

DIVERSITY AND INCLUSION POLICY

TERMEZ UNIVERSITY OF ECONOMICS AND SERVICE (TUES)

1. Introduction

Diversity and inclusion are fundamental to the institutional identity, academic integrity, and social mission of Termez University of Economics and Service. As a university committed to education, research, innovation, and service to society, TUES recognizes that a diverse and inclusive academic community strengthens learning, improves institutional culture, broadens perspectives, and contributes to more equitable and sustainable development. The University affirms that students, academic staff, administrative personnel, and all other members of the University community should be able to participate in university life in an environment characterized by dignity, fairness, mutual respect, and equal opportunity.

TUES understands diversity as a source of institutional strength rather than institutional challenge. Differences in background, language, gender, disability status, social experience, ethnicity, belief, economic circumstances, regional origin, life pathway, and personal perspective enrich the educational environment and contribute to a more dynamic and intellectually responsible university culture. Inclusion, in this context, means more than formal access. It means creating conditions in which individuals are able not only to enter the University, but also to participate, contribute, progress, and succeed without being hindered by discrimination, exclusion, prejudice, or structural disadvantage.

This Policy sets out the University's commitment to promoting and upholding diversity, equity, and inclusion across all dimensions of institutional life. It is intended to guide governance, academic practice, campus culture, decision-making, student support, employment-related processes, service delivery, and community engagement. The Policy is also designed to support a university environment in which differences are respected, barriers are reduced, and equality of dignity is upheld in both principle and practice.

TUES further recognizes that contemporary international standards in higher education increasingly require institutions to demonstrate not only academic quality but also fairness, accessibility, inclusion, and respect for human rights. The United Nations Sustainable Development Goals identify quality education, gender equality, and reduced inequalities as central global priorities, while the Convention on the Rights of Persons with Disabilities emphasizes equality, non-discrimination, accessibility, and full participation. This Policy reflects those principles in a form appropriate to the institutional context of Termez University of Economics and Service.

2. Definitions

For the purposes of this Policy, the term **University community** refers to all persons who are formally or functionally connected with Termez University of Economics and Service. This includes, but is not limited to, students, academic staff, administrative personnel, technical staff, managers, researchers, visiting scholars, applicants, alumni where relevant to institutional engagement, contractors working in University environments, and partners participating in University-related academic or operational activity.

For the purposes of this Policy, **diversity** refers to the presence and recognition of difference within the University community. Such difference may relate to personal, social, cultural,

educational, economic, linguistic, physical, psychological, religious, geographic, or other characteristics and life experiences that shape the identities and circumstances of individuals.

Inclusion refers to the active creation and maintenance of an environment in which all members of the University community are respected, supported, and able to participate meaningfully in academic and institutional life. Inclusion requires not only non-exclusion, but also the reduction of barriers, the provision of fair access, and the fostering of conditions in which individuals are able to contribute without fear of prejudice or marginalization.

For the purposes of this Policy, **disadvantaged and underrepresented groups** include, but are not limited to, persons with disabilities or long-term health conditions, persons from low-income or socially disadvantaged backgrounds, individuals from remote or underserved regions, first-generation learners, persons affected by displacement or conflict, and others whose participation in higher education may be limited by structural, economic, social, or physical barriers. TUES recognizes that disadvantage may be direct or indirect, visible or invisible, and that institutional fairness requires attention to such realities.

Discrimination refers to any unjustified unequal treatment, exclusion, restriction, or disadvantage imposed on a person or group on the basis of a protected or ethically relevant characteristic. **Harassment** refers to unwanted conduct that violates dignity or creates an intimidating, hostile, humiliating, degrading, or offensive environment. **Reasonable accommodation** refers to appropriate and proportionate modifications or support measures required to ensure that individuals, particularly persons with disabilities or comparable needs, are able to participate on an equal basis in University life.

