI training for academic and administrative staff	March–April	Human Resources Department	Staff knowledge and skills are enhanced
6	Training & Development	Inclusivity seminars for students	April–May	Vice-Rector for Social Affairs, Academic Affairs Department	Tolerance and understanding among students are strengthened
7	Training & Development	Webinar on discrimination and ethical conduct	June	Quality Assurance Department	Academic ethical environment is reinforced
8	Inclusive Learning Environment	Inclusivity audit of university infrastructure	March	Facilities Department, Audit	Physical accessibility issues are identified
9	Inclusive Learning Environment	Development of support mechanisms for students with disabilities	May	Vice-Rector for Social Affairs	Educational accessibility is increased
10	Inclusive Learning Environment	Preparation of teaching materials in inclusive formats	September	Academic Affairs Department, Faculties	Accessibility of teaching materials is improved
11	Digital Inclusivity	Implementation of accessibility standards on electronic platforms	October	IT Department	Digital environment becomes inclusive
12	Equal Opportunities	Monitoring of equality principles in recruitment processes	Continuous	Human Resources Department	Transparent and fair recruitment system

13	Career Development	Promotion of academic participation of women and young researchers	June	Scientific Research Department	Academic participation is expanded
14	Career Development	Establishment of a mentorship program	September	Vice-Rector for Scientific Research, Faculties	Development of young academics is supported
15	Promotion of Diversity	Organization of Multicultural and Diversity Week	May	Department of Humanities and Multiculturalism	Cultural diversity is promoted
16	Promotion of Diversity	Integration program for international students	September	International Relations Department	Adaptation of international students is facilitated
17	Social Inclusivity	Organization of social inclusivity events	Throughout the year	Student Organizations	Social participation is increased
18	Monitoring	Conducting university-wide EDI survey	October	Quality Assurance Department	University environment is evaluated
19	Monitoring	Preparation of implementation report on the action plan	December	EDI Commission	Implementation status is analyzed
20	Monitoring	Preparation of proposals for improvement of the policy	December	Rectorate	Continuous development of the policy is ensured

Expected Outcomes

As a result of the implementation of this action plan:

- The system of equal opportunities at the university will be strengthened.
- Risks of discrimination will be reduced.
- An inclusive and tolerant academic environment will be established.
- The satisfaction level of students and staff will increase.