



D. Serikbayev

**EAST
KAZAKHSTAN
TECHNICAL
UNIVERSITY**

Combating

Discrimination and Harassment
Policy of NJSC «D. Serikbayev EKTU»



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1 GENERAL PROVISIONS

1.1 Policy objectives

D. Serikbayev East Kazakhstan Technical University (hereinafter – the University) recognizes that it serves not only as an educational and research institution, but also as a space for fostering a culture of respect, equality, and safety. Any form of discrimination, harassment, or violence undermines the academic environment, violates human rights, and hinders personal development.

This Policy has been developed for the ***purpose*** of:

- ensure a safe, inclusive, and equitable educational environment;
- establish unified rules for the prevention of discrimination and harassment;
- define mechanisms of support and protection for students and staff;
- promote the development of a culture of mutual respect.



1.2 Scope of application

The Policy applies to all members of the university community, including students (undergraduate, master's, and doctoral), faculty, staff (full-time and part-time), temporary employees, contractors, interns, visitors, and University partners. It covers actions carried out within the framework of educational, research, professional, or other activities, as well as incidents connected to study or work (including online communications).

1.3 Legal framework

This Policy is implemented within the framework of the Constitution of the Republic of Kazakhstan (Article 14 on equality of rights and the prohibition of discrimination), the Labor Code of the Republic of Kazakhstan (Articles 6 and 7 on the prohibition of discrimination in the field of labor), the Law of the Republic of Kazakhstan dated December 8, 2009 No. 223-IV «On State Guarantees of Equal Rights and Equal Opportunities for Men and Women», the Law of the Republic of Kazakhstan dated December 4, 2009 No. 214-IV «On the Prevention of Domestic Violence», and the Law of the Republic of Kazakhstan dated July 27, 2007 No. 319-III «On Education», which secures the right of students to safe and respectful learning conditions. It also draws upon the University's internal documents, such as the Sustainable Development Policy of NJSC «D. Serikbayev EKTU» and the Equality and Inclusivity Policy of NJSC «D. Serikbayev EKTU».

In the international context, this Policy takes into account the Universal Declaration of Human Rights, adopted at the third session of the UN General Assembly by Resolution 217 A (III) on December 10, 1948 («International Covenant on Human Rights»); UNESCO's Strategy for Gender Equality in and through Education for 2019-2025; ILO Convention No. 111 on Discrimination in Employment and Occupation,

adopted in Geneva on June 25, 1958; and the UN Sustainable Development Goals (SDG 5: Gender Equality, SDG 10: Reduced Inequalities).

1.4 Terms and definitions

Discrimination is any distinction, exclusion, restriction, or preference based on race, gender, age, religious beliefs, ethnicity, social status, sexual orientation, nationality, social origin, economic status, political or other convictions, disability, place of birth, or any other characteristic.

Bullying (mobbing) is systematic psychological or physical pressure aimed at humiliating, isolating, or expelling a member of the academic community. Within the University, bullying may take the form of group pressure among students, harassment in chats and social networks (cyberbullying), deliberate exclusion or spreading of rumors, as well as excessive administrative workload imposed on staff without justification.

Harassment is unwanted verbal, non-verbal, or physical behavior that violates personal boundaries and creates a hostile or degrading environment. Within the University, this includes intrusive intimate comments, inappropriate jokes, unwanted physical contact, as well as demands for personal favors in exchange for academic or employment benefits.

Gender-based violence is actions directed against an individual on the basis of their sex or gender identity, including discrimination, psychological pressure, physical violence, and sexual harassment.

Persecution (harassment) is persistent and repetitive behavior perceived as threatening, hostile, or offensive.

Victimization is any negative consequences for an individual who has filed a complaint or acted as a witness in cases of discrimination or harassment. Examples include exclusion from projects or deterioration of learning/working conditions in retaliation for filing a complaint.