3. Scope

This Policy applies to all members of the University community and to all areas of the University's academic, administrative, operational, social, and representational activity. It applies to admissions and enrollment processes, teaching and learning, curriculum design and delivery, academic assessment, research supervision, student support services, employment practices, professional development, student conduct, campus events, digital learning environments, access to facilities, public communication, institutional partnerships, and all other contexts in which the University exercises authority, provides services, or shapes conditions of participation.

The Policy applies to conduct that takes place on University premises, during University-sponsored activities, through University-administered digital platforms, and in other environments where institutional responsibilities arise. It also applies to decisions and procedures that may affect access, treatment, opportunity, progression, recognition, or participation within the University.

TUES expects that this Policy will be interpreted broadly in order to support substantive fairness and not narrowly in ways that undermine its purpose. The Policy is therefore not limited to overt cases of exclusion or discriminatory conduct, but also applies to institutional practices, structures, or habits that may produce unequal outcomes or create barriers for particular individuals or groups.

4. Principles

Termez University of Economics and Service upholds the principles of human dignity, fairness, respect, inclusion, equal opportunity, and responsible institutional conduct. The University affirms that all members of the University community should be treated with dignity and should have the opportunity to engage with University life without unlawful or unjust

discrimination, harassment, intimidation, or prejudice. This principle applies equally to students, staff, applicants, and all others participating in the institutional environment.

TUES is committed to maintaining a learning and working environment that can support individuals from different backgrounds, abilities, and circumstances. This includes both physical and digital environments. The University recognizes that meaningful inclusion depends increasingly on accessible systems, clear communication, flexible support arrangements, and the design of teaching, services, and processes in ways that do not unnecessarily exclude or disadvantage members of the community.

The University is committed to upholding the principles reflected in applicable laws and in internationally recognized equality and human rights standards. In particular, the University recognizes the importance of equality and non-discrimination, accessibility, participation, and respect for diversity as reflected in international human rights frameworks and in contemporary higher education good practice.

TUES also affirms that the principles of this Policy must be applied across the whole institution and not confined to one office or one category of cases. Diversity and inclusion are relevant to governance structures, recruitment and admission pathways, student services, curricular development, academic interaction, campus culture, representation, public engagement, and the design and delivery of institutional systems. The University recognizes that inclusion is strongest when it is embedded across the institution rather than treated as a separate or symbolic initiative.

The University also commits itself to regular review of policies, regulations, systems, and institutional practices so that barriers to access and participation can be identified and reduced. TUES accepts that fairness requires ongoing attention, and that institutional culture must be strengthened not only through principle but also through continuous reflection, responsiveness, and improvement.

Finally, the University affirms that any issue raised under this Policy must be treated seriously and addressed appropriately. A credible diversity and inclusion framework depends on the willingness of the institution to respond to concerns, review its own practice, and act where breaches occur.

5. Responsibilities

Termez University of Economics and Service is responsible for providing and maintaining an institutional environment that is free, so far as reasonably possible, from discrimination, harassment, prejudice, exclusionary conduct, and unjustifiable barriers to participation. The University must ensure that its governance, systems, services, and decision-making processes reflect the principles set out in this Policy and that members of the community have access to fair treatment, institutional respect, and equal opportunity.

The University is also responsible for ensuring that diversity and inclusion are not treated merely as abstract values but are supported through practical arrangements. This includes accessible information, appropriate student and staff support, fair administrative and academic processes, attention to disability inclusion and reasonable accommodation, responsive reporting channels, and institutional review mechanisms capable of identifying and addressing inequity or exclusion where they arise.

At the same time, all members of the University community share responsibility for upholding the values of this Policy. Students, staff, managers, and all others participating in the

life of the University are expected to treat one another with respect, to behave in ways consistent with inclusion and fairness, and to refrain from conduct that would amount to discrimination, harassment, intimidation, exclusion, or violence. No member of the University community should undermine the dignity or participation of another through words, actions, neglect, or abuse of position.

Those who hold positions of authority within the University carry additional responsibility. Leaders, managers, academic staff, and those responsible for services or institutional decisions must ensure that their actions and decisions are consistent with this Policy and that persons raising concerns are treated fairly and without retaliation. TUES expects responsible officers to take active, rather than passive, ownership of diversity and inclusion within their areas of work.

