



D. Serikbayev

**EAST
KAZAKHSTAN
TECHNICAL
UNIVERSITY**

Equity, Diversity, and Inclusion

Policy of NJSC «D. Serikbayev EKTU»



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1 GENERAL PROVISIONS

1.1 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.

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

✓ **Diversity** is the expansion of people's rights and opportunities based on respect for, and recognition of, the value of differences among them by age, gender, ethnicity, religion, disability, sexual orientation, education, nationality, abilities, social background, and other characteristics.

✓ **EDI** stands for *Equity, Diversity, Inclusion*, which in translation means:

- *Equity* – ensuring equal access to opportunities and resources for everyone, while taking into account individual needs. This does not mean “identical treatment”, but rather the elimination of structural barriers and injustices.
- *Diversity* – recognizing and respecting differences among people, including those based on gender, age, ethnic and cultural background, disability, sexual orientation, religion, social status, and other characteristics.
- *Inclusion* – creating an environment where everyone feels accepted, respected, and engaged in processes, regardless of their differences.

1.2 Purpose and scope of application

D. Serikbayev East Kazakhstan Technical University (hereinafter – the University) recognizes the value of diversity and is committed to the principles of equality, respect, and inclusion.

The University adheres to a policy of inclusivity, non-discrimination, and the provision of equal access to quality education throughout life for all citizens of Kazakhstan and foreign countries, regardless of age, gender, health status (disability), race, or religion.

This Policy has been developed in accordance with the Constitution of the Republic of Kazakhstan, the Law of the Republic of Kazakhstan dated July 27, 2007 No. 319–III “On Education,” the United Nations International Convention on the Elimination of All Forms of Racial Discrimination of December 21, 1965, the UN Convention on the Rights of Persons with Disabilities of December 13, 2006, the Incheon Declaration of May 21, 2015 “Education 2030: Towards inclusive and equitable quality education and lifelong learning for all”, the Sustainable Development Policy of D. Serikbayev EKTU, the

Corporate Code of Ethics of the NJSC “D. Serikbayev EKTU,” Regulation on Inclusive Education at NJSC “D. Serikbayev East Kazakhstan Technical University”

R NJSC “EKTU” 165-I-2025 and the Regulations on Social Support Measures for Students of D. Serikbayev East Kazakhstan Technical University.

The Policy serves as a guiding document for all staff, faculty, and students of the University and is aimed at shaping a safe, respectful, and accessible educational environment.

This Policy is developed within the framework of national legislation, the University’s internal regulations, and in line with international principles of sustainable development. Its implementation contributes to the achievement of the following goals:



1.3 Purpose and tasks



Purpose – to ensure equal access to education, employment, and development regardless of individual characteristics; to prevent discrimination; and to create conditions for realizing the potential of every member of the university community.

Key **tasks**:

- 1) development of an inclusive educational environment;
- 2) protection of the rights of vulnerable groups of students and staff;
- 3) implementation of ethical and legal standards to prevent discrimination;
- 4) fostering a culture of respect, tolerance, and diversity;
- 5) continuous monitoring and improvement of equality practices.

2 POLICY PRINCIPLES

- Ensuring equal opportunities for all members of the university community regardless of gender, age, disability, or other individual characteristics. The University

does not tolerate any form of discrimination in student admission and education, employment, career advancement, assignment of duties, professional training, evaluation of academic or work performance, or remuneration. All decisions are based on education, knowledge, experience, and competence.

- **Promoting the values of diversity at all levels of university life** – from governance structures to student communities.
- **Supporting representatives of local communities and indigenous peoples**, including students and staff, with respect for their rights, cultural traditions, and interests.
- **Recognizing the value of diverse life experiences** – age, gender, cultural background, and other characteristics – among both students and staff. The University highly values the contribution of each individual to overall development and strategic goals. A variety of perspectives, skills, and knowledge leads to more well-grounded and effective decision-making.
- **Creating conditions for the realization of potential of every student and staff member**, as well as equal opportunities for participation in educational, research, professional, and social activities. This contributes to personal development, enhances graduate competitiveness, and increases the effectiveness of the University as a whole.
- **Building a respectful, safe, and inclusive environment for all members of the university community**, where origin, lifestyle, or other personal characteristics do not affect academic success, professional evaluation, or social perception.

2.1 The approach of D. Serikbayev EKTU and EDI



University Approach:

1) **Ensuring equality and inclusiveness** is a key principle of non-discrimination at the University. The University stands against all forms of bias and strives for respectful treatment of all students and staff. Equal opportunities are guaranteed both in the educational process and in employment, particularly in areas where socio-cultural diversity is still underrepresented.

2) **In student admission and staff recruitment**, the University seeks to broaden the range of talents it attracts, thereby strengthening its potential through diverse perspectives, life experiences, knowledge, as well as gender, age, and ethnocultural diversity.

3) **The University fosters an educational and working environment** where every student and staff member feels accepted, respected, and heard. Everyone is given the opportunity to realize their potential, trust the university community, and openly address issues.

