



POLICY OF EQUALITY, DIVERSITY AND INCLUSION

The policy of equality, diversity and inclusion (EDI) is a social strategy of the Karaganda Industrial University (hereinafter - KarIU, university) to provide equal opportunities to all groups of society, regardless of gender and ethnicity, age, physical, cultural and other characteristics.

We recognize that diversity is manifested in any social identity, whether it be gender, age, cultural or ethnic origin, nationality, physical ability, political and religious beliefs, or other attributes.

Equality - equal treatment of all, justice and fairness in procedures and processes, as well as in the distribution of resources.

Diversity is the empowerment of people based on respect and recognition of the value of differences among them in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, nationality, abilities, social origin and other characteristics.

Inclusiveness is the creation of conditions in which different socio-cultural groups of people and each person individually are valued, accepted and respected for their unique skills, experience and development prospects; and in which they are given equal opportunities to participate in success.

Discrimination is any distinction, exclusion, restriction or preference based on race, gender, age, religion, ethnicity, social status, sexual orientation, national origin, social origin, wealth, political or other opinion, disability, place of birth, or any other characteristics.

KarIU provides equal opportunities regardless of gender, age and other characteristics and does not tolerate discrimination in the admission of students, hiring employees, career advancement, distribution of responsibilities, professional training, performance evaluation and remuneration, in educational and scientific processes.

KarIU promotes the values of diversity at all organizational levels, including governance structures.

KarIU uses the strengths of people of different age, gender and other characteristics and appreciates their contribution to the achievement of the strategic goals of the university.

KarIU ensures that all learners can achieve their full potential and that they have equal opportunities to participate in learning, research and development.

KarIU guarantees all employees an equally comfortable and respectful working environment in which their background and lifestyle will not affect their perception as professionals.

Violation of this Policy will result in the application of serious disciplinary measures, including, among other things, expulsion or dismissal, in accordance with the norms of the legislation of the Republic of Kazakhstan, as well as internal regulations.

**Chairman of the
Board - Rector**

"01" *september* 2022

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



A handwritten signature in blue ink, which appears to be 'B. Abdrasilov', is written over the seal.

B. Abdrasilov