



ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY

The goal of Karaganda Industrial University (hereinafter KarIU, university) is to create an atmosphere that helps all students and employees to realize their potential.

Therefore, any leader, faculty, employee, or student who engages in a prohibited practice of harassment or discrimination against any member of the university community is in violation of KarIU policy.

KarIU prohibits unlawful discrimination on the basis of national origin, gender, marital status, disability, religion, age or any other status protected by the legislation of the Republic of Kazakhstan, as well as within the framework of any activities or activities of the university.

KarIU also prohibits retaliation against anyone for engaging in activities covered by this policy or interfering with any rights or benefits provided under anti-discrimination laws.

KarIU prohibits harassment, discrimination and harassment.

For the purposes of this policy, harassment is defined as verbal, written, or physical acts that offend a person, demonstrate hostility or disgust towards a person for reasons of his/her nationality or any other characteristic protected by law, or similar actions against relatives, friends, partners who have as their goal or effect the creation of an intimidating, hostile, religion, sex, gender, age, disability, marital status, citizenship, genetic information or offensive atmosphere in the workplace, unreasonable interference in the performance of duties, otherwise adversely affect the opportunities of an employee / teacher or student at the university.

Harassment includes the use of offensive epithets, insinuations or negative stereotypes; threats, intimidation or hostile acts, humiliating jokes; written or graphic materials that defame or demonstrate hostility or disgust, which are posted anywhere on the premises of the University in a public place, distributed at workplaces, during or after business hours and using University equipment, via e-mail, telephone (including voice messages), SMS, social networks and other means of communication.

In addition, KarIU adheres to the applicable provisions of the Constitution (Clause 2, Article 14, of the Constitution of the Republic of Kazakhstan: "No one can be subjected to any discrimination based on origin, social, official and property status, gender, race, nationality, language, attitude to religion, beliefs, place of

residence or for any other reasons"), the Law of the Republic of Kazakhstan "On State Guarantees of Equal Rights and Equal Opportunities for Men and Women", the Labor Code, the Law of the Republic of Kazakhstan "On the Social Protection of Persons with Disabilities in the Republic of Kazakhstan", Law of the Republic of Kazakhstan "On Education", as well as all regulatory legal acts of the country on civil rights.

- In accordance with this policy, everyone, without exception, is provided with equal opportunities for employment, enrollment, and participation in programs, services and activities of KarIU.

- Every employee, teacher or student has the right to work/study in an environment that promotes equal opportunity and avoids unlawful discriminatory practices, including harassment.

KarIU will also promote the provision of equal opportunities and equal treatment through the implementation of this policy and other measures provided by the university for this purpose.

It is the policy of KarIU that any act that constitutes harassment, discrimination or retaliation is strictly prohibited. Therefore, it is the responsibility of every member of the university community to strictly comply with this policy and any processes for implementing this policy. This includes notifying each employee/student of their rights and responsibilities under the Anti-Discrimination and Anti-Harassment Policy.

It is the responsibility of university management and staff to take reasonable steps to prevent any conduct in the educational and scientific environment that is or could reasonably be considered acts of intimidation, hostility, discrimination or retaliation.

- ✓ Any employee/faculty who believes they have been discriminated against or harassed by another employee/faculty or university student is encouraged to contact a Compliance Officer who has a complaints procedure in place to resolve disputes related to discrimination and harassment in a timely and fair manner.

- ✓ Any student who believes they have been discriminated against or harassed by an employee, faculty member, or other university student is encouraged to contact the Director of Educational Work and Youth Policy in accordance with the Student Complaints Procedure to resolve these issues.

Appropriate action will be taken in response to misconduct, including harassment, discrimination, or harassment, up to and including the termination of an employee/teacher or expulsion of a student.

**Chairman of the
Board - Rector**

"of "September 2022

(Approved on the basis
of the decision Board
Protocol No. 1)



B. Abdrasilov