



**Anti-Harassment and Anti-discrimination
Policy
(AHAD)**

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SECTION 1: INTRODUCTION ABOUT THE CURRENT SITUATION

1.1. Introduction

The meaning of the harassment and discrimination is the differential treatment according to their races, colors, national origins, religions, gender, age, marital and parental status, disability, or genetic information. Baku State University (hereinafter – BSU) has comprehensive policy and committed Leadership, which endeavors to foster ethical culture and promote diversity, inclusive and engaged student-centered education system.

1.2. Current situation

1.1. The current situation is as follows:

- All students can get in touch with the Rector directly via website and address their appeals and grievances according to any kind of misbehavior including any kind of harassment and discrimination.
- All students can appeal and state grievances in person in a written form to the respective Unit and demand to act for misbehaviors including any kind of harassment and discrimination.
- The Ethic Code for Academicians and Employees was accepted by the Scientific Council and according to the respective provision(s), any kind of harassment and discrimination attempt(s) is(are) taken as a violation of provisions of abovementioned Code. In this case, it is needed to put sanctions or take preventive actions with the decision of The Disciplinary Committee.
- The Disciplinary Committee performs autonomously according to its statute, and audits the violations of the abovementioned Code provisions, including any kind of harassment and discrimination, and makes binding decisions.
- Holds training courses, seminars, and other informative sessions for students regarding harassment and discrimination.
- During examination period, The Appeal Commission is formed, and students can address The Appeal Commission in any case of grievances.
- Conduct survey on monthly basis among students and according to the results preventive actions are taken regarding concerning issues and launch a prompt and in-depth examination into the claims following a report of harassment and discrimination. Then, take immediate measures and report the issues to responsible bodies.

- Community members who violate this policy may face sanctions, including expulsion of students or termination of workers. Employees who believe they are the victims of harassment or discrimination should report it right away.
- In cases where it has a good reason to assume that harassment has occurred, the University has the right to investigate the circumstances, even if no official or informal complaint has been made.
- Acts are therefore forbidden, even if they are not unlawful, if they: Limit employment opportunities, access to university housing, or participation in academic, athletic, social, cultural, or other university activities inappropriately based on age, color, gender, gender identity, disability status, height, marital status, national origin, political persuasion, race, religion, or weight; or Harass any University community member(s) based on their age, race, religion, veteran status, height, marital status, country origin, gender identity, disability status, or weight.

1.3. Legal base:

The Anti-Harassment and Anti-discrimination policy (hereinafter – AHAD) carries out the respective Laws of the Azerbaijan Republic, Decrees and (or) the orders of the President and the Cabinet of Ministries of the Azerbaijan Republic, The Law of the Republic of Azerbaijan on Social Service, The Law of the Republic of Azerbaijan on Guarantees of Gender (men and women) Equality, The Law of the Republic of Azerbaijan on Prevention of Domestic Violence, The Law of the Republic of Azerbaijan on the Rights of Persons with Disabilities, this other related internal and external legal documents and regulations.

SECTION 2: MISSION, OBJECTIVES AND THE SCOPE OF THE AHAD POLICY

2.1. Mission of the AHAD Policy:

AHAD Policy mission is to ensure that all the individuals of the University, regardless of their races, colors, national origins, religions, gender, age, marital and parental status, disability, or genetic information, acknowledge the right to dignity and respect.

2.2. Objectives of the AHAD Policy

Objectives of AHA Policy are as follows:

- Prevent differential treatment according to their races, colors, national origins, religions, gender, age, marital and parental status, disability, or genetic information.
- To foster ethical culture and promote diversity, inclusive and engaged student-centered education system.
- Educate individuals about the types of harassment and discrimination.
- To ensure a safe environment for all people.
- To conduct fair and impartial investigations.
- To hold ongoing trainings and seminars.
- To encourage the awareness of dignity and a sense of responsibility for all.

2.3. Scope of the SPP:

The AHAD Policy concerns all individuals representing BSU, including employees such as academicians, administrative staff, technical staff, and students.

SECTION 3. PLANNED ACTIVITIES, MONITORING AND REPORTING

3.1. Planned activities:

Planned actions in for the short-term and long-term period are as following:

SHORT-TERM PERIOD ACTIONS (within 3 years)

Action 1: To conduct regular trainings and workshops to increase awareness

Action 2: To establish transparent and classified reporting mechanisms

Action 3: To outline a mechanism of the investigation process

Action 4: To offer support centers for victims (counseling, legal advice, etc.)

Action 5: To have systematic monitoring of policy and actions

Action 6: To make surveys and analyze feedback

Action 7: To initiate mentoring programs and roundtable discussions

LONG-TERM PERIOD ACTIONS (within 10 years)

Action 8: To update the policy and regulations for effective results

Action 9: To create an environment with a sense of belonging for all

Action 10: To enhance the reporting mechanisms

Action 11: To promote equal chances for all individuals

Action 12: To establish an Anti-harassment and Anti-discrimination Center and Student Assistance Programs

Action 13: To prepare an interactive e-learning modules of prevention of harassment and anti-discrimination

Action 14: To make awareness programs and campaigns open to public

3.2. Execution, Monitoring and reporting:

Execution, Monitoring and reporting actions will be taken as the following:

- The Disciplinary Committee is performing according to its statute in line with local legislation.
- An Appeal Commission performs daily and investigates any kind of appeals and grievances from students regarding violations of the provisions of internal agreed Codes.
- During the final assessment period in each semester, An Appeal Commission is established by the order of the Rector and investigates any kind of appeals of students regarding harassment and discrimination.
- The above-mentioned Commissions prepare reports regarding violations and misbehaviors, analyze them, put sanctions, and take preventive actions in the probability of its occurrence in the future.
- The responsible bodies create a group of people to investigate the reported violence.

SECTION 4: RESOURCE ALLOCATION

4.1. Resource Allocation:

For achieving the goal of this policy, below-mentioned resources will be used by respective units, comities and working groups:

- Experienced and qualified human resources.
- Adequate financial resources.
- Sufficient infrastructure.
- Legal support.
- Awareness campaigns.