4) The University actively expands opportunities for women, including their involvement in governance, research projects, and all areas of activity. The University sets targets for increasing the representation of women in leadership and academic positions and takes measures to eliminate the gender gap-both in pay equity and in access to educational and career opportunities.



Equity, Diversity и Inclusion (EDI) is a policy aimed at ensuring fair treatment and equal opportunities for all members of the university community. It is focused on eliminating bias and discrimination related to individual characteristics.

Modern practice demonstrates that equality and inclusiveness have a positive impact on both the economic and social performance of organizations.

The **EDI** policy should not be perceived as a formal document, but rather as a guide to action. Implementation begins with conducting an inclusivity audit – an analysis of the current state of the institution across key aspects of diversity. Based on this, an action plan is developed to integrate **EDI** principles into practice.

An important step is defining the core values of the institution that reflect its commitment to diversity and inclusion, as well as selecting effective mechanisms for their implementation and dissemination.

With the launch of **EDI** policy implementation, a new culture is formed within the organization, one based on equality, respect for differences, and acceptance of individual characteristics. This contributes to the promotion of human rights, gender equality, social justice, and inclusion.

By embedding *equity, diversity, and inclusion* into both educational and professional activities, the University demonstrates genuine care for every individual within its community.

3. GENDER EQUITY

The University recognizes the importance of gender equality as a fundamental principle of justice and equality for all students and staff. The University strives to create an inclusive and supportive environment in which every person, regardless of their sex

or gender identity, can realize their potential and achieve success. Principles of gender equity:

Equity of opportunities for all: EKTU ensures equal opportunities for all students and staff, regardless of sex or gender identity, in matters of education, professional growth, and career advancement.

Absence of discrimination: The University prohibits any form of gender discrimination, including but not limited to discrimination based on sex, gender identity, sexual orientation, or marital status.

Equal pay and conditions: EKTU guarantees equal pay for equal work and the same conditions for career growth, regardless of sex or gender identity.

Support for equality at all levels: The University creates conditions for equal access to all educational and professional opportunities, ensuring personal and career development for everyone..

3.1 Measures to ensure gender equity

Educational initiatives: EKTU introduces trainings and educational programs on issues of gender equality, inclusiveness, and combating discrimination for all students and staff.

Elimination of gender stereotypes: The University actively works on eliminating gender stereotypes and biased perceptions, creating a space in which everyone can freely express their identity and develop.

Inclusive scientific activity: EKTU supports the participation of students and faculty of all gender identities in scientific research, publications, and academic activities, ensuring equal conditions for all.

Flexibility and support: The University introduces flexible working and studying conditions so that students and staff can balance their personal and professional responsibilities without facing discrimination based on gender.

3.2 Transparency and accountability

Evaluation of effectiveness: EKTU regularly monitors progress in ensuring gender equality, conducting regular assessments of the situation and collecting feedback from students and staff.

Openness for communication: The University maintains open channels for feedback on issues of gender equality. All complaints and suggestions are considered with respect and in accordance with the principles of fairness and confidentiality.

4 VULNERABLE CATEGORIES COVERED BY THE POLICY

The University guarantees the protection of rights and the provision of support for at least five categories:

- by age;
- by gender or gender reassignment;
- by disability (including students with special educational needs);
- by race and ethnic origin (including international students and refugees);
- by religion and belief;
- by marital or family status (including large families and single parents);
- by pregnancy and maternity;
- by social status (including orphans and students from low-income families).

5 IMPLEMENTATION MECHANISMS



The University implements its Equality and Inclusion Policy through a wide range of *educational*, *social*, *ethical*, and *infrastructural* measures. Particular attention is given to creating conditions that ensure access to education for all categories of students, including those with disabilities and special educational needs. To support this, the **Inclusive Center** operates within the University, providing scientific and practical, methodological, and consulting support, as well as psychological and pedagogical assistance. Its **primary goal** is to safeguard the right of students to quality education tailored to their cognitive abilities, and to promote their successful adaptation, socialization, and integration into both university and public life.

Adaptive educational technologies are systematically integrated into academic programs: *syllabi* include a mandatory section on **“Adaptive Educational Technologies**

(Inclusive Education)”, reflecting the University’s commitment to accessibility principles. Faculty members include trained specialists: **15 staff members hold certificates enabling them to work effectively with students with special educational needs**. To further enhance the learning process, **modern technical tools** are used, such as an *electronic laser pointer* and the *AverVision F17HD+ device for visual support of students with visual impairments*.

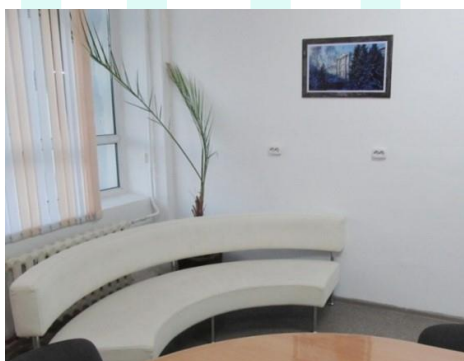
The University provides *tuition discounts* and *financial benefits* for socially vulnerable groups (orphans, students with disabilities, students from low-income and large families), offers *material assistance* in difficult life situations, and ensures *free or subsidized accommodation in dormitories*. Since 2018, **part of the administrative procedures has been digitalized**: students can request official certificates through their personal online account, making social support more accessible and efficient.

