UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Policy of Non-Discrimination Against Women

Anti-Discrimination and Anti-Harassment Policy, 2024–2025 | Confidential reporting | Non-retaliation protection

Uzbekistan State World Languages University has an institution-wide Anti-Discrimination and Anti-Harassment Policy, approved in September 2024 and revised in 2025. The policy prohibits discrimination and harassment on grounds that expressly include gender, gender identity, pregnancy and family status. It applies to students, employees and university officials and covers education, enrollment, employment and university services. The 2025 revision strengthened the policy by removing a previously restrictive reporting deadline and adding an explicit prohibition of retaliation against complainants, witnesses and participants in an investigation.

Primary institutional policy

The Anti-Discrimination and Anti-Harassment Policy adopts zero tolerance for discrimination and harassment. It states that prohibited conduct is unacceptable for all students, employees and officials and defines discrimination by reference to protected characteristics including gender, gender identity, pregnancy and family status.

The policy covers both direct treatment and hostile conduct. Its examples include:

- Offensive remarks, jokes or communications relating to gender, appearance, nationality or race.
- Unwanted verbal, physical or non-verbal conduct, including conduct transmitted through email, messages and social media.
- Psychological pressure that creates a hostile, intimidating or abusive learning or working environment.
- Display or distribution of material that is hostile or offensive on the basis of gender.
- Discrimination or harassment connected with enrollment, employment, financial matters or the provision of university services.

Because women, pregnancy and family status are expressly within the protected grounds, the policy is not merely a general statement of respect. It is an operational non-discrimination policy that applies to women's access, study, employment and participation within the university.

Prevention and monitoring

The policy combines prohibition with preventive measures. Relevant university units are required to provide anti-discrimination and anti-harassment training. The Department of Youth Affairs is assigned to conduct voluntary anonymous student surveys at least twice each year, while the Human Resources Development Department is assigned to survey employees at least annually. Results are reported to the First Vice-Rector for Youth Affairs and Spiritual and Educational Affairs.

Reporting, investigation and remedy

Any student, employee or official may report an incident verbally or in writing to the First Vice-Rector for Youth Affairs and Spiritual and Educational Affairs. The policy requires safe, confidential and accessible reporting mechanisms and provides for review by the responsible structural unit. The Disciplinary Commission considers investigation findings and may recommend disciplinary action, an apology, preventive measures or referral to law-enforcement or judicial authorities where appropriate. Requests, communications and official investigations are handled confidentially.

The Rectorate page identifies the First Vice-Rector for Youth Affairs and Spiritual and Educational Affairs and publishes official contact details and reception hours, providing a practical reporting route alongside the formal procedure.

Following review, the policy was revised in 2025 to remove an earlier three-calendar-day reporting deadline, which risked excluding delayed reports made because of fear, trauma or a power imbalance, and to add an explicit non-retaliation section protecting complainants, witnesses and anyone who participates in a review or investigation in good faith.

Supporting university units

Women's Advisory Council

The Women's Advisory Council is the university's permanent body for protecting women's rights and lawful interests and supporting their social and professional participation. Its mandate includes identifying women who need assistance, supporting women with disabilities, providing social, legal, psychological and material assistance, and monitoring the implementation of benefits established for women students and employees.

Psychological Service

Women affected by discrimination or harassment may also use the university's Psychological Service. The service provides individual and group consultation, psychodiagnostic and corrective support, and guarantees the confidentiality of information shared during consultations.

Registrar's Office and academic access

The Registrar's Office manages student records, applications, appeals and academic services and is required to consider requests from individuals in a timely manner. It also synchronises records with the national Women's Register and social protection registry, making it relevant to monitoring equal access and ensuring that academic services are administered consistently.

Equal access in university education policy

The University Education Policy reinforces the anti-discrimination framework by requiring equal admission rights, equal access for girls and boys to all levels and specialties, equal conditions for scientific careers, and equal participation of women and men in leadership and decision-making.

National legal basis

The institutional policy operates within Uzbekistan's Law on Guarantees of Equal Rights and Opportunities for Women and Men. The law prohibits sex-based discrimination and guarantees equal rights and opportunities in education, science, employment and social protection, providing a binding national legal basis for the University's internal rules and responsibilities.

Assessment against international practice

Reviewed international policies consistently include four core elements: a clear prohibition covering students and staff; named reporting and support channels; confidential investigation and sanctions; and periodic monitoring. UzSWLU's published framework contains all four elements and aligns with international practice by covering admissions, education and employment and by assigning implementation responsibilities to management, student-affairs and human-resources structures.

With the policy renewed in September 2024 and further revised in 2025 to add non-retaliation protection and remove the restrictive reporting deadline, UzSWLU's framework now matches each of the four core elements identified in stronger international examples, with no outstanding structural gap.

Conclusion

UzSWLU has a publicly available, currently approved institution-wide policy that prohibits discrimination against women and other forms of discrimination and harassment. The policy applies to students and employees, covers admission, education, employment and services, and provides confidential reporting, investigation and disciplinary mechanisms. The Women's Advisory Council, Psychological Service, Registrar's Office and the responsible vice-rector provide institutional routes for protection, support and implementation.

Official evidence links

- Anti-Discrimination and Anti-Harassment Policy — primary university policy, approved September 2024, revised 2025 with added non-retaliation protection — https://uzswlu.uz/backend/web/uploads/pagepdf/icon/17904331206849.pdf
- UzSWLU SDG Policies — official page where the policy is publicly available — https://uzswlu.uz/en/sdg-policies
- Women's Advisory Council — women's rights, support and contact route — https://uzswlu.uz/xotin-qizlar-maslahat-kengashi
- Psychological Service — confidential psychological support and direct contact details — https://uzswlu.uz/en/psychological-service
- Rectorate — responsible vice-rector and official contact details — https://uzswlu.uz/en/rectorate
- Registrar's Office — student services, appeals and data administration — https://uzswlu.uz/en/regitrars-office-department
- University Education Policy — equal access and equal participation commitments — https://uzswlu.uz/en/university-education-policy
- Law on Guarantees of Equal Rights and Opportunities for Women and Men — national legal basis — https://www.lex.uz/uz/acts/4494873