6. Objectives

The University's objectives under this Policy are to build and sustain a culture of inclusion that values diversity in all its forms and treats difference as a legitimate and constructive part of university life. TUES seeks to create an academic environment in which students and staff from varied backgrounds are able to participate fully and confidently without being burdened by avoidable barriers or exclusionary assumptions.

A central objective of the University is to provide a safe and supportive environment that is free from discrimination, harassment, and prejudice. Safety in this context includes both physical and institutional safety: the confidence that individuals can study, work, speak, contribute, and seek support without fear of unfair treatment or humiliation.

The University also aims to attract, support, and retain a diverse student body and workforce that reflect, as far as possible, the broad communities served by the institution and the wider goals of equitable higher education participation. This objective is linked not only to representation, but also to fairness of access, support, progression, and success.

Another key objective is to ensure that all members of the University community have fair access to education, employment-related opportunities, services, facilities, and institutional participation. TUES recognizes that formal equality is not always sufficient and that equal access may require institutional adaptation, inclusive design, and reasonable accommodation in order to become meaningful in practice.

The University also seeks to ensure that staff have an appropriate level of knowledge and awareness concerning diversity and inclusion. Institutional fairness depends not only on rules, but also on whether staff understand their responsibilities, recognize exclusionary practices, and are able to act in a way that is informed, respectful, and professionally responsible.

7. Implementation

To achieve the objectives of this Policy, Termez University of Economics and Service shall integrate diversity, equity, and inclusion considerations into its policies, procedures, systems, and institutional decision-making. Implementation shall be carried out not as a one-time declaration, but as an ongoing process linked to governance, academic quality, student support, staff development, and institutional review.

The University shall work to ensure that relevant information relating to diversity and inclusion is accessible to the University community and that expectations are communicated clearly. TUES recognizes that policies are effective only when people know they exist, understand their purpose, and can identify the channels through which support or reporting may be sought.

The University shall also seek to provide training, guidance, and awareness-building for members of the University community, particularly staff whose roles affect admissions, teaching, assessment, supervision, student services, employment, and management. The purpose of such efforts is to strengthen practical understanding of fairness, accessibility, respectful conduct, and inclusive institutional practice.

Implementation also requires monitoring and evaluation. TUES shall review the effectiveness of its policies and practices related to diversity and inclusion, identify gaps or recurring concerns, and take corrective action where needed. This includes responding appropriately to complaints, investigating alleged breaches of this Policy or related regulations, and using institutional learning to improve future practice.

Where concerns are raised under this Policy, the University shall respond in a manner that is fair, proportionate, and consistent with due process. The credibility of the Policy depends not only on its language, but on the seriousness with which the institution responds when its principles are not respected.

8. Compliance with National Legislation and International Standards

Termez University of Economics and Service shall implement this Policy in a manner consistent with the applicable laws and regulations of the Republic of Uzbekistan and with the international standards relevant to equality, inclusion, accessibility, and human dignity in higher education. The University recognizes that diversity and inclusion are not merely institutional preferences; they are linked to broader legal and ethical obligations concerning fair treatment, access to education, respect for rights, and protection from discrimination and harassment.

In particular, TUES acknowledges the relevance of international frameworks that emphasize equal participation and non-discrimination in education and social life. The United Nations Convention on the Rights of Persons with Disabilities sets out principles including equality and non-discrimination, accessibility, awareness-raising, and the right of persons with disabilities to participate fully in society. The Sustainable Development Goals likewise establish an internationally recognized framework in which quality education, gender equality, reduced inequalities, and inclusive development are central priorities for institutions and governments alike.

Accordingly, this Policy should be interpreted in a way that supports inclusive access, equal dignity, reasonable accommodation where required, and active efforts to reduce barriers affecting disadvantaged or underrepresented groups. Where national legal obligations and international good practice evolve, the University shall seek to review and update its approach so that this Policy remains relevant, credible, and consistent with contemporary higher education standards.

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