

10.6.5 - Does your university as a body have a diversity and equality committee, office and/or officer (or the equivalent) tasked by the administration or governing body to advise on and implement policies, programmes, and trainings related to diversity, equity, inclusion and human rights on campus?

Azerbaijan State Oil and Industry University (ASOIU) has established the Diversity and Equity Office (DEO) under the direct supervision of the Rector to promote an inclusive, equitable, and respectful academic environment. The Office serves as the central institutional body responsible for developing, coordinating and monitoring university-wide strategies, policies and training programmes related to diversity, equity, inclusion (DEI), and human rights.



The DEO's activities are aligned with ASOIU's mission to ensure that all members of the university community – students, faculty, and staff – enjoy equal opportunities regardless of gender, disability, age, nationality, religion, socio-economic background, or other personal circumstances. For more information:

DEIsupport@ASOIU.edu.az

Governance Structure

- Diversity and Equity Officer (DEO): Appointed by the Rector, this senior officer leads the design and implementation of DEI and human-rights-related strategies across all university units.
- Advisory Committee on Diversity and Equity: A representative body consisting of academic and administrative staff, students, and external experts that advises the Rectorate and monitors compliance with national and international equality standards.
- Faculty/Department Liaisons: Each faculty designates a DEI liaison who ensures integration of inclusive practices in teaching, admissions, and staff management.

Core Responsibilities and Programmes

1. Policy Development and Implementation

- Drafts and reviews ASOIU's Non-Discrimination and Equal Opportunity Policy, Inclusive Teaching Framework, and Reasonable Accommodation Guidelines.
- Ensures alignment with Azerbaijani national legislation on equality and with global higher-education DEI frameworks.

2. Training and Capacity Building

- Organises workshops and seminars on unconscious bias, gender sensitivity, inclusive leadership, and academic accessibility.
- Provides annual training for academic and administrative leaders to embed equality principles into decision-making processes.

3. Student and Staff Support

- Offers confidential consultation, mediation, and reporting channels for discrimination, harassment, or human-rights-related grievances.
- Maintains collaboration with the Student Ombudsperson and Human Resources Department to resolve issues and ensure fair treatment.

4. Monitoring and Reporting

- Collects and analyses disaggregated data on gender balance, disability inclusion, and socio-economic diversity in enrolment and employment.
- Publishes an Annual Diversity and Inclusion Report summarising progress, identified gaps, and future actions.

5. Inclusive Campus Initiatives

- Supports outreach projects encouraging the participation of women and persons with disabilities in engineering and STEM programmes.
- Implements physical and digital accessibility upgrades in line with ASOIU's Accessible Campus Plan 2025.

Outcomes and Achievements

- Integration of DEI content into general education and leadership courses.
- Completion of university-wide training on inclusive practices for all deans and department heads.
- Annual public reporting on gender and disability representation within the ASOIU community.

- Recognition of outstanding student or staff contributions to inclusion through the ASOIU Diversity Champion Awards.

Conclusion

Through the Diversity and Equity Office and its Advisory Committee, ASOIU has institutionalised diversity, equality and human-rights governance at the highest administrative level. The Office functions as the principal advisory and operational mechanism ensuring that all policies, academic programmes, and campus initiatives reflect the university's commitment to fairness, accessibility, and respect for human dignity.