

The Board of the non-commercial
joint-stock company "Kazakh
National University named after
Al-Farabi" has approved this.

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The Anti-Discrimination and Anti-Harassment Policy at Al-Farabi Kazakh National University

1. General rules

1.1. According to paragraph 2 of article 14 and paragraph 2 of article 17 of the Constitution of the Republic of Kazakhstan, no one can against family name, based on their social, and property professional, status, gender, race, nationality, language, religion, belief, place of or any residence, or other circumstances. be discriminated against.

No one should be subjected to violence, cruel, or degrading treatment or punishment.

1.2. Any form of discrimination or harassment is unacceptable and should be prevented.

1.3. Al-Farabi Kazakh National University has a zero-tolerance policy regarding both discrimination and harassment.

1.4. All university students, as well as university employees and officials, must maintain high moral and ethical standards of personal and professional conduct.

1.5. Discrimination and harassment are unacceptable and prohibited behaviors for all students, employees, and officials of the University.

2. Basic concepts

2.1. In this policy as follows terms and definitions used :

1) University named after Al -Farabi Kazakh national university

2) Discrimination based on race, gender, gender identity, color, religion, age, and of origin, ethnicity, disability, nationality veteran or status, sexual orientation, pregnancy, military information, genetic or for status, or any family status prohibited by law, has been around civil a long time other is often based on persecution.

3) Persecution, including sexual/gender in his harassment work, is one type of discrimination. To pressure gender, sex orientation, gender compliance and transgender status according to gender, it depends on how other workers are treated with "less respect" than when profit can be made. This is unwanted physical or oral exposure to sexual characteristics. For this, examples such as touching, offensive movements or comments, human sexual life about requests or saying sexual background with jokes may need to be addressed.

Persecution, however, happened side by side without need for verbal or physical harassment from flirts. Working on the spot or studying in place made one vulnerable to open sexual discrimination from words or discrimination from warnings, which caused the recipient to live with unpleasant discomfort or an insult, or had a negative effect on work productivity.

4) The Disciplinary Commission, a university servant of inspections, was to look at the disciplinary of negative study behavior, to make a comprehensive, complete, objective disciplinary assessment, and punishment recommendations produced for created measures to the leader. One by one, university employees with a voice were chosen from the stable collegial body.

5) Incident-discrimination and harassment depend on all situations and events.

6) Discrimination and harassment versus struggle in politics is a university applied, university education recipients, employees, and officials of people from the side discrimination

and harassment prohibition that it was built and like this characteristic each violation of the Kazakhstan of the Republic existing of legislation according to that he will be persecuted set document.

7) An applicant is a person who reports harassment form or discrimination of any to the university.

8) Victim - time came characteristic discrimination , persecution subjected to a person

9) A whistleblower is an employee or university official who reports an instance of discrimination or harassment of any kind.

10) Making false is illegal statements, either carelessly, consciously, privilege or purpose, private or and can cause legal damage to a person or entity for the purpose obtaining a of or on or misleading benefit.

11) Recipients — at the University white can get students , masters , doctoral students .

12) Employee - work the right subject , university work card. According to work I will do it privately .

13) Official person — Director council members of the University Board members .

14) Violator is guilty servant check with the conclusion and disciplinary of the commission with a solution marked a person

3. Politics goals and objectives

3.1. The goal is to spread intolerance towards discrimination and harassment involving education university recipients, employees and policy officials, to receive, respond to, and take preventive measures to drive through an intolerable situation of discrimination and harassment, and to provide support.

3.2. The objectives of the document are to ensure awareness among students, employees, and university officials about the prevention of discrimination and harassment and its consequences, to create conditions for the safe and confidential provision of protection against discrimination and harassment, and to ensure the observance of due process when investigating allegations of discrimination and harassment. Additionally, it should establish a standard process to ensure that all parties involved in such cases, including victims, witnesses, and alleged violators, are aware of their rights and responsibilities.

4. Application industry

4.1. Politics prohibiting certain recipients of these documents actions made when they are in university territory was spread and used.

4.2. Politics work to these documents in time prohibition built actions made by when your university employees and officials distributed to persons and is used .

4.3. Discrimination and harassment of students, employees, and university officials, as well as third parties, between students, employees, and university officials in regards to money transfer, employment, enrollment, and provision of other services is prohibited, as well as any resulting consequences of discrimination and harassment.

4.3.1. Unpleasant or objectionable actions and suggestions involving touching any part of the body or any physical contact.

4.3.2. Verbal requests and demands, whether explicit or implicit, may involve the promise of benefits or negative consequences. Verbal insults or jokes of an offensive nature, offensive remarks about nationality, gender, race, body shape, or appearance; obscene anecdotes; rude words; and tips or actions, including letters, emails, messages, emojis, memes, pictures, texting, conversations, and tweets are all considered unsolicited.

4.3.3. Nonverbal: mean looks, offensive or obscene sounds, whistling, obscene gestures.

4.3.4. Psychological abuse: Creating a frightening, hostile, intolerable, or abusive work environment for employees through unpleasant conversations, suggestions, requests, demands, physical contact or attention, insults, or other inappropriate content.

