

# **Khazar University**

## **Equality, Diversity and Inclusion (EDI) Policy**

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**Policy Category:** Ethics

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**Applicability:** University-wide

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### **1. Purpose and Scope**

Khazar University is firmly committed to fostering a culture of equality, diversity, and inclusion in every aspect of its academic and administrative life. This policy outlines the University's approach to creating an inclusive environment in which all individuals—regardless of their background—are treated with dignity, respect, and fairness.

This policy applies to all members of the Khazar University community, including students, academic and administrative staff, and visitors.

### **2. Statement of Commitment**

Khazar University embraces and celebrates diversity as a strength that enriches educational experience and fosters innovation and collaboration. The University is committed to:

- Ensuring that all individuals have equal opportunities to participate, contribute, and succeed
- Creating a learning and working environment free from discrimination, harassment, and victimization
- Embedding inclusive practices into decision-making, policy development, teaching, recruitment and public engagement

We recognize that EDI is a shared responsibility across the entire Khazar University.

### **3. Principles**

Khazar University's EDI policy is underpinned by the following principles:

- **Equality:** Fair treatment, access, and opportunity for all, striving to eliminate systemic and structural barriers
- **Diversity:** Valuing and respecting the range of differences in our community including (but not limited to) race, ethnicity, gender, sexual orientation, disability, age, religion or belief, socio-economic background, and nationality
- **Inclusion:** Actively creating a sense of belonging by ensuring that everyone feels welcomed, supported, and able to participate fully

#### **4. Non-Discrimination and Equal Opportunity**

The University does not tolerate discrimination based on:

- Race or ethnic origin
- -Color
- Religion or belief
- Gender, gender identity, or gender expression
- Age
- Disability
- Marital or parental status
- Socio-economic background
- Nationality or citizenship status

This applies across all functions, including admissions, recruitment, employment, academic assessment, access to facilities, and participation in events and activities.

#### **5. Accessibility and an Inclusive Environment**

Khazar University is committed to ensuring that both its physical and digital environments are inclusive and accessible to all:

- Campus facilities are designed and maintained with accessibility in mind
- Teaching and learning materials, websites, and communication tools are regularly reviewed to ensure accessibility for people with disabilities
- Support services are available to help all individuals fully participate in academic and campus life

#### **6. Open Access and Community Engagement**

The University recognizes its role in advancing knowledge and serving a broader society.

- Free and open access to educational resources is promoted to enhance learning and research opportunities
- Public events—including lectures, conferences, exhibitions, and cultural programs—are, wherever possible, open to the wider community to encourage civic participation and knowledge-sharing.

#### **7. Equal Opportunity in Academic and Professional Life**

Khazar University is dedicated to providing equal opportunities for participation and advancement in all areas of academic and professional life.

- The University works to identify and eliminate barriers that hinder full engagement and growth.

- Commitment to equity is reflected in policies, practices, and institutional culture, aiming to empower every member of the community to reach their full potential.

### **8. Responsibilities and Accountability**

EDI is the responsibility of all members of the Khazar University community.

- University leadership will demonstrate a visible commitment to EDI and ensure that policies and practices align with this vision.
- Academic and administrative departments/centers/units are expected to embed EDI in their strategies, operations, and student/staff engagement.
- Individuals are encouraged to actively contribute to a respectful, inclusive culture and to report any concerns related to discrimination or exclusion.

Mechanisms for reporting, investigating, and addressing EDI-related complaints are transparent, supportive, and confidential.

### **9. Monitoring and Review**

Khazar University is committed to continuous improvement in EDI practice.

- This policy is reviewed regularly to ensure its relevance and effectiveness
- Progress is monitored through data collection, feedback from stakeholders, and EDI-related evaluations
- Actions and initiatives are adopted to address emerging needs and ensure alignment with national and international standards.