



**APPROVE**

**Acting Board member-  
Vice Rector  
for social development**

**S.K. Suatay**

*S.K. Suatay* 01 2024

## **DIVERSITY, EQUITY AND INCLUSION POLICY**

### **Introduction**

The Diversity, Equality and Inclusion Policy (hereinafter - the Policy) of NAO "Al-Farabi Kazakh National University" (hereinafter - the University) is based on universally recognized laws and principles of non-discrimination. Ensuring equal opportunities and inclusiveness is a fundamental element of respect for human rights. Therefore, this Policy is considered inseparable from the guiding principles set out in the Academic Policy, Code of Corporate Culture, Internal Regulations, and other documented procedures of the University's core processes. This policy emphasizes the University's commitment to socio-cultural diversity and demonstrates zero tolerance for discrimination of any kind. Diversity and inclusion are critical to the long-term success of the University, helping to attract, engage and retain talent and ensuring that students, faculty and staff are comfortable and supported to achieve the best possible results.

The inclusive and diverse composition of the University (administrative, faculty, technical, student) allows for a more effective adaptation to changing societal expectations and an integrated response to social change.

## Scope

This Policy applies to:

- University students, including students with special educational needs and international students;

- the faculty of the University, including faculty and staff with special educational needs and foreign faculty,

- all full-time and temporary employees, contractors, department heads, officers, directors and business partners, and third parties employed or engaged by the University or providing services on behalf of the University. Анализ текущей ситуации

- The following key protected characteristics of faculty, administration, technicians, and students are included in this policy:

- Age,

- Gender,

- Disability,

- Race,

- Religion and beliefs,

- Sexual orientation,

- Marriage and civil partnership,

- Pregnancy and maternity.

- The policy includes working with minority groups, such as refugees, asylum seekers and gender reassignment, and in the event that their representatives apply to work or study at KazNU.

- Average statistics show that:

- The average age of students is from 17 to 25 years, the average age of staff and teaching staff is from 22 to 64 years.

- The ratio of gender among students is on average 48 per cent female and 52 per cent male, among staff and teaching staff 65 per cent female and 35 per cent male.

- Persons with disabilities among students - 0.65% of the total number, among staff and faculty - 1%.

- Racial division among students, staff and faculty: Caucasoid race-5, Negroid race-0.5, Mongoloid race-94.5.

Representatives of more than 35 nationalities study at the University and representatives of 15 nationalities work at the University.

KazNU supports a diverse ethnic (national) composition of students and actively works with international students. The geography of foreign students studying at KazNU is extensive and includes representatives of the following states: Afghanistan, Azerbaijan, Bangladesh, Bahrain-Vietnam, Bosnia and Herzegovina; Ghana, Egypt, Germany, India, Indonesia, Jordan, Iraq, Iran, Ireland, Zambia. China, Colombia, Italy, Kenya, South Korea, Kyrgyzstan, Liberia, Mali, Mongolia, Nigeria, Yemen. UAE. Pakistan, Russia, Saudi Arabia, Sudan, Syria, United States, Sudan, Yemen. Tajikistan; Tanzania, Tunisia, Turkmenistan-Turkey. Uzbekistan, Ukraine, Philippines, Ukraine.

Among them are adherents of the following religious denominations and beliefs, including Muslims - 92 per cent, Christians - 5 per cent, Hinduism - 1 per cent, Buddhism - 1 per cent, other religions - 1 per cent.

Marriage and civil partnership - 60% married, 5% in a civil partnership, 10% single, 25% unmarried.

Pregnancy and maternity - 75% among staff and faculty, 15% among students.

KazNU named after Al-Farabi systematically treats with care people with disabilities and strives to do everything possible to make people with disabilities feel more comfortable.

The university has 156 students with disabilities, including students with disabilities of the 1st group 13 people, 2nd group 24 people, 3rd group 65 people, visually impaired 6 people, disabled since childhood 48 people.

Of them the number of distance-learners - 1 person, graduated in 2023, graduated. For the 7th semester she was taught by 7 faculty members, for the 8th semester 3 faculty members.

The university has the following social facilities to provide support services for people with disabilities:

- Student Service Centre - CSC Keremet on the principle of "one window",
- Cinema,
- Library,
- Supermarket,
- Canteens,
- Buffets,
- Laundry,
- Student Houses,
- Beauty parlour,
- Pharmacy,
- Medical Centre,
- Sport and health camp of KazNU named after Al-Farabi on the shore of Lake

Issyk-Kul.

