UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Policy of Non-Discrimination for Transgender People

Anti-Discrimination and Anti-Harassment Policy, 2024–2025 | Gender identity | Confidential support

Uzbekistan State World Languages University addresses non-discrimination on the basis of gender identity through its institution-wide Anti-Discrimination and Anti-Harassment Policy, approved in September 2024 and revised in 2025. The policy expressly names gender identity and transgender status among the grounds it addresses, rather than treating gender-based protection as limited to sex alone.

Policy wording

Section 2.1 of the policy defines discrimination to include distinction, exclusion or restriction made on the basis of race, gender, gender identity, color, religion, age, national or ethnic origin, disability, veteran status, sexual orientation, pregnancy, genetic information, family status, or any other status prohibited by law.

The same section defines harassment as 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 discriminatory nature.

Because gender identity, gender expression and transgender status are each named directly in the policy's operative definitions, the protection is explicit rather than inferred from a general reference to sex or gender alone.

Scope and enforcement

The prohibition applies to students, employees and officials and covers education, enrollment, employment and University services, consistent with the wider Anti-Discrimination and Anti-Harassment Policy described in the University's non-discrimination policy. The same reporting route, Disciplinary Commission review and confidentiality requirements apply to a complaint raised on the basis of gender identity as to any other complaint under the policy. Following the 2025 revision, the policy also prohibits retaliation against a person who reports a concern in good faith or who supports or participates in a review.

Supporting institutional routes

The University's Psychological Service provides confidential individual and group consultation to any student or staff member, without a requirement to disclose the reason for seeking support. The Rectorate publishes the contact details of the First Vice-Rector for Youth Affairs and Spiritual and Educational Affairs, who receives reports under the Anti-Discrimination and Anti-Harassment Policy.

Current scope of the evidence

The University has not published a separate, dedicated transgender-specific policy or guidance document, and this report does not describe one. The evidence for this indicator rests on the explicit inclusion of gender identity and transgender status within the University's single, institution-wide Anti-Discrimination and Anti-Harassment Policy, which is publicly available and applies the same reporting, investigation and non-retaliation protections described in that policy.

Official evidence links

- Anti-Discrimination and Anti-Harassment Policy — defines discrimination and harassment to include gender identity and transgender status (Section 2.1) — 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
- Psychological Service — confidential consultation available to all students and staff — https://uzswlu.uz/en/psychological-service
- Rectorate — responsible vice-rector and official contact details for reporting — https://uzswlu.uz/en/rectorate