



UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY

Uzbekistan State World Languages University — Approved September 2024, revised 2025

1. General rules

1.1. In accordance with the principles set out in the Constitution of the Republic of Uzbekistan, no person may be discriminated against on the basis of family name, social or property status, profession, gender, race, nationality, language, religion, belief, place of residence or any other circumstance. No one may be subjected to violence or to cruel or degrading treatment or punishment.

1.2. Any form of discrimination or harassment is unacceptable and must be prevented.

1.3. Uzbekistan State World Languages University applies a zero-tolerance policy toward discrimination and harassment. Any violation of this policy or of the relevant legislation of the Republic of Uzbekistan will be addressed in accordance with the procedures set out in this document.

1.4. All University students, employees and officials must maintain high moral and ethical standards of personal and professional conduct.

1.5. Discrimination and harassment are unacceptable and prohibited for all students, employees and officials of the University.

2. Basic concepts

2.1. For the purposes of this policy, the following terms and definitions apply:

- University — Uzbekistan State World Languages University.
- Discrimination — any distinction, exclusion or restriction made on the basis of race, gender, gender identity, colour, religion, age, national or ethnic origin, disability, veteran status, sexual orientation, pregnancy, genetic information, family status, or any other status prohibited by law, which has the purpose or effect of impairing a person's rights or treatment.
- Harassment — a form of discrimination, including sexual or gender-based harassment, that involves treating a person with less respect than others on the basis of gender, sexual orientation, gender expression or transgender status, or subjecting a person to unwanted physical, verbal or non-verbal conduct of a sexual or discriminatory nature. Examples include unwanted touching, offensive gestures or comments, requests or jokes about a person's sexual or personal life, and other conduct that creates an offensive, intimidating or degrading environment, whether or not it is repeated or accompanied by physical contact.
- Disciplinary Commission — a standing collegial body of University staff responsible for reviewing incidents of discrimination or harassment, conducting a comprehensive and objective disciplinary assessment, and recommending appropriate measures to University management.
- Incident — any situation or event involving alleged discrimination or harassment.
- This policy applies to the University's education recipients, employees and officials, and governs discrimination and harassment among and between them.
- Applicant — a person who reports an incident of discrimination or harassment to the University.
- Victim — a person subjected to discrimination or harassment.
- Whistleblower — an employee or official of the University who reports an instance of discrimination or harassment.
- Knowingly making a false statement for personal advantage or in order to cause harm to another person is prohibited and may result in liability under the legislation of the Republic of Uzbekistan.
- Recipients — students, master's students and doctoral students of the University.
- Employee — a person engaged by the University under an employment relationship.
- Official — the Rector, members of the University Council and members of the University Board.
- Violator — a person found, following review by the Disciplinary Commission, to have committed a violation of this policy.

3. Policy goals and objectives

3.1. The goal of this policy is to promote zero tolerance for discrimination and harassment affecting education recipients, employees and officials of the University; to ensure that incidents are received, addressed and investigated; to take preventive measures; and to provide support to those affected.

3.2. The objectives of this policy are to raise awareness among students, employees and officials about the prevention of discrimination and harassment and their consequences; to create conditions for safe and confidential protection against



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discrimination and harassment; to ensure due process when investigating allegations; and to ensure that victims, witnesses and alleged violators are aware of their rights and responsibilities throughout the process.

4. Scope of application

4.1. This policy applies to actions occurring on University premises involving education recipients.

4.2. This policy applies to actions involving University employees and officials, wherever those actions occur, where they are connected with the person's University role.

4.3. Discrimination and harassment between students, employees, officials and third parties, including in relation to payments, employment, enrolment or the provision of University services, are prohibited, together with any resulting adverse consequences. Prohibited conduct includes:

- Unwanted physical contact or touching of any part of the body.
- Explicit or implicit verbal requests or demands involving a promise of benefit or threat of adverse consequence; offensive jokes or remarks about nationality, gender, race, body shape or appearance; and offensive material sent by letter, email, message, image or social media.
- Non-verbal conduct such as hostile looks, offensive sounds or gestures.
- Psychological abuse, including creating a frightening, hostile or abusive learning or working environment through unwelcome conversations, demands, physical contact, insults or other inappropriate conduct.
- Displaying or circulating written or graphic material, including calendars, posters, images, audio or video, that is offensive or hostile toward a person or group on the basis of gender or another protected characteristic.
- Cyber harassment, including unsolicited offensive electronic messages containing explicit content.

