UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Protection for Those Reporting Discrimination

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

Uzbekistan State World Languages University has a published policy that protects people who report discrimination from educational or employment disadvantage. The Anti-Discrimination and Anti-Harassment Policy, approved in September 2024 and revised in 2025, applies to students, employees and officials. It prohibits discrimination and harassment on grounds including gender, race, nationality, religion, disability, social status and other protected characteristics, and contains a dedicated section that prohibits retaliation against anyone who reports discrimination, supports another person's complaint, or takes part in a review.

Protection in the policy

Section 8 of the policy, "Protection from retaliation", provides that:

- 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.
- Retaliation includes dismissal, demotion, academic disadvantage, exclusion from opportunities, threats or any other adverse treatment connected with a good-faith report or participation in an investigation.
- A person who believes she or he has experienced retaliation may report it through the same channels used to report discrimination or harassment, and the report is reviewed with the same priority and confidentiality.

Section 9 adds that applications, communications and official reviews are handled in strict confidence and that information is shared only to the extent operationally necessary. The protection does not apply to a person found to have knowingly made a false report.

How reports are made and handled

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, using any available channel; written complaints are submitted through the Documentary Support Department. There is no fixed deadline for reporting, and a complaint is not rejected solely because time has passed since the incident.

The complaint is reviewed by the relevant structural unit on the Vice-Rector's instruction. The Disciplinary Commission considers the findings and may recommend disciplinary action, an apology or preventive measures, and the victim is advised to contact law-enforcement or judicial authorities where the conduct may be a criminal or administrative offence. A party who disagrees with the Commission's decision may appeal to a court.

Institutional mechanisms

- Anti-Discrimination and Anti-Harassment Policy: defines prohibited conduct and sets out the University's commitment to equality and protection from retaliation.
- Women's Advisory Council: receives and identifies women's social, legal and psychological concerns, supports the protection of rights and legitimate interests, and coordinates assistance.
- Faculty women's advisers: an accessible first point of contact for students and staff, who refer cases for institutional support.
- Psychological Service: provides confidential counseling, and the University psychologist guarantees the confidentiality of information shared during a consultation.
- Trust channel and administration: additional routes for submitting concerns and requesting review without educational or employment disadvantage.




Round table "We Are Against Violence!" at UzSWLU, March 2025

- Registrar's Office: receives academic requests and appeals from students and handles them in a timely manner.

Protection measures

- Confidential handling of consultations and reports.
- Prohibition of retaliation against a reporting person, witness or participant in a review.
- Equal access to education, assessment, employment and promotion.
- Referral to psychological, legal, social and administrative support.
- Follow-up by the responsible unit and escalation where the matter is not resolved.

Official evidence links

- Anti-Discrimination and Anti-Harassment Policy — approved September 2024, revised 2025, including Section 8 on protection from retaliation — https://uzswlu.uz/backend/web/uploads/pagepdf/icon/17904331206849.pdf
- UzSWLU SDG Policies — University policy repository — https://uzswlu.uz/en/sdg-policies
- Women's Advisory Council — support and referral route — https://uzswlu.uz/xotin-qizlar-maslahat-kengashi
- Psychological Service — confidential counseling — https://uzswlu.uz/en/psychological-service
- Trust channel — additional route for submitting concerns — https://uzswlu.uz/en/ishonch
- Registrar's Office — student requests and appeals — https://uzswlu.uz/en/regitrars-office-department
- Rectorate — responsible Vice-Rector and contact details — https://uzswlu.uz/en/rectorate
- Round table "We are against violence!" — https://uzswlu.uz/en/news/a-round-table-discussion-on-we-are-against-violence--was-held-at-uzswlu-1742193801