




NAKHCHIVAN STATE UNIVERSITY




ANTI-HARRASMENT AND ANTI-DISCRIMINATION POLICY

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1.1. INTRODUCTION

Nakhchivan State University, under its institutional umbrella of education and research activities, prioritizes ensuring the safety of all its members including students, academic and administrative staff, visitors, and the university community as a whole. In this context, the university has developed various policies and procedures to ensure physical and psychological security, promote equality and respect in the community, and enable everyone to maximize their academic and personal potential. Negative behaviors such as violence, sexual harassment, and discrimination are serious issues that threaten the peace and security of the university community. It should be clearly stated that such behaviors are unacceptable and intolerable under any circumstances. Nakhchivan State University is committed to taking decisive action to prevent and eliminate such behaviors. This policy provides a framework to protect the rights of each member, promote respect, and create a fair environment. The university will develop and continuously update effective mechanisms to ensure the implementation of this policy. Our aim is to enhance social harmony through the participation of all members of the community and ensure that each individual feels safe and respected within the university environment.

1.2. CURRENT SITUATION

Nakhchivan State University is committed to providing a safe learning and working environment. n. Such behaviors endanger the peace and security of the university community and violate fundamental rights. Violence includes any threat, attack, or coercion that may cause physical or psychological harm. Sexual harassment is defined as unwanted sexual behaviors, verbal or physical harassment, threats, jokes, or pressure of a sexual nature. Discrimination involves favoring or excluding one person over others or treating individuals unfairly based on personal characteristics. It is important to clearly state that all forms of violence, sexual harassment, and discrimination are unacceptable. Such behaviors are contrary to fundamental rights protected by both national and international laws. In the event of encountering such behaviors, Nakhchivan State University will take them seriously and act within the framework of relevant legal regulations. These measures include providing support to victims, protecting the rights of the violated individuals, and, if necessary, resorting to legal avenues.

1.3. LEGAL BASE

Nakhchivan State University operates in full compliance with national laws and international standards in combating violence, sexual harassment, and discrimination. The primary basis of this policy is the existing legal regulations in our country as well as international human rights standards. Our university fully respects national laws that protect human rights and equality for all segments of society. In this context, we effectively use legal mechanisms to enforce sanctions prescribed by relevant laws regarding violence, sexual harassment, and discrimination and take necessary steps in case of violations. Similarly, internationally recognized human rights documents and conventions form the basis of Nakhchivan State University's policies. We closely monitor these international standards and update our policies and practices as needed to comply with these standards. Compliance with national and international laws in combating violence, sexual harassment, and discrimination demonstrates that Nakhchivan State University will not tolerate such negative behaviors and is committed to taking them seriously. In this regard, we are under a firm commitment to protect the rights of each member of the university community and provide a safe environment.



SECTION 2: MISSION, OBJECTIVES AND SCOPE OF THE POLICY

2.1. MISSION

Nakhchivan State University is committed to ensuring the physical and psychological safety of its students, staff, and visitors, promoting equality and justice within the community, and creating a respectful environment for all members. In this context, the fundamental mission of our university's policy on violence, sexual harassment, and discrimination is to provide a fair and safe environment for the entire university community. Our mission is to create a safe learning, working, and living environment for each member. We strive to foster an atmosphere where everyone can freely express their ideas, where there is a respectful environment for discussions, and where all forms of discrimination or harassment are unacceptable. Nakhchivan State University pledges to provide a safe environment for our community members to maximize their potential. This mission constitutes one of the core values of our university, ensuring our continuous efforts to protect the rights, safety, and welfare of each member. As Nakhchivan State University, we are committed to providing equal opportunities for every member of our community and to creating an environment where everyone is respected.

2.2. OBJECTIVES

The primary objectives of Nakhchivan State University's policy on violence, sexual harassment, and discrimination are as follows:

1. To prevent and eliminate violence, sexual harassment, and discrimination: The university commits to taking effective measures to eradicate all forms of violence, sexual harassment, and discrimination. In this regard, policies and procedures are developed to ensure the safety of community members and prevent negative behaviors.
2. To provide effective mechanisms for reporting such behaviors: The university provides safe and accessible mechanisms for community members to report negative behaviors such as violence, sexual harassment, and discrimination. These mechanisms are based on principles of confidentiality, security, and ensuring a fair process.
3. To provide support to victims and protect their rights: Nakhchivan State University plays an active role in providing support to individuals affected by such behaviors and protecting their rights. This support may include psychological counseling, legal assistance, and other support services.
4. To raise awareness through education and awareness programs: The university regularly organizes education and awareness programs to promote awareness and education among community members on issues such as violence, sexual harassment, and discrimination. These programs are designed to raise awareness of the harms of such behaviors, identify potential signs, and provide information on how to intervene.



