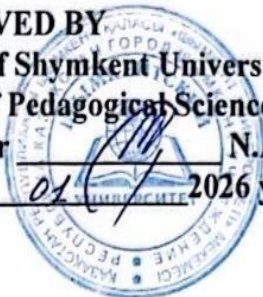
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APPROVED BY
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Doctor of Pedagogical Sciences,
Professor N.A. Seitkulov
 « 05 » 01 / 2026 y.

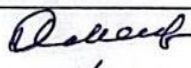
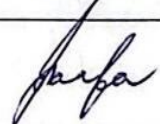


QUALITY MANAGEMENT SYSTEM


POLITICS
EQUALITY, DIVERSITY AND INCLUSIVITY

QMS ShU US 01-62-2026

<i>position</i>	<i>signature</i>	<i>Full Name</i>
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Introduction

1.1 The purpose of this policy is to create an inclusive educational environment at Shymkent University, where equality of opportunity for all students and staff, regardless of their ethnicity, religion, disability, immigration status, gender or other personal characteristics will be guaranteed and supported. The policy aims to improve access to educational and professional opportunities for all groups of the population, including persons with disabilities, immigrants, and others who face barriers to participation in academic life.

1.2 Scope of the Policy

This Policy covers all aspects of university activities, including student recruitment, employment practices, professional development, participation in academic life, and the provision of services for staff and students with special needs. It applies to all members of the University community, including students, faculty members, employees, as well as visitors and suppliers.

2. PRINCIPLES OF DIVERSITY, EQUALITY, AND INCLUSION


2.1 Shymkent University firmly believes in upholding the principles of equality and is committed to creating an inclusive environment that promotes respect for and the dignity of all individuals within its community.

2.2 We believe that diversity and equality are fundamental principles of a successful academic community, contributing to the high quality of education and research. In this regard, the University is committed to promoting and upholding the principles of equality, diversity, inclusion, and human rights for all members of the university community.

2.3 The Constitution of the Republic of Kazakhstan (1995) is the fundamental legal act that guarantees the rights and freedoms of individuals and citizens. Its provisions establish the legal framework for protecting individuals from all forms of discrimination, harassment, intimidation, and victimization, both in employment relations and in public life as a whole.

2.4 The University recognizes the value of diversity and its role in creating a richer and more innovative learning environment. We welcome and encourage cultural, ethnic, gender, and social diversity among our students and staff.

2.5 The University actively supports student communities and organizations that promote cultural diversity and mutual understanding. We believe that interaction among individuals with diverse backgrounds, experiences, and perspectives contributes to per-

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sonal and professional growth, while also broadening the understanding of education and research.

2.6 The University actively works to create an inclusive environment in which everyone is provided with equal opportunities to participate in the educational process, research activities, and the cultural life of the University.

2.7 Shymkent University is committed to eliminating any barriers that may hinder access to education or limit opportunities for students with special needs. University promotes adaptation and the development of a barrier-free environment, including the installation of ramps, lifts, accessible entrances, tactile signage, and other accessibility facilities.

2.8 The University develops and implements specialized support programs, including adaptive educational technologies and individualized learning plans. The University’s website features an accessibility mode for visually impaired users, as well as alternative forms of learning and activities designed to promote physical engagement and participation.

2.9 The University operates a Student Psychological Support Service and a Working Group on Inclusive Education, which assist to students in adapting to the learning process, safeguarding their health and well-being, protecting their rights, and organizing leisure and extracurricular activities.

3. COMMITMENTS


3.1 Shymkent University is committed to providing equal opportunities for all students and staff regardless of age, gender, ethnicity, religious beliefs, physical abilities, social or economic status, sexual orientation, or any other personal characteristics.

3.2 The University is committed to maintaining gender equality in remuneration, ensuring equal opportunities in student recruitment and admissions, and creating supportive conditions for women, persons with disabilities, and other groups requiring additional assistance.

3.3 Within the framework of this Policy, Shymkent University will continue its efforts to promote inclusion and equality, as well as to develop initiatives aimed at strengthening social justice and sustainability in academic and professional environments.

3.4 Staff members and students undertake the following ethical responsibilities: to fully understand and acknowledge the content of this Policy; to safely challenge and report any form of unacceptable behavior.

3.5 The University’s Psychological Support Service is committed to providing confidential assistance and psychological support to individuals in need.

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4. HUMAN RIGHTS COMPLIANCE

4.1 Shymkent University fully supports international human rights standards and strives to uphold them in its daily activities. We are committed to fostering an environment free from violence, harassment, and coercion.

4.2 The University promotes respect for the rights and freedoms of every member of our community and treats any violations of these rights with the utmost seriousness, ensuring that all parties involved are heard, treated fairly, and protected.

4.3 Within the framework of its Anti-Corruption Policy, the University actively promotes a culture of honesty and integrity by establishing an educational environment in which corruption-related offenses are prevented. The University's Codes of Honor guide faculty members, students, and staff for Faculty and Students.

4.4 Monitoring of the implementation of this Policy will include regular reports and surveys among students and staff aimed at assessing the level of inclusion and equality within the University. The results of monitoring activities and information on the progress of Policy implementation will be published in reports available on the University's official website.


4.5 It is essential to uphold the principles of fairness and equal opportunity not only within the academic environment but also in our interactions with employees, students, visitors, external service providers, suppliers, and all other individuals engaged in University activities.

5. IMPLEMENTATION

5.1 As part of the implementation of this Policy, the University conducts regular training sessions and workshops on diversity, equality, and inclusion for students and staff. We also actively support student and community initiatives aimed at creating an inclusive environment and supporting marginalized groups.

5.2 The University regularly organizes events that promote unity, friendship, and cooperation among young people, while emphasizing the equality of rights and freedoms of all peoples. We encourage all members of our community to contribute to the creation of an environment based on respect, collaboration, and equality, thereby fostering cultural diversity and supporting the rights of every individual.

5.3 This Policy is published on the University's official website and is accessible to all staff members and students to ensure that they are fully informed of their rights and responsibilities regarding the promotion of equality, the appreciation of diversity, and the advancement of inclusion.

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6. CONCLUSION

6.1 Shymkent University is committed to the principles of equality, diversity and inclusivity in its academic environment. The policy aimed at ensuring equal opportunities and creating an inclusive educational environment, constitutes an important component of the University's strategic development.

6.2 To achieve these objectives, the University is actively working at all levels from management to every staff member and student. All measures undertaken, including monitoring, training, and reporting, contribute to the effective implementation of this Policy and the creation of a supportive environment in which everyone has equal opportunities for growth and development.

6.3 This policy not only helps to ensure equality and inclusivity, but also contributes to strengthening the University's social responsibility and long-term sustainability by creating an environment in which all members of the University community can thrive and develop, regardless of their differences.