The university has lifts in the following buildings, including:

- Library, 3 lifts,
- Student Houses, 8 lifts,
- Rectorate building, 4 lifts,
- House of Young Scientists, 2 lifts
- Building of the Faculty of Chemistry and Chemical Technology, 2 lifts,
- Building of the Faculty of Mechanics and Mathematics, 2 lifts,
- Building of the Faculty of Physics and Technology, 2 lifts,
- The building of the Faculty of International Relations, 2 lifts.

The University has 2 escalators in the buildings of CLC "Keremet".

The university buildings are equipped with ramps to allow people with disabilities to enter the buildings without hindrance.

Parking spaces for disabled drivers are available in the University car parks.

Mentoring and other targeted support is provided on a regular basis for students, staff and faculty.

Tuition fee discounts are available for students with special educational needs and for students whose parents have disabilities.

Material support for students - for students with special educational needs (SEN) is provided in the following categories:

- Tuition benefits (orphans, disabled, low social status),
- Meals for orphans,
- Compensation for clothes for orphans,
- Increased scholarship for visually impaired +75%,
- Increased scholarship to orphans +30%.

In the hostels of KazNU named after Al-Farabi students who are orphans live free of charge.

### **Sports achievements of students of Paraolympics**

KazNU supports students with OOP, international students in their sports activities, aspirations for sporting achievements.

Training, travel to the venue and accommodation during national and international sporting competitions are financed in full or in part by the university.

Activities implementing the values of "Diversity - Equality - Inclusion" are carried out on a regular basis: socio-psychological skills training, motivational training, meetings with alumni, "Zharkyn Zhuldyz" competition, "Altyn Dop" tournament, visits to boarding schools, organisation of "Auyz Ashar" dinner for students.

### **Key directions and expected results.**

The University's vision is to create a work environment where every student and employee has the resources and support, they need to grow and develop, regardless of background, religious beliefs, gender identity or other aspects.

Diversity, Equity and Inclusion is a concept that seeks to support people of different ages, race, nationality, ability, health status, gender, religion and culture, sexual orientation. It also considers the interests of people with different

experiences, skills and knowledge. These concepts work together to create an atmosphere of respect and fairness. They include initiatives to ensure equal access, opportunity, employment and a sense of inclusion for all people at the university.

The University is guided by the following principles:

- Providing equal opportunities regardless of gender, age and other characteristics and not tolerating discrimination in education, recruitment, promotion, assignment of responsibilities, training, evaluation of academic and work performance and remuneration. The University bases its decisions on a candidate's education, knowledge, experience and skills;

- promoting the value of diversity at all organizational levels, including management structures;

- capitalizing on the strengths of people of different ages, genders and other characteristics and valuing their contribution to the University's strategic objectives. This is possible through diversity of perspectives, skills and experience;

- ensuring that learners, faculty and staff can realize their full potential and that they have equal opportunities to participate in learning and development processes. This contributes to the competitiveness, productivity and efficiency of the University's operations and management;

- guaranteeing everyone the same comfortable and respectful working environment, where background and lifestyle will not affect their perception as professionals.

The University's approach to diversity and inclusion is a core practice of non-discrimination. The University is strongly opposed to any form of discrimination and endeavors to ensure that all learners and employees are treated with respect. The University works to create equal opportunities for all at every stage and ensures that when promoting staff within the organization, candidates are given equal opportunities, particularly in those areas that are least likely to be socio-culturally diverse. The University follows the same principle in its recruitment process, endeavoring to increase the diversity of talent it attracts. This enables the University to capitalize on the diverse perspectives, experiences and knowledge of people of

different genders, ages and backgrounds to deliver the innovative solutions our business needs. The University is committed to creating a positive working environment where every learner and staff member feels accepted, respected and heard. The combination of educational backgrounds and professional experience, as well as the personal qualities of employees, ensures a diversity of opinion and a broader knowledge base. The University endeavors to fully involve women in every aspect of operations and management. The University works to address the causes of the gender pay gap and implements corrective measures to improve gender pay equity.

#### **Implementation and compliance**

This Policy is integral to the principles and approaches of the University's other policies and procedures governing social aspects. Violation of this Policy will result in serious disciplinary action, including but not limited to termination of employment, in accordance with applicable law and the University's internal policies and procedures. As required by internal regulations, the University provides familiarization and regular training on the application of policies and procedures governing the approach to diversity and inclusion.

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