



Approved by

B. Sulaymonov
Rector of Tashkent State
Agrarian University

2 Jul 2020

DISCRIMINATION REPORTING POLICY

(A policy that protects those reporting discrimination from educational or employment disadvantage)

1. Purpose

- 1.1. This policy is aimed at protecting rights and secures life of people reporting discrimination cases at Tashkent State Agrarian University (hereinafter, TSAU).
- 1.2. This policy intends to monitor discrimination cases and to create secure environment and mechanism for reporting any form discrimination in the territory of TSAU.

2. Rationale

- 2.1. This policy has been issued to secure life of people who report discrimination cases at TSAU.
- 2.2. This policy states that a rate of reporting discrimination cases is very low, because most people do not feel themselves safe at study and work. Besides, there is no good mechanism for report discrimination cases, which results in low report rate at TSAU.

3. Scope

- 3.1. This policy applies to students, staff and visitors of TSAU.
- 3.2. This policy is an internal document, describes main strategies and plans towards securing reporters of discrimination cases in the territory of TSAU.

4. Policy


- 4.1. Create more equitable and safe place, where students and employees have a trust in reporting discrimination cases at the university.
- 4.2. Creating and offering anonymous reporting mechanism as well as tools for people who willingly report discrimination cases at TSAU: hotlines, chatbots, website forms, and phone apps.

- 4.3. Keep all reports' identity anonymous at any cases and time towards securing their life.
- 4.4. Allow all reports and people to see status of their report: whether a report is received, reviewed or resolved.
- 4.5. Giving employers a chance to respond to without compromising the anonymity of reporters.
- 4.6. Recipients of information and reports are prohibited from passing information to third parties

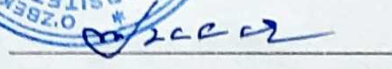
5. Monitoring and compliance (optional)


- 5.1. Monitor non-compliance by recipients of discrimination reports with this policy and report it to representatives of TSAU.
- 5.2. Punishment in case of passing information by the recipients to third parties is carried out in accordance with the laws of TSAU and the Republic of Uzbekistan.

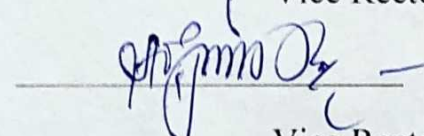
6. Entry into force


 _____ Prof. Dr. Botirjon Sulaymonov
 Rector of Tashkent State Agrarian University

AGREED ON


 _____ Prof. Dr. Sokhib Islamov
 Vice Rector for Academic Affairs


 _____ Prof. Dr. Komolitdin Sultonov
 Vice Rector for Research and Innovations


 _____ Dr. Abduaziz Abduvasikov
 Vice Rector for International Cooperation

_____ 02/07/2020 Date

7. Review date

Review foreseen every **five** years on
 _____ 01/07/2025 Date