



POLICY ON DIVERSITY AND INCLUSION

THE POLICY HAS BEEN APPROVED BY THE DECISION OF THE
SCIENTIFIC COUNCIL OF NAKHCHIVAN STATE UNIVERSITY
AT THE MEETING HELD ON SEPTEMBER 18, 2024 (PROTOCOL
NO: 01), AND REVIEWED ON JANUARY 6, 2025.



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Policy on Diversity and Inclusion

Content of the Policy

The Diversity and Inclusion Policy of Nakhchivan State University ensures the protection and promotion of differences within the University's academic and administrative environment, as well as the establishment of cooperation and an inclusive atmosphere among all members. The Policy prohibits discrimination on the basis of gender, ethnicity, age, ability, religion, or any other differences, and it values the opinions and contributions of everyone while upholding respect and ethical conduct.

The University administration and the Diversity and Inclusion Commission oversee the implementation of inclusive measures in teaching, research, recruitment, and management processes; promote diversity through social and cultural projects; and ensure transparency of activities through annual reports.

This Policy is mandatory for all structural units of the University and aims to foster an inclusive, fair, and tolerant academic environment.

I. General Provisions

Article 1. This Policy regulates the protection, promotion, and development of the principles of diversity and inclusion at Nakhchivan State University (hereinafter – NSU).

Article 2. Diversity refers to the equal appreciation and respectful recognition of different cultures, genders, ages, abilities, experiences, and viewpoints within the University environment.

Article 3. Inclusion refers to the promotion of cooperation, mutual understanding, and an inclusive environment among all members of the University.

Article 4. The purpose of the Policy is to create an inclusive, fair, and tolerant academic environment and to contribute to the development of the University by valuing differences.

II. Fundamental Principles

Article 5. Equal Opportunities for All – No member of the University shall be subjected to discrimination on the basis of gender, ethnicity, age, ability, religion, language, or other differences.



Article 6. Inclusiveness and Cooperation – In decision-making, teaching, and research processes, the opinions and contributions of all members shall be taken into consideration.

Article 7. Respect and Ethical Conduct – Differences shall be treated with respect, and violence, discrimination, or pressure shall not be tolerated.

Article 8. Transparency and Accountability – Policies and measures related to diversity and inclusion shall be clearly documented and monitored.

III. Scope of Application

Article 9. This Policy shall be applied in the following areas:

- 1.The implementation of inclusive methods in education and teaching processes;
- 2.Ensuring equal opportunities in recruitment, training, and career development;
- 3.Promoting diverse perspectives in research and academic activities;
- 4.Fostering inclusiveness and cooperation in the University's social and cultural projects;
- 5.Considering diversity in leadership and management processes.

IV. Rights and Responsibilities

Article 10. Rights of the University:

- 1.To approve and update the Diversity and Inclusion Policy;
- 2.To implement inclusive measures in teaching, research, and administrative processes;
- 3.To conduct independent monitoring and evaluation.

Article 11. Responsibilities of the University:

- 1.To value differences and prevent discrimination;
- 2.To create an inclusive environment for staff and students;
- 3.To monitor and report on activities related to diversity and inclusion.

V. Governance and Monitoring

Article 12. A Diversity and Inclusion Commission shall be established to oversee the implementation of the inclusive policy at all levels of the University.

Article 13. The Commission shall:

- 1.Develop action plans related to the Policy;
- 2.Monitor the application of diversity in teaching, recruitment, and academic activities;
- 3.Prepare annual reports and submit them to the University administration.



VI. Final Provisions

Article 14. This Policy is mandatory for all structural units and members of the University.

Article 15. Matters not covered by this Policy shall be governed by the legislation of the Republic of Azerbaijan.

Article 16. This Policy shall enter into force on the date of its approval .