



UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Lifelong Learning Equal Access Policy

Uzbekistan State World Languages University

Policy statement. Uzbekistan State World Languages University is committed to ensuring that its lifelong learning resources, programmes and community education activities are accessible on fair and non-discriminatory terms. No eligible participant may be excluded, disadvantaged or treated less favourably because of a protected characteristic.

1. Purpose

This policy establishes an institution-wide framework for equal access to lifelong learning. It applies to educational opportunities offered to people who are not enrolled as degree-seeking students, as well as to university students and staff when they participate in public or continuing education activities. Its purpose is to remove avoidable barriers, set clear responsibilities and provide an accessible route for raising concerns.

2. Scope

This policy applies to all University-organised or University-supported lifelong learning activities, including:

- Public access to libraries, reading rooms, computers, catalogues, digital collections and other educational resources.
- Public lectures, seminars, conferences, exhibitions, language and cultural events, and community educational events.
- Short courses, professional development, executive education and vocational training programmes that do not form part of a degree programme.
- Educational outreach delivered in schools, neighbourhoods, community organisations and other locations beyond the campus.
- Online courses, webinars, streamed lectures, open educational materials and guest access to digital resources.
- Student volunteering and student-led educational initiatives formally supported by the University.

The policy covers applicants, participants, visitors, school pupils, teachers, trainees, researchers from other institutions, alumni, community members, foreign citizens, refugees, migrants and other external users. It also applies to University employees, contractors, volunteers and partners involved in planning or delivering these activities.

3. Protected characteristics

Access must be provided without direct or indirect discrimination based on ethnicity, race, colour, nationality, language, religion or belief, disability, health condition, citizenship, immigration or residency status, sex, gender, gender identity, age, marital or family status, pregnancy, social or economic background, political or other opinion, place of residence, or any other status protected by applicable law.

Different treatment is permitted only where it pursues a legitimate educational or safety objective, is proportionate, is supported by transparent criteria and does not create an unjustified barrier to participation.

4. Principles

- Equal opportunity. Eligibility and participation decisions must use relevant, transparent and consistently applied criteria.
- Accessibility. Physical, digital, informational and communication barriers must be identified and reduced wherever reasonably possible.
- Respect and dignity. Participants must be treated fairly and must be protected from harassment, victimisation and retaliation.
- Transparency. Information on access conditions, schedules, capacity, registration, fees where applicable and available support must be communicated in clear language.
- Reasonable accommodation. Individual adjustments must be considered for persons with disabilities and others who face access barriers.
- Accountability. Responsible units must monitor participation, respond to concerns and improve access arrangements.

5. Access arrangements

5.1 Registration and eligibility

External users may be asked to register when this is necessary for safety, capacity management, borrowing privileges, certification or the protection of information systems. Registration requirements must be proportionate and must not be used



UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

to exclude a person because of a protected characteristic. Where an activity has limited capacity, places must be allocated according to published and objectively relevant criteria.

5.2 Fees and free services

Where the University designates a resource or activity as free, no direct or hidden participation fee may be imposed. Where a lawful fee applies to a specialised course or service, the fee and any exemption or reduction must be published in advance and applied consistently. Inability to pay should be considered through available waiver, sponsorship or alternative-access arrangements where these exist.

5.3 Digital access

Open digital resources should be available without unnecessary account creation. Where authentication is necessary, the registration process must be understandable and accessible. Online materials should use readable formats, clear navigation and accessible alternatives whenever technically and reasonably possible.

5.4 Physical access

The University must progressively improve access to teaching rooms, libraries, event spaces and related facilities. Event organisers must consider step-free routes, seating, signage, lighting, sound, accessible sanitation and emergency arrangements when selecting venues. Where a venue cannot be made accessible, an appropriate alternative arrangement should be offered wherever possible.

6. Reasonable accommodation

A participant may request reasonable accommodation before or during an activity. Depending on need and available resources, accommodation may include accessible seating, additional time, alternative formats, interpretation, captioning, assistance with registration, use of assistive technology, remote participation or relocation to an accessible venue. Requests must be considered individually, promptly and confidentially. A refusal must be based on a documented assessment and, where possible, accompanied by an effective alternative.

7. Responsibilities

- University leadership approves the policy, assigns institutional responsibility and reviews implementation findings.
- Faculties, departments, centres and administrative units apply the policy when designing, advertising, registering participants for and delivering lifelong learning activities.
- The Information Resource Centre maintains fair public access procedures for physical and digital educational resources and communicates any legitimate conditions of use.
- Units responsible for facilities and information technology identify and reduce physical and digital accessibility barriers within their remit.
- Event and programme organisers provide clear access information, consider accommodation requests and document justified restrictions.
- Employees, volunteers and partners must prevent discrimination and refer concerns to the appropriate University channel.

8. Communication and publication

The approved policy must be published on the University website in an accessible format. Public announcements should state who may participate, whether registration is required, whether a fee applies, the venue or online access method, and how to request accommodation. Information should be made available in appropriate languages where this is necessary for the intended audience.

9. Concerns, complaints and protection from retaliation

Any participant or prospective participant who believes that access has been unfairly restricted may raise a concern through the University's official contact channels or with the unit responsible for the activity. External participants must have access to the same respectful and confidential consideration as University members. Concerns should be acknowledged, reviewed promptly and referred to the competent structural unit where formal investigation is required.

No person may be penalised, threatened or disadvantaged for making a good-faith complaint, requesting accommodation, supporting another complainant or participating in a review. Records must be handled in accordance with confidentiality and data-protection requirements.

10. Monitoring and continuous improvement

Responsible units should maintain proportionate records of public activities, participation, accommodation requests, access-related complaints and corrective actions. Monitoring should identify recurring barriers without requiring unnecessary disclosure of sensitive personal information. Findings should inform annual improvements to facilities, digital services, communication and programme design.



UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

The University should review this policy at least annually and whenever relevant legislation, institutional structures or access needs change. The review should consider feedback from persons with disabilities, international participants, community partners and other groups that may face barriers.

11. Relationship with other University policies

This policy must be read together with the University's Education Policy and Anti-Discrimination and Anti-Harassment Policy. If another University rule provides stronger protection or a more accessible process, the stronger provision should be applied to the extent permitted by law.

Official supporting documents

- University Education Policy — <https://uzswlu.uz/en/university-education-policy>
- University SDG Policies — <https://uzswlu.uz/ru/sdg-policies>
- Anti-Discrimination and Anti-Harassment Policy — <https://uzswlu.uz/backend/web/uploads/pagepdf/icon/17309782655666.pdf>