



**BAKU
ENGINEERING
UNIVERSITY**

**BAKU ENGINEERING UNIVERSITY
POLICY ON SUSTAINABLE
DEVELOPMENT
GOAL 5: GENDER EQUALITY**

1. POLICY STATEMENT

Baku Engineering University (BEU) affirms its commitment to **Sustainable Development Goal 5: Gender Equality**, which calls for ending all forms of discrimination against women and girls and achieving gender equality in every sphere. BEU aims to foster a learning and working environment where all individuals, regardless of gender, have equal rights, responsibilities, and opportunities.

2. OBJECTIVES

- To ensure equal access to education, leadership, and employment opportunities for all genders.
- To prevent gender-based discrimination and harassment on campus.
- To promote gender-sensitive teaching, research, and campus culture.
- To support the empowerment and professional growth of women in academia and STEM fields.

3. GUIDING PRINCIPLES

- **Equity and Justice:** Provide fair treatment and opportunities by addressing historical and structural inequalities.
- **Inclusion:** Value diversity and foster full participation of all genders in academic and social life.
- **Empowerment:** Encourage women's leadership, agency, and visibility in all areas of university life.
- **Zero Tolerance:** Adopt a firm stance against gender-based violence and discrimination.

4. ALIGNMENT WITH NATIONAL STRATEGIES

This policy supports the **State Program on Increasing Gender Equality in the Republic of Azerbaijan (2020–2025)** and aligns with commitments under the **Law of the Republic of Azerbaijan on Guarantees of Gender Equality (2006)**. It complements national strategies for women's participation in science, education, and public life.

5. KEY STRATEGIES

5.1 Equal Opportunities and Representation

- Promote gender parity in student admissions, faculty recruitment, and leadership roles.
- Support women's advancement in STEM disciplines through mentoring and scholarships.

5.2 Gender-Sensitive Education

- Integrate gender equality topics into academic programs and training sessions.
- Encourage research on gender issues, women's empowerment, and inclusive development.

5.3 Safe and Respectful Campus Environment

- Establish and enforce policies addressing sexual harassment, bullying, and discrimination.
- Provide access to confidential reporting channels and support services.

5.4 Capacity Building and Advocacy

- Organize workshops, campaigns, and speaker events promoting gender equality.
- Support student-led initiatives and clubs focused on women's rights and empowerment.

5.5 Data Collection and Transparency

- Collect and analyze gender-disaggregated data to inform policies and monitor progress.
- Publish annual reports on gender balance and equality measures across the university.

6. IMPLEMENTATION AND MONITORING

The **Gender Equality Committee**, in collaboration with the **Human Resources Department** and Student Affairs Office, will oversee the implementation of this policy. Indicators for tracking progress include:

- Gender balance in academic and leadership positions
- Participation in gender equality programs and events
- Number of harassment cases reported and resolved
- Student and staff satisfaction related to inclusion and safety

7. REVIEW AND REVISIONS

This policy will be reviewed every two years to ensure alignment with evolving gender equality frameworks and institutional goals. Updates will involve consultation with staff, students, and relevant national agencies.

