

Navoi State Pedagogical Institute policy for non-discrimination against women

1. Purpose

The purpose of this policy is to promote an inclusive and equitable environment for all members of the university community, ensuring that women are treated fairly and without discrimination in all aspects of university life.

2. Scope

This policy applies to all students, faculty, staff, and visitors at the institute, covering admissions, employment, academic programs, and extracurricular activities.

3. Policy Statement: NSPI is committed to ensuring that no individual is discriminated against on the basis of gender. This includes, but is not limited to, the following areas:

- **Admissions and Recruitment:** Equal opportunities for all applicants, regardless of gender.
- **Academic Programs:** Fair treatment in course offerings, grading, and academic support services.
- **Employment Practices:** Non-discriminatory hiring, promotion, and compensation practices.
- **Campus Safety:** A safe environment free from harassment and violence.

4. Objectives

- **Promote Equality**
Ensure that all members of the university community have equal opportunities regardless of gender, fostering an environment of fairness and respect.
- **Prevent Discrimination**
Actively work to eliminate practices, behaviors, and attitudes that contribute to discrimination against women in any form.
- **Create Safe Spaces**
Establish a campus culture that prioritizes safety and security for women, ensuring they can participate fully in academic and social activities without fear of harassment or violence.
- **Encourage Reporting**
Facilitate a clear and accessible process for reporting incidents of discrimination or harassment, encouraging individuals to come forward without fear of retaliation.
- **Enhance Awareness**
Provide education and training programs to increase awareness about gender discrimination issues, promoting understanding and sensitivity within the university community.
- **Support Victims**
Ensure that appropriate support services are available for individuals who experience discrimination or harassment, including counseling and advocacy resources.
- **Foster Inclusivity**
Encourage a diverse and inclusive environment where women's contributions are valued and recognized across all areas of the university.

- **Monitor and Evaluate**

Continuously assess the effectiveness of the policy and its implementation, making necessary adjustments to improve outcomes and uphold the university's commitment to non-discrimination.

- **Engage the Community**

Involve students, faculty, and staff in discussions and initiatives aimed at promoting gender equity and addressing discrimination, fostering a collective commitment to these objectives.

- **Compliance with Laws**

Ensure adherence to all relevant local, state, and federal laws regarding gender equality and non-discrimination, aligning university policies with legal standards.

5. Reporting Procedures

Women who believe they have experienced discrimination or harassment based on gender are encouraged to report their concerns to Women Support Community or Human Resources of NSPI.

6. Investigation and Resolution

Our institute promptly investigate all claims of discrimination or harassment and take appropriate action to resolve the issue. This includes disciplinary measures against those found to be in violation of this policy.

7. Retaliation

Retaliation against individuals who report discrimination or participate in investigations is strictly prohibited.

8. Education and Training

NSPI provide regular training and workshops to promote awareness and understanding of gender discrimination issues within the community.

9. Review and Amendments

This policy is reviewed periodically to ensure its effectiveness and relevance. Amendments is made as necessary to enhance its provisions.

Navoi State Pedagogical Institute is dedicated to fostering a diverse and inclusive environment where all individuals can thrive, free from discrimination and harassment based on gender.

Notification

It is hereby notified that the Competent Authority has approved the revised Policy for Non-Discrimination against Women of the University with immediate effect.

Kurbanov Khurshid

Vice-rector for sustainable development

and youth affairs

