

AZERBAIJAN STATE OIL AND
INDUSTRY UNIVERSITY



Equality, diversity and inclusion policy



The purpose of policy

This Equality, Diversity, and Inclusion Policy aims to express ASOIU's unshakable commitment to promoting and protecting equal rights, opportunities, and treatment for all members of the university community. The university is against any kind of discrimination, regardless of age, gender, sexual orientation, race, religion, disability, family status, pregnancy and maternity issues. It emphasizes ASOIU's aim to promote a caring, courteous, and open-minded culture that enables everyone to reach their full potential regardless of their origin or identity.

At ASOIU, our commitment to fostering an inclusive and diverse academic environment extends to our comprehensive Equality, Diversity, and Inclusion Policy. We recognize the importance of embracing all dimensions of diversity, including disability, and ensuring equal opportunities for every member of our community.

Legal Framework

This policy aligns with Azerbaijan's Constitution, which prioritizes equality and non-discrimination, providing equal access to education, employment, and opportunities. Furthermore, it follows applicable rules and regulations, such as the Anti-Discrimination Act and Equal Opportunities Act, which ban discrimination based on protected characteristics.

1. Statement of Inclusivity

1.1 Cultural Sensitivity Training: ASOIU commits to implementing regular cultural sensitivity training for all members to enhance awareness and understanding of diverse cultures and backgrounds, aligning with our commitment to inclusivity.

1.2 Inclusive Language Use: In official communications, publications, and academic materials, ASOIU encourages the use of inclusive language to mirror the university's commitment to inclusivity.

1.3 Celebration of Cultural Events: ASOIU will actively organize and promote cultural events and celebrations that highlight the diversity of our student body, faculty, and staff.

1.4 Diversity Awareness Campaigns: ASOIU undertakes to launch campaigns that raise awareness about the importance of diversity and inclusion, emphasizing the value they bring to the academic and professional experiences within the university.

1.5 Student-Led Inclusivity Initiatives: ASOIU supports and fosters student-led initiatives such as clubs, organizations, and events that celebrate di-

versity and contribute to a more inclusive campus culture.

1.6 Diversity Enabling Participation: ASOIU recognizes that a diverse student body enables participation in all university events and student clubs. All students, regardless of background, are encouraged and supported to engage actively in various extracurricular activities.

1.7 Inclusion of Disabled Students: ASOIU acknowledges the unique needs of disabled students and is dedicated to providing an accessible and supportive environment. We prioritize inclusive practices to ensure that disabled students have equal rights, opportunities, and can fully participate in all aspects of university life.

1.8 Accessibility Initiatives: ASOIU commits to implementing specific measures to enhance the accessibility of our physical campus, digital platforms, and learning materials. This includes the provision of assistive technologies, ramps, and accommodations to facilitate the engagement of disabled students in academic and extracurricular activities.

2. Equal Opportunities

2.1 Merit-Based Admissions: ASOIU ensures that admissions processes are merit-based, transparent, and free from any form of bias, providing equal opportunities for all qualified applicants.

2.2 Accessible Resources: ASOIU is dedicated to providing accessible resources and support services to accommodate the diverse needs of students, including those with disabilities or facing socio-economic challenges.

2.3 Equal Access to Research Opportunities: ASOIU commits to ensuring equitable access to research opportunities, internships, and academic resources for all students, irrespective of background.

2.4 Diversity in Leadership Roles: ASOIU actively promotes diversity in leadership roles, including faculty positions, administrative roles, and student leadership positions, fostering an inclusive academic environment.

2.5 Regular Equity Audits: ASOIU will conduct regular equity audits to identify and address any disparities in access, opportunities, or outcomes among different groups within the university, ensuring continuous improvement.

2.6 Inclusive Admissions for Disabled Students: ASOIU ensures that the admissions process is inclusive and considers the unique abilities and talents of disabled applicants. Admissions criteria are designed to accommodate diverse backgrounds, including students with disabilities.

2.7 Accessible Resources for All: ASOIU extends its dedication to accessible resources and support services to specifically address the diverse needs of disabled students. This includes providing alternative formats for learning materials and offering personalized assistance to ensure a level playing field.

3. Promotion of Diversity

3.1 Global Perspectives in Curriculum: ASOIU integrates global perspectives and diverse viewpoints into the curriculum to expose students to a broad range of ideas and cultural contexts, enriching their educational experience.

3.2 Diversity in Guest Speakers: ASOIU invites a diverse range of guest speakers, scholars, and industry professionals to contribute to lectures, seminars, and workshops, providing students with varied perspectives.

3.3 International Exchange Programs: ASOIU facilitates international exchange programs to encourage cross-cultural interactions and learning experiences for students, fostering a global mindset.

3.4 Diverse Research Collaborations: ASOIU encourages and supports research collaborations that involve interdisciplinary and cross-cultural perspectives, promoting a culture of inclusivity in academic pursuits.

3.5 Inclusive Recruitment Strategies: ASOIU implements inclusive recruitment strategies to attract a diverse faculty and staff, ensuring a vibrant and diverse academic community.

