

Approved by



B. Sulaymonov

Rector of Tashkent State

Agrarian University

24 Jun 2020

POLICY ON DISCRIMINATION IN TASHKENT STATE AGRARIAN UNIVERSITY

(including discrimination based on religion, sexuality, gender, age)

1. Purpose

- 1.1. Tashkent State Agrarian University (hereinafter, TSAU) is committed to creating a work environment for its staff and other members of the university community (including students, faculty, postdocs, and visitors) free from unlawful discrimination and workplace harassment. TSAU: Prohibits unlawful discrimination or workplace harassment by or toward employees or other members of the university community; prohibits unlawful discrimination or workplace harassment by or towards visitors to the university community; and, prohibits retaliation against employees and others who report instances of discrimination or workplace harassment.
- 1.2. TSAU is committed to providing prompt and equitable resolution of employee complaints alleging unlawful discrimination and workplace harassment. Staff and other members of TSAU who have relevant information are required to cooperate with TSAU's investigation of allegations of discrimination and harassment.

2. Rationale

Anti-harassment and anti-discrimination policies make it clear that harassment and discrimination will not be tolerated, and set standards and expectations for behavior. An anti-harassment or anti-discrimination policy should describe the types of behavior that are discriminatory or harassing, and send the message that these issues are taken seriously. The policy should also set out roles and responsibilities. These human rights policies should be linked to existing organizational policies and integrated into the way the organization operates on a daily basis.

3. Scope

Respect in TSAU workplace is a joint responsibility shared by all members, employees, volunteers, partners, suppliers and independent contractors. This policy applies to university policy.

4. Policy

The policy should set out its objectives, such as promoting human rights within the organization, preventing harassment and discrimination, and defining principles and standards for behavior.

The objectives of this Policy are to:

- Make sure that staff, students and members of university are aware that harassment and discrimination are unacceptable practices and are incompatible with the standards of this university, as well as being a violation of the law
- Set out the types of behavior that may be considered offensive and are prohibited by this policy.

5. Monitoring and compliance (optional)

- 5.1. Set out the roles and responsibilities of the various parties present in TSAU.
- 5.2. All academic staff, students and members of TSAU are expected to uphold and abide by this policy, by refraining from any form of harassment or discrimination, and by cooperating fully in any investigation of a harassment or discrimination complaint.
- 5.3. Academic staff and students have the additional responsibility to act immediately on observations or allegations of harassment or discrimination. Managers and supervisors are responsible for creating and maintaining a harassment- and discrimination-free organization, and should address potential problems before they become serious.




Prof. Dr. Botirjon Sulaymonov

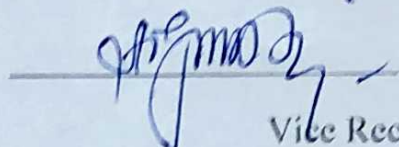
Rector of Tashkent State Agrarian University

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

24/06/2020 Date

6. Review date

Review foreseen every **five** years on

23/06/2025 Date