



BAITURSYNULY
UNIVERSITY

POLICY

NON-PROFIT LIMITED COMPANY “AKHMET BAITURSYNULY
KOSTANAY REGIONAL UNIVERSITY”

ON COMBATTING DISCRIMINATION AND HARASSMENT

GENERAL PROVISIONS

1.1. Akhmet Baitursynuly Kostanay Regional University (hereinafter referred to as the University) recognizes that the university environment should be a space of dignity, respect, equality, and safety.

1.2. Any forms of discrimination, harassment, bullying, mobbing, gender-based violence, and victimization have a negative impact on the academic environment, violate human rights, hinder personal development, and are incompatible with the University's mission.

1.3. This Policy establishes:

- uniform rules for preventing discrimination and harassment;
- mechanisms for responding to and protecting victims;
- liability for violations.

LEGAL FRAMEWORK

This policy has been developed in accordance with:

- UN Sustainable Development Goals (SDGs 5, 10, 16);
- The Universal Declaration of Human Rights;
- ILO Convention №.111;
- The Constitution of the Republic of Kazakhstan (article 14);
- The Labor Code of the Republic of Kazakhstan (articles 6, 7);
- The Law of the Republic of Kazakhstan «On Education»;
- The Law of the Republic of Kazakhstan «On State Guarantees of Equal Rights and Equal Opportunities for Men and Women»;
- The Law of the Republic of Kazakhstan «On Social Protection of Persons with Disabilities»;
- The Law of the Republic of Kazakhstan «On the Prevention of Domestic Violence»;
- The University's internal documents.

POLICY SCOPE

This policy applies to:

- Students (undergraduate, graduate, and doctoral);
- Academic staff;
- Administrative staff;
- Temporary employees;
- Contractors and partners;
- Online communication participants and social partners.

It applies to educational, scientific, professional, and extracurricular activities, including the digital environment.

TERMS AND DEFINITIONS

Discrimination is any restriction of rights based on gender, age, nationality, language, religion, disability, social status, marital status, political beliefs or other characteristics.

Harassment is unwanted verbal, nonverbal, physical or digital behavior that creates a derogatory or hostile environment.

Sexual harassment is intimate advances, threats or promises of academic/career advantages in exchange for personal favors.

Bullying is systematic harassment among students.

Mobbing is psychological pressure in the workplace.

Victimization is negative consequences for the person filing a complaint or acting as a witness.

BASIC PRINCIPLES

1. Zero tolerance for discrimination and harassment
2. Equal rights and opportunities
3. Confidentiality
4. Protection of the complainant from retaliation
5. Objectivity and impartiality of consideration
6. Accessibility of complaint mechanisms

FORMS OF UNACCEPTABLE BEHAVIOR

Discrimination can manifest itself in various forms related to differences or restrictions of rights based on gender, age, nationality, religion, disability, social origin, political views, or other characteristics:

Gender – biased attitudes toward students or staff based on gender (e.g., refusing to allow girls to participate in research projects, limiting women’s career advancement):

Ethnocultural – insults, denial of equal access to events or opportunities for career advancement based on nationality, culture, or religion:

Age – inappropriate comments, limiting opportunities for senior faculty or young professionals:

Disability or health – refusal to create accommodations for students with special educational needs (e.g., lack of adapted materials, ignoring requests for flexible schedules):

Harassment is unwanted behavior that violates a person’s dignity and creates a degrading, hostile, or unsafe environment. It can take various forms:

- verbal (insults, derogatory jokes);
- nonverbal (gestures, display of materials);
- physical (non-consensual touching);
- sexual;
- online harassment (cyberbullying).

PREVENTION

The University implements:

- including non-discrimination provisions in contracts;
- monitoring the psychological climate;
- participation in national gender equality initiatives;
- a code of corporate ethics;
- operation of the Internal Audit Service, the Youth Policy Department, and the Center for Inclusive Education and Psychological Support.

RESPONSE MECHANISMS

Reporting Channels

- University Ombudsman;
- Anti-Corruption Compliance Service;
- Online reporting form;
- Anonymous Helpline;
- Personal appeal to management.

Review Procedure

1. Registration of the complaint – 1 business day
2. Preliminary assessment – up to 5 business days
3. Internal investigation – up to 15 business days
4. Decision-making and notification of the parties – 1 business day

Guarantees

- Prohibition of retaliation against the complainant;
- Protection of academic and labor rights;
- Psychological and legal support;
- Right to appeal.

The University reserves the right to initiate an investigation even in the absence of a formal complaint, provided there is sufficient evidence.

LIABILITY

Depending on the severity of the violation, the following penalties may apply:

- warning;
- disciplinary action;
- deprivation of incentive payments;
- suspension;
- expulsion;
- termination of employment contract;
- reporting of materials to law enforcement agencies.

LIABILITY

- University management is responsible for implementation.
- Faculty and staff are obligated to maintain an atmosphere of respect and prevent violations.
- Students are obligated to comply with the rules of interaction and report incidents of harassment.

MONITORING AND REPORTING

- annual analysis of requests;
- publication of an anonymized report;
- adjustment of preventive measures;
- integration of indicators into the internal quality assurance system.

CONCLUSION

The University reaffirms its commitment to creating a safe academic environment based on respect for human dignity and the principles of sustainable development.

This Policy is an open document and is subject to continuous improvement in line with changes in society, legislation, and academic practice.