



APPROVED

**Al-Farabi Kazakh National University
Board Member – Vice-Rector for
Sustainable Social Development**

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POLICY IN DIVERSITY, EQUALITY, AND INCLUSION AL-FARABI KAZAKH NATIONAL UNIVERSITY

Introduction

The Diversity, Equality and Inclusion Policy (hereinafter referred to as the Policy) of the NJSC Al-Farabi Kazakh National University (hereinafter referred to as the University) is based on generally approved laws and principles of non-discrimination. Ensuring equal opportunities and inclusion is a fundamental element of respect for human rights. Therefore, this Policy is considered inseparable from the guiding principles set out in the Academic Policy, the Code of Corporate Culture, the internal regulations, and other documented procedures of the University's core processes. This Policy emphasizes the University's commitment to ensuring socio-cultural diversity and demonstrates zero tolerance for discrimination of any kind. Diversity and inclusion are critical to the long-term success of the University, helping to attract, engage and retain talents and providing students, faculty and staff with the comfort and support to achieve the best results. The University's inclusive and diverse composition (administrative, faculty, technical, student) allows it to more effectively adapt to changing societal expectations and respond comprehensively to social change.

Scope

The Policy applies to:

- University students including students with special educational needs, international students and minorities.
- University faculty, including faculty and staff with disabilities and international faculty.
- All full-time and temporary employees, contractors, heads of departments, officers, directors and business partners, as well as third parties hired or engaged by the University or providing services on behalf of the University.

Analysis of the current situation

The following key protected characteristics of faculty, management, support staff and students are included in this policy:

- Age,
- Gender,
- Disability,
- Race,
- Religion and belief,
- Sexual orientation,
- Marriage and civil partnerships,
- Pregnancy and maternity.

The policy provides for work with minority groups, such as refugees, asylum seekers and persons who have changed their gender, and in the event that their representatives enter work or study at KazNU.

Average statistical data show:

The average age of students is from 17 to 25 years old, the average age of staff and faculty is from 22 to 64 years old.

- **The average gender ratio** of students is 48% women and 52% men, among staff and faculty is 65% women and 35% men.

- **Persons with disabilities among students** - 0.65% of the total, among staff and faculty - 1%.

- **Racial distribution** among students, staff and faculty: Caucasian race - 5, Negroid race - 0.5, Mongoloid race - 94.5.

The university has representatives of more than 35 nationalities studying and 15 nationalities working.

KazNU supports a diverse ethnic (national) composition of students and actively works with foreign/international students. The geography of foreign/international students studying at KazNU is extensive and includes representatives of the following countries: Azerbaijan, Afghanistan, Bangladesh, Bahrain-Vietnam, Bosnia and Herzegovina; Ghana, Germany, Egypt, India, Indonesia, Jordan, Zambia, Iraq, Iran, Ireland. Italy, Yemen, Kenya, China, Colombia, South Korea, Kyrgyzstan, Liberia, Mali, Mongolia, Nigeria. UAE. Pakistan, Russia, Saudi Arabia, Syria, USA, Sudan. Tajikistan; Tanzania, Tunisia, Turkmenistan-Turkmenistan. Uzbekistan, Ukraine, Philippines.

Among them are followers of the various religious confessions and beliefs, including Muslims - 92%, Christians - 5%, Hinduism - 1%, Buddhism - 1%, other religions - 1%.

Marriage and civil partnership – in average, 60% married, 5% civil partnership, 10% single, 25% unmarried.

Pregnancy and motherhood – in average, 75% among staff and faculty, 15% among students.

Al-Farabi KazNU has systematically treated people with disabilities with care and strives to do everything possible to make people with disabilities feel more comfortable. The university has annually about 150 students with disabilities, including more than 10 disabled students of the 1st group, about 30 disabled students of the 2nd group, and about 70 disabled students of the 3rd group, about 10 visually impaired students, and more than 50 students disabled from childhood.

Of these, the annual number of distance learners is 3. During the semester, those students are taught by teaching staff accordingly to their educational programs and curriculum.

The university has the following social facilities to provide **support services to people with disabilities**:

- Student Service Center "Keremet" on the "one-stop-shop" principle,
- Cinema,
- Library,
- Supermarket,
- Canteens,
- Buffets,
- Laundry,
- Students' houses/dormitories,
- Beauty salon,
- Pharmacy,
- Medical center,
- Sports and health camp of Al-Farabi KazNU on the shore of Lake Issyk-Kul.B

There are elevators in the university including the following buildings:

- Library, 3 elevators,
- Students' houses/dormitories, 8 elevators,
- Rector's office building, 4 elevators,
- House of young scholars, 2 elevators
- Chemistry and chemical engineering faculty building, 2 elevators,
- Mechanics and mathematics faculty building, 2 elevators,
- Physics and engineering faculty building, 2 elevators,

- International relations faculty building, 2 elevators.

