



Approved by

*[Signature]*

**B. Sulaymonov**

Recto of Tashkent State

Agrarian University

*24 Jun 2020*

## **POLICY ON ANTIDISCRIMINATION AND ANTI-HARASSMENT AT TASHKENT STATE AGRARIAN UNIVERSITY**

### **1. Purpose**

- 1.1 “Discrimination” occurs when an individual, or group of individuals, is treated adversely because they belong to a classification of individuals that is protected from discrimination by this policy of Tashkent State Agrarian University (hereinafter, TSAU). The failure to provide reasonable accommodations required by law or TSAU policy based on disability or religious practice may constitute discrimination.
- 1.2 “Harassment” is a specific form of discrimination. It is unwelcome behavior, based on a protected classification, that a reasonable person would perceive to be sufficiently severe or pervasive to create an intimidating, hostile, or offensive environment for academic pursuits, employment, or participation in University-sponsored activities.
- 1.3 Additionally, “Sexual Harassment”, whether between individuals of the same or different sex, includes unwelcome conduct of a sexual nature that is made, either explicitly or implicitly, a condition of an individual’s education, employment, or participation in a TSAU program or activity, and/or when the submission to or rejection of such conduct is a factor in decisions affecting that individual’s education, employment, or participation in TSAU -sponsored activities.
- 1.4 Harassing conduct may take many forms, including verbal acts and name calling, as well as nonverbal behavior, such as graphic, electronic, and written statements, or conduct that is physically offensive, harmful, or threatening.

### **2. Applicability and Enforcement of Policy**

This policy applies to:

- TSAU employees in all aspects of their employment relationship with the university;
- TSAU students in all aspects of their participation in the university’s educational programs and activities;



- TSAU applicants, whether for employment or for admission to educational or university-sponsored programs, activities, or facilities;
- All persons or groups participating in or accessing TSAU -sponsored programs, activities, or facilities.

### **3. Policy**

Because of the nature of discrimination, harassment, or retaliation complaints, allegations often cannot be substantiated by direct evidence other than the complaining individual's own statement. Lack of corroborating evidence should not discourage individuals from seeking relief under this policy. No adverse action will be taken against an individual who makes a good faith allegation of discrimination, harassment, or retaliation under this policy, even if an investigation fails to substantiate the allegation. However, individuals who make dishonest statements or make statements with willful disregard for the truth during an investigation or enforcement procedure under this policy may be subject to disciplinary action in accordance with existing TSAU policies.

### **4. Anonymous Inquiries and Complaints**

Members of TSAU community may contact the responsible department at any time to ask questions about discrimination, harassment, retaliation, or complaint-filing procedures and may provide information without disclosing their names. This provision does not relieve managers, supervisors, instructors, or advisors of their responsibility to promptly report under this policy.

### **5. Reporting Complaints to Outside Agencies**

TSAU employees and students have the right to file discrimination, harassment, and/or retaliation complaints with outside agencies as well as with TSAU. If an individual files a complaint with an external agency, the filing will not affect the TSAU's investigation concerning the same or similar events.

### **6. Confidentiality**

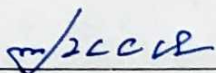
Employees of departments, employees of the Dean of Faculties, and all responsible administrators who receive reports of discrimination, harassment, or retaliation will maintain the confidentiality of the information they receive, except where disclosure is required by law or is necessary to facilitate legitimate TSAU processes, including the investigation and resolution of discrimination, harassment, or retaliation allegations.



Prof. Dr. Botirjon Sulaymonov

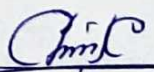
Rector of Tashkent State Agrarian University

AGREED ON

  
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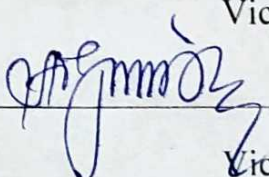
Prof. Dr. Sokhib Islamov

Vice Rector for Academic Affairs

  
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Prof. Dr. Komolitdin Sultonov

Vice Rector for Research and Innovations

  
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Dr. Abduaziz Abduvasikov

Vice Rector for International Cooperation

24/06/2020 Date

Review foreseen every **five** years on

23/06/2025 Date