The University’s infrastructure is designed in accordance with the principles of accessibility and safety for all categories of students and staff. Facilities include ramps, specialized restrooms, and adapted parking spaces for persons with disabilities, among other features.





To support students and staff who combine study or work with childcare responsibilities, the campus provides designated facilities for young mothers. These spaces are equipped to allow the preparation of meals for children, as well as feeding and changing. In addition, specially marked baby changing areas and children's rooms for the temporary stay of children aged 5 to 10 are available, contributing to the creation of a comfortable and inclusive environment within both the educational and working processes.



The University places strong emphasis on **fostering a respectful and ethical environment** where students and staff can freely express their opinions and be heard. To support this, regular training for faculty members on issues of inclusion and non-discrimination is conducted, and feedback channels are maintained, including anonymous submission forms. The corporate culture, enshrined in the Code of Corporate Ethics, promotes an atmosphere of trust, professionalism, and mutual respect.

6 EDI POLICY SUPPORT MEASURES



1. Development of a monitoring system

- o Establish a system of key performance indicators (KPIs) for priority EDI areas (for example: the proportion of students and staff from vulnerable groups, retention and completion rates, the number and time of complaints of discrimination).
- o Conduct regular monitoring of student and staff satisfaction with the university environment: annual surveys on learning conditions, work, safety and respect at the University.
- o Prepare a final annual report on the implementation of the EDI Policy with an analysis of the monitoring results and publish a summary of the results on the University's official website.

2. Creation of an organizational mechanism

- o Appoint a responsible coordinator for EDI issues (for example, a vice-rector), who provides overall guidance and coordination of Policy implementation in close collaboration with the directors of institutes and heads of departments.
- o Establish a Council (Committee) on equality, diversity and inclusion, formed by order of the rector and including representatives of the administration, faculty, students and, if necessary, specialists (social workers, psychologists, etc.); the Council develops plans, defines indicators and prepares recommendations on EDI issues.

- o Assign responsibility for the implementation of EDI principles to the heads of all structural divisions: include the tasks of ensuring equal access and non-discrimination in their official duties and plans of departments.

3. Educational initiatives

- o Organize mandatory training modules and trainings on equality, diversity, inclusion and non-discrimination for all teachers and staff, aimed at improving their competencies in inclusive learning and respectful communication.

- o Include the development of communication and social skills (soft skills) – cooperation, empathy, tolerance, and intercultural communication – in student curricula and teacher training programs.

- o Integrate EDI topics into professional development and professional development programs: conduct seminars, workshops, and online courses on inclusive education and human rights.

4. Transparency and communication

- o Create a separate section on the EDI policy on the University's official website: post the text of the Policy, materials on ongoing activities and reports, as well as links to feedback tools (surveys, application forms).

- o Ensure that students and staff can contact each other anonymously (via an electronic form or a "trust box") on issues of non-discrimination and inclusion with a guarantee of confidentiality.

- o Conduct regular anonymous surveys of student and staff satisfaction with the conditions of study, work and implemented EDI activities, as well as analyze incoming complaints and suggestions.

5. International positioning

- o Actively participate in international networks, projects and forums dedicated to issues of equality, diversity and inclusion (cooperation with foreign universities, international organizations and NGOs).

- o Take into account and refer to global standards and initiatives: implement the UN Sustainable Development Goals (especially SDG 4 on universal inclusive and equitable quality education) and follow the UNESCO Convention against Discrimination in Education.

- o Reflect the University's commitment to the recommendations and best practices of international organizations (UNESCO, the United Nations, the European Union, etc.) in the field of human rights, gender equality, and inclusive education.

7 THE PROCEDURE FOR PROTECTING RIGHTS

In cases of discrimination, students and staff may submit a complaint to:

- o Department of Social, Youth Policy and Inclusive Development

All complaints are reviewed within 10 working days with full confidentiality guaranteed.

If violations are confirmed, disciplinary measures are applied in accordance with the Code of Corporate Ethics and the labor legislation of the Republic of Kazakhstan.

8 RESPONSIBILITY

- The management of D. Serikbayev EKTU is responsible for the implementation of the Policy.
- Employees and students are obliged to adhere to the principles of equality and respect.
- Violation of the provisions entails disciplinary measures

9 CONCLUSION

The policy of equality, diversity and inclusiveness is an integral part of the University's sustainable development strategy. The adoption and implementation of the EDI principles contributes to the formation of an open, fair and productive educational and working environment in which every person feels valuable and recognized.

The University realizes its responsibility for creating conditions in which individual differences are considered as a resource and not an obstacle. The University is convinced that only through respect, involvement and fair treatment of everyone it is possible to achieve genuine progress, innovative development and academic excellence.

The implementation of this policy requires constant monitoring, open dialogue and readiness for changes. The University calls on all employees, students and partners to support these principles in everyday activities and, through joint efforts, promote a culture of respect, cooperation and inclusiveness.