Inclusivity is the creation of conditions in which diverse socio-cultural groups and each individual are valued, accepted, and respected for their unique skills, experience, and perspectives, while being provided with equal opportunities to participate and succeed.

Safe educational environment is an environment free from violence, discrimination, and psychological pressure, in which every student and employee of the University has the opportunity to exercise their rights and realize their potential.

2 FUNDAMENTAL PRINCIPLES



1) **Zero tolerance.** The University does not allow or justify any form of discrimination, harassment, or violence, regardless of the status of the participant (student, teacher, staff, or visiting specialist).

2) **Equal rights and opportunities.** All members of the university community have equal access to educational resources, competitions, grants, and infrastructure, regardless of gender, age, nationality, social status, religious beliefs, or physical characteristics.

3) **Inclusivity and respect for diversity.** The University recognizes the value of cultural, ethnic, and social diversity and fosters a campus environment free from stereotypes, hostility, and bias.

4) **Safety and confidentiality.** The University guarantees that persons who report facts of discrimination or harassment receive protection from retaliation and victimization. All complaint information is handled confidentially and with respect for the dignity of the complainant.

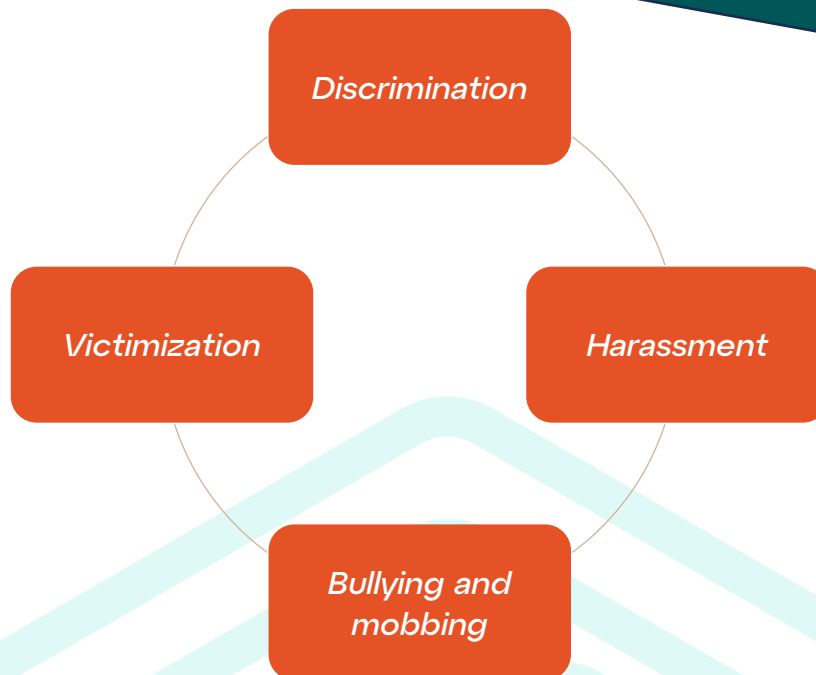
5) **Accessibility of response mechanisms.** Every student and staff member has the right to seek help at any time. The University provides clear and transparent mechanisms for filing complaints and appeals, including the possibility of anonymous reporting.

6) **Fairness and objectivity.** The consideration of complaints is carried out impartially, excluding subjectivity and conflicts of interest.

3 PREVENTION, DETECTION AND RESPONSE

3.1 Forms of discrimination and harassment

Within the framework of this Policy, the following forms of unacceptable behavior are distinguished, which may arise in the educational and working environment of the University:



Discrimination is manifested in any distinction or restriction of rights on the grounds of sex, age, nationality, religion, disability, social origin, political views, or other characteristics.

