



Non-discrimination and Harassment policy of Azerbaijan Technical University

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Introduction

The policy is based on the corresponding terms of the United Nations Convention of “21 December 1965 on the Abolition of All Forms of Discrimination”, “the European Convention on the Defense of Human Rights in Educational institutions” 21 December 1995, as well as the Constitution of the Republic of Azerbaijan, the Act of 19 May 2009 and “Law and Policy about government employees” Study, numbered 833-IIIQ.

This policy officially forbids all kinds of discrimination and harassment at Azerbaijan Technical University (AzTU).

AzTU, applies to all members of the University, including students, faculty, staff and senior management, is committed to the principle of non-discrimination. It aims to prevent any form of negative discrimination against individuals and groups of individuals, and it fosters equity and diversity.

Main Definition

Discrimination describes the differential treatment of individuals based on characteristics such as gender, age, health, race, nationality, ethnicity or cultural affiliation, religion, marital or familial status, sexual orientation, social origin, or economic circumstances. While Positive Discrimination (defined as the preferential treatment of disadvantaged individuals) serves to foster equity and inclusiveness, Negative Discrimination (defined as the unfair treatment of individuals based on such characteristics) tends to prevent diversity by excluding specific individuals or groups of individuals from participation. The concept of Non-Discrimination prohibits any form of negative discrimination.

Harassment is a kind of behavior that is unsolicited, unwanted and improper and that causes distress in those that are harassed. Harassing behavior can be of a physical, verbal and/or suggestive nature, and it can occur in person or electronically. It includes (but is not limited to) the misuse of power with the intention of causing harm to others (bullying), actual or attempted intimidation, unsolicited advances, direct insults, and malicious gossip.

Scope

This policy applies to all members of AzTU, including students, faculty, staff and senior management. It also applies to all individuals that are cooperating with AzTU (such as visiting researchers or participants in exchange programs) and/or that are participating in any of its activities (such as members of the larger community). It furthermore applies to all prospective or potential members, partners or guests of AzTU.

Core Values

With diversity among its core values, AzTU is committed to the active promotion of equity and the creation of an inclusive environment, which is part of its institutional purpose of serving the needs of the community and society.

The purpose of this policy is to outline the requirements and procedures intended to create and maintain an environment of equity, diversity and inclusion at AzTU.

Prohibitions

During admission for academic or non-professional candidates at AzTU employment is likely to be determined by citizenship, gender, ethnicity, religion, nationality, language, living conditions, social and social status, age, family status, opinion, political views, advocacy of advocates or other social associations, religious status, as well as any separate choice by the worker's professional qualities, employment status, other functions that are not dependent on the outcome of his or her employment, the determination of privileges and benefits in the absence or due to such acts, and the elimination of their rights.

Due to this it is banned to distinguish students from citizenship, gender, ethnicity, religion, nationality, language, living conditions, social and social status, age, family status, political viewpoints, social initiatives or other forms of social associations, to exclude, subordinate, or override, to submit to any degree, or level of education, to reduce the educated person by its lower level, to create a separate education system or institutions, or to maintain it.

Due to this All members, partners and guests of AzTU are to be made aware of the principle's harassment and non-discrimination and of their corresponding rights. Regular communication of these principles and rights is monitored by AzTU.

Due to this policy it is forbidden to students who are engaged in education, education programs and social activities are entitled to demonstrate physical and psychological constraints (hostilities, disturbances, psychological complications, etc.) to those who are not engaged or employed, including scholars and educators.

Responsibilities

All the members of AzTU society share the responsibility of supporting and advocating politics against discrimination and oppression, including executives, the workers, the prosecutors, the experts.

It is the responsibility of the observers, the examiners and the professor-teachers to obtain the prohibition of individual choices or difficulties, and to provide information about their affairs.

Informational Procedures

If any member of AzTU community experiences discrimination or harassment, or witnesses such behavior, they are encouraged to report it promptly to the appropriate administrative division or designated personnel.

Initial Response Time: Upon receiving an application or complaint alleging discrimination or harassment, AzTU commits to acknowledging receipt promptly. This acknowledgment should occur within 3 calendar days of receiving the complaint or application.

Investigation Period: AzTU will initiate an investigation promptly upon receipt of the complaint. The investigation process should be thorough and conducted within from 15 calendar days to 30 calendar days depending on the complexity and severity of the allegations.

Resolution and Decision: Following the investigation, AzTU will aim to reach a decision promptly. This decision should be communicated to the involved parties within 10 calendar days after the conclusion of the investigation.

Confidentiality and Privacy: Throughout the review process, strict confidentiality measures should be maintained to protect the privacy of all parties involved. Information should only be shared on a need-to-know basis to ensure the integrity of the investigation and respect the rights of all individuals.

Reporting and Documentation: All stages of the review process, including initial complaints, investigation reports, decisions, and appeals, should be documented thoroughly and securely to maintain accountability and transparency.

Examination and Evaluation

Examination should be operative, equitable and uncompromising in a manner, which is bound by separate choices and difficulties.

In case of revealing any discrimination or harassment it should be considered as a measure to prevent such situations from occurring in the future.

It is forbidden to take revenge of the people giving the information about discrimination or harassment.

In case of occurring revenge cases, it would be taken under control by appropriate office of AzTU.

Enlightenment

AzTU states about organizing continuous seminars with the aim of preventing discrimination and harassment for educational purposes. It aims to set up mutual and firm interaction between society and AzTU.

Privacy

AzTU ensures to implement privacy in case of any harassment and discrimination cases.

The Last Terms

AzTU ensures to provide the effectiveness of this policy and its compliance according to the law and the rules.

Review

This policy will be reviewed at least every 2 years. The previous version of the policy will remain in full force and effect until the adoption of new version.