

POLICY ON EQUALITY, DIVERSITY, AND INCLUSION (EDI)

Equality, Diversity and Inclusion



Karaganda

1. General Provisions	3
2. Policy Principles	3
3. Areas of Application of the EDI and Sustainable Development Policy	5
4. University Commitments	6
5. Implementation of the EDI and Sustainable Development Policy	7

1. General Provisions

1.1 The University adheres to the principles of Equity, Diversity, and Inclusion (EDI) as an integral part of its educational, research, and social mission. This Policy is aimed at fostering a fair, safe, and respectful environment for all students, employees, and stakeholders of the University. The document has been developed in accordance with the legislation of the Republic of Kazakhstan, the Charter of the University, and internal regulatory documents, and is mandatory for compliance by all employees and students.

The implementation of EDI principles is carried out within the framework of the University's overall sustainable development policy and is aligned with the United Nations Sustainable Development Goals (SDGs), in particular:

- SDG 4 – Quality Education;
- SDG 5 – Gender Equality;
- SDG 8 – Decent Work and Economic Growth;
- SDG 10 – Reduced Inequalities;
- SDG 16 – Peace, Justice and Strong Institutions.

1.2 The University ensures equal opportunities for students, employees, partners, and other stakeholders by preventing discrimination and creating conditions for the full and equal participation of every individual in academic and professional activities.

1.3 The principles of equality, respect for human rights, openness, and social responsibility form the foundation of the University's corporate culture and are implemented across all areas of its activities. The University's Equality, Diversity, and Inclusion (EDI) Policy is developed with due regard to international standards and obligations undertaken by the Republic of Kazakhstan and reflects the University's commitment to developing as an open, socially responsible, and competitive academic institution. EDI principles are regarded as an integral part of the sustainable development strategy and are embedded in educational, research, and managerial activities.

1.4 The University embraces the approach enshrined in the United Nations 2030 Agenda for Sustainable Development and is committed to achieving the Sustainable Development Goals (SDGs). Among its priorities are ensuring quality and accessible education, promoting gender equality, creating decent working conditions, reducing inequalities, and strengthening the principles of justice and institutional transparency.

1.5 In its activities, the University is guided by the provisions of international instruments ratified by the Republic of Kazakhstan, including:

- the **Universal Declaration of Human Rights** and the **International Covenant on Economic, Social and Cultural Rights**, which affirm the right of every individual to education and equal access to opportunities without discrimination;

- the **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**, which establishes the foundations for ensuring equal opportunities in education, research, and governance;
- the **Convention on the Rights of Persons with Disabilities (CRPD)**, which sets out obligations for creating a barrier-free, physically and digitally accessible environment;
- the **Bologna Declaration**, which establishes the principles of academic mobility, recognition of qualifications, and equal access to higher education;
- the **International Labour Organization (ILO) Conventions** on non-discrimination and equal remuneration;
- the national legislation of the **Republic of Kazakhstan** regulating equal rights and opportunities for citizens;
- the internal regulations and policies of the University that embed EDI principles across all areas of its activities.

The integration of these commitments into the University’s strategic documents confirms its dedication to fostering an inclusive educational environment based on respect for human rights and dignity, equality of opportunity, and academic freedom.

2. Policy Principles

2.1 NCJSC “Abylkas Saginov Karaganda Technical University” supports the implementation of five key United Nations Sustainable Development Goals (SDGs):

SDG 4 – Quality Education

SDG 5 – Gender Equality

SDG 8 – Decent Work and Economic Growth

SDG 10 – Reduced Inequalities

SDG 16 – Peace, Justice, and Strong Institutions



2.2 The achievement of these goals is guided by principles embedded in the University’s corporate culture and educational mission:

- **Openness** – ensuring accessible information and transparent procedures for all members of the University community.
- **Accountability** – every employee, student, and partner is responsible for adhering to the University’s sustainable development policy and EDI principles.
- **Transparency** – all University processes, decisions, and activities are conducted with integrity and public accountability.

- **Ethical Conduct** – compliance with moral, legal, and professional standards in all activities.
- **Legality** – strict adherence to national legislation and international obligations.
- **Respect for Human Rights** – upholding the dignity and rights of all members of the University community.
- **Zero Tolerance for Corruption** – fostering an environment free from corrupt practices.
- **Avoidance of Conflicts of Interest** – ensuring fairness in decision-making and resource allocation.

2.3 Within the framework of its Equity, Diversity, and Inclusion (EDI) Policy, the University adopts the following approaches:

- **Equity** – ensuring fair access to education, employment, career development, and participation in academic life, regardless of gender, age, nationality, language, social background, health status, religion, or other beliefs.
- **Diversity** – recognizing and supporting cultural, social, and professional diversity, as well as different perspectives, experiences, and individual characteristics of students, employees, and partners.
- **Inclusion** – creating a safe and respectful environment where every individual feels supported and is able to participate fully in educational, research, and professional activities.

