




# NAKHCHIVAN STATE UNIVERSITY




## EQUALITY, DIVERSITY AND INCLUSION POLICY



 (+99436) 544-08-61

 [info@ndu.edu.az](mailto:info@ndu.edu.az)

[www.ndu.edu.az](http://www.ndu.edu.az)

 Republic of Azerbaijan, Nakhchivan city,  
University campus, AZ7012, Nakhchivan  
State University



## CONTENT

### **SECTION 1: INTRODUCTION ABOUT THE CURRENT SITUATION**

- 1.1. INTRODUCTION
- 1.2. CURRENT SITUATION
- 1.3. LEGAL BASE

### **SECTION 2: MISSION, OBJECTIVES AND SCOPE OF THE POLICY**

- 2.1. MISSION
- 2.2. OBJECTIVES
- 2.3. SCOPE OF THE POLICY

### **SECTION 3: PLANNED ACTIVITIES, MONITORING AND REPORTING**

- 3.1. PLANNED ACTIVITIES
- 3.2. EXECUTION OF THE POLICY
- 3.3. MONITORING AND REPORTING
- 3.4. COMPLIANCE WITH THE SDGs

### **SECTION 4: RESOURCE ALLOCATION**

- 4.1. RESOURCE ALLOCATION



## Section 1: Introduction

### 1.1. Introduction

Nakhchivan State University regards equality, diversity, and inclusivity as paramount values. Our university embraces the unique characteristics of every individual and perceives diversity as enrichment. This policy reflects our commitment to providing an environment that fosters the expression of differences and enables free development for all segments of the university community, reflecting our pledge to establish a fair and inclusive environment. At Nakhchivan State University, we believe in the equality of all individuals and are committed to respecting and supporting diversity in all its forms, including gender, age, ethnicity, religion, disability status, sexual orientation, race, marriage and civil partnership, and refugee and asylum seekers status. Our university's goal is to ensure the success of our students, academic, and administrative staff by fostering a sense of belonging and enabling them to fully express themselves in the university environment. This policy represents a step towards creating an environment where all university stakeholders can realize their potentials. To achieve the objectives of this policy, we pledge to integrate the principles of equality, diversity, and inclusivity into all university processes, raise awareness, provide education and support services, and regularly review our policies.

### 1.2. Current Situation

At Nakhchivan State University, we actively promote our equality, diversity, and inclusivity policy throughout the university. To this end, we take various measures: Awareness-Raising Activities and Education: Regular awareness-raising activities and educational sessions on diversity, inclusivity, and equality are organized at our university. These activities provide opportunities for our students, academic, and administrative staff to enhance their awareness and increase societal sensitivity. Merit-Based Recruitment Processes: Our recruitment processes are based on merit, ensuring a fair competitive environment. This approach ensures that individuals are evaluated and hired based on their skills and experiences, thereby promoting equal opportunities and diversity. Effective Reporting Mechanism: Our university has an effective mechanism in place for reporting unfair behaviors. In the event of any discrimination, harassment, or unfair treatment, our students and staff can safely report these incidents and ensure that necessary measures are taken. This mechanism helps our university maintain and improve a fair and inclusive environment. - Our students are supported in reporting any unfair behaviors they encounter through various channels. Among these, students have the opportunity to write letters directly to the Rector via the university website. Additionally, during open microphone days, our students have the freedom to raise issues and ask questions. This ensures that communication channels within the university remain open and provide platforms for students to voice their concerns. At Nakhchivan State University, ensuring the safety and well-being of our students is a top priority. We actively work to prevent and address any unfair behaviors. In this regard, creating an environment where our students can always express themselves and receive support is among our primary goals.

### 1.3. Legal Basis

This policy is firmly grounded in national laws and international human rights standards. Nakhchivan State University formulates and implements its policies in full compliance with these standards. Our university safeguards and defends the rights and freedoms of all individuals, thereby promoting equality, diversity, and inclusivity at every level.



## Section 2: Mission, Objectives, and Policy Scope

### 2.1. Mission

The mission of Nakhchivan State University is to promote equality, diversity, and inclusivity, thereby creating a fair learning and working environment for every individual. Our university continually strives to be a supportive community for all stakeholders.

### 2.2. Objectives

- To strive for equal opportunities for all individuals.
- To celebrate diversity and appreciate the unique characteristics of every individual.
- To prevent unfair behaviors and develop effective mechanisms to combat all forms of discrimination.

### 2.3. Policy Scope

This policy encompasses all activities and processes of Nakhchivan State University. Education, recruitment, behavioral standards, efforts to combat unfair actions, and many other areas are included in this policy. Our university pledges to promote equality, diversity, and inclusivity at every level through this policy.

## Section 3: Planned Activities, Monitoring, and Reporting

### 3.1. Planned Activities

Nakhchivan State University plans to organize awareness-raising events, educational workshops, and training sessions. Additionally, we aim to review our recruitment processes to adopt a fairer and more transparent approach.

### 3.2. Monitoring and Reporting

Regular monitoring and reporting will be conducted to assess the effectiveness and feasibility of the policy. This will enable us to identify successes and areas for improvement, facilitating continuous development.

## Section 4: Resource Allocation

### 4.1. Resource Allocation

Our university will allocate necessary resources within its budget to effectively implement the policy. These resources will be used for education, events, establishing mechanisms, and supporting other aspects of the policy.