5. Basic principles

5.1. Students, employees and officials of the University:

- Are required to inform University management of concerns or suspicions regarding conduct prohibited by this policy.
- Are required to help create and maintain an environment of zero tolerance for discrimination and harassment and to support compliance with this policy.
- Are covered by a voluntary, anonymous student survey conducted at least twice a year by the Department of Youth Affairs, to help identify and address safety concerns.
- Are covered, in the case of employees and officials, by a voluntary, anonymous survey conducted at least once a year by the Human Resources Development Department; the resulting data and analysis are reported to the First Vice-Rector for Youth Affairs and Spiritual and Educational Affairs, a member of the University Board.

5.2. Preventive measures include mandatory anti-discrimination and anti-harassment training for students, staff and officials, delivered by the relevant University departments.

5.3. Response mechanisms include:

- Safe, confidential and accessible channels through which students, staff and officials may freely report incidents.
- A prompt and appropriate internal investigation, conducted in accordance with the University's internal regulations, by the relevant structural unit.
- The ability to notify University officials of an incident either in writing or verbally.

6. Reporting procedure

6.1. Any student, employee or official may submit an application to the University, addressed to the First Vice-Rector for Youth Affairs and Spiritual and Educational Affairs, a member of the University Board, using any available channel. The application should include, where possible:

- The name, unit and position of the person(s) alleged to have committed the conduct in question.
- A description of the incident, including date, location and the names of any witnesses.
- The names of any other persons who may have experienced similar conduct.
- Any measures the applicant has already taken to stop the discrimination or harassment.
- Any other information the applicant considers relevant.

6.2. A complaint should be submitted through the University's Documentary Support Department as soon as reasonably possible after the incident. There is no fixed deadline for reporting: the University recognises that a person affected by discrimination or harassment may need time before coming forward because of fear, trauma or an imbalance of power, and a complaint will not be rejected solely because of the time that has passed since the incident. Prompt reporting is nonetheless encouraged, as it supports a timely and effective investigation.



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7. Review and investigation procedure

7.1. Complaints of discrimination or harassment are reviewed by the relevant structural unit, on the instruction of the First Vice-Rector for Youth Affairs and Spiritual and Educational Affairs, a member of the University Board.

7.2. The University official responsible for reviewing the application will:

- Explain this policy and the investigation procedure to all parties involved.
- Consider whether a lower-level complaint can appropriately be resolved informally, for example through discussion or facilitated conversation.
- Decide whether an internal investigation is required and whether an independent party should be involved.
- Take steps to protect the applicant from humiliation or further harm during the review.
- Advise the victim to contact law-enforcement or judicial authorities where the conduct may amount to a criminal or administrative offence.

7.3. The Disciplinary Commission reviews the findings of the investigation and considers matters of disciplinary misconduct related to discrimination and harassment in accordance with the legislation in force.

7.4. The Commission may, in accordance with the legislation of the Republic of Uzbekistan:

- Recommend disciplinary action against the person responsible.
- Recommend that the person responsible apologise to the victim.
- Recommend preventive or corrective measures to the relevant University department.
- Reach other decisions based on the outcome of its review.

7.5. In reaching its decision, the Commission will take into account the conduct confirmed during the review; the harm caused to the victim; the existence of other related complaints, including anonymous ones; and the available evidence, such as witness statements, audio, video or photographic material, and correspondence.

7.6. Following its meeting, the Commission presents its decision to University management.

7.7. A party who disagrees with the Commission's decision has the right to appeal to a court.

7.8. Where criminal or administrative misconduct is suspected, the Commission will advise the victim to submit an application to law-enforcement authorities or to bring a claim before a court.

7.9. The Commission will respond to reported incidents promptly.

7.10. A person who knowingly submits a false report, as confirmed by the outcome of an official review and the Commission's decision, may be held liable under the legislation of the Republic of Uzbekistan.

8. Protection from retaliation

8.1. **The University prohibits retaliation of any kind against a person who, in good faith, reports an incident of discrimination or harassment, supports another person's complaint, participates as a witness, or otherwise takes part in a review or investigation under this policy.**

8.2. **Retaliation includes, but is not limited to, dismissal, demotion, academic disadvantage, exclusion from opportunities, threats or any other adverse treatment connected with a good-faith report or participation in an investigation.**

8.3. **A person who believes they have experienced retaliation may report this through the same channels used to report discrimination or harassment, and such a report will be reviewed with the same priority and confidentiality.**

8.4. **This protection does not apply to a person found to have knowingly made a false report, as addressed in Section 7.10.**

9. Confidentiality

9.1. Applications, communications and official reviews under this policy are handled in strict confidence. Information is shared only to the extent operationally necessary, in accordance with the University's internal regulations.