2.3. SCOPE OF THE POLICY

This policy encompasses all students, staff, visitors, and university activities at Nakhchivan State University. To effectively combat violence, sexual harassment, and discrimination, the scope of the policy is broad and includes the entire university community. Below are the key points regarding the scope of the policy:

- **Students:** This policy applies to all students enrolled at the university. Students can benefit from the support and reporting mechanisms provided under the policy when encountering any cases of violence, sexual harassment, or discrimination.
- **Staff:** Both academic and administrative staff of the university are within the scope of this policy. Staff members can utilize the resources provided by the policy to report any instances of violence or discrimination and seek support when subjected to such behaviors.
- **Visitors:** Anyone visiting the university falls within the scope of this policy. Visitors can report any incidents of violence or discrimination they encounter or witness on university premises and request support.
- **University Activities:** This policy applies to all events and activities taking place on the university campus. Academic classes, social events, meetings, and all other university activities are covered by the policy, and its provisions apply in cases of violence or discrimination occurring during such events.

SECTION 3: PLANNED ACTIVITIES, MONITORING AND REPORTING

3.1. PLANNED ACTIVITIES FOR SHORT-TERM AND LONG-TERM PERIOD

Nakhchivan State University has developed both short-term and long-term plans to play an active role in combating violence, sexual harassment, and discrimination and ensuring the safety of the community. These plans are outlined as follows:

- **Education and Awareness Programs:** Education and awareness programs will be organized for students, staff, and visitors in both the short and long term. These programs aim to provide knowledge and skills for understanding what constitutes violence and discrimination and how to recognize and prevent such behaviors. The programs will be presented in various formats to ensure that community members are sensitive and informed on these issues.
- **Strengthening Counseling Services:** Counseling services will be strengthened in the short and long term to provide support to victims. The university will provide an effective counseling network to offer professional support to victims of violence, sexual harassment, or discrimination and help them cope with their traumatic experiences. These services will be offered in line with principles of confidentiality and dignity, and all necessary measures will be taken to protect the rights of victims.
- **Updating and Developing Monitoring and Reporting Processes:** The university is committed to updating and developing effective processes for monitoring and reporting incidents of violence, sexual harassment, and discrimination in both the short and long term. These processes will be designed to ensure accurate identification of cases, prompt intervention, and effective investigation and follow-up. Additionally, accessible mechanisms will be established for community members to safely report incidents and seek support when needed.



As Nakhchivan State University, we are determined to ensure the safety of our community by following an effective policy and implementation strategy in combating violence, sexual harassment, and discrimination. The plans outlined above will guide the steps taken to achieve these goals and identify the necessary measures to protect the rights and enhance the well-being of community members.

3.2. EXECUTION, MONITORING AND REPORTING

Nakhchivan State University will periodically monitor and report on the effectiveness of the policy on violence, sexual harassment, and discrimination. This monitoring and reporting process is crucial for evaluating the implementation of the policy and taking corrective measures if necessary. The key outlines of this process are as follows:

- **Monitoring:** The university will continuously monitor the implementation of the policy on violence, sexual harassment, and discrimination. This monitoring process will include tracking the number of reported cases, resolution processes, access to counseling services, and the effectiveness of education and awareness programs within the scope of the policy. Additionally, data will be rigorously analyzed to identify any trends or patterns regarding policy violations.
- **Reporting:** As part of the monitoring process, the university will regularly prepare reports on the policy on violence, sexual harassment, and discrimination. These reports will summarize the current status of policy implementation, challenges encountered, achievements, and areas for improvement. The reports will be shared with university management, stakeholders, and community members and published on appropriate platforms to ensure transparency.
- **Corrective Measures:** Based on the results of the monitoring process, the university will take necessary corrective measures. These measures may include revising policies and procedures, restructuring education programs, or strengthening support services to improve the implementation of the policy and ensure the safety of community members.

As Nakhchivan State University, we take the monitoring and reporting process seriously to ensure the effective implementation of the policy on violence, sexual harassment, and discrimination. This process will help us identify the necessary steps to protect the safety and well-being of our community and continuously improve our policies.