These principles form the foundation of the University’s sustainable development policy, ensuring alignment of actions among all participants: students, faculty, staff, partners, and other stakeholders. The University strives to ensure that every member of its community feels part of a global academic environment that values fairness, equality, and sustainable development.

3. Areas of Application of the EDI and Sustainable Development Policy

3.1 The Equity, Diversity, and Inclusion (EDI) Policy is implemented across all key areas of the University’s activities:

- **Educational Activities** – ensuring accessibility of academic programs for all students, supporting academic mobility, and creating a barrier-free environment in classrooms and online courses.
- **Research and Scholarly Activities** – providing equal opportunities to participate in projects and grants, promoting gender balance within research teams, and fostering innovation in line with sustainable development principles.
- **Administrative and Human Resources Practices** – ensuring fair recruitment, career development, training, and professional development of staff without discrimination, while upholding human rights and labor legislation.
- **Infrastructure and Campus Facilities** – providing accessible spaces and ramps for persons with disabilities, ensuring safety and comfort for students

and staff, and implementing energy-efficient technologies and environmentally friendly solutions.

- **Social and Community Activities** – supporting student initiatives and volunteer projects, as well as partnerships with local communities and organizations to advance sustainable development goals.

3.2 The principles of EDI and sustainable development apply to all members of the University community – students, faculty, staff, partners, and stakeholders – ensuring the integration of the policy across all University processes.

4. University Commitments

4.1 The University is committed to implementing the principles of Equality, Diversity, and Inclusion (EDI) across all areas of its activities and actively undertakes measures to prevent any form of discrimination – direct or indirect – ensuring fair, respectful, and inclusive treatment for all members of the University community. This applies to students, faculty, staff, partners, and all stakeholders.

4.2 A key objective of the University is to ensure equal access to educational and professional opportunities. Under this policy, conditions are created to enable full participation for every individual, regardless of gender, age, nationality, language, social background, health status, religious beliefs, or other characteristics.

4.3 The University promotes diversity in cultures, perspectives, and experiences, and actively supports gender equality and equal representation of women in academic and administrative spaces.

4.4 Special attention is given to creating an accessible environment that considers the needs of vulnerable groups, including persons with disabilities, international students, and other categories requiring adapted learning and working conditions. The University consistently combats both direct and indirect discrimination, fostering a culture of respect, mutual support, and open interaction at all levels of educational and professional activities.

The University's key commitments include:

1) In the field of Education:

- ensuring equal access to learning for all students;
- adapting educational programs to meet the needs of different categories of students;
- supporting students with special educational needs.

2) In the field of Employment:

- implementing transparent procedures for staff recruitment and career advancement;
- preventing gender and other pay gaps;
- supporting work–life balance.

3) In the field of Governance:

- ensuring representation of diverse groups in the University's collegial bodies;

- promoting inclusive decision-making in management;
 - applying gender-responsive budgeting where applicable.
- 4) In the field of Infrastructure:
- ensuring physical accessibility of the campus, including universal design;
 - providing digital accessibility of educational and administrative resources;
 - creating a safe and inclusive environment for all users.

Support for Academic Freedom and Mutual Respect

The University ensures respect for the rights and dignity of every individual, creating conditions for full participation in educational, research, and administrative activities.

Development of Inclusive Infrastructure and Educational Practices

The University integrates EDI principles into educational programs, research, governance, and both digital and physical spaces, ensuring equal opportunities for all members of the University community.

Regular Monitoring and Policy Improvement

The University periodically evaluates the effectiveness of EDI implementation, making adjustments to procedures, programs, and infrastructure, maintaining compliance with current international and national standards.

5. Implementation of the EDI and Sustainable Development Policy

The University consistently implements the principles of **Equality, Diversity, and Inclusion (EDI)** through a comprehensive set of measures encompassing educational, research, social, and infrastructural activities.

5.1 Transparent Procedures and Accessibility of Information

To ensure transparency and openness of information, a dedicated section on sustainable development has been established on the official University website. This section publishes data on ongoing projects, partnership initiatives, and performance indicators in economic, social, and environmental areas.

Transparency is also maintained through:

- standardized procedures for admissions and employment;
- regular updates to students, staff, and partners on project implementation;
- accessible mechanisms for submitting inquiries, suggestions, and complaints, with guaranteed confidentiality.