4. Inclusive Learning Environment

4.1 Accessibility Standards: ASOIU ensures that all campus facilities, digital platforms, and learning materials adhere to accessibility standards to accommodate diverse learning needs effectively.

4.2 Diversity in Course Content: ASOIU includes diverse case studies, literature, and examples in course content to reflect a variety of cultural, social, and historical perspectives, fostering a comprehensive educational experience.

4.3 Inclusive Pedagogical Practices: ASOIU promotes inclusive pedagogical practices that accommodate different learning styles and engage students from various backgrounds, ensuring an inclusive learning environment.

4.4 Counseling and Support Services: ASOIU provides counseling and support services that address the unique challenges and concerns of students from diverse backgrounds, ensuring their holistic well-being.

4.5 Student Advisory Committees: ASOIU establishes student advisory committees to gather feedback on the inclusivity of the learning environment

and suggest improvements, fostering student involvement in shaping the campus culture.

4.6 Accommodations and Support Services: ASOIU is committed to providing tailored accommodations and support services that cater to the individual needs of disabled students. This includes specialized counseling, adaptive technologies, and other resources to ensure an inclusive and supportive learning environment.

4.7 Inclusive Curriculum for All Learning Styles: ASOIU actively incorporates diverse teaching methods and technologies to cater to various learning styles, recognizing the diversity of abilities among our student body, including those with disabilities.

5. Professional Development

5.1 Diversity and Inclusion Workshops: ASOIU offers ongoing workshops and training sessions on diversity and inclusion for faculty, staff, and administrators, enhancing their understanding and skills.

5.2 Cross-Cultural Communication Training: ASOIU provides cross-cultural communication training to enhance effective communication and collaboration among a diverse team, promoting a harmonious working environment.

5.3 Inclusive Leadership Programs: ASOIU develops leadership programs that emphasize the importance of diversity and equip leaders with the skills to foster an inclusive environment, nurturing diverse leadership within the university.

5.4 Faculty Research Grants: ASOIU offers research grants specifically aimed at supporting projects that explore and contribute to the understanding of diversity in various academic disciplines, encouraging diverse research perspectives.

5.5 Professional Development Resources: ASOIU provides resources and opportunities for continuous professional development that focus on staying current with best practices in diversity, equity, and inclusion, ensuring ongoing growth and improvement.

6. Job Opportunities and Career Development

6.1 Career Center Support: ASOIU is committed to providing comprehensive job opportunities and career development services through our Career Center, ensuring that all students, regardless of their background, have access to valuable resources for professional growth.

6.2 Internship Programs: ASOIU actively promotes internship programs that offer diverse experiences, connecting students with a variety of industries and professions, enhancing their skills and expanding their career opportunities.

6.3 Networking Events: ASOIU organizes networking events that facilitate connections between students and potential employers from diverse sectors, creating opportunities for mentorship and career guidance.

6.4 Industry Diversity Panels: ASOIU hosts industry diversity panels, inviting professionals from various backgrounds to share their experiences and insights, providing students with a broader understanding of potential career paths.

6.5 Alumni Engagement: ASOIU actively engages with its diverse alumni network, creating platforms for alumni to share their career journeys, offer mentorship, and provide valuable advice to current students.

6.6 Inclusive Career Services: ASOIU's Career Center is dedicated to providing specialized support for disabled students, ensuring that they have equal access to job opportunities, internships, and career development services. This includes collaborating with employers to create inclusive workplaces.

6.7 Disability-Inclusive Networking Events: ASOIU organizes networking events that specifically focus on connecting disabled students with employers who champion diversity and inclusion, fostering opportunities for mentorship and career advancement.

7. Freedom of Choice

7.1 Academic Freedom: ASOIU upholds the principle of academic freedom, ensuring that students have the freedom to choose their academic paths, explore diverse fields of study, and pursue knowledge according to their interests and aspirations.

7.2 Freedom in Research: ASOIU encourages freedom in research, allowing students to explore diverse research topics and methodologies, fostering a culture of innovation and intellectual exploration.

7.3 Student Club Freedom: ASOIU supports the freedom of choice in student clubs, recognizing that diverse student interests contribute to a vibrant campus community. Students are encouraged to initiate and join clubs that align with their passions and hobbies.

7.4 Freedom in Extracurricular Activities: ASOIU values the freedom of students to engage in a variety of extracurricular activities, ensuring that individuals can participate in events, sports, and cultural activities that resonate with their personal preferences.

7.5 Respect for Diversity of Thought: ASOIU promotes an inclusive environment where diverse perspectives and opinions are respected, fostering open dialogue and intellectual discourse among students, faculty, and staff.

In alignment with the Constitution of the Republic of Azerbaijan, ASOIU emphasizes that Azerbaijan is a nation that supports tolerance. ASOIU emphasizes its commitment to equality, diversity, and inclusion for disabled students as an integral part of our broader mission. According to the Constitution, everyone has equal rights to coexistence, practice religion, and engage in various societal activities without discrimination. By adhering to this comprehensive Diversity Policy, ASOIU aims to create a supportive, enriching, and inclusive environment that empowers individuals to thrive academically, professionally, and personally, regardless of their background.
