

BAKU STATE UNIVERSITY



REPORT ON SDG 10

REDUCED INEQUALITIES



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ABSTRACT

Baku State University (BSU) has implemented a comprehensive Anti-Harassment and Anti-Discrimination (AHAD) policy to ensure fair and non-discriminatory treatment of all applicants and individuals associated with the university. The policy promotes diversity, equity, and inclusion, and emphasizes creating an inclusive and welcoming environment for everyone.

To ensure accountability, the university has a Disciplinary Committee to investigate violations of the policy, and an Appeal Commission to address student grievances. Short-term and long-term actions include training sessions, clear reporting mechanisms, victim support, and mentorship programs. Gender equity is a priority, with active tracking of applications and admissions to identify barriers.

BSU is committed to promote equality, diversity, and inclusion (EDI) among students and staff, with scheduled training and investigations of policy violations. Awareness campaigns, ongoing training, and seminars are conducted to educate about harassment and discrimination. Mentoring and coaching programs are planned for professional growth. The university also prioritizes accessibility for individuals with disabilities, providing physical access and collaborating with disability support organizations. Support services encompass academic assistance, counseling, and career guidance. An access scheme offers reasonable accommodations like extended exam times and assistive technologies, tailored to individual needs. Adequate funding is allocated to support these initiatives.

USED DATA

Interdisciplinary policies of BSU:

1. Anti-Harassment and Anti-discrimination policy
2. Equality, Diversity, and Inclusion policy

Legislative acts

1. [Order of the President of the Republic of Azerbaijan on approval of "Azerbaijan 2030: National Priorities for Socio-Economic Development"](#)

REDUCED INEQUALITIES SDG 10

CURRENT SITUATION

BSU as a body has implemented an admissions policy that is non-discriminatory. This policy ensures that all applicants are evaluated based on their academic qualifications, personal achievements, and potential to contribute to the university community. The university takes pride in treating all applicants fairly and equally, without any form of discrimination based on race, gender, religion, or any other protected characteristic. The goal of the AHAD (Anti-Harassment and Anti-discrimination) policy is to guarantee that every person associated with the university recognizes their right to dignity and respect, irrespective of their race, color, national origin, religion, gender, age, marriage and parental status, handicap, or genetic information.

To ensure accountability, the university publicly posts its admissions policies. These policies are readily available on the university's official website, providing detailed information.

BSU strongly values diversity, equity, and inclusion, and is committed to creating an inclusive and welcoming environment for all. We believe that a diverse campus community enriches the educational experience and contributes to a more comprehensive understanding of the world.

The Disciplinary Committee performs independently and audits the violations of Code provisions, including any type of harassment and discrimination, and renders legally enforceable verdicts. Students are also provided with education through seminars and training courses for regarding discriminations. An Appeal Commission conducts daily investigations into grievances and appeals from students regarding violations of the provisions of internal agreed Codes.

Promoting gender equity is a key priority for us. We actively track the applications and admissions of women to identify any potential barriers or disparities. BSU as a body takes planned actions in for the short-term and long-term period actions.

For the short-term period - holding frequent training sessions and workshops to increase awareness, setting up clear and confidential reporting mechanisms, delineating an investigative process mechanism, providing victim support centers, making surveys and analyzing feedback, starting mentorship programs and roundtable discussion.

For the long-term period, updating the policy and regulations for optimal outcomes, creating an environment with a sense of belonging for all, improving the reporting mechanisms, providing equal opportunities for all individuals, preparing an interactive e-learning modules of prevention of harassment and anti-discrimination, making awareness campaigns and programs open to public — are actions to achieve the goal of the policy.

Baku State University strongly values diversity, equity, and inclusion, and is committed to creating an inclusive and welcoming environment for all students.

The goal of the AHAD (Anti-Harassment and Anti-discrimination) policy is to guarantee that every person associated with the university recognizes their right to dignity and respect, irrespective of their race, color, national origin, religion, gender, age, marriage and parental status, handicap, or genetic information.

Baku State University promotes equality, diversity, and inclusion policy (EDI) among academic, administrative staff and students. Training for students, faculty, and administrative staff are scheduled according to the Quality Assurance Center's action plan. In addition, the Disciplinary Committee performs and investigates any violations of equality, diversity, and inclusion policy and monitors its implementation.