Forms of discrimination:

- **Gender discrimination** – prejudiced treatment of students or staff on the basis of sex (e.g., refusal to allow female students to participate in research projects, limitation of women’s career advancement).
- **Ethnic discrimination** – insults, denial of equal access to events or career advancement opportunities on the grounds of nationality.
- **Age discrimination** – unacceptable comments or limitation of opportunities for senior faculty members or young specialists.
- **Disability or health-based discrimination** – refusal to provide conditions for students with special educational needs (e.g., lack of adapted materials, disregard of requests for a convenient schedule).
- **Socio-economic discrimination** – exclusion of students from activities due to their financial situation (e.g., ridicule or pressure caused by inability to pay for additional course).
- **Academic discrimination** – biased evaluation of knowledge, denial of access to scholarships or exchange programs on the basis of a teacher’s personal preferences or the student’s status.

Harassment represents unwanted behavior that violates the dignity of an individual and creates a humiliating, hostile, or unsafe environment.

Forms of harassment:

- **Verbal harassment** – inappropriate comments, derogatory nicknames, offensive jokes, including those of a sexual or gender-based nature.
- **Non-verbal harassment** – intrusive staring, display of offensive images, unacceptable gestures.
- **Physical harassment** – unwanted touching, attempts of physical contact, infringement of personal space.

- **Sexual harassment** – propositions of an intimate nature, threats in exchange for academic or career advantages, display of sexually explicit materials.
- **Online harassment (cyberharassment)** – all forms of insults, dissemination of rumors or photo/video materials without consent on social media, bullying in student chats.

Bullying among students – systematic harassment, isolation, mockery, threats, or boycotts within a study group.

Mobbing among staff – pressure from colleagues or supervisors (e.g., unfounded criticism, allocation of excessive workload, exclusion from professional activities).

Victimization is manifested in any negative impact on a person who has filed a complaint or acted as a witness, including deterioration of study/work conditions, exclusion from projects, or pressure from administration or students.

3.2 Preventive measures

The University applies a comprehensive preventive approach aimed at creating a safe and inclusive educational environment. Within the framework of preventing discrimination, bullying, and harassment, the following measures are implemented:

- conducting regular lectures, trainings, and seminars for students and employees («Bullying and How to Counter It» – training for students, held on 1 February 2024);



- holding campaigns against violence and discrimination («Say No to Violence» – republican campaign against violence, 30 November 2023);



- participation of the University in issues related to gender equality («Gender Equality in the Labor Market» – live broadcast of the program Day Shift on the Khabar 24 TV channel, 7 March 2024);
- inclusion of gender equality principles in the University's development strategy («EKTU.Otbasy – Territory of Well-being» project aimed at creating a favorable environment for the comprehensive development of university community members);





- publication of trust line numbers (*WhatsApp hotlines*: +7 (701) 471 2905, +7 (776) 474 9697).

Educational activities

Participation in national initiatives

Promotion of a culture of equality and inclusiveness

Institutional integration of equality principles

Information support and access to assistance

3.3 Response mechanisms

1) Channels of appeal

- Inclusive Center.
- Psychological Service.

2) Procedure for complaint review

- initial confidential consideration of the complaint;
- conduct of an internal investigation;
- implementation of measures (disciplinary, administrative, up to expulsion or termination of employment).

3) Guarantees of protection

- prohibition of retaliation against the complainant;
- possibility of anonymous reporting;
- provision of psychological and legal assistance.

4 RESPONSIBILITIES

- The University Administration is responsible for the implementation of the Policy.
- Faculty and staff are obliged to maintain an atmosphere of respect and to prevent violations.
- Students are obliged to comply with the rules of interaction and to report cases of harassment.

5 MONITORING AND REPORTING

- Annual monitoring of complaints and measures taken.
- Public disclosure of reports (without disclosure of personal data).
- Adjustment of the Policy based on the analysis of complaints and international practices.

6 FINAL PROVISIONS

D. Serikbayev East Kazakhstan Technical University reaffirms its commitment to the principles of equality, respect, and safety. The university environment must be a space for personal development, not a place of fear or discrimination.

This Policy is an open document and is subject to continuous improvement in line with changes in society, legislation, and academic practice.