



BMU
BAKİ MÜHƏNDİSLİK UNIVERSİTETİ

Baku Engineering University

Equality, Diversity, and Inclusion (EDI) Policy

2024



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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: We prioritize EDI awareness within and outside the university, providing training and celebrating events like International Women's Day and Coming Out Day.

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

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

Promoting Inclusivity: We integrate EDI principles into our curriculum, promote role models, and encourage diversity in leadership positions.

Monitoring Progress: We 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 has the opportunity to thrive. Through our EDI policy, we strive to create a community that celebrates diversity and values the contributions of all its members.

SECTION IV

CURRENT SITUATION

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.

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