4.3.5. Displaying or discussing any written or graphic materials, including calendars and posters, that contain offensive undertones or are hostile to an individual or group of people on the basis of gender, as well as the unwanted or public display of offensive images, audio, and video materials, is prohibited.

4.3.6. Cyber harassment: Receiving unsolicited, offensive emails or text messages containing explicit content.

5. Basic principles

5.1. Discrimination and harassment versus of politics main principle :

5.1.1. Students, employees, and officials are obligated to inform the university management of their concerns or suspicions regarding the actions prohibited in this document.

5.1.2. Students, employees, and officials of the University are obliged to create and maintain an environment of zero tolerance for discrimination and harassment, and to promote compliance with this policy.

5.1.3. In order to improve the safety of students, the staff of the Department of Youth Affairs conducts an anonymous survey of students on a voluntary basis at least twice annually.

5.1.4. In order to improve the safety of university employees and officials, the Human Resources Development Department conducts an anonymous survey of employees on a voluntary basis at least once a year.

A set of data and the results of the analysis of the questionnaires are presented to the member of the Board, the Vice-Rector for Social Development of the university.

5.2. Tools related to the prevention of discrimination and harassment include: Mandatory anti-discrimination and anti-harassment training for students, staff, and university officials conducted by relevant university departments.

5.3. These response methods include:

5.3.1. Accessibility is achieved through safe, confidential, and accessible mechanisms and procedures that allow students, staff, and officials to freely report incidents.

5.3.2. In accordance with the internal normative acts of the university, an official is carried out to investigate inspection charges of and/or harassment. This inspection is conducted discrimination appropriately and in a timely manner by the relevant structural divisions of the university.

5.3.3. A request should be made to notify university officials, in writing or verbally, about an incident of discrimination or harassment.

6. Application procedure

6.1. Any student, employee, or official can submit an official application to the university in the name of a member of the Board for Social Development - Vice-Rector in any available way.

In the application:

6.1.1. Name, organizational unit, and position of the person(s) who committed the acts prohibited in this document.

6.1.2. A description of the request, including the date, location, and names of witnesses (if any);

6.1.3. Names of other people who may be subject to the same or similar harassment.

6.1.4. If there is , the application giver \ information giver discriminatory and (or) harassment to stop to try for accepted measures ;

6.1.5. Actions if taken by the applicant/informant to try to stop discrimination harassment, and/or any.

6.2. It is recommended that the application period for the student, employee, or official who suffered from the actions prohibited in this document be started through the Documentary Support Department of the university no later than three calendar days from the moment of the incident.

7. Applications look at and investigation formality

7.1. Requests regarding discrimination and/or harassment are considered by the structural unit on the instructions of the Vice-Rector for Social Development, a member of the Board.

7.2. The university official who will consider the application.

7.2.1. Provide an explanation of this policy and investigation procedure to all parties involved.

7.2.2. Consider the possibility of informal ways of handling complaints of low-level discrimination and harassment, such as interviews and consultations.

7.2.3. Decide whether an internal audit will be conducted and whether a third party should be engaged to complete the audit.

7.2.4. Take measures to prevent humiliating the applicant during the service inspection.

7.2.5. In the case of suspicion that the crime has a criminal or administrative nature, the victim should be advised to apply to the law enforcement or judicial authorities.

7.3. The Disciplinary Commission (hereinafter referred to as the Commission) reviews the results of official inspections and investigates facts related to disciplinary misconduct based on discrimination and harassment in accordance with current legislation.

7.4. The Commission makes the following decisions in accordance with the legislation of the Republic of Kazakhstan.

7.4.1. Recommends imposing disciplinary punishment on an official or their substitute.

7.4.2. Advise the offender to apologize to the victim/applicant during the conversation with them.

7.4.3. Recommends work to the appropriate department of the University on the prevention and mitigation of discrimination and harassment.

7.4.4. Decisions are made in circumstances of discrimination and harassment and based on the results of the performance review.

7.5. When making decisions on applications, the Commission must take into account:

- degree of actions confirmed during the review;
- moral and material damage caused to the victim;
- the presence of other similar requests, including anonymous requests, related to the offender;
- evidence (for example, reliable confirmation of witness testimony, audio/video/photo materials, correspondence, etc.).

7.6. After the meeting, the Commission presents its decision to the university management.

7.7. If one of the parties does not agree with the decision of the commission, they have the right to appeal to the explained court.

7.8. In the case of suspicion of political violations by criminal or administrative staff, the commission should recommend that the victim submit an application to law enforcement agencies or file a lawsuit in court.

7.9. The commission must respond to events promptly.

7.10. In case of making a false application confirmed by the results of official inspection and the decision of the Commission, the informant/applicant shall be liable in accordance with the legislation of the Republic of Kazakhstan.

8. Confidentiality

8.1. Requests, messages, and official inspections are considered and conducted in complete confidentiality. Information is disclosed strictly according to the principle of operational necessity in accordance with the requirements of the internal legal acts of the university.