For educating individuals about the types of harassment, discrimination and coping with it, BSU as a body makes awareness campaigns and programs, holds ongoing trainings and seminars due to the AHAD (Anti-Harassment and Anti-discrimination) and EDI (equality, diversity, and inclusion) policy. To establish several mentoring and coaching programs for creating professional growth is one of the planned actions for long-term period.

Recognizing the importance of inclusivity and equal opportunities for all, BSU as a body has taken several measures to ensure that individuals with disabilities have the necessary resources and support to thrive academically and socially. In terms of physical accessibility, the university has implemented various measures to make its facilities accessible to individuals with mobility impairments. This includes ramps, elevators, and designated parking spaces for people with disabilities. Additionally, the university has made efforts to ensure that all buildings have accessible entrances, restrooms, and common areas. Furthermore, the university actively collaborates with disability support organizations to provide comprehensive support services for students with disabilities.

BSU as a body provides accessible facilities and support services for people with disabilities. We actively collaborate with disability support organizations to provide comprehensive support services for students with disabilities. These support services

encompass academic assistance, counseling, and career guidance tailored to meet the unique needs of individuals with disabilities. It includes budgeting for assistive technology, accessible transportation, sign language interpreters, and other necessary resources.

BSU as a body has also established an access scheme to provide additional support to students with disabilities. This scheme aims to remove barriers to learning and provide reasonable accommodation to ensure that students with disabilities have an equal opportunity to succeed. The access scheme includes provisions such as extended exam times, note-taking assistance, and access to assistive technologies.

The reasonable accommodation policy takes into consideration the diverse needs of individuals with disabilities and strives to provide appropriate support and adjustments to facilitate their full participation in all university activities. It recognizes that disabilities can vary greatly, and therefore, the accommodation measures are tailored to meet the specific requirements of everyone. In terms of funding, the university recognizes the importance of adequately funding disability services to ensure their effectiveness. It allocates financial resources to support the provision of reasonable accommodations and the maintenance of accessible facilities. This includes budgeting for assistive technology, accessible transportation, sign language interpreters, and other necessary resources.

KEY FINDINGS

The key findings from the provided information about Baku State University's policies and initiatives are as follows:

Non-Discriminatory Admissions Policy

BSU has implemented an admissions policy that is non-discriminatory, focusing on evaluating applicants based on academic qualifications and personal achievements, without any discrimination based on protected characteristics such as race, gender, religion, etc.

Diversity, Equity, and Inclusion (EDI) Commitment

The university strongly values diversity, equity, and inclusion and is dedicated to creating an inclusive and welcoming environment for all, recognizing the educational and societal benefits of a diverse campus community.

Accountability Mechanisms	To ensure accountability, the university has established the Disciplinary Committee to investigate violations of its policies, including harassment and discrimination. An Appeal Commission handles student grievances.
Gender Equity Focus	Promoting gender equity is a key priority, with active monitoring of applications and admissions to identify potential disparities and barriers for women.
Short-Term and Long-Term Actions	The university has outlined short-term and long-term actions to achieve its goals, including awareness campaigns, clear reporting mechanisms, victim support, mentoring programs, and updating policies and regulations.
Education and Training	BSU conducts ongoing training sessions, seminars, and awareness campaigns to educate individuals about harassment and discrimination. It also offers mentoring and coaching programs for long-term professional growth.
Support for Individuals with Disabilities	The university actively promotes accessibility for individuals with disabilities, including physical access, comprehensive support services, and reasonable accommodations through an access scheme.
Tailored Accommodations	Accommodations for individuals with disabilities are tailored to their specific needs, recognizing the diversity of disabilities.
Financial Support for Disability Services	BSU allocates financial resources to support the provision of reasonable accommodations, assistive technology, accessible transportation, and other necessary resources to ensure the effectiveness of disability services.

In summary, Baku State University is committed to creating an inclusive and non-discriminatory environment, actively addressing harassment and discrimination, promoting gender equity, and providing support and accommodations for individuals with disabilities.

FUTURE GOALS

Baku State University (BSU) has already taken important steps to promote diversity, equity, and inclusion, address harassment and discrimination, and support individuals with disabilities. To further enhance its efforts, here are some future steps that BSU can consider:



By continuing to focus on these future steps, Baku State University can further strengthen its commitment to diversity, equity, and inclusion, and create a more inclusive and welcoming environment for all members of its community.