UZBEKISTAN STATE WORLD LANGUAGES UNIVERSITY

Equality, Diversity and Inclusion Governance

SDG 10 Reduced Inequalities | Reporting year 2025

Overview

Uzbekistan State World Languages University (UzSWLU) assigns responsibility for equality, diversity, inclusion and human rights on campus to a designated senior officer and to bodies established by the university administration. Together they advise the Rector and the University Board, implement the university's equality policies, run training and awareness programs, and handle complaints.

Responsible bodies and officers

Body or officer	Role in equality, diversity and inclusion	Mandate
First Vice-Rector for Youth Affairs and Spiritual and Educational Affairs (member of the University Board)	Designated senior officer for equality and non-discrimination: receives discrimination and harassment complaints, directs their review, and receives the results of anonymous student and staff surveys	UzSWLU Anti-Discrimination and Anti-Harassment Policy (approved September 2024, revised 2025)
Women's Advisory Council (Chair: Nilufar Djurayeva)	Permanent body that protects the rights and legitimate interests of women, strengthens their role in university life and management, identifies women in need (including women with disabilities), arranges social, legal, psychological and material support, and monitors how benefits for women are applied	Official unit of UzSWLU; operates under Uzbek law and its own regulation
Department of Youth Work, Spirituality and Enlightenment (Head: Doniyor Xamdamov)	Coordinates the university psychologist, academic group tutors and dormitory educators; runs programs on human rights and dignity; applies procedures for psychological and financial aid to students with disabilities and housing fee exemptions for students with Group I–II disability; works with the Women's Advisory Council, the trade union and the Youth Union	Department regulation and published procedures
Coordination of Tutors' Activities	Coordinates academic group tutors, including the 10 personal tutors assigned to 226 students with disabilities	Tutor coordination department regulation
Disciplinary Commission	Investigates allegations of discrimination and harassment and recommends sanctions and preventive measures	UzSWLU Anti-Discrimination and Anti-Harassment Policy
Human Resource Management Department	Runs a voluntary anonymous staff survey at least once a year and supports non-discriminatory recruitment and pay	UzSWLU Anti-Discrimination and Anti-Harassment Policy

How the structure works

- **Advising.** The First Vice-Rector reports to the University Board on equality matters, including the findings of the anonymous surveys. The Women's Advisory Council brings proposals on gender equality directly to the Rector.
- **Mental health and wellbeing.** The Department of Youth Work, Spirituality and Enlightenment runs seminars and trainings on student mental health and provides psychological and material assistance to students and staff in need.
- **Implementing policies.** The bodies above apply the Anti-Discrimination and Anti-Harassment Policy, the Admissions and Access Policy, the maternity and paternity policies and the disability support framework.
- **Training.** The Anti-Discrimination and Anti-Harassment Policy makes anti-discrimination and anti-harassment training mandatory for students, staff and university officials; relevant departments deliver it, and the Women's Advisory Council organizes seminars on women's rights and preventing violence.





"We Are Together with You!" event for the International Day of Persons with Disabilities, 3 December 2025

- **Reporting and complaints.** Students, staff and officials can report discrimination in writing or verbally, including through the discrimination hotline +998 99 804 76 84 of the Women's Advisory Council and the university trust line +998 71 230 13 73. Reports are handled confidentially, and those who report in good faith are protected from retaliation.

Related links

Anti-Discrimination and Anti-Harassment Policy
Women's Advisory Council — uzswlu.uz/xotin-qizlar-maslahat-kengashi
Department of Youth Work, Spirituality and Enlightenment
Coordination of Tutors' Activities
SDG 5: Gender Equality
Inclusive Education and Disability Support Services