

AZERBAIJAN STATE OIL AND
INDUSTTRY UNIVERSITY



EQUALITY, DIVERSITY AND INCLUSION POLICY





Azerbaijan State Oil and Industry University

Those charged with governance

Sustainability Committee

Equality, Diversity and Inclusion policy

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An official copy of this policy can be obtained upon request.

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THE PURPOSE OF POLICY

The 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. This policy promotes diversity and inclusion, and prohibits discrimination. 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.

SECTION 1: Statement of Inclusivity

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.

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.

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.

Promoting Diversity: ASOIU launches awareness campaigns to highlight the significance of diversity and inclusion in shaping a rich academic and professional environment for all members of the university community. ASOIU actively promotes diversity and inclusion through awareness campaigns that emphasize the value they bring to academic and professional experiences at the university.

Student-Led Inclusivity Initiatives: ASOIU supports and fosters student-led initiatives such as clubs, organizations, and events that celebrate diversity and contribute to a more inclusive campus culture.

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.

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

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.

SECTION 2: Aims of the policy

The University seeks to advance opportunity equality for the individuals by pursuing the subsequent goals:

- Possessing a plan for inclusion, diversity, and equality. Conducting Equality Impact Assessments to determine how our policies, practices, and processes affect equality.
- Possessing an efficient procedure for data monitoring and analysis.
- Including workers, learners, and other interested parties in the creation and accomplishment of our equality goals. Additionally, making certain that these groupings accurately represent the diversity of our stakeholders, students, and staff.
- Encouraging diversity, inclusion, and equality via internal and external messaging.
- Guaranteeing that everyone involved in our hiring and selection procedures, including managers and staff, completes all equal training.
- Guaranteeing that staff members and university student support services are, to the greatest extent practically possible, available to all groups.
- Merit and ability will be the basis for all appointments, training, development, rewards, and promotions.
- Ensuring that relevant forums at various organizational levels are available to staff, students, and their representatives, and that they know how to contact them with any complaints or questions on equality, diversity, and inclusion issues.

SECTION 3: Implementation

3.1 The effective implementation of this policy is the joint duty of the University community and managers, partners, and advisors who have a professional background in student and staff development, assistance, and supervision.

3.2 This policy will be in effect over the whole staff and student lifecycle.

3.3 ASOIU will make every effort to guarantee that all workers and students have fair access to all institutional resources related to their field of study or employment, and that, to the extent that it is reasonably possible, modifications to hiring procedures, working conditions, and educational procedures will be taken into account in order to serve a diverse community.

3.4 The University's Dignity at Work and Study Policy and Procedures can be consulted by any staff member or student who feels they have been the victim of discrimination, harassment, bullying, or victimization. These documents also include information on what to do next and support resources.

3.5 To create and maintain an inclusive atmosphere where all types of illegal discrimination are not accepted, the University will collaborate with the Students' Union, its recognized campus trade unions, and other organizations as needed.

3.6 To make sure that all staff members and students are aware of their rights and obligations regarding equality, diversity, and inclusion, this policy will be extensively distributed to them electronically and in print formats as needed.

SECTION 4: Equal Opportunities

4.1 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.

4.2 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.

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

4.4 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.

4.5 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.

4.6 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.

4.7 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.

SECTION 5: Promotion of Diversity

5.1 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.

5.2 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.

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

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

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

SECTION 6: Inclusive Learning Environment

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

6.2 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.

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

6.4 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.

6.5 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.

6.6 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.

6.7 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.

SECTION 7: Professional Development

7.1 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.

7.2 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.

7.3 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.

7.4 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.

7.5 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.

SECTION 8: Job Opportunities and Career Development

8.1 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.

8.2 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.

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

8.4 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.

8.5 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.

8.6 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.

8.7 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.

SECTION 9: Freedom of Choice

9.1 Academic Freedom: ASOIU champions academic freedom, empowering students to select their academic journeys, delve into various fields, and pursue knowledge aligned with their interests and goals.

9.2 Research Freedom: ASOIU fosters a culture of research freedom, where students can delve into diverse research themes and methodologies, promoting innovation and intellectual exploration.

9.3 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.

9.4 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.

9.5 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 multi-culturalism, dialogue and 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 coexist, 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.

SECTION 10: Sanctions

Anyone who violates the guidelines may be subject to disciplinary action, which will be handled in accordance with the applicable employee or student procedures.

SECTION 11: Complaints

The University will treat any complaints of victimization, harassment, bullying, or discrimination with high severity. Any worker or student who is discovered to have engaged in illegal harassment

or discrimination will face the appropriate disciplinary action. When possible, appropriate action shall be taken in response to any instances of harassment or discrimination against members of the public, guests, or service providers.

If an employee, student, or other party files a discrimination complaint, they have the right to do so without fear of retaliation, and the University will do everything in its power to guarantee that the complaint is handled fairly and within the specified timeframes.

For employees, the University maintains a team of Support Advisors for any misbehavior related matters and for students, Student Advice and Response provides confidential support and information services. These services are also subject to discussion in Sustainability Committee meetings. Complaints should be addressed to the University service.

SECTION 12: Internal Monitoring and Auditing

Both the Annual Performance Review (APR) procedure and reporting to the Equality, Diversity, and Inclusion Committee will be used for monitoring. As part of the yearly Equality Information Report, the diversity of job applicants, shortlisted candidates, new hires, academic promotions, student applications, admissions, and attainment will be evaluated.