The building of the Student Service Center "Keremet" is equipped with two escalators.

Educational and auxiliary buildings that do not have an elevator, are equipped with lifting devices for the transportation / movement of persons with musculoskeletal disorders.

The university's educational and auxiliary buildings are equipped with ramps to ensure unimpeded access for people with disabilities.

In order to create a barrier-free architectural environment, tactile paths are laid on the campus and in the university buildings and mnemonic diagrams with Braille are installed in accordance with approved work plans.

The website and educational digital platforms have a version for visually impaired students, staff and other visitors to teaching/learning webpages.

The University parking lots have parking spaces for drivers with disabilities.

Mentoring and other targeted support is provided on a regular basis for students, staff and faculty.

For students with special educational needs, as well as for students whose parents have disabilities, there are discounts on tuition fees.

Financial support for students, particularly for students with special educational needs (SEN), is provided as in the following categories:

- Tuition benefits (orphans, disabled, low social/income status),
- Meals for orphan students,
- Compensation for clothing of orphan students,
- Increased stipend for visually impaired students +75%,
- Increased stipend for orphans +30%.

Students who are orphans live in the dormitories of Al-Farabi KazNU free of charge.

Sports achievements of students with SEN

KazNU supports students with special educational needs, foreign/international students in their sports activities, and their aspirations for sporting achievements.

Training, travel to the venue and accommodation during national and international sports competitions are fully or partially financed by the university.

Events implementing the values of "Diversity - Equality - Inclusion" are held on a regular basis: social and psychological skills training, motivational training, meetings with graduates, the "Zharkyn Zhuldyz (Bright Star)" competition, the "Altyn Dop (Golden Ball)" tournament, visiting a boarding school, organizing the "Auyz Ashar" and "Nawrus" dinner for students.

Key directions and expected results

The concept of the university aims for creating such a working environment, where every student and employee has the resources and support necessary for growth and development, regardless of origin, religious beliefs, gender identity and other aspects.

Diversity, equality and inclusiveness is a concept aimed at supporting people of different ages, races, nationalities, abilities, health status, gender, religion and culture, sexual orientation. It also takes into account the interests of people with different experiences, skills and knowledge. These concepts work together to create an atmosphere of respect and justice. They include initiatives that ensure equal access, opportunities, employment and a sense of inclusion in work for all people at the university.

The University is guided by the following principles:

- provision of equal opportunities regardless of gender, age and other characteristics and tolerance of discrimination in education, employment, promotion, distribution of responsibilities, professional training, assessment of study and work results and salary. The university bases its decisions on the education, knowledge, experience and skills of the candidate;
- promoting the value of diversity at all organizational levels, including management structures;
- the use of strengths of people of different age, gender and other characteristics and evaluation of their contribution to the achievement of the strategic goals of the University. This is possible thanks to the diversity of points of view, skills and experience;
- a guarantee that students, faculty and staff can fully realize their potential and that they have equal opportunities to participate in learning and development processes. This helps to increase the competitiveness, productivity and efficiency of the activities and management of the University;
- a guarantee of an equally comfortable and respectful working environment for everyone, in which the origin and way of life will not affect the perception of them as professionals.

The approach to the University, ensuring diversity and inclusiveness is the main practice of non-discrimination. The university firmly opposes any form of discrimination and strives to ensure respect for all students and employees. The University works to create equal opportunities for everyone at every stage and ensures that when promoting employees within the organization, candidates are given equal opportunities, especially in those areas that have the least socio-cultural diversity. The university is guided by a similar principle when hiring employees, trying to expand the diversity of attracted talents. All this allows the University to benefit from different points of

view, experience and knowledge of people of different genders, ages and origins when implementing innovative solutions necessary for our business.

The university strives to create a favorable working atmosphere in which every student and employee feels accepted, respected and heard. The combination of educational level and professional experience, as well as personal qualities of employees provides a variety of opinions and a more extensive base of knowledge. The university strives to fully involve women in every aspect of activity and management. The University is working to eliminate the causes of the gender pay gap and is implementing corrective measures to improve gender pay equity.

Implementation and compliance

This Policy is an integral part of the principles and approaches provided for in other policies and procedures of the University regulating social aspects. Violation of this Policy will result in serious disciplinary action, including, but not limited to, dismissal, in accordance with applicable law and the University's internal policies and procedures. In accordance with the requirements of internal regulations, familiarization and regular training is conducted at the University regarding the application of policies and procedures regulating the approach to diversity and inclusiveness.