5.2 Inclusive Educational and Infrastructure Environment

The University ensures equal access to educational opportunities and provides support for students with special educational needs, including:

- adaptation of educational programs and specialized learning conditions;
- support for students with disabilities;
- development of mentorship and guidance programs;

- digital and physical accessibility of infrastructure, including:
 - ramps, elevators, adapted sanitary facilities, and accessible entrances;
 - tactile signage and visual information systems;
 - universal design of classrooms and lecture halls;
 - photographic materials and reports on implemented measures published on the University website.

5.3 Social Initiatives and Campus Ecosystem

The University actively develops its social infrastructure by supporting a variety of initiatives:

- Youth Centers:
 - “Zhas Orda” – promoting leadership and student initiatives;
 - “Meirim” – supporting student health and well-being.
- Television Studio and Sports Center – fostering creative and physical development.
- STU BANK IDEA Platform – enabling students, faculty, and staff to submit proposals for improving the educational environment.
- Print Box Project – providing round-the-clock access to printing of educational materials.
- Environmental and Cultural Awareness Campaigns:
 - “Green Alley” – planting 100 trees;
 - battery collection initiative under the “Taza Kazakhstan” campaign.

5.4 Responsible Employment and Business Practices

The University bases its employment relations on legality, equal opportunities, and non-discrimination:

- transparent procedures for recruitment, promotion, and remuneration;
- prevention of gender and other pay gaps;
- ensuring female representation in governance: at least 30% of managerial positions are held by women, promoting gender equality and inclusive decision-making;
- support for work–life balance;
- provision of safe working conditions;
- zero tolerance for corruption and conflicts of interest;
- regular training of staff on ethics, EDI, and anti-corruption measures;
- engagement with feedback from staff, students, and partners to identify and prevent violations.

5.5 Social and Educational Engagement

The University fosters a socially responsible and community-minded student body through:

- sports and cultural events, roundtable discussions, lectures, trainings, and competitions;

- charitable initiatives, including the “*Road to School*” project and a football tournament supporting children with special needs;
- support for student self-governance, volunteer activities, and debate movements;
- competitions, scholarships, and reward programs recognizing academic, research, and social engagement;
- promoting an environmental culture through participation in conservation initiatives.

5.6 Academic Integrity and Risk Management

The University actively implements mechanisms to ensure academic integrity and transparency in research activities. As part of its academic culture strategy, the following measures are carried out:

- mandatory use of anti-plagiarism systems for all research works;
- operation of the Research Ethics Committee, overseeing the correctness of research conduct and publications;
- functioning of the Anti-Corruption Compliance Service, monitoring corruption risks and breaches of academic discipline;
- organization of educational courses, seminars, trainings, and roundtables on academic integrity, ethics, and anti-corruption;
- activities of the Ethics Council, reviewing identified violations and risks.

To monitor the quality of educational activities, the University conducts annual sociological surveys among students, faculty, and staff. The accuracy of the analysis is ensured by the Internal Audit Service.

A key element of sustainable development is risk management at both institutional and operational levels:

- data collection is conducted through internal audits, stakeholder surveys, and monitoring of regulatory changes;
- identification and assessment of risks are performed using PEST and SWOT analyses, the Risk Register, and the automated risk management system (ASUR);
- all risks are recorded in the annually updated Risk Register, which is part of the University’s Risk Portfolio.

5.7 Educational Activities and Academic Mobility

The University’s educational activities are organized according to a three-tier system: Bachelor’s – Master’s – Doctoral (PhD) programs, delivered in Kazakh and Russian languages on a full-time basis.

Particular attention is given to:

- training specialists in relevant academic programs, including 16 military-accounting specialties;
- supporting academic mobility of students and research internships for Master’s and PhD students;
- fostering international cooperation and attracting international students.

5.8 Support for Early-Career Researchers and Innovative Projects

The University promotes scientific, research, and innovative activity among students and staff by:

- supporting research conducted by early-career researchers;
- supporting startups, providing financial, advisory, and organizational assistance;
- integrating scientific developments and innovative ideas into the educational process;
- supporting talented students, graduates, and early-career researchers to contribute to the country's economic development and enhance the University's competitiveness.

5.9 Monitoring and Evaluation of Effectiveness

The effectiveness of the EDI policy implementation is assessed based on:

- monitoring the achievement of goals and projects;
- collecting feedback from students, staff, partners, and the public;
- adjusting strategies and practices based on the analysis of results;
- publishing regular reports on the University website.

The principles and directions of EDI implementation cover:

- equality of opportunity, diversity, and inclusion;
- non-discrimination and gender equality;
- accessible environments and support for vulnerable groups;
- prevention of direct and indirect discrimination.

Thus, the comprehensive set of measures covering academic integrity, risk management, international and innovative activities, and support for early-career researchers and students ensures the implementation of EDI principles, sustainable development, and socially responsible educational policy at the University.