

Baku Engineering University

Equality, Diversity, and Inclusion (EDI) Policy



**Approved by Rectorate
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SECTION I

MISSION OF THE EQUALITY, DIVERSITY, AND INCLUSION POLICY OF BAKU ENGINEERING UNIVERSITY

At Baku Engineering University, we are dedicated to maintaining equal rights for individuals from diverse backgrounds. Our Equality, Diversity, and Inclusion (EDI) Policy ensures fair treatment and opportunities for all members of our community. We aim to eliminate discrimination and bias, promoting inclusivity and creating a sense of respect and belonging.

SECTION II

VISION

Baku Engineering University aims to be recognized as an inclusive organization, where all members of our community feel valued and supported. We strive to create an environment characterized by equality, diversity, and a sense of belonging. Through our actions and policies, we promote equal opportunities for staff and students, embracing diversity as a source of strength and innovation.

SECTION III

OBJECTIVES

Increasing Awareness: BEU prioritizes EDI awareness within and outside the university, providing training and celebrating events like International Women's Day and Coming Out Day.

Supporting Diversity: BEU enhances accessibility and provide training programs for marginalized groups, such as refugees, ensuring equal opportunities for all.

Welcoming Environment: BEU intake and selection processes prioritize diversity, and we set targets for female academics to promote inclusivity.

Promoting Inclusivity: BEU will implement integration EDI principles into curriculum, promote role models, and encourage diversity in leadership positions.

Monitoring Progress: BEU will publish annual reports on the diversity of students and employees, tracking our progress and identifying areas for improvement.

At Baku Engineering University, we are committed to fostering an inclusive, open, and safe environment where everyone can thrive. Through our EDI policy, we shall to create a community that celebrates diversity and values the contributions of all its members.

SECTION IV

PROTECTED GROUPS AND NON-DISCRIMINATION

Baku Engineering University is committed to ensuring equality, diversity, and inclusion for all members of its community. The University prohibits discrimination, harassment, and unfair treatment in all its activities and decision-making processes.

BEU does not tolerate discrimination based on age, gender, disability, race or ethnicity, religion or belief, sexual orientation, marital or civil partnership status, pregnancy and maternity, or refugee and asylum-seeker status.

This commitment applies to all students, academic and administrative staff, applicants, and visitors, and covers all areas of university life, including education, employment, recruitment, promotion, assessment, and access to facilities and services.

SECTION V

SCOPE OF THE POLICY

This Policy applies to all members of the BEU community, including students, academic staff, administrative and technical staff, job applicants, contractors, and visitors.

The policy covers all university-related activities and settings, including but not limited to:

- On-campus activities and facilities
- Online and digital learning environments
- Teaching, learning, assessment, and research activities
- Recruitment, selection, promotion, and employment practices
- Placements, internships, fieldwork, and external training
- University-organized events, meetings, and conferences

This policy applies regardless of location where university activities take place and ensures that equality, diversity, and inclusion principles are upheld in all institutional operations.

SECTION VI

DEFINITIONS

For the purposes of the EDI Policy, the following definitions are introduced:

- **Discrimination** refers to the unfair or unequal treatment of an individual or group based on a protected feature. It includes direct discrimination, where a person is treated less favorably, and indirect discrimination, where a policy or practice disadvantages certain groups.
- **Harassment** means unwanted conduct related to a protected characteristic that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.
- **Victimization** refers to unfair treatment of an individual because they have raised a complaint, reported discrimination or harassment, or supported another person in doing so.
- Reasonable accommodation means appropriate and necessary adjustments made to ensure that individuals with disabilities have equal access to education, employment, and university services, provided such adjustments do not impose a disproportionate burden on the University.

SECTION VII

CURRENT SITUATION AND FUTURE ACTIONS

Baku Engineering University actively promotes EDI among academic administrative staff and students. We raise awareness of equal rights and encourage individuals to speak out against injustice. Through regular workshops, training sessions, and informative events, we empower our community to uphold EDI principles. Women's Council has been established at Baku Engineering University since 2017. The purpose of the Council is to help and care for female students studying at the University, as well as professors and working women working here in solving their work, labor, and social issues, and to raise issues related to existing problems before the relevant authorities.

our university has established transparent recruitment procedures for academic, administrative, and technical staff, ensuring equal opportunities for all. We have implemented mechanisms for reporting unfair actions and grievances, providing channels for students to address concerns directly to the Rector or relevant units.

The Disciplinary Committee serves as a framework for maintaining fair and respectful behavior within our community. Violations of the regulations are investigated

by the Disciplinary Committee, which oversees the implementation of EDI policies and conducts audits to ensure compliance. Beyond of that University shall appoint EDI officer responsible for EDI initiatives and activities. Senior academic leadership shall hold annual review of EDI performance to set the further strategies and course of actions.

University prioritize transparency and accountability, conducting regular surveys among students and taking preventive actions based on feedback. Individuals who violate EDI policy may face sanctions, demonstrating our commitment to upholding inclusive practices

BEU commits to mandatory training and continues awareness activities promoting equality, diversity and inclusion. For these purposes BEI shall provide annual EDI training on proper practices. University shall conduct annual student awareness campaign addressing unacceptability of harassment, discrimination and other practices. Finally, University should make available various training materials, information resources and awareness contents taking into consideration needs of individuals with disabilities.

The University shall prepare annual report on EDI based on indicators such as gender balance; accessibility improvements carried out; number of EDI trainings sessions delivered; number of reported grievances and other statistics and procedures. The reports should serve as a benchmark for improving practices and procedures.

The following policy shall be reviewed and updated if necessary every two (2) years.